



St James's C of E Primary School

Let Your Light Shine

Dealing with unacceptable behaviour from parents policy

Ratified on: 4th July 2024

Ratified by: Mr L.Salton-Mclaughlin

Review date: July 2026

Written by Sarah Mason

Vision

We believe that every child is made in the image of God; inherently valuable and unique. Jesus is the light of the world and God has placed the light of the Holy Spirit within each of us:

Let your light shine to reach your God-given potential.

Let your light shine courageously.

Let your light shine as a beacon of hope.

Let your light shine ~ be the best we can be!

Statement of Principles

This policy has been written taking into account the DfE Guidance 'Advice on school Security: Access to, and barring individuals from school premises' December 2012 as well as NAHT guidance on dealing with abusive parents, carers or relatives.

At St James's C.E. Primary School we value the positive relationships forged with parents, carers and visitors to the school. We encourage close links with parents and the community and appreciate that students benefit when the relationship between home and school is a positive one. We also strive to make our school a place where as adults we model for students the behaviour we teach and expect. In general, we place a high importance on good manners, positive communication and mutual respect.

Almost all parents, carers and visitors to our school are keen to work with us and are supportive of the school. However, on very rare occasions the behaviour of a small number of adults falls short of what we expect. This sometimes manifests itself in aggression or abuse towards adults of the school community. This can be in written communication (including social media), on the telephone or in face-to-face communication.

In these situations, we expect members of staff to behave professionally, seeking the involvement of appropriate colleagues. Staff who face these situations have licence to end any conversation (face to face or on the telephone). They should then refer the incident to a senior manager who will take appropriate action or invoke the provisions of this policy.

The overriding principle is that all members of the school community have the right to work in school without fear of aggression or abuse. The board of governors has a requirement to protect staff and students from such aggression.

Actions taken will be reasonable and proportionate and the progress and wellbeing of the child will be fully considered. The adult concerned will have the opportunity to put their views forward. In the case of the imposition of conditions or a ban from school, robust review processes involving the Chair of Governors and then the governing body are in place to ensure fairness.

Definition of unacceptable behaviour:

We consider that aggressive, abusive or insulting behaviour or language from an adult presents a risk to staff or students. Unacceptable behaviour is such that makes a member of staff or student feel threatened.

The following is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Any kind of insult such as an attempt to demean, embarrass or undermine.
- Any kind of threat.
- Raising of voice as to be intimidating.
- Physical intimidation, for example, by standing very close to him/ her or the use of aggressive hand gestures.
- Use of foul or abusive language.
- Any kind of physical abuse.
- Allegations which turn out to be vexatious, untrue or malicious.

The school's approach to dealing with incidents:

If a parent/ carer/ visitor behaves in an unacceptable way towards a member of the school community, the head teacher or appropriate member of senior staff will assess the impact of that behaviour and decide on an appropriate course of action.

Assessment of impact:

The head teacher will carry out an enquiry in order to help make a decision about the level of response. In all cases the response will be reasonable and proportionate. The headteacher will consider the following questions:

- What form did the behaviour take?
- Are there previous incidents to take into consideration?
- Do members of staff/ students feel threatened by the adult's behaviour? □ What is the likelihood that the behaviour will be repeated?

Recording of incidents:

Staff/ students subject to abuse and witnesses will make written statements which will be kept on file with subsequent letters. This file will be kept securely.

The school's response:

Following an assessment of the inappropriate behaviour, the head teacher will decide on the level of action to be taken. Actions will include the following:

1. Clarify to the parents what is considered to be acceptable behaviour by the school.

In some instances, it may be appropriate simply to ensure that the adult is clear about behaviour standards expected by the school. This could be explained by letter from the head teacher. This letter may contain a warning about further action if there are further incidents. The adult will be invited to write to the head teacher with his/ her version of

events within 10 working days. Depending on the adult's response a meeting may then be held to discuss the situation and how this can be avoided in future.

2. Invite the adult to an informal meeting to discuss events.

The safety and well-being of those attending such a meeting must be carefully considered. Members of school staff will always be accompanied by at least one other colleague at any such meeting.

3. Impose conditions on the adult's contact with the school and its staff.

Although fulfilling a public function, schools are private places. The public has no automatic right of entry. Parents/ carers of enrolled students have 'implied licence' to come onto school premises at certain stated times. It is up to schools to set out and define the extent of such access. Adults exceeding this would be trespassing.

Depending on the type, level or frequency of the unacceptable behaviour, the school may consider imposing conditions on the adult's contact with the school. These conditions may include (but are not exclusively):

- Being accompanied to any meeting with a member of school staff by a member of the SLT.
- Restricting contact by telephone to named members of SLT.
- Restricting written communications to named members of the SLT.
- Restricting attendance at school events to those where the adult will be accompanied by a member of the SLT.
- Any other restrictions as deemed reasonable and proportionate by the head teacher.

In this case the adult will be informed by letter the details of the conditions being imposed. The adult would then be given 10 working days to make representations in writing about the conditions to the Chair of Governors. The Chair of Governors would then decide whether to confirm or remove the conditions. This would then be communicated to the parent in writing within 10 working days of the date of the parents' letter.

If the decision is to confirm the conditions imposed, this decision will be reviewed by the governing body after approximately 6 months (and every 6 months after that, if appropriate). The adult will be invited to make written representation to the governors; this and the evidence from the head teacher will be considered at a meeting of the full governing body. The decision of the review will be communicated to the adult via the clerk to the governors within 10 days of the date of the meeting.

Governors will give consideration to the extent of the adult's compliance with the conditions, any appropriate expressions of regret and assurance of future good conduct received from him/ her and any evidence of the adult's co-operation with the school in other respects.

4. Imposing a ban.

Where other procedures have been exhausted and aggression or intimidation continues OR where there is an extreme act of violence then the school may consider banning the

individual from school premises. This will include banning an adult from accessing school staff by written communication or telephone.

In these circumstances, the individual would be advised in writing by the head teacher that a provisional ban is being imposed. The adult would then be given 10 working days from the day of that letter to make representations about the ban in writing to the Chair of Governors. The Chair of Governors would then decide whether to confirm or remove this ban. This would be communicated to the adult in writing within 10 school days of the receipt of their letter.

If the Chair's decision is to confirm the ban, parents in these circumstances will be offered an annual meeting about their child's progress, usually with a member of senior staff.

A decision to impose a ban will be reviewed by the governing body after approximately six months (and every 6 months after that, as appropriate). The adult will be invited to make written representation to the governors; this and the evidence from the head teacher will be considered at a meeting of the full governing body. Governors may decide to remove the ban, extend the ban or impose conditions on the adult's access to the school. The decision of the review will be communicated to the adult via the clerk to the governors within 10 school days of the date of the meeting.

When deciding whether it will be necessary to maintain, extend or remove the conditions, governors will give consideration to the extent of the adult's compliance with the conditions, any appropriate expressions of regret and assurance of future good conduct received from him/ her and any evidence of the adult's cooperation with the school in other respects.

5. Removal from the school.

Adults who have been banned from the school premises and continue to behave unacceptably will be deemed to have committed a section 547 offence. They will be considered as trespassers. In these circumstances, the offender may be removed from the school premises. This may be carried out by a police officer. Legal proceedings may be brought.

6. Complaints policy.

Any **parental** complaint that arises from incidents of unacceptable behaviour will be dealt with under the complaints policy.

