

BEHAVIOUR POLICY FOR PARENTS/GUARDIANS/CARERS

Policy Statement

At Four Acres Academy we encourage partnerships with our parents/guardians/carers/ guardians or carers, and work hard to maintain mutual respect and recognition of shared responsibility for the children.

However, in a very small minority of cases, the behaviour of a few parents/guardians/carers can cause disruption, resulting in abusive or aggressive behaviour towards other members of the Academy community. This will **not be tolerated**. All members of the Academy community have a right to expect that their Academy is a safe place.

Responsible Persons

Executive Head Teacher, Children’s Centre Manager, Safeguarding and Family Support Manager, and Caretaker

Associated Policies

- Safeguarding, Anti Bullying, Lone Working and Health and Safety

Expectations of Parents/Guardians/Carers

Parents/guardians/carers are expected to be good role models for all the Children who attend Four Acres Academy. If a parent’s behaviour is unreasonable, permission for them to be on the Academy premises may be withdrawn and they will become a trespasser.

Grounds for Banning

There are exceptional circumstances when a parent/carer will be automatically banned from the Academy premises; these include if a parent/carer is a registered sex offender (for sexual offenses against children) or a parent/carer has been prosecuted for harming children. In the case of a parent/carer who is on the sex offender register for offences involving children (whether historical or not) where a charge and conviction has taken place automatic ban will be put in place to protect all areas of the Academy community.

Risk Assessment

A risk assessment has been prepared to protect staff by ensuring:

- On home visits, staff members will attend together.
- That two members of staff will see a parent together when it is thought that the consultation could be difficult.
- There are procedures in place for the Home Academy Liaison Leader who may complete home visits (please see Policy for Lone Working).

Procedures During an Incident

If an incident arises, the member of staff should follow these procedures:

- Ask the person to leave or invite them to a room away from a crowded area or classroom.
- Ask the Executive Head Teacher (or Deputy Executive Head Teacher in their absence)/ Children’s Centre Manger for support.
- In the event of violence or aggression, contact the police using 999.

Procedures After the Incident

The Executive Head Teacher / Children’s Centre Manger will;

- Ask the people who witnessed the incident to make witness reports in writing as soon as possible after the incident. (See attached Incident Report Form). Reports must be signed and dated.
- Make it clear that the reports may be disclosed to the perpetrator and the witness should say whether or not they are prepared for this to happen.
- Consider whether the person should be banned or given a warning letter.
- The Executive Head Teacher / Children’s Centre Manger will discuss this with the Chair of Directors and keep them informed.

- If a letter is thought appropriate, a letter will be sent to the parent/carer. (See Model Letter 1).
- If a ban is appropriate, the Executive Head Teacher /Children’s Centre Manger will give the parent an opportunity to make representations about this before finalising the ban. If the Executive Head Teacher / Children’s Centre Manger considers it unwise to allow the parent/carer back on the premises at this time, they will impose a temporary ban for a week, to give the parent/carer an opportunity to make representations in writing (See Model Letter 2). As soon as this happens the Executive Head Teacher / Children’s Centre Manger will write to the parent/carer informing him/her of the decision to extend the ban or not to renew it after the initial week has elapsed.
- If a ban is renewed after the initial week, the Executive Head Teacher / Children’s Centre Manger will impose any further ban for a fixed period of time and explain that they will review the ban at the end of that period.

Local Authority Role

If the incident is of a serious and/or violent nature, the Executive Head Teacher or Centre Manager and Local Authority may agree that correspondence should be sent directly from a Local Authority Officer.

Police Assistance

In the event of a parent/carer (or other person) becoming aggressive or violent, the Academy should not hesitate to contact the police using 999. When the situation does not require immediate Police response, but there is prior knowledge of likely trouble, the Executive Head Teacher / Children’s Centre Manger may contact the local Police, Probation or the Academy’s Community Officer for advice.

Policy Monitoring

This policy and procedures will be reviewed on a bi-annual basis or in the light of an incident should learning from this be applicable.

This policy and procedure was adopted by the Directors on: Date / /

Signed:

Director 1

Director 2

Signature:

Signature:

Date:

Date

This policy and procedure was published on: Date / / Signed:

This policy and procedure is due for revision on : Date /

Appendix 1

INCIDENT REPORT FORM

This includes trespass, nuisance or disturbance on Academy premises, verbal abuse, sexual or racial abuse, threats, aggression, physical violence and intentional damage to personal property.

This form should be completed as fully as possible (please use a continuation sheet if necessary). For an incident involving or witnessed by a child, a member of staff should complete the form on their behalf. However, any discussion between one witness and another should not precede completion of the form, as this might lead to allegations of collusion.

Date of incident

Day of week

Time

1. Member of staff reporting incident

Name

Work address (if different from Academy’s address).

.....

Position

2. Personal details of person assaulted/verbally abused (if appropriate)

Name

Work address (if different from Academy’s address)/home address (if child).

.....

Job/Position (if member of staff)

Class

Age Gender

3. Details of trespasser/assailant(s) (if known)

.....

4. Witness(es) if any

Name

Address

Age (approx) Gender

Other information

Relationship between member of staff/child and trespasser/assailant, if any.

.....

5. Details of incident

a) Type of incident (e.g. if trespass, was the trespasser causing a nuisance or disturbance and how; if assault, give details of any injury suffered, treatment received etc).

