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Lanesend Primary School

Anti-Violence and Aggression Policy School Health and Safety Policy

Signed: Date:
(Headteacher)

Signed: Date:
(Chair of Governors)

Review Date: April 2019 (Every 3 Years)
Reviewed By: Headteacher and Child-Centred Group

Lanesend Primary School

Anti-Violence and Aggression Policy

At Lanesend Primary School we take the safety of all involved with our School: our children, our families, our visitors, our students and our staff, as our number one priority. Staff are entitled to carry out their work without threat of verbal abuse or physical violence. Any displays of aggression to our staff by a family member or visitor will be taken seriously and will be investigated fully, to establish the appropriate action to take. Violence or abuse of any description will not be tolerated. If an act of aggression or violence occurs the following steps may be taken:

Families or visitors to staff

- Staff remain calm and non-confrontational.
- Staff to call on a colleague to try to help calm the situation or to request the presence of the Headteacher or Deputy Headteacher.
- If the situation worsens staff must give the family member or visitor time to calm down or the option to revisit the concern at a later time.
- If they refuse to leave, staff will remind them that it is a School and as such they cannot allow the children or other staff to witness any aggressive behaviour.
- If they do not leave, and you feel the situation warrants it, ask another member of staff who is away from the situation to call the police, 999.
- The incident will be recorded, as soon as possible and within 24 hours, and an investigation will follow to decide on the course of action to take.
- Verbal or non-verbal abuse could lead to families being requested not to enter the school site. If this occurs, arrangements will be made to collect the child from the entrance of the school.
- If a member of staff is physically hurt then the incident will be referred to the Police for prosecution.
- If a member of staff experiences either violent or aggressive behaviour they will be supported by members of staff and offered advice or counselling.

Staff to families or visitors

If families should experience a member of staff displaying any type of aggressive behaviour they should bring it to the immediate attention of the school Headteacher or Designated CP Officer and follow our complaints policy and procedure.

Children

When children are violent or aggressive towards staff, then please refer to our Behaviour Policy. On the rare occasions when a family member is threatening and inappropriate to another family's child because of an incident that has occurred between children, this will not be tolerated. A full investigation will take place and the family member may be asked not to enter the school site.