



Diversa

Empowering individuals. Learning together.

Adult Behaviour Policy

1. Expected behaviour in each Diversa school (or setting in the school)

1.1. The school expects adults to show respect and concern for the school community by:

- Supporting the ethos of the school by setting a good example in their speech and behaviour towards all pupils, staff members and other adults.
- Working with staff members to resolve any issues of concern, including clarifying specific events in order to bring about a positive solution.
- Correcting their child's behaviour appropriately, particularly on the school grounds where it could otherwise lead to conflict, aggressive or unsafe behaviour.
- Respecting the school environment by keeping it clean and tidy.
- Following parking rules, as well as rules for delivering or collecting pupils from school.

1.2. In light of the above, when on the school premises, adults will not:

- Discriminate against any individual, whether a staff member, pupil or another adult, on the basis of their age, race, ethnicity, religion, belief, attainment, disability, gender or background.
- Engage in inappropriate conversations with pupils; adults should raise any concerns about pupils' choice of conversations with them to the Headteacher/Head of School immediately.
- Engage in conversations with others about pupils, staff members or other adults within the school community.
- Engage in conversations with others to discuss personal issues regarding their child's education, if their child attends the school.
- Discuss any issues of a confidential matter outside of school, or to anyone whom it does not concern within the school.

2. Inappropriate behaviour

2.1. The Trust takes instances of inappropriate behaviour very seriously and will not tolerate any circumstances which may make pupils or members of staff feel threatened. A perceived threat, or any action which makes another individual feel threatened, can be enough to bar the adult from the school premises.

- The following are examples of inappropriate behaviour which may result in sanctions being issued against the individual: Trespassing on school property without prior permission
- Causing intentional damage to school property
- Breaching the school's security procedures
- Verbal abuse: swearing, talking in an aggressive manner, using offensive language or raising their voice at another individual
- Making racist or sexual comments
- Using aggressive hand gestures: raising fists and fingers
- Physical violence: hitting, slapping, punching, kicking and pushing
- Physically intimidating an individual such as by standing in very close proximity to him/her
- Partaking in overly unnecessary physical contact with an individual
- Writing or emailing abusive comments regarding an individual, including on social media
- Psychological harassment: displaying vexatious behaviour which is humiliating for the individual and is damaging to their self-esteem. This can be conducted through repeated instances of any of the above

NB. This list is not exhaustive and displays only common examples of unacceptable behaviour. The school recognises there may be other examples of insulting behaviour which cause harm to an individual and these will be dealt with following the process outlined in this policy.

3. Social media use

- 3.1. Adults will not attempt to “friend” or otherwise contact members of staff through social media. If such contact is made, it will be reported to the Headteacher/Head of School for action.
- 3.2. Adults will not post content online which is damaging to any of the members of the school community, including staff, pupils, other adults and the school itself.
- 3.3. Adults will not post anonymously or under an alias to evade the guidance given in this policy.
- 3.4. Any cases of social media use that breach the guidelines of this policy will be reported to the Headteacher/Head of School immediately.
- 3.5. The Headteacher/Head of School will report the individual using the appropriate ‘report abuse’ section on the specific social media site, and will arrange a meeting with the individual concerned to discuss their use of social media.
- 3.6. The individual will be advised to remove any posts or comments that are harmful, immediately.
- 3.7. The Headteacher/Head of School may contact the police for legal action where necessary.

