



Respect Charter
At Woodley Primary School



Woodley Primary School

Respect Policy

December 2025

Rationale:

At Woodley Primary School we believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. We strive to ensure that our school offers a warm and nurturing environment. All members of the school community and visitors should demonstrate mutual respect. To work and grow respectively together we use restorative approaches as the foundation of our practice. Any behaviour that may lead to feelings of harassment, alarm or distress to members of our community, will not be tolerated and action will be taken. This policy outlines our expectations of all adults, staff and visitors (including families).

Aims:

- To facilitate a whole school community ethos of respect
- To promote dignity in the work place for our staff
- To promote resilience through restorative approaches

Expectations:

- That all adults (staff, governors, parents, carers and volunteers) set a good example to children at all times, showing them how to get along with all members of the school and the wider community.
- That no one - staff, governors, parents, carers, volunteers or children be subjected to abusive behaviour or any form of threats from visitors on the school premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written (including on social media), to staff, governors, parents, carers, volunteers, children and other users of the school premises will not be tolerated and may result in a ban from school premises and/or Police action.

Access to school grounds:

School premises are private property and therefore schools can decide who may access the grounds. Parents and carers by their connection to the school have been granted permission to be on school premises. This however can be rescinded if action or behaviour warrants such response. Under section 576 Education Act 1976, "parent" includes a child's natural parents, anyone with Parental Responsibility for the child or anyone who is caring for a child. The public has no automatic right of

entry onto school premises. All visitors must seek permission to be on school premises by appointment.

If an individual displays or engages in concerning, threatening or abusive behaviours towards staff, pupils or other parents, school may seek to ban those individuals from entering school grounds or premises.

It is an offence under section 547 of the Education Act 1996 for any person (including a parent) to cause a nuisance or disturbance on school premises. **Such as trespass, public order and criminal damage.**

Under **section 547**, school staff have a right to make a report to the Police and request their assistance under such circumstances.

Should parents or carers be banned, the responsibility to make alternative arrangements for bringing children to school is that of the parent/carer.

Unacceptable behaviour:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community:

This is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing and name calling
- Pushing
- Slapping, punching, hitting or kicking
- Racist, homophobic or other hateful behaviours
- Sexist comments or sexual innuendo
- Any form of sexual harassment or bullying
- Any form of behaviour that undermines another's religion or belief

- Inappropriate posting on social networking sites which could bring the school into disrepute or may be defamatory against or damaging to an individual or group

Please note that inappropriate on-line behaviour may constitute discrimination and hate crimes, such as:

- sexist bullying
- racist and faith-targeted bullying
- homophobic or biphobic bullying
- transphobic bullying
- bullying in relation to a disability.

These will not be tolerated in any form.

Please note that any behaviours that demonstrate bullying or harassment to anyone in respect of one or more of the 9 protected characteristics, as identified in the Equality Act, will not be tolerated.

The following characteristics are protected characteristics

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation

Inappropriate use of Social Networking Sites:

Woodley Primary School has a comprehensive acceptable use policy which all staff, governors and volunteers must adhere to.

The Governors and Senior Leaders at Woodley Primary School consider the use of social media to fuel campaigns and complaints against school/staff/parents/pupils as unacceptable and we believe that this can never be in the best interest of the children or the broader school community.

Any concerns you may have must be made through the appropriate channels; our Complaints Policy and Flow Chart can be found on the school website. In the first instance parents are asked to speak to the class teacher, then a senior leader or the Headteacher and then/or the Chair of Governors, so they can be dealt with fairly, appropriately and effectively for all concerned. Please note, discussions about individual children can only be held with those who have [parental responsibility](#) and/or in line with [General Data Protection Regulation](#).

In the event that any pupil or parent/carer of a child/children being educated in our school is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site. School will also request that the individual responsible removes the offensive content immediately.

In serious cases the school (and the Local Authority) may also consider its legal options to deal with any such misuse of social networking and other sites. This extends to any other defamatory or libellous behaviours.

Cyberbullying is the use of technology to harass, threaten, embarrass, or target another person. By definition, it occurs among young people. When an adult is involved, it may meet the definition of cyber-harassment or cyberstalking, a crime that can have legal consequences. This will be dealt with as a serious incident of school bullying and/or a matter for the Police.

Unacceptable behaviour may result in the Police being informed.

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

Responsibilities:

It is the responsibility of the Head teacher and Governors to monitor and review this policy annually.

Appendix I

Procedure to address inappropriate behaviour by adults in our school community

At Woodley Primary School we operate a ‘**zero tolerance**’ of the use of inappropriate behaviour anywhere on the school site or via social media.

***Inappropriate behaviour means disrespectful conduct towards people or property within the school site or via social media.*

We expect:

- That adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community;
- That no members of staff, parents or children are the victims of abusive behaviour or threats from other adults on the school premises or via social media.

All staff and governors agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps:

An adult approaches a child	The adult will be spoken to immediately and the issue investigated by a school leader. This will be reported to the Headteacher and recorded. If necessary, the adult will receive a warning letter.
A parent/adult approaches another parent	The parent should report this to a member of staff or a school leader. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. If necessary, a letter will be given to the parent/s. This warns a parent that if there is a reoccurrence of such behaviour, that the school will seek they be banned from the school site under section 547 of the Education Act 1996 .

<p>A parent/adult approaches a member of staff</p>	<p>This should be reported immediately to a member of the Senior Leadership Team. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be spoken to and reminded of our policy. If necessary, a warning letter will be issued. This warns a parent/s that if there is a reoccurrence of such behaviour, that the school will seek they be banned from the school site under section 547 of the Education Act 1996.</p>
<p>Recurring inappropriate behaviour</p>	<p>If a parent/s (or other adult) continues to use inappropriate behaviour, they will be reminded and referred to the Respect Policy. This indicates how anti-social behaviour, when not corrected, can lead to interventions with the Headteacher and Governors.</p> <p>This can then lead to a ban from the school site under section 547 of the Education Act 1996.</p> <p>School may also consult with the Police and Local Authority at any time for further advice and support.</p>

The school reserves the right to take any necessary actions (e.g. verbal intervention, formal written warning, reporting to external agencies such as the police, social media platforms, formal ban from premises, legal action) to ensure that members of the school community are not subjected to abuse.