



## **Lancashire County Council guidance on appropriate behaviour towards school staff**

### **Zero tolerance on harassment, bullying and intimidation.**

School staff must be respected, and we have a zero-tolerance policy on harassment, bullying and intimidation. All staff have the right to be treated with dignity and respect without the fear of threatening behaviour, verbal abuse or violence.

We ask that complaints are raised through the school's Complaints Policy - those communicated directly by email will not be addressed. Schools will only respond to individual complaints on particular issues.

It is not acceptable to write derogatory or inflammatory posts on social media. Abusive telephone calls will be ended. Such behaviours will not be tolerated, and action will be taken against those who behave or act in such ways.

## **Lancashire County Council guidance on impartiality and teaching about moral and ethical issues**

### **Dealing with moral and ethical issues at school**

Schools have a legal duty to remain politically impartial and to follow the official guidance set by the Department for Education.

Schools and settings have a duty to provide a safe environment for pupils, students and staff.

All pupils and students, regardless of their background and beliefs, should feel welcome, safe and heard.

It is important that pupils and students can engage in constructive conversations about serious issues in a safe and inclusive environment while respecting the diverse views that may be held by others.

Thank you for respecting the staff in our schools.

Paul Turner  
Director of Education, Culture and Skills

