

drb Ignite Multi Academy Trust

Unacceptable Behaviour on School Sites Policy

Trust vision statement

The drb Ignite Trust has been established through a shared belief that lives can be transformed by what goes on in schools. We believe that the process of teaching and learning shapes futures. To this end our vision is to provide every pupil with learning experiences that excite them and give them the power to begin to shape their own lives.

All pupils achieve the highest standard of educational outcomes regardless of circumstances or background.

Policy purpose

This Policy outlines the steps the Trust will take where parent, carer or visitor behaviour is found to be disrespectful, unacceptable and/or dangerous and places pupils and/or staff at a safeguarding risk.

Statement of principles

The Trust values the positive relationships forged with parents, families and visitors to Trust schools. We encourage close links with parents, families and local communities and believe that pupils benefit when the relationship between home, school and community is a positive one.

All Trust schools are **Rights Respecting Schools** and work hard to create safe and inspiring places to learn, where staff and pupil rights are respected, their talents are nurtured and they are able to thrive.

To achieve this consistently and effectively the Trust has established four driving principles:

- We strive to make our schools a place where adults model the behaviour we teach and expect to pupils at all times.
- We promote respect for all with whom we work and we celebrate difference in a positive and inclusive way.
- We place high importance on good manners, positive communication and mutual respect.
- We take our duty of care to safeguard pupils and staff at all times very seriously in line with **Keeping Children Safe in Education (KCSIE 2020)**.

Partnership working and shared expectations

The majority of parents, carers and visitors to Trust schools are keen to work with us and are hugely supportive of the principles outlined above.

However, on the exceptionally rare occasion when a negative or inappropriate attitude towards a member of staff or pupil is expressed, or at worst aggression and/or physical abuse, the Trust will not accept such behaviour and prompt action will be taken

The Trust expects and requires all staff to behave professionally in difficult situations and expects the same of parents, carers and visitors. Staff are trained to defuse escalating situations where possible and to seek the involvement as appropriate of other colleagues and senior staff.

The Trust is clear about its duty of care and associated safeguarding responsibilities to staff and pupils and respects that all have the right to work without fear of violence or abuse.

The Trust expects parents and other visitors to respect this and to behave in appropriate way towards school staff, each other and pupils at all times when on or around school sites.

Definition of unacceptable behaviour

The Trust highlights the following types of behaviour as disrespectful, unacceptable and/or dangerous. Such behaviour towards staff or pupils will not be tolerated under any circumstances:

- shouting at either in person or over the telephone
- physical intimidation e.g. hanging around, stalking, invading personal space
- any use of aggressive hand gestures e.g shaking a fist
- verbally or physically threatening behaviour
- the use of bad language
- pushing and/or shoving
- physical violence i.e. slapping, punching and kicking
- physical violence i.e. spitting, biting, scratching, hair pulling
- breaching school security procedures and protocols
- interfering with staff property or vehicles

This is not a fully exhaustive list but seeks to provide illustration of behaviour that will not be tolerated by the Trust whatever the situation or circumstance.

Legal background

- Section 547 of the **Education Act 1996** makes it an offence for any person to be on school premises to cause or permit a nuisance or disturbance and allows for the removal and prosecution of any person believed to have committed an offence.
- A parent of a child attending a school normally has implied permission to be on school premises at certain times and for certain purposes, but if the parent's behaviour is unreasonable, this permission may be withdrawn.
- This applies to all other individuals invited into a school for other reasons.
- Parents, carers or other visitors exhibiting unacceptable behaviour could have a ban imposed on them which prevents access to the school premises.
- Should this ban be ignored, the offender would then become a trespasser on the school site.
- The school headteacher, Trust senior leaders and trustees will take the lead in authorising the removal of a person believed to be causing a nuisance or disturbance, and, if necessary, will bring legal proceedings against them.
- Unacceptable behaviour by parents, carers or visitors may result in police involvement.

