



LEARNING ALLIANCE ACADEMY TRUST

DEALING WITH UNACCEPTABLE BEHAVIOUR ON SCHOOL PREMISES

The vast majority of parents, carers and other visitors to our school are supportive of the school, its staff, students, their parents and other visitors. Occasionally, however, a negative attitude is expressed in an aggressive, verbally abusive or physically abusive way towards these members of the school community which is unacceptable and will not be tolerated.

The school requires its teachers and other members of staff to behave professionally in these difficult situations, attempting to defuse the situation wherever possible, and to seek the involvement of other members of staff as appropriate. However, all teachers and members of staff have the right to work without fear of harassment, violence, intimidation or abuse.

The school expects parents and other visitors to always behave in a reasonable way towards all members of the school community. This leaflet outlines the steps that will be taken where the behaviour displayed falls below the standard the school expects and will not be tolerated.

The types of behaviour which are unacceptable and will not be tolerated are:

- shouting, either in person or over the telephone;
- using intimidating language or behaviour;
- using threatening language or behaviour;
- using abusive language or behaviour;
- using insulting language or behaviour;
- using aggressive or offensive hand gestures;
- shaking or holding a fist towards another;
- swearing;
- pushing, shoving or jostling;
- hitting, slapping, punching or kicking;
- spitting;
- any other behaviour likely to cause anybody witnessing it (including the recipient) alarm, distress or to fear that violence may be used against them or others.

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

Parents have “implied permission” to enter and be on the school’s premises for reasons relating to their child / children’s education. This means that parents are welcome to come to the school to drop off and collect their children, to speak to teachers and other members of staff about their children, or

for meetings, parents' evenings and social events. Parents *do not have a legal right* to enter or be on the school's premises without a good reason.

The school has the right to withdraw the "implied permission" for a parent if their behaviour while they were previously on the school's premises was unacceptable. The withdrawal of the "implied permission" will be effective as soon as the parent or other visitor has been told that they must leave and are prohibited from returning, and will be confirmed in writing by recorded delivery if the home address is known. The full procedure that the school will follow is detailed in the 'Policy for Dealing with Unacceptable Behaviour on School Premises' which is available from the school upon request. A brief outline of the procedure is described below:

Stage 1 - Where a parent or visitor has behaved in a way which is unacceptable to the school for the first time, they are likely to receive a letter warning them that, if the behaviour is repeated, their "implied permission" to enter and be on the school's premises will be withdrawn. The Headteacher will send a letter to the parent or visitor confirming the warning and the consequences of failing to heed it.

Stage 2 - Where a parent or visitor has already received a warning letter under Stage 1 and has behaved in an unacceptable way again, their "implied permission" to enter and be on the school's premises will be withdrawn. If possible, they will be verbally informed that they are prohibited from entering or being on the school's premises immediately after the incident or as soon as practicable thereafter. In any event, the Executive Headteacher will send a letter to the parent or visitor confirming the withdrawal of their "implied permission" and the consequences of failing to comply.

Stage 3 - The Chair of Governors will, within ten school days of the date of the letter, review the decision made, having considered all documentation relating to the incident (and any previous incidents), the Executive Headteacher's record of the decision, the reasons for it, confirmation as to whether the parent or visitor has complied with the instruction, and any written comments received from the parent or visitor.

Stage 4 - Where the Executive Headteacher's decision was confirmed by the Chair of Governors under Stage 3, or the decision has previously been confirmed under Stage 3, the Chair of Governors will carry out a further review of the decision by the review date. The Chair of Governors must consider whether the parent or visitor conduct since their "implied permission" was withdrawn, it is now appropriate to revoke the decision to withdraw their "implied permission".



Sometimes, members of the public enter the school's premises when they have no good reason for doing so (for example, they do not have children registered as students at the school, and they are not delivering items or making valid enquiries at the school's office).

Such people do **not** have "implied permission" to enter and be on the school's premises, and are therefore trespassing. This means that, if they are causing a nuisance or disturbance on the school's premises, they can be prosecuted under Section 547 of the Education Act 1996. In those circumstances, the school will inform the third party that they are trespassing and ask them to leave the school's premises and, in appropriate cases, call the police and support any prosecution for criminal offences which follows.