

Policy for managing unreasonable adult behaviour

This Policy was adopted by the Totnes Federation of Village Schools at the Full Governing Body meeting on 2nd July 2015

The following policy can be used whether the unreasonable behaviour is as a result on an ongoing concern or complaint which the parent has expressed about the school, or not.

At the Totnes Federation of Village Schools we recognise that parents and carers are the single biggest influence on their children and their achievements. Therefore, we are committed to building positive and responsive relationships with parents and carers so that together we can ensure that our young people get the most out of their time with us.

We encourage partnerships with our parents and carers, and work hard to maintain mutual respect and recognition of shared responsibility for the children. However, in a very small minority of cases, the behaviour of a few parents or carers can cause disruption, resulting in abusive(either verbally or physically), aggressive or intimidating behaviour towards staff and this will not be tolerated. All members of the school community have a right to expect that their school is a safe place.

Schools are not public places and although parents and carers have rights to attend and enter school premises for legitimate proper purposes, The Education Act of 1996 states that it is an offence for a trespasser on school premises to cause a nuisance or disturbance. The school is entitled to withdraw the implied right a parent or carer has to enter the school, if that parent or carer is violent or aggressive. If the parent or carer then enters the premises, they are in breach of the law, and they can be prosecuted in the criminal courts.

This policy applies to all those that engage with the school and not just to parents.

Behaviours which can lead to a ban include:

1. Physical or verbal threats towards staff, pupils, or other parents
2. actual violence,
3. damage to property
4. refusal to leave when asked
5. disruption of the running of the school
6. general abusiveness
7. Intimidating behavior towards members of staff, other adults or children

The Head of School & Executive Headteacher will decide whether the situation has been reached for proposing an actual ban. In extreme circumstances, i.e. if the incident is considered to be very serious, then s/he can issue a short-term temporary ban immediately, if required or contact the Police for assistance.

If the issue presents a less immediate threat then the Executive Headteacher will consider issuing a warning letter which says that repeats of such behavior will likely result in a ban. Events may occur in a number of stages and it may be that upon consideration by the Executive Headteacher that a warning letter needs to be issued.

Theschool will write to the parent/carer setting out:

* what has happened and why it is unacceptable
* that the school will consider banning the parent/carer from the school premises
* give a clear explanation of why the ban is proposed
* give the parent/carer5 working days to respond in writing giving their own version of events
* state the length of the proposed ban and give a review date based on advice

received from HR1 or Devon Health and Safety

Following receipt of the written response:

* The Executive Headteacher will decide whether or not to ban the parent/carer
* The parent/carer will be informed in writing within 3 days of the decision taken
* The terms of any ban will be clear, with explicit paths of communication between the school and the parent
* Pick up and drop off of children will be taken into consideration
* A date for the review will be given, which will take account of what has happened in the interim period
* If no further concerns have arisen regarding the parent’s behaviour, a meeting date will be set which will seek to re-establish a productive working relationship between the school and the parent/carer

If a parent/carer wishes to appeal against a ban, they may do so in writing (following the complaints procedure). The first stage of this appeal will be undertaken by an appointed governor who would invite the Executive Headteacher to review the matter and consider whether to uphold or remove the ban. If the outcome to this stage is that the ban is still in place, then the parent may appeal further to a panel of governors according to the usual complaints process.

In some cases the unacceptable behaviour is so extreme (for example, an assault on a member of staff) that the Executive Headteacher may feel that there is no alternative but to impose a lengthy or permanent ban. In criminal cases the Executive Headteacher should inform the police and should contact their legal advisors (DCC Solicitors in maintained schools).