

# **FORT FEDERATION**

*Friendship for all, One vision, Readiness to learn and Trusting in God*

The Lord is my rock, my fortress and my protector  
2 Samuel 22:2

## ***Managing Unreasonable Behaviour Policy***

**Policy Version:** Model Policy November 2015  
**Policy Review Date:** 7<sup>th</sup> November 2018  
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**Next Review Date:** Autumn 2021

**Signed by the Chair:** 

**Date:** 7<sup>th</sup> November 2018

**The policies of this Federation have been developed from our core values. In executing these policies special attention is taken to consider fairness, compassion and equality. Our belief is that we are all made in the image of God and are therefore equally valued, ensuring that these policies are for the benefit of the school and the wider community, and demonstrate the love of God through Christ.**

**Managing Unreasonable Behaviour Policy  
Policy on Acceptable Parent/Carer Behaviour  
(the policy can be applied to any person that engages with the school)**

**The following policy can be used whether the unreasonable behaviour is as a result on an ongoing concern or complaint which the parent has expressed about the Federation, or not.**

At Fort Federation we recognise that parents and carers are the single biggest influence on their children and their achievements. Therefore, we are committed to building positive and responsive relationships with parents and carers so that together we can ensure that our young people get the most out of their time with us.

We encourage partnerships with our parents and carers, and work hard to maintain mutual respect and recognition of shared responsibility for the children. However, in a very small minority of cases, the behaviour of a few parents or carers can cause disruption, resulting in abusive or aggressive behaviour towards staff and this will not be tolerated. All members of the Federation School communities have a right to expect that their school is a safe place.

Federation Schools are not public places and although parents and carers have rights to attend and enter school premises for legitimate proper purposes, The Education Act of 1996 states that it is an offence for a trespasser on school premises to cause a nuisance or disturbance. The Federation is entitled to withdraw the implied right a parent or carer has to enter a Federation school, if that parent or carer is violent or aggressive. If the parent or carer then enters the premises, they are in breach of the law, and they can be prosecuted in the criminal courts.

This policy applies to all those that engage with the Federation and not just to parents.

### **Behaviours which can lead to a ban include:**

1. Physical or verbal threats towards staff, pupils, or other parents
2. actual violence,
3. damage to property
4. refusal to leave when asked
5. disruption of the running of the Federation
6. general abusiveness

The Executive Headteacher will decide whether the situation has been reached for proposing an actual ban. In extreme circumstances, i.e. if the incident is considered to be very serious, then she can issue a short-term temporary ban immediately, if required.

If the issue presents a less immediate threat, then the Executive Headteacher will consider issuing a warning letter which says that repeats of such behaviour will likely result in a ban. Events may occur in a number of stages and it may be that upon consideration by the Executive Headteacher that a warning letter needs to be issued.

The Federation will write to the parent/carer setting out:

- what has happened and why it is unacceptable
- that the Federation will consider banning the parent/carer from the school premises
- give a clear explanation of why the ban is proposed
- give the parent/carer 5 working days to respond in writing giving their own version of events
- state the length of the proposed ban and give a review date.

Following receipt of the written response:

- The Executive Headteacher will decide whether or not to ban the parent/carer
- The parent/carer will be informed in writing within 3 days of the decision taken
- The terms of any ban will be clear, with explicit paths of communication between the Federation and the parent
- Pick up and drop off of children will be taken into consideration
- A date for the review will be given, which will take account of what has happened in the interim period
- If no further concerns have arisen regarding the parent's behaviour, a meeting date will be set which will seek to re-establish a productive working relationship between the school and the parent/carer

If a parent/carer wishes to appeal against a ban, they may do so in writing (following the complaints procedure). The first stage of this appeal will be undertaken by an appointed governor who would invite the Executive Headteacher to review the matter with a view to lifting the ban. If the outcome to this stage is that the ban is still in place, then the parent may appeal further to a panel of governors according to the usual complaints process.

In some cases, the unacceptable behaviour is so extreme (for example, an assault on a member of staff) that the Executive Headteacher may feel that there is no alternative but to impose a lengthy or permanent ban. In criminal cases the Executive Headteacher should inform the police and should contact their legal advisors (DCC Solicitors in maintained schools).