



Adult Behaviour Towards Schools

Including whilst on school premises

Date: Autumn 2023

Next Review: Autumn 2026

Rationale

At The Eveleigh LINK Academy Trust, we believe that staff, parents and children are entitled to a safe and protective environment in which to learn and work.

Therefore, behaviour that may be viewed as harassment, alarm 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.

Expectations

- That every adult 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/carers 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 staff, governors, parents and carers, children and other users of school premises will not be tolerated. This will result of withdrawal of permission to be on school premises
- Any parent/carer who is asked to leave the school premises will have the right to appeal to the school's Governing Body

Persons Causing Nuisance / Disturbance on School Premises:

Section 547 of The Education Act 1996

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

It is also an offence under section 547 of The Education Act 1996 for any person (including a parent/carer) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

Schools are not responsible for organising arrangements for children in the above circumstances. Parents/Carers will need to provide alternative arrangements for bringing children in to school.

Guidelines

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

- Shouting, either in person or over the telephone
- Sending abusive emails
- Inappropriate posting on social networking sites which could bring the school in to disrepute or be deemed as bullying
- 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 towards schools and school staff

Social media sites are being used increasingly to fuel campaigns and complaints against schools, school leaders, school staff and, in some cases, pupils and parents/carers.

The Trust's board of trustees finds the use of social media sites in this way as entirely unacceptable and not in the interests of the children and the school community as a whole.

Any concerns an individual may have must be made through the proper channels by speaking to the class teacher in the first instance, then a Senior Leader, senior leaders and, ultimately, the Chair of Governors of the school and The Trust Board. This will ensure that issues are dealt with fairly, appropriately and effectively for all concerned.

In the event that any individual is found to be posting libelous or defamatory comments on Facebook or other social media platforms, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content that can be posted on the site and they provide robust

mechanisms to report conduct or activity which breaches this. The Trust will also expect any individual to remove such comments immediately.

In the most serious cases, the Trust will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps most importantly, is the issue of cyber bullying and the use by one child or a parent/carer to humiliate another by an 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 behaviour may result in the police being called.

The Trust reserves the right to take any necessary action to ensure that members of the school community are not subject to abuse, and this may include calling the police to remove the perpetrator of that abuse from the school site with immediate effect.

Parents/Carers do have the right to appeal by writing to The Chair of Governors of their child's school within ten days of their permission to enter the school premises being withdrawn.

Responsibilities:

It is the responsibility of the Trust's Senior Leaders and Trustees to monitor and annually review this Parental Behaviour Policy.

Procedure to address inappropriate behaviour by adults on the school site

At The Eveleigh LINK Academy Trust 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.)

Our Parental Behaviour Policy states:

- That all 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/carers or children should ever be the victims of abusive behaviour or open to threats from other adults whilst on the school premises.

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

An adult approaches another child	The adult will be spoken to as soon after the incident as possible, and the issue investigated by a Senior Leader. This will also be reported to the Headteacher and recorded. The adult may receive a warning letter.
A parent/carer approaches another parent/carer	The parent/carer should report this to a member of staff or a Senior Leader. The offending parent/carer/s will be spoken to at the earliest opportunity after the incident and reminded that we operate a zero tolerance policy towards inappropriate behaviour. A warning letter may also be issued to the parent/carer/s concerned. This will warn that if the behaviour reoccurs they could be banned from the school site under section 547 of The Education Act 1996.
A parent/carer approaches a member of staff	This should be reported immediately to a Senior Leader. This will then be investigated as soon as practically possible and the member of staff will be kept informed of the action taken. The parent/carer/s concerned may be given a warning letter. This will warn that if the behaviour reoccurs they could be banned from the school site under section 547 of The Education Act 1996.
Recurring inappropriate behaviour	If a parent continues to use inappropriate behaviour, they will be referred to the school Headteacher. This may lead to a ban from the school site under Section 547 of The Education Act 1996.

NB Depending on the circumstances of a particular incident, these procedural steps may be amended at the discretion of The Local Governing Body.

The school reserves the right to move straight to a ban where the circumstances are deemed to be sufficiently serious.