



Silverhill Primary School

Mutual Respect in our Silverhill Community

Safeguarding

Issue date

January 2019

Review date

January 2021

All staff and parents at Silverhill Primary School are entitled to belong to an environment shaped by mutual respect and individual responsibility. As a school community, we do not tolerate behaviour from any employee or parent that deliberately causes another employee or parent to feel embarrassed, humiliated or uncomfortable.

All adults members of our community must be aware that they are responsible for their comments and actions and should respect the wishes of others who do not share the same beliefs or sense of humour. For example, some members of staff may find certain jokes funny or compliments about their clothing or dress appreciated. Others may find these behaviours uncomfortable and unwelcome. We at Silverhill Primary School wish to foster an environment in which all adults can feel productive, appreciative and respected.

It may be difficult for adults to determine what is offensive to others. Therefore, adults who are offended by a comment or action should discuss the issue with the offending party that his or her behaviour is unwelcome or relay the situation to a member of the leadership team. This helps ensure that the actions or comments were not misunderstood. Any adult who witness any exchange that could be perceived harassment should inform the offending party that his or her behaviour might have been interpreted as a violation of the mutual respect policy, the equality of opportunity policy or both.

If statements of protest do not dissuade the offending party from making additional unwelcome comments/behaviours, the adult should immediately contact the Headteacher/Deputy Headteacher or Chair of Governors. The Headteacher/Deputy Headteacher or Chair of Governors will investigate all possible violations of the policy promptly and confidentially. All members of the Silverhill community are responsible for implementing this policy and for avoiding conduct that would violate the spirit of our school.