

Autumn 2022

Hillstone Primary School



Parental Behaviour Policy

Review Date: Autumn 2023

Rationale

At Hillstone Primary, we believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. Behaviour that will cause intimidation, harassment, alarm, upset or distress to users of the premises is contrary to the aims of the school.

Aims:

- That all members of the school community treat each other with respect at all times.

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 the wider community
- That no members of staff, parents or children are the victims of intimidating or abusive behaviour/ open to threats from other adults on the school premises
- Physical attacks and threatening or intimidating behaviour, abusive or insulting language verbal or written, to staff, Trustees, parents and carers, children and other users of the school premises will not be tolerated and will result in withdrawal of permission to be on school premises
- Any parent who is asked to leave the school premises will have the right to appeal the decision by writing to the Chair of Trustees.

Please note that any incidents of behaviour that do not meet the expectations above will be logged with the Chair of Trustees.

Persons Causing Nuisance / Disturbance on School Premises Section 547 of the Education Act 1996

School premises are private property and parents have been granted permission from the school to be on any part of the school premises. However, in case of abuse, intimidation or threats to staff, pupils or other parents, school may ban parents from entering the school premises/site.

It is also an offence under section 547 of the Education Act 1996 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 will need to provide alternative arrangements for bringing children into school.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community:

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

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites which could bring the school into disrepute or be deemed as bullying
- Intimidating behaviour that causes a member of staff to feel uncomfortable, upset or threatened.
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments including sexual innuendo

Inappropriate use of Social Networking Sites:

Social media websites are being used increasingly to fuel campaigns and complaints against schools, head teacher, school staff, and in some cases, other parents/pupils.

The Trust Board of Hillstone Primary considers 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.

Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, Senior Leader, the Head teacher or the Chair of Trustees, 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 Hillstone Primary School is found to be posting libelous 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/carers 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 to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying.

Thankfully such incidents are extremely rare.

Unacceptable behavior may result in the Police being informed.

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to unacceptable behaviour in any of the forms listed within this policy.

Parents have the right of appeal by writing to the Chair of Trustees, within ten days of their permission to enter the school premises being withdrawn.

Responsibilities:

It is the responsibility of the Head teacher and Trustees to monitor and annually review this Parental Behaviour Policy.

Procedure to address inappropriate behaviour by adults on the school site

At Hillstone Primary School, we operate a 'zero tolerance' of the use of inappropriate behaviour anywhere on the school site.

***Inappropriate behaviour means disrespectful conduct towards people or property within the school site as listed within this policy.*

Our Parental Behaviour Policy states:

- That adults set a good example to children at all times, showing them how to get along with all members of the school and the 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.

All staff and Trustees agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps:

An adult approaches another child	The adult will be spoken to immediately and the issue investigated by a school leader. This will be reported to the Head teacher and recorded. The adult will receive a warning letter.
A parent approaches another parent.	The parent should report this to a member of staff or a school leader. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. A letter will be given to the parent/s. This informs a parent that if it recurs they could be banned from the school site under section 547 of the Education Act 1996.
A parent approaches a member of staff	This should be reported immediately to a member of the Senior Leadership Team. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be informed and a warning letter will be provided along with a copy of the Policy for Parental Behaviour. This warns a parent/s that if it recurs they could be banned from the school site.
Recurring inappropriate behaviour	If a parent/s continues to use inappropriate behaviour, they will be referred to the Policy for Parental Behaviour. This indicates how anti- social behaviour, when not corrected, can lead to interviews with the HT and Trustees. This can then lead to a ban from the school site under section 547 of the Education Act 1996.

****For 'parent' read for any adult who accompanies children onto the school site.**

Depending on the circumstances of the individual incident, these procedural steps may be amended at the discretion of the Trust Board.

The school reserves the right to go straight to a bar where the circumstances are sufficiently serious in the school's view.