



PARENTAL BEHAVIOUR POLICY

2024

1 Introduction

Date effective from	September 2024
Date of next review	September 2027
Review period	3 Years
Date ratified by Governing Body	26/9/24

At the St Thomas's C.E Primary School, we have excellent relationships with our parents/carers and value the contribution that parents/carers play in the life of the school and in their children's education. We provide many opportunities for parents/carers to engage with school life with our staff collecting/dismissing pupils from the playgrounds, the home school diary and on-line sharing systems to promote pupil excellence, as well as parents' evenings, invites to worship/assemblies and participation in special celebrations. We also produce a regular newsletter to keep parents informed about school events. Important information is also included on the school websites and our home/school agreement clearly states the expectations of working jointly for the benefit of the children's education and well-being.

We believe that all parents/carers want to be confident that there are arrangements in school to keep their children safe. As part of our safeguarding procedures the school has introduced this parental behaviour policy to ensure that behaviour from parents/carers does not cause the children and/or staff to feel distressed, threatened or unsafe.

Behaviour that will cause harassment, alarm or concern to users of the premises is contrary to the aims of the school and is unacceptable.

2 Aims

That all members of the school community treat each other with respect and communication within the school environment is pleasant and courteous. We are all entitled to dignity and respect and the school will take all measures to ensure that these excellent standards are maintained by all of our stakeholders.

The school considers that aggressive, abusive or insulting behaviour, or language from a parent presents a risk to staff or pupils. It is enough for a member of staff or a pupil to feel threatened. In such circumstances, schools have a power in common law to bar the parent from the premises.

3 Expectation

- That adults set a good example to children at all times, showing them how to get along with all members of the school and wider community.
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the school premises.
- Physical attacks and threatening behaviour, abusive or insulting language – verbal or written, to governors, staff, parents/carers, children and other users of the school premises will not be tolerated and will result an initial warning letter (example at appendix 1). Should a further incident occur, this will result in the withdrawal of permission to be on school premises

(example letter at appendix 2). The decision to revoke a licence will be reviewed within a six week period.

Victimisation of staff members, either verbal or physical, or physical assaults on any member of staff, with or without a weapon, will also result in legal proceedings and prosecution within the letter of the law.

4 Guidelines

This is not an exhaustive list but seeks to provide illustrations of the types of behaviour that are considered serious and unacceptable. The school will not tolerate any of these behaviours and will take swift action within the legal framework to safeguard its employees. We expect common courtesy and polite interactions at all times.

Inappropriate use of language including:

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Swearing
- Racist and sexist comments
- Homophobic, biphobic or transphobic comments

Physical assault, such as:

- Physically intimidating, e.g. invading personal space
- The use of aggressive hand gestures/exaggerated movements
- Threatening, abusive or insulting behaviour
- Shaking or holding a fist towards another person
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting

Inappropriate posting on Social Networking sites

Sexual harassment.

Inappropriate use of Social Networking Sites: Social media websites are being used increasingly to fuel campaigns and complaints against schools, staff, and in some cases, other parents/pupils.

The Governors consider the use of social media websites being used in this way as unacceptable and not in the best interests of the children or the whole school community. The school may involve the Police in serious or vindictive circumstances.

Any concerns you may have must be made through the appropriate channels by speaking to the class teacher or Headteacher, so they can be dealt with fairly, appropriately and effectively for all concerned.

In the event that any pupil or parent/carer of a child(ren) being educated at St Thomas's is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content which can be posted on the site and they provide robust mechanisms to report content or activity which breaches this. The school will also expect that any parent/carer or pupil removes such comments immediately.

In serious cases, the school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent/carer to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying.

5. Persons causing nuisance / Disturbance on School Premises

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

School premises are private property and parents/carers have been granted permission from the school to be on the premises. However, in the case of abuse or threats to staff, pupils or other parents/carers, school may revoke parents/carers' licence from entering school premises.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

School is not responsible for organising arrangements for children in the above circumstances. Parents/carers will need to provide alternative arrangements for bringing children into school.

Parents have the right of appeal by writing to the Chair of the Governors within ten days of permission to enter the school premises being withdrawn. This policy has been reviewed with due regard to the Equality Act 2010 during the Autumn Term 2024 and Governors are aware of its contents.

Appendix 1

Initial warning letter

Dear

Following an incident on relating to

I am writing to inform you that any such behaviour is totally unacceptable and that the School will not tolerate conduct of this nature and will act to protect the pupils and staff.

With this in mind, if in the future I receive any reports of conduct of this nature I will be forced to consider removing your licence to enter the school grounds and buildings. If you do not comply with that instruction, I will be able to arrange for you to be removed from the premises and prosecuted under Section 547 of the Education Act 1996. If convicted under this section, you are liable to a fine of up to £500.

Nevertheless, I do wish to give you an opportunity to make representations and discuss the issues that arose on with myself and I would invite you to make an appointment via the school office at your earliest convenience, alternatively you may wish to respond in writing.

Yours sincerely,

Mrs Cowley

Headteacher

cc. Chair of Governors

Appendix 2

Dear

Revocation of Parental Licence to enter St Thomas's C.E. school site

I am writing this letter to inform you that following our conversation on, the decision has been made to revoke your licence to enter the school grounds of School with immediate effect.

Under Government guidance dated December 2012 within the 'Advice on school security: Access to, and barring of individuals from school premises' a decision can be made to revoke a parent's licence to enter the premises if: "A school considers that aggressive, abusive or insulting behaviour, or language from a parent presents a risk to staff or pupils.

It is enough for a member of staff or a pupil to feel threatened. In such circumstances, schools have a power in common law to bar the parent from the premises." Your actions on (date) when you (brief details of incident), met this criteria.

Beginning immediately, you are not allowed onto school grounds including car parks, playgrounds or any area inside the boundary fence unless you have first made an appointment with myself. This includes delivering and collecting your child from school, for which you will have to make other arrangements while this ban is in place.

In relation to the ban, you have the right of appeal by writing to the Chair of the Governors within ten days of the date of this letter. Written correspondence should be forwarded to: Mrs C Whiting, C/O St Thomas's C.E. Primary School.

This ban relates to yourself and not to your child(ren). The decision to revoke your licence to enter the school grounds will be reviewed on (date) at (time). At this point you are invited to come into school to discuss the ban. You will then receive further correspondence, within 7 days, explaining our decision as to whether the ban should remain in place or be revoked.

Yours sincerely,

Mrs L Cowley

Headteacher

cc. Chair of Governors