



ST MARY'S CATHOLIC PRIMARY SCHOOL

Violence and Aggression Policy

At St Mary's Catholic Primary school, we take the safety for all children, parents/carers, visitors to the school, students and staff to be our 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 any adult or child 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 in school.

If an act of aggression or violence occurs, the following steps may be taken:

Parents/carers to staff

- Staff should remain calm and non-confrontational at all times.
- Staff must request the support of a colleague if they are unable to calm a situation that has become aggressive or threatening.
- If the situation worsens, staff must ask the parent/carer to leave the building to calm down.
- If the parent/carer refuse to leave, staff should remind the person that they are in a school and as such, the staff member cannot allow children or other staff members to witness any aggressive behaviour.
- If the parent/carers does not leave and it is felt that the situation warrants it, another member of staff who is not involved in the situation must be asked to contact the police using the 999 service.
- The staff members must try to ensure that the situation is contained, whilst not putting themselves at risk whilst waiting for police assistance.
- The incident must be recorded as soon as possible (within 24 hours), and an investigation will follow to decide on the course of action the school will take.
- Verbal or non-verbal abuse could lead to parents/carers not being allowed on the school premises or legal action being taken.

Victims: Any member of staff who has been affected by verbal abuse or physical violence should speak to the Headteacher and it will be decided if counselling is necessary.

Staff to parents/carers or children

If a parent/carer or child should experience a member of staff displaying any type of aggressive behaviour towards them, they should bring it to the immediate attention of the Headteacher or Designated Safeguarding Lead (DSL) and follow our complaints policy and procedure.

Date Agreed: September 2020

Date of Review: September 2022