

Falcons Primary School



FALCONS
PRIMARY SCHOOL

Unacceptable Behaviour Policy

October 2022

Approved by GB Date: October 2022

Review Date: October 2027

School Vision and Ethos Statement

We encourage all members of the Falcons Community to respect one another, to know that everyone has an important part to play in making the school as good as it can be, to take responsibility and be responsible, to strive for excellence and to try one's best in everything we do.

Our vision for Falcons Primary School is to be recognised as a school that values uniqueness, where children are provided with the skills to enable them to become:

- * successful learners
- * responsible citizens
- * creative thinkers and
- * reflective individuals.

SIKH ETHOS

The school draws on the teaching of the Sikh faith and is committed to providing not only an academic education, but one that will also encompass an underlying message of unity, equality and respect. High morals, discipline, love, compassion and selfless service towards all regardless of faith, gender or colour. Falcon School will embrace a universal, inclusive approach to spirituality.

AIMS

To achieve our vision, we aim for all pupils, staff, governors and parents to:

- Work in unity to make Falcons School a welcoming, stimulating and successful school. Encourage good manners, self-discipline and the desire to be enthusiastic learners who grow into forward thinking responsible citizens who respect, value and care for themselves and others.
- Provide an ethos with clear boundaries and expectations, enabling all children to succeed and to reach their full potential confidently, in a safe and supportive environment.
- Become excellent lifelong learners who are independent and prepared for the wider world and aim high to achieve aspirational goals.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Falcons Primary School

Policy on managing unacceptable behavior from parents and visitors to our school.

Statement of intent

Falcons Primary School encourages close links with parents and the community. We believe that pupils benefit when the relationship between home and school is a positive one.

The vast majority of parents, carers and others visiting our school are keen to work with us and are supportive. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression, verbal and/or physical abuse towards school staff and other visitors.

Our school expects and requires its staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues.

However, all staff have the right to work without fear of violence and abuse. Our Zero Tolerance information is on display around the school and is particularly prominent in our Reception area.

We expect parents and other visitors to behave in a reasonable way towards school staff. This policy outlines the steps that will be taken where behavior is unacceptable.

Types of behavior that are considered serious and unacceptable and will not be tolerated:

This is not an exhaustive list but seeks to provide illustrations of such behavior:

- Shouting at school staff, either in person or over the telephone
- Physically intimidating a member of staff, e.g. standing very close to her/him
- The use of aggressive hand gestures including finger pointing.
- Shaking or holding a fist towards another person
- Swearing at a member of school staff
- Pushing
- Hitting, eg slapping, punching and kicking
- Spitting
- Racist or sexist comments
- Threatening or abusive language
- Perceived acts of violence or threats of violence
- Harassment or stalking
- Malicious allegations relating to members of staff
- Malicious allegations or threats via the internet e.g. via social network websites like Facebook
- Breaking the school's security procedures which include forcing entry into the school against the express wishes of any member of staff and scaling fences and boundaries.

Procedure

When a parent or member of the public behaves in an unacceptable way towards a member of the school staff or a visitor/other parent, the Headteacher or appropriate senior staff will seek to resolve the situation through discussion and mediation.

Unacceptable behavior can result in the Police being informed of the incident.

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/carer 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/carer's behavior is unreasonable, the Headteacher has the authority to withdraw permission and impose a ban on the parent/carer entering the school site. The Governing Body, in conjunction with the Headteacher and Akaal Education Trust will take the lead in authorizing the removal of a person believed to be causing a nuisance or disturbance, and, if necessary, will bring legal proceedings against them.

If it is felt that an individual is likely to cause further threats or harm to staff, an immediate temporary ban will be imposed for a specified period. The individual will be offered an opportunity to explain their behavior, after which a decision would be taken whether to remove or extend the ban.