Trust procedure for dealing with specific incidents

All Trust schools are required to adopt this Policy and follow the procedures outlined below when dealing with and responding to a specific incident.

- If a parent/carer/visitor behaves in an unacceptable way towards a staff member or pupil the head teacher or delegated senior leader will act **promptly** to assess the level of **risk** before deciding on a course of action.
- The headteacher/senior leader may seek to resolve the situation through discussion and mediation and will conduct a **full investigation** of the circumstances leading to the behaviour.
- This may include meeting with the parent/carer/visitor, clarifying the school's **expectations** and agreeing strategies to avoid any potential future re-occurrence.
- Where all mitigation procedures have been exhausted and aggression or intimidation continues OR where there is an extreme act of violence then further action may be taken including **banning** the individual from school premises and involvement of the Police with immediate effect.
- Offending individuals will be advised **in writing** by the headteacher that following the incident of unacceptable behaviour, a ban is being considered or has been applied. The individual will be given opportunity to explain their actions, but decisions will be made that place **safety and safeguarding** first and foremost at all times.
- In circumstances assessed as a serious risk to safeguarding, a parent/carer/visitor may be banned from the school premises by the headteacher and Trust for a specified period of time. This will be **subject to review**. This restrictions and timeframe of the ban will be confirmed in writing to the individual.
- The review will consider all views and perspectives after which a decision will be taken to **remove or extend** the ban
- If after a ban has been imposed the individual comes onto school premises, the **Police** will be called immediately.
- The Trust may decide to consider taking out a formal **Court Injunction** to prevent an individual from coming onto a school's premises if necessary.
- **Record keeping** of incidents of unacceptable behaviour, mitigation strategies, actions and review arrangements will be kept by individual schools and reported to Trustees at agreed intervals.

Banning procedure

In imposing a ban on an individual, Trust schools will take the following steps:

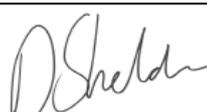
- the parent/carer/visitor will be informed, in writing, that they are banned from the school site for a designated period after which a review will be conducted. The reason for the ban will be outlined alongside the consequences if the ban is breached.
- where a verbal or physical assault has led to the ban, a statement indicating that the matter has been reported to the Trust CEO, Trustees and the Police will be included in the formal letter.
- the Trust CEO should be informed of all bans and the circumstances leading to the ban.
- as appropriate, arrangements for pupils being brought to, and collected from the school gate will be clarified.
- a review date for consideration of the ban will be established, planned and communicated to the parent/carer/visitor.
- following any review, the outcome will also be clearly communicated to the parent/carer/visitor in writing.
- the review will be conducted by the school headteacher and senior leaders from the Trust.
- Parents/carers/visitors who wish to make a complaint about the imposing of a ban should follow the Trust's Complaints Policy which is available on the Trust Website.
- All bans will be reported to the Trust Board through the Audit and Risk Sub Committee and the Trust Improvement Board.

Conclusion

In implementing this Policy, the Trust and its schools will, as appropriate, seek safeguarding, HR and legal support to ensure transparency, fairness and consistency at all times.

Monitoring and review

The Trust will review this Policy every two years and update, modify or amend it as it considers necessary to ensure the health, safeguarding and welfare of Trust staff and pupils. A review may be conducted after any serious incident.

Monitoring and review	
Links	Child Protection and Safeguarding Policy and Procedures Staff Code of Conduct Policy Risk Management Policy Critical Incident Policy and Procedures Lockdown Policy and Procedures
Staff responsible	Headteachers Trust Board
Committee responsible	Audit and Risk
Date approved	December 2020
Reviewed	December 2020
Next review	December 2022
Sign off by Chair of Trust	 Date: December 2020

*Please note that should there be any changes/further national guidance issued relevant to this policy, it will be updated accordingly prior to the review date shown above and referred to the next Trust Board meeting.

Change Management

Issue No.:	Change date:	Change description:
1.0	Nov'18	Initial release
2.0	Dec'20	Review and update