.....

b) Location of incident (attach sketch if appropriate).

.....

c) Other details: describe incident, including, where relevant, events leading up to it; relevant details of trespasser/assailant not given above; if a weapon was involved, who else was present?

6. Outcome: (e.g. Whether police called; whether trespasser was removed from premises under section 547; whether parents/guardians/carers contacted; what happened after the incident; any legal action?).

.....

7. Other information (to be completed as appropriate)

a) Possible contributory factors.

.....

b) Is trespasser/assailant known to have been involved in any previous incidents YES/NO?

.....

c) Give date and brief details of (b) if known.

.....

d) Had any measures been taken to try to prevent an incident of this type occurring? If so, what? Could they be improved?

.....

e) If no measures had been taken beforehand, could action now be taken? If so, what?

.....

f) Name and contact details of police officer involved, and incident number or crime reference number, as appropriate.

.....

g) Any other relevant information.

.....

Signed

Date

Appendix 2 – Model Letters**Model Letter 1 – Warning Letter from Executive Head Teacher**

Dear

Re: Behaviour on Academy Premises on (insert date)

I refer to the incident that took place on the Academy premises today (or insert relevant day) when you (insert details of the incident).

If the Executive Head Teacher did not witness the incident they may wish to use the following text: I have considered the witness accounts of the incident, (if relevant: including your own), and it would appear (insert details of incident).

Your behaviour falls short of the standard of conduct expected of those visiting the Academy. I must therefore warn you that if you are involved in a similar incident again, you will leave me with no alternative other than to ban you from coming onto the Academy premises without my written permission.

I do hope that this will not be necessary and that I can rely on your cooperation in this matter.

Yours sincerely

Executive Head Teacher

Model Letter 2 – Ban from Academy Premises for one week (or so) whilst obtaining the parent’s account and views from Executive Head Teacher

Dear

Re: Behaviour on Academy Premises on (insert date)

I refer to the incident that took place on Academy premises today (or insert relevant day) when you (insert details of the incident).

If the Executive Head Teacher did not witness the incident, the following text may be used: I have considered the witness accounts of the incident, (if relevant: including your own), and it would appear (insert details of incident).

Your behaviour falls short of the standard of conduct expected of those visiting the Academy. (Omit if this is a first incident – As you will remember, I have previously warned you about your behaviour when I wrote to you on (date)). I have considered the matter very carefully and have decided that you should not be allowed on to the Academy premises from now until (insert date). During that time I will review the situation. Before I make a final decision you may, if you wish, write to me to give me any further information you want me to take into consideration. You have until (insert date) to write to me.

If you need to speak to me or a member of staff about any matter, please telephone and I will make the necessary arrangements and confirm them to you in writing. You will not be allowed to come onto the Academy premises unless you have a letter from me giving you authorisation.

If you do not comply with this ban, you will be guilty of causing a nuisance or disturbance on educational premises. This is a criminal offence under section 547 of the Education Act 1996. If you were to commit this

offence, you would be liable to prosecution in the magistrates’ court. If you were to be convicted, you would be liable to a fine and a criminal conviction.

I regret that I have had to take this action and hope that I can rely on your cooperation.

Yours sincerely

Executive Head Teacher

Model Letter 3 – Ban from Academy Premises for Specified Period from Executive Head Teacher

Dear

Re: Behaviour on Academy Premises on (insert date)

I refer to the incident that took place on Academy premises on (insert relevant day) when you (insert details of the incident). In my letter dated (insert date), I referred to my intention to ban you from the premises and I invited you to make representations to me about this.

I have considered the points you have made to me and I have decided to proceed with the ban for a period of (insert number of weeks or an indefinite period), until (insert date), after which the ban will be reviewed by the Chair of Governors and myself. I will write to you again when this review is going to take place so that you may make written representations, which we will take into account. When we have made our decision, I shall write to you to inform you of it together with our reasons.

If you need to speak to me or a member of staff about any matter, please telephone and I will make the necessary arrangements and confirm them to you in writing. You will not be allowed to come onto the Academy premises unless you have a letter from me giving you authorisation.

If you do not comply with this ban, you will be guilty of causing a nuisance or disturbance on educational premises. This is a criminal offence under section 547 of the Education Act 1996. If you were to commit this offence, you would be liable to prosecution in the magistrates’ court. If you were to be convicted, you would be liable to a fine and a criminal conviction.

I regret that I have had to take this action and hope that I can rely on your cooperation.

Yours sincerely

Executive Head Teacher

Model Letter 4 – Ban from Academy Premises from Executive Head Teacher

Dear

Re: Behaviour on Academy Premises on (insert date)

On (insert date) I wrote to you informing you that I had temporarily withdrawn permission for you to come onto the Academy premises. To enable me to determine whether to confirm this decision for a longer period, I gave you the opportunity to let me have your written comments on this incident by (insert date).

I have not received a written response from you/I have now received a letter from you dated (insert date), the contents of which I have noted. (delete either sentence as appropriate).

(However) in the circumstances, (insert detail) I have decided to restore to you the permission to come onto the Academy premises, with immediate effect.

Nevertheless I remain very concerned at the incident which occurred on (insert date), and I must warn you that if there is any repetition of your behaviour on that occasion, I shall not hesitate to withdraw permission for you to come onto the premises again.

Yours sincerely

Executive Head Teacher