



PUPIL UNACCEPTABLE BEHAVIOUR POLICY AND PROCEDURE

Status	Non-Statutory
Responsible Management Committee (MC)	Curriculum, Attainment and Wellbeing
Date last approved by MC	17 November 2022
Responsible Person	Headteacher
To Review Date	November 2025
Last Amended Date	OCTOBER 2022

Aim

The purpose of this policy is to set out clearly for all, that at Herefordshire Pupil Referral Service (HPRS), we have a zero tolerance to violent or threatening behaviour. Staff and pupils have a right to expect HPRS to be a safe place in which to work and learn.

We place high importance on good manners, positive communication and mutual respect. Behaviour is key to ensuring that learning can take place and our pupils show respect, empathy and tolerance of others during their time at HPRS. We expect all pupils to show these values around the school at all times.

HPRS recognise that poor behaviour can be an indication of difficulties in a pupil's life. This may be related to problems at home and or in school. We will support pupils through their difficulties but we will not accept violent or threatening behaviour.

Definition of unacceptable behaviour

We consider that aggressive, abusive or insulting behaviour or language from a pupil presents a risk to staff and/or other pupils. Unacceptable behaviour is behaviour that makes a member of staff or other pupils **feel** threatened. This can be through face-to-face contact, on the telephone or in written communication including online and social media. The following is not an exhaustive list but seeks to provide illustrations of such behaviour:

- any kind of insult which is an attempt to demean, embarrass or undermine
- any kind of threat
- raising of voice so as to be intimidating
- physical intimidation e.g. by standing very close to him/her or the use of aggressive hand gestures
- use of foul or abusive language
- any kind of physical abuse

Roles and Responsibilities

HPRS acknowledges and accepts its legal obligation:

- to provide and maintain safe systems of work
- to provide all necessary information, instruction, training and supervision to enable individuals to be safe
- to provide and maintain a safe place of work for employers, pupils and visitors to the school

HPRS will take all reasonable and practicable measures to ensure such an environment exists, and to support fully those employees who are the victims of violence, threatening behaviour and abuse. We acknowledge that every employee has the right to be treated with dignity and respect — assaults on staff are not acceptable. HPRS will support staff that have been subject to violent or threatening behaviour.

HPRS will take measures to deter violence, threatening behaviour or abuse. We will take action against those responsible for any acts of violent, threatening or abusive behaviour. This will include online threats or abuse.

Members of HPRS staff also have an obligation:

- to take reasonable care of their own health and safety and that of others, including their colleagues and the pupils in their care;
- to cooperate with the employer on health and safety matters;
- to carry out activities in accordance with training, instructions, policies and procedures;
- to tell their employer of any risks.

This policy is in place to deter violence, threatening behaviour or abuse and take action against those responsible.