



# FLORENCE MELLY COMMUNITY PRIMARY SCHOOL

IF YOU CAN DREAM IT, YOU CAN DO IT!



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Tuesday 13th April 2021

## Our Zero Tolerance Approach to Violence Towards Staff

Dear parents/carers,

Firstly, we hope that this letter reaches you all safe and well and that you enjoyed a relaxing and very much needed Easter break. Last term proved to be very challenging but we are hopeful that this summer term, along with the nice weather, will bring positivity and a little more normality back to school life.

We really hate having to do this, starting the new term off on a negative note, but this is an issue that we simply will not tolerate anymore! It saddens us that we have to write to our amazing parents/carers to make you aware of an increase in the number of pupils being violent towards our dedicated staff team.

Whilst we can appreciate that our children have experienced very different experiences of the lockdown periods and the COVID-19 pandemic - the vast majority having to spend vast amounts of time at home, which has undoubtedly had a huge impact on their mental health and well-being - we need to make it clear and inform you that this behaviour will not be tolerated! Our staff do not come to school to be verbally abused or physically assaulted - they come to school to educate, inspire and nurture our pupils. They want to work in a school setting because they genuinely care about improving the life chances of children - your children - but at the moment, some staff members are being physically attacked on a daily basis. This is not acceptable! What makes matters worse is that our staff have not once complained about being hit or kicked - they simply accept that some children are struggling and they are trying everything to engage and support them. They are defending the behaviour - putting it down to the lockdown periods because they are so conscientious and caring. Whilst this is admirable, it is not acceptable and we will not normalise this type of behaviour.

In the coming weeks, our new Designated Safeguarding Lead - Mr Baillie, will be making some amendments to our comprehensive behaviour policy. These changes will reflect our stance on violence towards staff and the consequences will be very serious.

In the meantime, if your child is found to have been physically aggressive and/or violent towards a member of our team, they will be removed from the classroom environment so that they do not further disrupt the learning of the other children in the class and to protect our staff from any further violence. You will be asked to pick your child up and a formal exclusion letter will be issued - in line with our behaviour policy. This really is a last resort. We would appreciate it if you would take the time to speak to your child/children and reinforce this message.

Thank you for your time and cooperation in dealing with this matter.

Mr Leach  
Headteacher

Mr Baillie  
Assistant Headteacher

Miss Bear  
Assistant Headteacher

Mrs Matthews  
Chair of Governors



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