



Thurston CE Primary Academy

Dealing with Threatening and Abusive Behaviour from Parents, Carers and Visitors

Approved by: Governing Body

Date: October 2021

Last reviewed on:

Next review due by: October 2022

Statement of Intent

At Thurston CE Primary Academy we are committed to providing a caring, friendly and safe environment for all of our students so they embrace a love of learning, achieve their personal best and build their emotional, social, and physical well-being in a fully inclusive environment. Abusive and threatening behaviour of any kind is unacceptable at our school. At Thurston CE Primary Academy, we value the positive relationships forged with our parents, carers and visitors to the school. We wish to work in partnership with parents and carers in order to create the best learning opportunities for their child so that we can aspire together for success.

We also strive to make our school a place where as adults we model the behaviour we teach and expect. We place a high importance on our school Christian values together with good manners, positive communication and mutual respect.

Principles:

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

To conclude, the over-riding principle of this policy is that all member of the school community have the right to work or be in school without fear of aggression or abuse from parents, carers or visitors.

Staff conduct:

We expect all members of our staff to behave professionally, attempting to defuse the situation where possible and seeking the involvement of other colleagues as appropriate. However, staff also have the right to end any conversation (face to face or on the telephone) should they feel they are being threatened or are dealing with aggressive or abusive parents or carers.

Parents, carers and visitors conduct:

We expect all members of the community to follow these principles:

- Respect the caring ethos of our school and our School Values.
- To work together with teachers and other members of school staff for the benefit of our pupils.
- All members of the school community should be treated with respect and, therefore, we must all set a good example in our own speech and behaviour.

In order to support a safe and peaceful school environment, the school cannot accept parents, carers or visitors exhibiting the following behaviour:

- Any kind of threat
- Any kind of insult that is meant to demean, embarrass or undermine
- Any kind of conduct which undermines the safe and calm environment in a school, either in a school office, classroom, around the school site, immediately outside the school or on a school playing field. (This includes parents entering the school without a member of staff being present)

You will never have this day again so, with the guidance of God, make it count!

- Raising of voice so as to be intimidating
- Using loud or offensive language, such as swearing, or displaying an unacceptable amount of anger and aggression.
- Threatening physical violence to a member of the school community (including other parents or carers).
- Damaging school property.
- Abusive telephone calls, emails, letters or other forms of written communication.
- Defamatory comments about school staff or governors (including on social media sites).
- The use of physical aggression towards another adult (including parents or carers) or child. This includes physical punishment of your own child.
- Approaching someone else's child in order to chastise them.
- Any other behaviour (can be face-to-face contact, on the telephone or written communication) which makes a member of staff or pupil feel threatened

The Public Order Act 1986 defines "disorderly conduct" as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress. "Threatening behaviour" is when a person fears that violence, or threat of violence, is likely to be provoked.

In a school context this could mean someone shouting at a member of staff, either in person or on the phone; acting aggressively, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking sites or situations where members of staff are approached off school premises.

Recording incidents:

Any incident must be recorded by email or written communication to the Headteacher:

- Trespass
- Verbal abuse
- Sexual or racial abuse
- Threats
- Aggression
- Physical violence
- Intentional damage to personal property or the school's property
- Any racist comments
- Any injuries to staff or children

Procedure for dealing with abusive parents, carers or visitors

Step 1 - Letter to explain what is considered acceptable behaviour (see Appendix A)

The Headteacher will send a letter to the parent(s) involved. It will be put to them that such behaviour is unacceptable and an assurance will be sought that such an incident will not be repeated. It will be stressed on this occasion that repetition of such an incident will result in further more serious action being taken.

You will never have this day again so, with the guidance of God, make it count!

If the Headteacher has been subject to abuse, this will be done by the Chair of Governors (or other appointed governor, if the Chair is involved in the incident in any way).

At any stage, the school may report serious incidents of abusive and threatening behaviour to the Local Authority. The school has a statutory responsibility to report any racist or discriminatory incidents to the Local Authority. Any act of actual or threatened violence will be referred to the police immediately.

NB: Any incidents of violent conduct would immediately proceed to step 5.

Step 2 – Written warning with an invitation to discuss events

If a second incident occurs involving the same person or persons, the Headteacher will write to the adult(s) informing them once again that this conduct is unacceptable and invite them in to discuss the events.

As for Step 1, if the Headteacher has been subject to abuse, this will be done by the Chair or other appointed governor.

Step 3 – Final written warning informing parents of imposed conditions

If a third incident occurs involving the same person or persons, the Headteacher will write to inform parents/carers of the school's decision to impose conditions that restrict their access to the school (this includes a complete ban).

Step 4 - Letter from Chair of Governors to confirm or overturn Headteacher's decision

The Chair of Governors (or other appointed governor) will write to the adult(s) giving a final decision to either impose the conditions set out in Step 3 or to overturn the decision.

Step 5 – Involvement of the police

Any act of actual or threatened violence will be referred to the police immediately.

