

Abusive & Threatening Behaviour Policy

This policy is applicable to the Wonder Learning Partnership (WLP)

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Chief Executive Officer (CEO) Approved:	Summer Term 2026
Name of Responsible Committee/Individual:	People & Culture Committee LGC & Board of Trustees
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Introduction

The Wonder Learning Partnership (WLP) believes that staff, pupils and students are entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the school. That all members of the WLP community treat each other with respect.

This policy is written with reference to the Department for Education's guidance "**Behaviour in Schools**" (DfE, 2024 update), which sets out expectations for creating safe, respectful and orderly school environments. The guidance states that school behaviour systems must be designed to promote a positive and safe culture, ensure consistency of response, and enable leaders to take proportionate action where behaviour causes harm or disrupts the school community.

The Wonder Learning Partnership (WLP) therefore adopts a clear, proactive and consistent approach to preventing and responding to abusive, threatening or disruptive behaviour by adults. In line with national expectations, the Trust recognises that:

- Schools must take reasonable steps to protect staff, pupils and visitors from behaviours that cause harassment, alarm, distress or disruption to the safe operation of the school.
- Behaviour policies should explicitly set out unacceptable conduct and the measures that may be taken in response.
- Leaders are responsible for creating the culture, clarity and consistency that underpin safe behaviour expectations for all members of the school community.

This policy should therefore be read alongside WLP's behaviour framework, safeguarding procedures, and other Trust-wide policies designed to uphold the safety and wellbeing of pupils, staff and the wider school community.

Expectations

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 open to threats from other adults on the school premises.

Physical attacks and threatening behaviour, abusive or insulting language (verbal or written) to staff, governors, parents and carers, children and other users of the school premises will not be tolerated and will result in withdrawal of permission to be on school premises.

Any parent who is asked to leave the school premises will have the right to appeal the decision by writing to the Chair of Governors.

Please note that incidents of rudeness will be logged with the Chair of Governors
Responsibilities

It is the responsibility of the Headteacher, Governors and Trustees to monitor and review this policy.

Guidelines

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

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

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites deemed as bullying
- 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
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments

Unacceptable behaviour may result in the police being informed.

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

Online Abuse and Digital Conduct

The Wonder Learning Partnership (WLP) recognises that abusive or threatening behaviour may occur not only in person but also through **digital and online communication**. Online abuse towards staff, governors, pupils, parents, or any member of the WLP community is unacceptable and will be treated with the same seriousness as abuse that occurs on school premises.

Examples of unacceptable online behaviour include, but are not limited to:

- Sending emails, messages, or online posts that are aggressive, abusive, insulting, defamatory, or harassing in nature.
- Posting negative, harmful or inflammatory comments about staff, pupils, governors, parents or the school on social media platforms. [
- Using social media or messaging services to spread misinformation about the school or individual staff members.
- Targeting staff or pupils through cyber-bullying, intimidation or coordinated online harassment.
- Recording, sharing or distributing images, audio or video of staff or pupils without permission, in a way that demeans, threatens, or undermines them.
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Where online abuse occurs, the school may:

- Request that offending content is removed immediately.
- Restrict or suspend an individual's access to school communications channels.

- Issue warnings or impose a ban from the school premises if behaviour breaches this policy.
- Refer incidents to external agencies, including the local authority or the police, where the behaviour constitutes harassment, malicious communications, defamation, or a criminal offence.

WLP is committed to protecting staff and pupils from online harassment and will take swift and proportionate action to ensure that all members of the school community are safe, respected, and able to work without fear of digital abuse.

School premises are private property and parents have been granted permission from the school to be on school premises. However, in case of abuse or threats to staff, pupils or other parents, school may ban parents from entering school.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

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School is not responsible for organising arrangements for children in the above circumstances. Parents will need to provide alternative arrangements for bringing children into school.

Parents have the right of appeal by writing to the Chair of Governors within ten days of permission to enter the school premises being withdrawn. Guidance on the action to be taken if an incident occurs (Headteacher have the right to accelerate the steps below if the incident is of a serious nature)

Incident report

If an incident involving violence, threatening behaviour or abuse does occur then an incident report form (Appendix A) will be completed by the member of the school community against whom the abuse was directed. In the case of this being against a pupil or student a member of staff may complete the form on their behalf. The pupil/student (in a secondary school) should read or have the statement read to them and agree the contents and before signing it.

For Primary School pupils the Headteacher or a member of school staff will complete the statement. The parent/carer of the child may be asked to be in attendance when the statement is taken if the Headteacher feels that this is applicable. The parent/carer would then be asked to sign the form on behalf of their child.

Step 1: Verbal warning

The Headteacher will speak to the person or persons perpetrating such an incident privately. (However, they may wish to have someone with them). It will be put to the person that such behaviour is unacceptable and an assurance will be sought that such an incident will result in further more serious action being taken.

Step 2: Written warning

If a second incident occurs involving the same person or persons, the Headteacher will write to the adult(s) informing them once more again that this conduct is unacceptable.

Step 3: Final written warning

If a third incident occurs involving the same person or persons, the Chair of Governors will write to the adult(s) giving a final written warning that this abusive and threatening behaviour is unacceptable, and that a repetition of this conduct will leave the governors no option but to issue a final written warning that the police may be contacted if there is a repetition of this conduct. The process may be accelerated according to the level of behaviour.

Step 4: WLP ban letter

If such an incident recurs, or the initial incident is serious enough, the Governors will seek to enforce any action deemed necessary. This may involve the police and may result in a person or persons being excluded from the school premises.

Step 5: Involvement of the police

If following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises and causes a nuisance or disturbance, such a person may be removed from the school premises as a trespasser and prosecuted under Section 47 of the Education Act 1996. They may also be charged with an offence under the Public Order Act 1986 or other such legislation (Appendix B).

All parents, even if excluded from school premises following action by the LA, have a right to be informed about their child's educational progress. This could be achieved through a meeting with the other parent or through a written report.

Appendix A



Abusive or threatening behaviour on school premises

Incident Report Form

1. Details

Date of incident: _____

Time: _____

Location: _____

2. Member of staff reporting

Name: _____

Position: _____

3. Details of person assaulted / verbally abused

Name: _____

Position (if member of staff): _____

4. Details of trespasser / assailant / verbal abuser (if known)

5. Witness(es) if any

Name: _____

Address: _____

6. Details of incident (please attach any statements)

Location: _____

7. Outcome

Step: _____

Has individual been involved in previous incidents? YES/NO

Name and contact details of police officer involved / incident number:

Form completed by: _____

Signed: _____

Date: _____

Please return to the headteacher / head of school as soon as possible.