

Policy on abusive, threatening or violent behaviour on Madrassah premises



darularqam
educational trust

Policy on abusive, threatening or violent behaviour on madrassah premises

- All members of the school community have a right to expect that their school is a safe place in which to work and learn.
- Abusive, threatening or violent behaviour against school staff, parents, children and visitors will not be tolerated. This includes adult-adult behaviour when children are present.
- Where such behaviour does occur, action will be taken to deal with the person or persons concerned.
- Behaviour may be directed against either adults or children
- Abusive and threatening behaviour in social media postings will not be tolerated.
- In the event of parents abusing staff, Darul Arqam Educational Trust will cease their working relationship with the parents and adults in question, and the children will be excluded. The madrassah education of the children is under the premise that the education of the child is a partnership between the parents and the institution.
- Any decision made by management in line with Darul Arqam policy is final. There is no appeal process. Darul Arqam is a private educational establishment, and we maintain the right to cease providing services to whom we will, at any given time.

Definitions:

Abuse

- this will be verbal where someone speaks harshly or rudely to someone. The perpetrator might use insulting, cruel words or make scathing comments.
- The aggression could be verbal, physical, or passive.
- there will not be a specific threat – if there was that would be threatening behaviour

Threatening behaviour

This will be a declaration of intent to harm. A person or object is likely to cause damage or harm.

Violence

The intentional use of physical force-threatened or actual against another person. This either results in, or has, a high likelihood of resulting in injury, death or psychological harm.

Assault

A violent attack which may be sudden. It is an unlawful physical attack which can be either physical or verbal.

Banning Parents and other Visitors from School Premises

- Section 206 of the Education Act 2002 makes it a criminal offence punishable with a fine of up to £500 for a person to trespass on school premises and cause a nuisance or disturbance. Parents and some other visitors normally have implied permission to be on school premises at certain times and for certain purposes and they will not therefore be trespassers unless the implied permission is withdrawn.
- There may be times where we withdraw permission for any parent or other person who behaves unreasonably on school premises to be on site.
- Incidents which could warrant this should be reported to the Headteacher.
- It is important throughout this process that a full record is made of each incident, including details of witnesses, since evidence will need to be provided.

Procedure for dealing with abusive, threatening or violent behaviour on site

Abusive behaviour on the site

At the reception area or in a phone call to the office:

An adult may arrive on site by appointment or unannounced demonstrating abusive behaviour. They may also make a telephone call and demonstrate abusive behaviour.

- Office staff on reception should make the person aware that their behaviour is not acceptable and give a first request to calm down.
- Office staff should then call for a member of the leadership team to come and speak to the person. The person should not be invited to come through the doors into the main entrance area.
- The leadership colleague has to make a quick judgement as to the degree of abusive behaviour. If the person has not responded to the request to calm down, then the leadership colleague must repeat the request for the person to calm down and to show respect. If it is deemed that the person is too angry and abusive, then they should be told to leave.
- The incident should be recorded using the Incident Report form

Outside or inside a classroom at the beginning or end of day or during a meeting or event:

An adult may arrive by appointment or unannounced demonstrating abusive behaviour. In such case:

- The member of staff should try to ensure that they have a second person with them as soon as possible.
- The member of staff should give a first request to the person to calm down and to show respect. It must be pointed out that where children are present, that it is not acceptable behaviour.
- A 2nd request to calm down should be given with the instruction that if this is not the case then a call will be made for a leadership colleague to assist.
- If a leadership colleague attends the incident, then s/he has to make a quick judgement as to the degree of abusive behaviour they observe. If the person has not responded to the request to calm down, then the request will be repeated. If it is deemed that the person is too angry and abusive, then they should be told to leave the premises.
- The incident should be recorded using the Incident Report form

Where abusive behaviour escalates and becomes threatening or violent the Police should be called.

Threatening behaviour

As above and report to the Police.

Violence and assault

Call the police immediately 999

- Do not attempt to apprehend the alleged assailant
- Call the first aider if required
- Call the ambulance service if required 999
- Identify witnesses
- Inform senior officer in Directorate and Chair of Governors
- Complete incident report form
- Agree with the police who will, if necessary, inform the victims' relatives.
- Agree if necessary immediate and ongoing support for the victim

Action to be taken after an instance of abusive, threatening or violent behaviour

Support will be offered for members of staff or children affected.

Incident report forms should be completed and passed to the Principal as soon as possible.

Where a **specific threat has been made against an individual, this should be reported verbally to the Principal or a senior leader immediately.**

Action to be taken after a second instance of abusive behaviour

The Principal will write to the perpetrator warning them that their conduct has been unacceptable and that further recurrence may result in Local Authority intervention.

Action to be taken after an instance of threatening or violent behaviour

The Police will advise the Chair of Governors and Principal as to the consequences of threatening behaviour.

If an incident is considered serious enough, the Local Authority would become involved and would take action as they deemed appropriate. This may result in the

person/persons being excluded from the premises. The LA may consider taking legal action to enforce a ban.

If, following a ban, the person nevertheless persists in entering the premises and causes a nuisance or disturbance, such a person may be removed from the premises and prosecuted under Section 547 of the Education Act 1996. They may also be charged with an offence under the Public Order Act 1986 or other such legislation.

All parents, even if excluded from the premises following action by the LA have a right to be informed about their child's educational progress. They should make arrangements for the safe arrival and collection of their child.

Abusive, threatening or violent behaviour – incident report form

1. Details

Date of incident:

Day of the week:

Time:

Location:.....

2. Member of staff reporting incident

Name:

Position:

3. Details of victim

Name:

Job / Position (if member of staff):

4. Details of person exhibiting violent, threatening or abusive behaviour

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5. Witness(es) if any

Name:

Address:

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Other information / relationship between member of staff / abuser if any

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6. Details of incident

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Location of incident:

7. Outcome:

Action taken:

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Has abuser been involved in any previous incidents?

Follow-up arrangements:

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Form completed by:

Signed:

Date:

Please return to the Principal as soon as possible.

