



Policy: Managing unreasonable adult behaviour

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Person responsible for policy: Stephen Dean, Chief Executive Officer

Authorised by: Board of Trustees

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This Policy applies to all schools within the Primary QuEST Multi-Academy Trust. Primary QuEST is a Church of England Trust which seeks to ensure all pupils flourish, together in a supportive and caring environment.

Flourishing Together Through LIFE

Generally, schools are orderly, safe places, where relationships between staff and visitors, especially parents/carers, demonstrate mutual respect and recognition of shared responsibility for pupils' welfare and educational progress. At the Primary QuEST Multi-Academy Trust we recognise that parents/carers are the single biggest influence on their children and their achievements. Therefore, we are committed to building positive and responsive relationships with parents and carers so that together we can ensure that our young people get the most out of their time with us.

We encourage partnerships with our parents and carers and work hard to maintain mutual respect and recognition of shared responsibility for the children. We will always listen to concerns and seek to address them. However, in a very small minority of cases, the behaviour of a few parents, carers or other adult visitors can cause disruption, resulting in abusive (either verbally or physically), aggressive or intimidating behaviour towards staff and this will not be tolerated.

This Managing Unreasonable Adult Behaviour Policy provides guidance on managing incidents involving abusive, threatening or violent adult visitors. All members of the school community have a right to expect that their school is a safe place in which to work and learn. We welcome visitors to our schools, however they are not public places and although parents and carers have rights to attend and enter school premises for legitimate proper purposes, the Education Act of 1996 states that it is an offence for a trespasser on school premises to cause a nuisance or disturbance. The Trust is entitled to withdraw the implied right a visitor has to enter the school, if that visitor is violent or aggressive. If the visitor then enters the premises, they are in breach of the law, and they can be prosecuted in the criminal courts.

Behaviours which can lead to a ban include:

1. Physical or verbal threats towards staff, pupils, or other parents
2. Actual violence,
3. Damage to property
4. Refusal to leave when asked
5. Disruption of the running of the school

6. General abusiveness
7. Intimidating behaviour towards members of staff, other adults or children
8. Behaviour which might constitute hate crime

The head teacher will decide whether the situation has been reached for proposing an actual ban. In extreme circumstances, i.e. if the incident is considered to be very serious, then s/he can issue a short-term temporary ban immediately, if required or contact the Police for assistance.

If the issue presents a less immediate threat, then the head teacher will consider issuing a warning letter which says that a repeat of such behaviour is likely to result in a ban. Events may occur in a number of stages, and it may be that upon consideration by the head teacher a warning letter needs to be issued.

The head teacher will write to the adult setting out:

- what has happened and why it is unacceptable
- that the school will consider banning the adult from its premises
- a clear explanation of why the ban is proposed
- that the adult has 5 working days to respond in writing giving their own version of events
- the length of the proposed ban and give a review date based on advice received from the Trust's solicitors and / or HR department as appropriate.

Following receipt of the written response:

- The head teacher will decide whether or not to ban the adult
- The adult will be informed in writing within 5 working days of the decision taken
- The terms of any ban will be clear, with explicit paths of communication between the school and the adult
- Pick up and drop off of children will be taken into consideration
- A date for the review will be given, which will take account of what has happened in the interim period
- If no further concerns have arisen regarding the adult's behaviour, a meeting date will be set which will seek to re-establish a productive working relationship between the school and the adult

If an adult wishes to appeal against a ban, they may do so in writing (following the Complaints Procedure).

In some cases, the unacceptable behaviour is so extreme (for example, an assault on a member of staff) that the head teacher may feel that there is no alternative but to impose a lengthy or permanent ban. In criminal cases the head teacher should inform the police and should contact the Trust's legal advisors.

Biblical Underpinning for Church of England Schools

Paul in Galatians contrast unreasonable human behaviour "people become enemies and they fight, they become jealous angry and ambitious" with the fruit of the Spirit "love, joy, peace patience, kindness, goodness, faithfulness, humility and **self-control**". Galatians 5. 16-25 (Good News Bible).