Furthermore, if following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises and is displaying unreasonable behaviour, such a person may be removed from the school premises as a trespasser under Section 547 of the Education Act 1996 and charged with an offence under the Public Order Act 1986.

All parents, even if excluded from school premises, have a right to seek an appointment to speak to school staff about their child's educational progress.

Monitoring

Behaviour of parents, carers and visitors will be monitored by the Headteacher and Senior Leadership Team

Review and Evaluation of the Policy

The policy will be reviewed in line with the governors' policy review schedule or to reflect any curriculum/practice changes that take place within school or externally.

You will never have this day again so, with the guidance of God, make it count!

Appendix A - Letter to explain what is considered acceptable behaviour (Step 1)

Dear,

I have received a report about your conduct at the school on (enter date, time or details). This appears to fall far short of what we would expect of a parent/carer/visitor at Thurston CE Primary Academy.

(Add factual summary of the incident and its effect on staff, pupils and other parents).

I must inform you that the governing body will not tolerate aggression towards members of the school community and will act to protect its staff and pupils from any form of abuse or intimidation. I should warn you that any future conduct could result in the school imposing conditions restricting your access to the school or banning you from contacting or attending the school altogether.

I wish to give you the opportunity to give me any written comments regarding the report about your conduct. These comments may include any assurances you are prepared to give about your future good conduct.

Details of our policy on dealing with abusive parents can be found on our website.

Yours sincerely,

Headteacher

Appendix B - Written warning with an invitation to discuss events (Step 2)

Dear,

I have received a report about your conduct at the school on (enter date, time or details).

(Add factual summary of the incident and its effect on staff, pupils and other parents).

You will recollect that I have already written to you about a previous incident on (date) warning you of the consequences of any further insulting or aggressive behaviour on your part.

I must inform you that the governing body will not tolerate conduct of this nature on the school premises and will act to defend school staff and pupils.

I am therefore writing to invite you to attend a meeting on (date and time) to discuss the incident. Failure to attend a meeting may result in the school imposing conditions regarding the contact you have with the school.

Details of our policy on dealing with abusive parents can be found on our website.

Yours sincerely,

Headteacher

You will never have this day again so, with the guidance of God, make it count!

Appendix C - Final written warning informing parents of imposed conditions (including a ban) (Step 3)

Dear,

I have received a report about your conduct at the school on (enter date, time or details).

(Add factual summary of the incident and its effect on staff, pupils and other parents).

You will recollect that I have already written/spoken to you about a previous incident on (date) warning you of the consequences of any further insulting or aggressive behaviour on your part.

I must inform you that the governing body will not tolerate conduct of this nature on the school premises and will act to defend school staff and pupils.

I am therefore writing to inform you that I am imposing conditions on the contact you may have with the school. These are as follows: (delete as appropriate)

- You must be accompanied to any meeting with a member of school staff
- You may not approach any member of staff unless you are accompanied by the Headteacher or member of the senior leadership team.
- You may not contact by telephone or in writing any member of staff. You may contact the Headteacher only.
- You may not attend any events for parents except those where you will be accompanied by the Headteacher or a member of the senior leadership of the school
- Other as are reasonable and proportionate

OR (Ban)

I am therefore writing to inform you that I am recommending imposing a ban on you attending or contacting the school. This means you may not attend school for any reason whatsoever. You must not contact any member of staff by telephone or e-mail. You do, however, have the right to attend one meeting per year to discuss your child's progress. This meeting will be with me and I will contact you to arrange this at the time of the next parents evening.

The restrictions are provisional until they have been reviewed by the Chair of Governors. Please consider them in force until you receive their confirmation.

The Chair of Governors will need to decide whether it is appropriate to confirm or overturn this decision. You may, if you wish, send a letter in writing any comments of your own within 10 working days of the date of this letter. They will then write to you the outcome of their decision.

Details of our policy on dealing with abusive parents can be found on our website.

Yours sincerely,

Headteacher

You will never have this day again so, with the guidance of God, make it count!

Appendix D - Letter from Chair of Governors to confirm or overturn Headteacher's decision (Step 4)

Dear

The Headteacher (name) wrote to you on (date) to detail concerns about an incident when your behaviour fell far short of what we expect as a school. You will be aware she has written to you previously about your behaviour.

I have not received a written response from you. I have received a letter from you dated (date), the contents of which I have considered carefully. (delete as appropriate)

In the circumstances, and after further consideration of the Headteacher's report and your letter (delete as appropriate), I have determined that the decision to impose conditions/a ban (delete as appropriate) on you should be confirmed.

The decision will be reviewed on _____ (date)

OR

In the circumstances, and after further consideration of the Headteacher's report and your letter (delete as appropriate), I have determined that the decision to impose conditions/ban (delete as appropriate) should be overturned. However, should there be a repeat of inappropriate behaviour towards staff, all of the above sanctions will apply.

Yours sincerely,

Chair of Governors

You will never have this day again so, with the guidance of God, make it count!