

GRIMSDYKE SCHOOL



Community Behaviour Policy

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Approved By:	Full Governing Body
Last reviewed on:	October 2025
Next review on:	October 2026

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1. Introduction

At Grimsdyke School, we strive to build strong, positive relationships with parents, carers, visitors, governors, and external professionals. These relationships are key to creating a stimulating, safe, and happy learning environment that extends from school to home and into the wider community, ensuring every pupil has the opportunity to achieve their personal best.

The trust, support, and cooperation of parents and carers are fundamental to our continued success. Our staff come to work to educate, nurture, and support pupils, and we expect everyone involved with school life to communicate in a respectful and productive manner — whether in person, by phone, or online.

We use the term ‘Grimsdyke School Community’ to include:

- Anyone with parental responsibility for a pupil
- Anyone caring for a child (such as grandparents, relatives, or childminders)
- Visitors to the school, including contractors and external professionals
- Governors, staff members, and volunteers

Please note that staff do not consent to being recorded during meetings or telephone calls. Should a recording occur without consent, the member of staff reserves the right to end the conversation or meeting immediately.

2. Principles

We believe that:

- All members of our community have the right to feel safe, valued, and respected.
- Communication and interaction should reflect the values of kindness, courtesy, and professionalism.
- The behaviour of adults sets an example for our pupils and influences the ethos of the whole school.

The school will take any instance of inappropriate behaviour seriously and act promptly to ensure the safety and wellbeing of all members of the school

community.

3. Inappropriate Behaviour

While rare, inappropriate behaviour is unacceptable under any circumstances. The school will not tolerate any actions that make staff, pupils, or visitors feel threatened. A perceived threat, or any behaviour that causes discomfort, can be grounds for exclusion from the premises.

Examples of inappropriate behaviour include, but are not limited to:

- Using foul, abusive, or aggressive language on the school premises, by phone, or in writing.
- Verbal abuse, including shouting, swearing, or using an inappropriate tone.
- Making racist, sexual, or discriminatory comments against any member of staff, pupil, or other adult.
- Bullying, harassment, or intimidation (physical, verbal, or online).
- Physical violence or threatening gestures.
- Standing in uncomfortably close proximity or using intimidating body language.
- Writing or posting defamatory, abusive, or threatening messages about the school or its community online or via messaging platforms.
- Causing intentional damage to school property or breaching school security.

Such behaviour will not be tolerated and may result in sanctions, including removal from the premises, communication restrictions, or referral to external authorities.

4. Use of Social Media

The school recognises that social media is a common form of communication, but it must be used responsibly and respectfully.

Parents, carers, and visitors must:

- Refrain from posting or sharing content that could harm the reputation of the school or individuals associated with it.
- Not attempt to contact, befriend, or message school staff or pupils via social media.
- Avoid posting rumours, allegations, or critical comments about the school or members of staff.
- Use social media responsibly to set a positive example for pupils.

Any cases of inappropriate or defamatory social media use will be treated seriously and may lead to the following actions:

- Contact from the Leadership Team requesting immediate removal of offending posts.
- Formal warnings or restricted communication with the school.
- Reporting of incidents to the social media platform or, in serious cases, to the police.

The school reserves the right to cease communication, except where safeguarding obligations apply, with any individual whose online behaviour breaches this policy.

5. Managing Inappropriate Conduct

In cases of inappropriate behaviour, the school will take proportionate and appropriate action depending on the severity of the situation:

- Informal Resolution:** A member of the senior leadership team (SLT) may contact the individual to discuss the matter in person, virtually, or by telephone to seek a resolution.
- Formal Warning:** A written warning may be issued, outlining expectations for future conduct.
- Exclusion from Site:** Individuals causing a nuisance or disturbance may be asked to leave immediately. A formal letter may follow, banning the individual from the premises temporarily or permanently.
- Police Involvement:** If there is a serious threat, act of violence, harassment, or damage to property, the police will be contacted without delay.

Under Section 547 of the Education Act 1996, it is an offence for any person to cause a nuisance or disturbance on school premises. The school will not hesitate to exercise its legal rights to protect staff, pupils, and visitors.

6. Consequences of Unacceptable Behaviour

Any abusive, foul, or insulting language, physical attacks, or threatening behaviour towards staff, governors, pupils, parents, or visitors — whether in person, by phone, email, or online — will not be tolerated.

Individuals exhibiting such behaviour will be:

- Formally warned that their behaviour is unacceptable.
- Advised that further violations may result in communication being restricted to writing only.
- Subject to legal action or police involvement if appropriate.

All members of the Grimsdyke School community have the right to work and learn in an environment free from fear, abuse, or harassment.

7. Linked Policies

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Parent/Carer Code of Conduct
- Staff Code of Conduct
- Social Media Policy
- Behaviour Policy
- Confidential Agreement for Volunteers
- Complaints Policy

8. Monitoring and Review

This policy will be reviewed annually by the Headteacher and the Governing Body.

If any parent, carer, or visitor behaves in a manner inconsistent with this policy, the school may implement the steps outlined above and share this policy with them as a reminder of expectations.

If individuals wish to appeal a decision or raise concerns regarding this policy, they may do so through the Complaints Policy.