In other circumstances, the individual will be advised in writing that following the incident of unacceptable behavior, a ban is being considered and they would be given an opportunity to explain their actions, after which a decision would be made about imposing the ban. The school will follow Leicester City's procedures on removal and prosecution of parents from school sites.

Conclusion

Falcons Primary School will take action where behavior is unacceptable or serious and breaches the safety of our children, staff and visitors of the school.

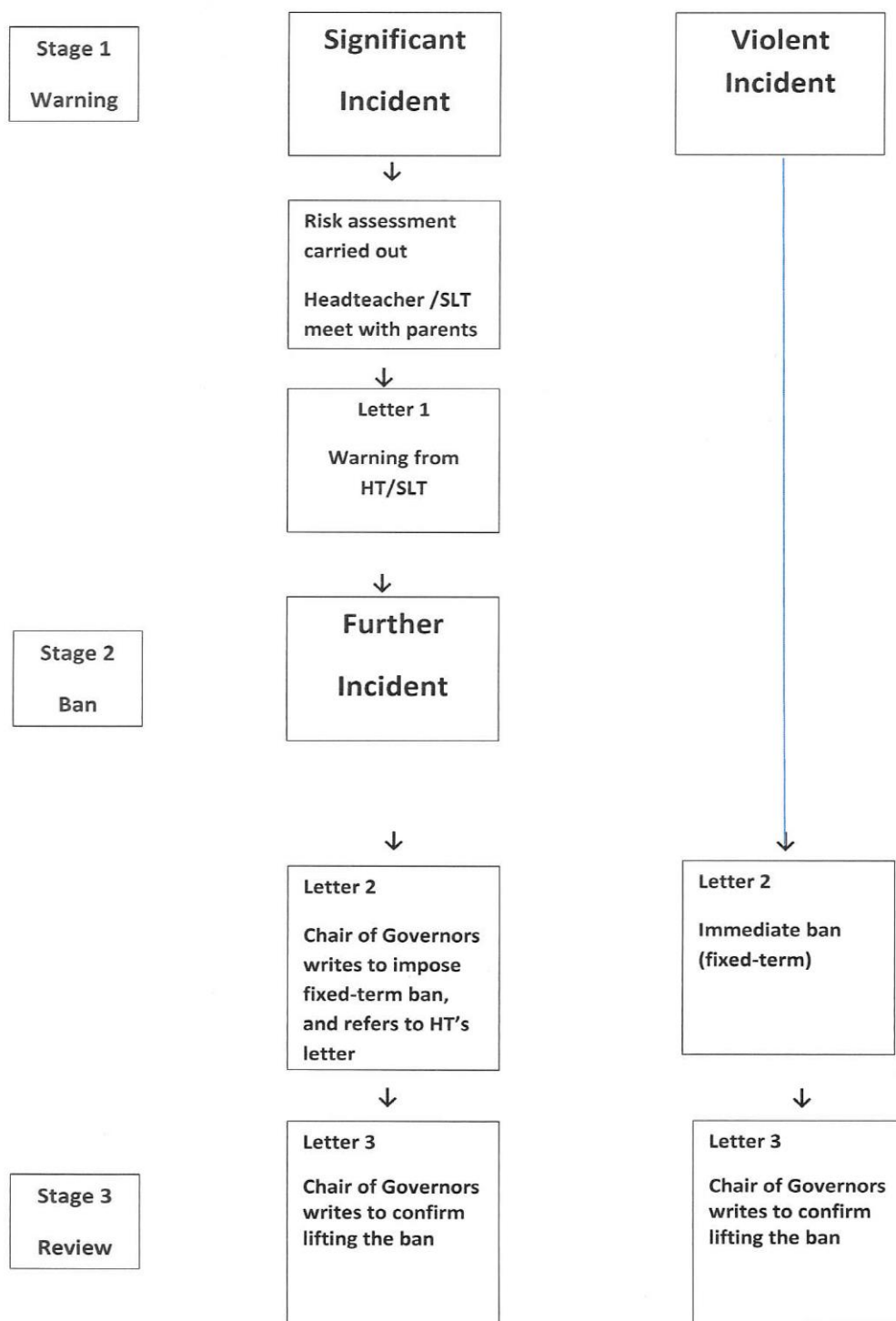
When implementing this policy, the school will, as appropriate, seek advice from the Local Authority's education, health and safety and legal departments and if necessary the Police.

