



Frank Field Education Trust

Parental Behaviour Policy for Handforth Grange Primary School

Policy Area	Leadership and Management
Policy Title	Parental Behaviour Policy
Policy Leader	Handforth Grange Primary School
Policy Date	January 2023
Policy Review	January 2024

Social Justice through Excellence in Education

Rationale:

At Handforth Grange Primary School, we believe that staff members are entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the school.

Aims:

That all members of the school community treat each other with respect.

Expectation:

- That adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the school premises or online.
- Physical attacks and threatening behaviour, abusive or insulting language verbal, online or written, to staff, governors, parents and carers, children and other users of the school premises will not be tolerated and will result in withdrawal of permission to be on school premises
- Any parent who is asked to leave the school premises or online lesson will have the right to appeal the decision by writing to the Chair of Governors

Please note that incidents of rudeness will be logged with the Chair of Governors.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community displayed in person, online or over the telephone:

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

- Shouting
- Inappropriate posting on Social Networking sites or Messaging Groups (such as WhatsApp) which is defamatory about the school; defamatory about an employee; a posting that could bring the school into disrepute; a posting deemed malicious in its intention towards the school or one deemed as bullying
- Speaking in an aggressive/threatening tone
- Questioning the professional commitment, or ability of a member of staff
- Questioning a member of staff's ability based on their personal circumstances

i.e. physical appearance or their personal circumstances i.e. whether that have children of their own

- Physically intimidating , e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats in person, online or over the telephone
- Abusive behaviour which causes staff members undue distress, for example making staff members cry
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments including sexual innuendo
- Hate speech related to any of the Protected Characteristics set out in The Equality Act.

Inappropriate use of Social Networking Sites:

Social media websites and Messaging Apps (such as – but not limited to - WhatsApp) are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases, other parents/pupils.

The Governors of Handforth Grange Primary School considers the use of social media websites being used in this way as unacceptable and not in the best interests of the children or the whole school community.

Any concerns you may have must be made through the Parental Communication Policy or Complaints Policy, so they can be dealt with fairly, appropriately and effectively for all concerned.

In the event that any pupil or parent/carer of a child/ren being educated in Handforth is found to be posting libellous or defamatory comments on Facebook or other social network sites including to more than one person using private message services such as WhatsApp, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content which can be posted on the site and they provide robust mechanisms to report contact or activity which breaches this. The school will also expect that any parent/carer or pupil removes such comments immediately and / or the school will take action including, but not limited to, withdrawal of the right to communicate with the staff member concerned, or the school and / or withdrawal of permission to enter the school premises.

In serious cases the school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry. We will take and

deal with this as a serious incident of school bullying. Thankfully, such incidents are extremely rare.

Inappropriate behaviour during an Online Lesson:

If a parent becomes abusive towards the teacher or teaching assistant during an online lesson, the teacher has the right to remove the child/parent from the meeting and contact will be made following the complaint and parental communication policy guidelines.

Unacceptable behaviour may result in the Police being informed.

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

If the Head of School/ Deputy Headteacher is made aware of actions by parents or carers that contravene this policy, the parent or carer will be contacted in writing.

The school seeks a harmonious working relationship with parents and carers and in the event that the actions fall within the scope of the policy (as listed – but not limited to – the actions above) then parents or carers will be given the opportunity to apologise to the staff member or school, and / or remove the posting.

In the event that the actions are more serious, or no apology or post removal is forthcoming, the parent or carer will be informed of the school's response in writing – including, but not limited to, withdrawal of the right to communicate with the staff member concerned, or the school and / or withdrawal of permission to enter the school premises.

Parents have the right of appeal in writing to the Chair of Governors within ten working (school) days of permission to enter the school premises being withdrawn.

Persons Causing Nuisance / Disturbance on School Premises Section 547 of the Education Act 1996

School premises are private property and parents have been granted permission from the school to be on school premises. However, in case of abuse or threats to staff, pupils or other parents, school may ban parents from entering school.

It is also an offence under section 547 of the Education Act 1996 for any person (including a parent) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

School is not responsible for organising arrangements for children in the above circumstances. Parents will need to provide alternative arrangements for bringing children into school.

This policy replaces all previous Parental Behaviour Policies, or procedures, and is active from 4th January 2022 and will be reviewed by the Frank Field Education Trust on, or before, 31st January 2023.

Appendix 1

Procedure to address inappropriate behaviour by adults on the school site

At Handforth Grange Primary School we operate a 'zero tolerance' of the use of inappropriate behaviour anywhere on the school site.

***Inappropriate behaviour means disrespectful conduct towards people or property within the school site.*

Our Parental Behaviour Policy states:

- That adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the school premises.

All staff and governors agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps:

An adult approaches another child	The adult will be spoken to immediately and the issue investigated by a school leader. This will be reported to the Head of School and recorded. The adult will receive a warning letter.
A parent approaches another parent.	The parent should report this to a member of staff or a school leader. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. A letter will be given to the parent/s. This warns a parent that if it recurs they could be banned from the school site under section 547 of the Education Act 1996.
A parent approaches a member of staff	This should be reported immediately to a member of the Senior Leadership Team. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be spoken to and given a warning letter. This warns a parent/s that if it recurs they could be banned from the school site under section 547 of the Education Act 1996.
Recurring inappropriate behaviour	If a parent/s continues to use inappropriate behaviour, they will be referred to the Policy for Parental Behaviour. This indicates how anti-social behaviour, when not corrected, can lead to a ban from the school site under section 547 of the Education Act 1996.

****For 'parent' read for any adult who accompanies children onto the school site.**