Third Party Harassment

OSWALD ROAD PRIMARY SCHOOL

At Oswald Road Primary School, we are proud of our welcoming, inclusive school community. We want every child, parent, carer, member of staff, governor, volunteer and visitor to feel safe, valued and treated with respect.

We believe that positive relationships and open communication are essential to working together in the best interests of our children. We welcome questions, feedback and concerns, and ask that these are always shared in a respectful and constructive way.

We do not tolerate third party harassment, abuse, intimidation, threats or discriminatory behaviour towards any member of our school community.

In a school environment, 'third parties' include **parents, carers, contractors and visitors**. We also do not tolerate any related behaviour from our pupils.

Our behaviour policy is followed to the appropriate level for any related behaviour from our pupils and appropriate support is given to staff members. You can view this by clicking here.

This includes, but is not limited to:

- Shouting, swearing, abusive or offensive language
- Aggressive, threatening or intimidating behaviour, whether verbal, physical or online
- Bullying, harassment or discrimination of any kind
- Abusive or hostile communications, including emails, telephone calls and social media posts

In line with legal and statutory frameworks, this policy aligns with our obligations under:

- **The Equality Act 2010 & Employment Rights Changes:** this protects staff and pupils from discrimination, harassment and victimisation
- **Health and Safety at Work Act 1974:** this places a duty on employers to ensure, so far as reasonably practicable, the health, safety and welfare of employees and others
- **Section 547 of the Education Act 1996:** this gives school the legal power to bar abusive or threatening visitors from the school premises
- **Keeping Children Safe in Education (KCSIE):** this outlines schools' duties to safeguard and promote the wellbeing of children

- **DfE Guidance:** Controlling access to school premises (2018): this clarifies the headteacher's authority to regulate school premises and manage the behaviour of visitors.

Working Together

We understand that disagreements and concerns can arise, and we are committed to listening and working with families to resolve these wherever possible. However, unacceptable behaviour will not be tolerated. Where necessary, the school will take appropriate action to protect the safety and wellbeing of our community.

This may include:

- Asking visitors to leave immediately
- Restricting access to school premises, either temporarily or permanently
- Reporting to the police or relevant authorities
- Subject to formal action under the school's complaints, safeguarding, or disciplinary procedures

Thank you for helping us maintain a respectful and supportive school environment.