



St. Marys Catholic Primary School, Harrington
Holden Road
Salterbeck
Workington
Cumbria CA14 5LN
Telephone: 01946 830433

Headteacher: Mrs D Douglas

Email: admin@stmarys-harrington.cumbria.sch.uk
Website: www.stmarys-harrington.cumbria.sch.uk

Monday, June 1, 2026

Dear Parents and Carers,

As Chair of Governors, I am writing to share an important message regarding the wellbeing of our staff and the standards of conduct we expect from all members of our school community.

Recently, staff across the school completed a wellbeing survey, the findings of which were shared with the Governing Board. We are grateful to colleagues for their honesty and openness in providing feedback, which helps us to understand both the strengths of our school and the areas where improvements are needed.

One issue that emerged from the survey was the manner in which some members of staff have been spoken to on occasions by members of the wider school community. Whilst the vast majority of interactions with parents and carers are positive, respectful and supportive, it is clear that there have been instances where communication has fallen below the standards we expect.

The Governing Board wishes to make it absolutely clear that any form of aggressive, abusive, intimidating or disrespectful behaviour towards staff is unacceptable and is in breach of the school's Code of Conduct. Our staff work tirelessly to support, educate and care for the children in our school, and they deserve to be treated with courtesy and respect at all times.

As a school, we have a duty to protect the safety, wellbeing and mental health of all our employees. No member of staff should feel uncomfortable, threatened or distressed as a result of interactions with members of the school community.

For this reason, the school will be operating a zero-tolerance approach towards unacceptable behaviour directed at staff. Where conduct falls below the standards set out in our policies, appropriate action will be taken. This may include restricting communication channels, limiting access to the school site, or other measures deemed necessary to safeguard staff wellbeing.

We recognise that there will be occasions when parents and carers wish to raise concerns or challenge decisions. We welcome constructive dialogue and remain committed to working collaboratively with families in the best interests of our pupils. However, such conversations must always take place in a respectful and professional manner.

Our school community is strongest when we work together with mutual understanding, kindness and respect. I would like to thank the overwhelming majority of parents and carers who continue to demonstrate these values every day.

Thank you for your support and understanding.

Yours sincerely,

Mr M Featherstone – on behalf of the Full Governing Body

Chair of Governors