Review of policy

Five years or earlier if a change in the law necessitates a review.

Appendix 1

Flowchart for the process to ban a parent from school premises



Appendix 2

Violence and aggressive behaviour — risk assessment guidance

This should be shared with staff so they can assess the risk of potential violent and aggressive behaviour

The risk assessment should

- Identify and assess risks
- Determine appropriate actions
- Implement actions
- Monitor results
- Provide feedback

Recommendation that staff are offered personal safety training, which will help:

- Reduce violent attacks by parents and others
- Enable staff to defuse aggression and prevent situations escalating
- Teach staff to recognise verbal and non-verbal precursors to aggression
- Use techniques to calm potential assailant
- Minimise the risk of attack and injury

Appendix 3

Falcons Primary School

Parent/Carer's - Appropriate Behavior Contract

I(name), agree to abide by the following set of rules within the school building and grounds:

- I accept the importance of setting a good example for children and I understand the impact on them when they witness adults behaving in a negative manner.
- I agree to act in a manner that cannot in any way be seen as being aggressive or provocative.
- I agree to follow the rules and policies of the school at all times.
- I agree to discuss any concerns I may have with a member of the Senior Leadership Team.

Agreement

I understand that I will have access to the school playground at dropping off and picking up time if I abide by the above points.

I also understand that if I do not comply with these rules, I will be banned from the school premises for a fixed period.

Parent(s) Signature:	Print Name:
	Date:

Head Teacher/ SLT Signature:	Print Name:
	Date:

Appendix 4 - Letters

Letter template banning person from school premises

Dear

I am writing to you on (give date) to withdraw permission for you to come onto the premises of Falcons Primary School until further notice. I am taking this action because (brief account of incident)
Aggressive behavior is considered serious and unacceptable and will not be tolerated. Unacceptable behavior can result in the Police being informed of the incident. We expect parents and other visitors to behave in a reasonable way towards school staff.

When a parent or member of the public behaves in an unacceptable way towards either a member of the school staff, a child, a visitor or another parent, the Headteacher (or appropriate senior staff) has the authority to ban you from the school premises.

You will be offered an opportunity to explain your behavior, after which a decision will be taken by the headteacher (or appropriate senior staff) as to whether the ban continues or is withdrawn.

Falcons Primary School follows Leicester City's procedures on removal and prosecution of parents from school sites. I include the school's policy on managing aggressive behavior from parents and visitors to our school.

Letter template withdrawing ban after consideration

Dear

On (insert date) I wrote to you informing you that I had temporarily withdrawn permission for you to come onto the premises of Falcons Primary School. To enable me to determine whether to confirm this decision for a longer period, I gave you the opportunity to comment on this incident by (insert date).

I have not received a 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).

I have decided that it is not necessary to confirm the decision, and I am therefore restoring to you the permission to come onto the school 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.

Letter template restoring permission to come on to school premises

Dear

I wrote to you on (give date) informing you that I had withdrawn permission for you to come onto the premises of Falcons Primary School until further notice. In that letter I also advised you that I would take steps to review this decision on (give date).

I have now completed the review and I have decided that it is now appropriate to change that decision. I am therefore restoring to you the permission to come onto the school premises, with immediate effect.

I trust that you can now be relied upon to act in full co-operation with the School and that there will be no further difficulties of the kind which made it necessary for me to prevent you entering the premises. I should point out that if there is any repetition of your behavior, I shall not hesitate to withdraw permission for you to come onto the premises again.