

Water Orton Primary School



Zero Tolerance of Violence and Aggression Statement

Updated and agreed by FGB March 2021

Introduction

The Governing Body of Water Orton Primary School states categorically that violence and aggression against any member of its staff will not be tolerated. The Governing Body recognises and accepts its responsibilities in accordance with the Health and Safety at Work Act and good employment practice to provide, as far as is reasonably practicable, a safe and secure workplace for its staff.

Governing Body of Water Orton Primary School is committed to meeting its legal duties under Health and Safety Legislation. The Governing Body acknowledges the risk of violence towards staff at work and affirms that such violence or threat of violence is wholly unacceptable. To support the management of violence and aggression the Governing Body has adopted the **Warwickshire County Council Guidance on Managing Violence and Aggression**. Please refer to the policy for further information.

The Governing Body is committed to the effective control of risks associated with violence and aggression in the workplace and will guide and support staff in whatever way necessary to ensure they are able to manage situations effectively and deal with their consequences.

In certain circumstances, continuous difficult and challenging behaviour or hostility by a child or young person, parent or visitor can result in staff being unable to carry out their duties which are in the best

interests of the children. This behaviour is unacceptable and appropriate management of these incidents is supported by the Governing Body.

To support the management of the risk of violence and aggression a statement on zero tolerance will be included in the following documents:

1. Home School Agreement under 'expectations of parents':

'Please note that, as stated in our prospectus; aggressive, violent or antisocial behaviour will not be tolerated in this school. Any person not adhering to this rule will be asked to leave the school site. You may also be asked to conduct future communication in writing only. In persistent or extreme cases persons may be excluded from the school site and where necessary this will be legally enforced.'

2. Complaints Policy to include on complaints procedure summary sheet:

'School staff and governors will do all we can to support you and your child and to address any concerns. However, **please note that, as stated in our prospectus; aggressive, violent or antisocial behaviour will not be tolerated.** Any person not adhering to this rule will be asked to leave the school site. You may also be asked to conduct future communication in writing only. In persistent or extreme cases persons may be excluded from the school site and where necessary this will be legally enforced.'

3. As a notice to display in public areas of the school:

EVERYONE IN THIS SCHOOL HAS A RIGHT TO BE SAFE

**Aggressive, violent or antisocial behaviour
will not be tolerated in this school**

Any person not adhering to this rule will be asked to leave the school site.

You may also be asked to conduct future communication in writing only.
In persistent or extreme cases persons may be excluded from the school site and where necessary this will be legally enforced.

Water Orton Primary School Governing Body