



HUNTINGTON PRIMARY ACADEMY

PARENTS AND CARERS BEHAVIOUR POLICY

Signature of Chair of Trustees

Paul Gething

Signature of Headteacher

Kim Bailey

Date Approved by Trustees

Committee meetings 5th & 6th December
2018

Review Date

December 2019

Review Period

Annual

Parents and Carers Behaviour Policy

The Board of Trustees and Headteacher strongly believe that our academy should be a welcoming and safe place for our children, staff, parents and visitors alike, and that our parents share that belief.

We have legal responsibilities for the safeguarding and wellbeing of our children and staff, and a duty of care to all users of our academy.

All adults who enter our academy site at any time set examples of behaviour and conduct which influence children and young people, and we believe that they should therefore demonstrate high standards of conduct in order to encourage our pupils to do the same. Parents and carers must show respect to all other parents and carers, children and staff.

All members of staff have the right to work without fear of violence and abuse and we expect parents, carers and other visitors to behave in a reasonable way at all times.

Adults who do not behave in an acceptable manner may be asked to leave the site and the Headteacher has the right to further restrict their access. This policy outlines the steps that will be taken where behaviour is considered to be unacceptable.

Behaviour which is regarded as unacceptable includes:

- Shouting at members of staff, either in person or over the telephone;
- Physically intimidating members of staff and/or other parents or pupils;
- Using aggressive hand gestures;
- Using threatening behaviour;
- Shaking or holding a fist;
- Swearing;
- Pushing;
- Hitting, eg slapping, punching, kicking or poking;
- Spitting;
- Breaching the academy's security procedures;
- Entering academy site under the influence of alcohol or drugs;
- Smoking anywhere on the school site;
- Bringing dogs, with the exception of Assistance Dogs, on to the academy site without the explicit permission of the Headteacher.

The above list shows examples of unacceptable behaviour, however, this is not exhaustive.

School-related issues which parents or carers may have concerning the academy, pupils or their families must be brought to the attention of a member of staff. Parents or carers must not try to resolve any issues themselves by direct action. If issues cannot be successfully resolved by speaking to a staff member, the correct course of action is for parents and carers to use the academy's Complaints Procedure as appropriate.

We expect all communication between parents and the school to be conducted in a polite and respectful manner. Communication may be similarly restricted if it becomes unacceptable.

Social Media

On occasions some parents are tempted to make comments about the academy, academy staff and/or other parents on social media. Social media is not the forum for raising concerns or complaints about the academy. If parents have a concern about the academy then they can raise their concern directly with the Headteacher and complaints can be raised through the academy's complaints procedure.

Parents and carers should take care when posting messages on social media. Parents are expected to treat everyone with respect and professionalism - even on social media - and adults should set a good example to their children and other pupils. Do not use social media to criticise the academy or its staff or make inappropriate comments.

Making potentially defamatory comments about others on social media could have legal implications. In addition, threats of violence can lead to a criminal action.

Legal framework

Under Section 547 of the Education Act 1996 it is an offence for any person to be on school premises to cause or permit a nuisance or disturbance. It provides the right to remove and prosecute any person who is believed to have committed an offence.

Whilst a parent or carer of a child attending the academy normally has implied permission to be on the school premises at certain times and for certain purposes, this permission may be withdrawn if the parent exhibits behaviour which the Headteacher believes is unreasonable. This also applies to all other individuals invited into the school for other reasons:

- Parents, carers or other visitors exhibiting unacceptable behaviour could have their access restricted which prevents access to the school premises imposed on them;
- Anyone who has had their access restricted and then ignores the restriction and enters the school site, may be classed as a trespasser and dealt with accordingly;
- The Board of Trustees, in conjunction with the Headteacher, 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 the police being informed.



HUNTINGTON PRIMARY ACADEMY

PARENTS AND CARERS BEHAVIOUR POLICY ~ HISTORY OF CHANGES

<u>Date of changes</u>	<u>Details of changes</u>
December 2018	New policy in December 2018.

Huntington Primary Academy ~ Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title Parents & Carers Behaviour Policy	The aim(s) of this policy to ensure parents and carers are fully aware of expectations of behaviour	Existing policy (✓)	New/Proposed Policy (✓) New for December 2018	Updated Policy (✓)			
This policy affects or is likely to affect the following members of the school community (✓)	Pupils ✓	School Personnel ✓	Parents/carers ✓	Trustee ✓	School Volunteers ✓	School Visitors ✓	Wider School Community ✓

Question	Equality Groups															Conclusion																			
	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Yes	No									
Does or could this policy have a negative impact on any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No						
	✓			✓			✓			✓			✓			✓			✓			✓			✓				✓						
Does or could this policy help promote equality for any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No						
	✓			✓			✓			✓			✓			✓			✓			✓			✓				✓						
Does data collected from the equality groups have a positive impact on this policy?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No						
	✓			✓			✓			✓			✓			✓			✓			✓			✓				✓						
Conclusion	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.																																		
Preliminary EIA completed by									Date									Preliminary EIA approved by									Date								