

St Mary's Church of England Primary School

Behaviour Code for Service and Site Users

Our Ethos and Values

Our school is committed to bringing out the best in each other so that every member of the school community can know 'life in all its fullness' (John 10:10). Through learning of the teachings of Jesus, we believe that our children can explore and develop their understanding of Core Christian values as markers and guides for their own lives. We aim for the school's Core Christian values to inform and influence our pupils' moral compass and allow them to enjoy 'life in all its fullness'. These values are known as the 'Sunshine 6'. They are: Forgiveness, Perseverance, Honesty, Compassion, Courage and Respect.

Introduction

This behaviour code is intended to secure an environment where everyone is treated with respect, kindness and courtesy.

What you can expect of us

School staff will:

- Treat visitors to our premises with the respect to which they are entitled.
- Do all they reasonably can to ensure that the school site is a safe and welcoming environment.
- Act in accordance with all of our safeguarding policies and procedures.

What we expect of you

Service users must:

- Take responsibility for their own actions.
- Treat members of the school community, the school environment and property with respect.
- Follow reasonable requests from school staff.
- Report anything that may put an individual at risk.
- In the case of parents, accept responsibility for their child's behaviour and safety while they are on the school premises.

Unacceptable behaviour

The school will apply the Department for Education's definition of minimum risk: 'It is enough for a member of staff or a pupil to feel threatened'.

The school extends this definition to all site users and will decide on a case by case basis whether an individual's behaviour meets this definition.

Unacceptable behaviour may include:

- Disrupting the usual business of the school (e.g. refusing to follow reasonable requests).
- Communication with a member of staff that is malicious, threatening or abusive. This can be in person, over the telephone, in writing or via social media.

- Aggressive or threatening speech (e.g. swearing, threatening or shouting at others).
- Aggressive or threatening behaviour (e.g. taking an intimidatory stance, threatening to strike or assault another person).
- Damage to school property.
- Behaviour that could be considered racist, sexist, homophobic or similarly offensive.
- Smoking, vaping or being under the influence of alcohol or drugs whilst on the school site or attending a school event off-site.
- Being in possession of a weapon of any kind.
- Using a mobile device to capture images or record the voice of another person without their consent.

In instances where behaviour is deemed to be of potential concern:

- The school will attempt to remedy the situation by contacting the individual concerned. There may be no further action.
- Where there is dispute over what has occurred, or if the alleged incident is complex or serious, the school will conduct a formal investigation to establish the facts and determine if any action should be taken.

If it is decided that an individual's behaviour has been unacceptable, the school may decide to:

- Informally warn the visitor about their behaviour (this would usually be through a conversation).
- Seek further advice from Birmingham City Council's School and Governor Support team.
- Issue a formal, written warning to the individual.
- Ban the visitor from the school premises for a specified period.
- Report the behaviour to the Police.

This is not a sequential process. The school may judge an incident to require one of the above remedies without reference to those preceding it. If the individual disagrees with the action taken by the school, they will be entitled to make representations to the governing body using the school's complaints procedure.

Adopted by the Governing Body of St Mary's Church of England Primary School on 8th July 2025