



Acceptable Behaviour of Adults in School

Rationale:

We believe staff, members of our wider community, parents and children are entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to staff, members of our wider community, parents or children is contrary to the aims of the school.

Aim:

- That all members of the school community treat each other with respect **Expectation.**
- That all 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, open to threats or any intimidatory behaviour from other adults on the school premises or through any form of communication or social media.
- Physical attacks and threatening behaviour, abusive or insulting language (verbal, written or via social media), 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 or restrictions made to how you communicate with school.
- That all adults on school property adhere to the school principles and do not act in any way contrary to British Values or that could encourage radicalisation, terrorism or extremism in any form.
- Any parent who has their licence to be on school grounds revoked will have the right to appeal the decision by writing to the Chair of Governors.

Please note that incidents detailed above will be logged by school staff and the Chair of Governors will be informed.

School Grounds and the law

Although fulfilling a public function, school premises are private property and parents of enrolled pupils have an 'implied licence' to be on school premises at certain stated times. Where appropriate the school is permitted to revoke that licence, effectively barring parents from entering school.

It is also an offence under section 547 of the Education Act 1997 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.

Terms of parents 'limited licence' to be on School Grounds

Leen Mills Primary School gives parents limited licence to be on the school playground at the start and end of the day when the school gates are open.

Parents **do not** have licence to enter the school building by any access door other than the front entrance without a specific invite.

If you enter through a children's entrance/exit you will be asked to leave. If you need to be in school you will be asked to go to the main entrance and sign in. When in school all visitors (including parents) must be signed in and always display appropriate sticker as instructed.

Responsibilities:

It is the responsibility of the Head teacher, Senior Leadership Team and Governors to monitor and review this policy.

Guidelines

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community include the following:

- Shouting, either in person or over the telephone.
- Recording any conversations over the phone or in person, even for personal use.
- Inappropriate posting on any social media that may cause to bring the school or school staff into disrepute or be in any offensive or slanderous/libellous.
- Speaking in an aggressive/threatening tone to anyone.
- Physical intimidation, e.g. standing very close.
- The use of aggressive hand gestures/exaggerated movements.
- Physical threats.
- Shaking or holding a fist towards another person.
- Swearing, pushing, hitting (e.g. slapping, punching or kicking) or spitting.
- Staff feeling intimidated in any way.
- Entering someone's working area (e.g. classroom or office) without being invited.
- Racist or sexist comments.
- Be seen to bear any signs, symbols, words or pictures or heard to make any comments to anyone related to school that could contravene British Values or in any way encourage radicalisation, terrorism or extremism in any form.

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

What action may we take?

Unacceptable behaviour may result in:

1. The adult having their licence to be on school ground suspended (Being barred from coming on school grounds).
2. The school restricting the types and amount of communication they have with parents (for example not communicating verbally with a parent and/or restricting access to school systems such as Seesaw.)
3. The Police being informed or called to attend and remove the person(s).
4. A Safeguarding referral made to Nottinghamshire Children's Social care if we think behaviour is likely to cause harm or endanger others.
5. A Channel referral being made under the Prevent strategy if we feel behaviour is potentially extremist in nature.

The school reserves the right to take any and all actions considered necessary by school staff and governing body to ensure that all members of the school community are not subjected to any form of abuse.

If the school considers that revoking your licence to be on school grounds needs to be suspended you will be informed in writing stating the reasons and the length of this suspension.

If the school considers that they need to restrict the types and amount of communication they have with you, you will be informed in writing stating the reasons and the methods that should still be used to communicate with school.

The school is not responsible for organising arrangements for children in any circumstance.

Parents will need to provide alternative arrangements for bringing children into school if they are unable to come onto school grounds. Parents should ensure these measures keep their children safe or the school may need to make a safeguarding referral.

Parents have the right of appeal by writing to the Chair of Governors within ten days of permission to enter the school premises being withdrawn or communication being restricted. The school will then review the decision in line with our complaints process.

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If you breach this you will be asked to leave the premises immediately and may be banned from returning.

A copy of the full policy is available in the office or on our website.

By clicking below you agree to this full policy and any ramifications of breaching it.