

Prepared using the DFE publication; Advice on School Security: Access to, and barring individuals from school premises Dec 2012

RATIONALE

The Iona School as an employer has a legal duty of care to its employees. In addition to this basic requirement, under the Health and Safety regulations the school is required to monitor the wellbeing of all staff as part of the Pastoral Care mandate. Wellbeing includes the physical, emotional, financial and spiritual needs of members of staff. Staff have the right to work without the fear of threat and harassment from all individuals related to the school.

STAFF STRESS LEVELS

It is known that high work loads and general stress levels affect the wellbeing of staff members and subsequently the effectiveness of their work tasks. This in turn affects the quality of the education.

Staff, therefore, need to be free to direct their will and being into their primary tasks without the distraction or undue stress. In this regard parent educational questions and parent concerns, while important, of necessity should take second place to the educational needs of the children.

RELATIONSHIP BETWEEN THE FAMILY AND THE SCHOOL

Waldorf Education, to be fully effective, requires a symbiotic relationship between parents (family) and the school and in particular with the staff in the school. This relationship is reflected in many of the school's policies and is also part of the agreement made between the school and the parents at the time of admission when parents join a 'learning community'.

Parents are expected to actively and overtly support the education and in the event that something is not clear or understood, or if there is a concern or complaint, to follow the procedures outlined and contained in the appropriate policies.

HARASSMENT

With the above thoughts in mind, harassment in any form is not acceptable.

Harassment means any form of intimidation, verbal or otherwise. It also includes instances where confidentiality is not upheld as for instance where parents express concerns inappropriately with each other, or criticise the school or staff in front of children.

DEFINITIONS

Harassment within the context of this policy means misconduct of a physical, verbal or non verbal nature which is unwanted and personally offensive to the recipient. It includes but is not limited to inappropriate behaviour based on race, ethnic or national origin, gender, sexual orientation, age, religion or disability.

Harassment is any behaviour which causes individuals to feel humiliated, threatened, patronised, bullied, denigrated, distressed or harassed. Action may also be considered as harassment if it disrupts or interferes with another person's work performance.

Some forms of harassment may constitute a criminal offence. In addition, under the law, employees and parents may be personally liable for their actions and required to pay compensation.

It is important to note that harassment is often defined by the way it feels to the recipient, rather than by the intent if the person causing offence. It cannot, therefore be excused or justified by claiming that it was unintentional or humorous.

BANNING A PERSON FROM THE SCHOOL SITE

School premises are private property and parents, staff and visitors have the permission from the school to be on the premises. However in cases of abuse or threats to staff, pupils or other parents we may ban the person from entering the school and grounds.

We may consider that aggressive, abusive, insulting or threatening behaviour or language from a person presents a risk to staff and parents. It is enough for a staff member or pupil to **feel** threatened.

In such circumstances, schools have a power in common law to bar the parent from the premises.

If we decide that we will ban a person from the site, this should be done in writing by recorded delivery. The person will be allowed to express their thoughts and offer their side of the story before a permanent ban is put in place. If it is felt that to have the person on site will cause a threat to the safety and wellbeing of staff and pupils, then they must reply in writing within the timescale set out in the letter.

The college will then consider this and refer back to the trustees to ensure fair practice is carried out.

PROCEDURES

All members of the school community are required to follow the prescribed complaints procedures as contained in the school's Complaints Policy.

Where a member of staff feel they have been intimidated by another member of the community (staff or parents) they may lay a formal complaint and the complaints procedures will then be followed.

If the harassment is severe and has caused the staff member to fear for their safety, then emergency measure will be taken immediately. No staff member will be expected to suffer further threats to their safety by meeting with the other party until full resolution is met.

The College of Teachers will always attempt to reconcile differences by mediating between the parties involved, depending on the nature and seriousness of the complaint.

Where a formal complaint is upheld this may result in the person (or persons) being barred from the school for a period of time or permanently. They may also be asked to leave the community. In addition, again depending on the nature of the offence, the police may be involved.

Issue date July 2013

Review date

This policy will be reviewed and revised by the school manager on an annual basis.

Endorsement

Full endorsement to this policy is given by:

Name: Mr Martin Taylor

Position: Iona School Trustee

Signed: 

Date: 07/08/2017

Related policies

- complaints policy
- admissions policy

Iona School & Nursery