

Hyde Park Junior School

Policy for managing violent and abusive visitors

We are inclusive, confident and enterprising learners who are brave, curious, optimistic and kind. We are ready to embrace the future.

STATEMENT OF PRINCIPLES

We seek to work closely with you to support your child enjoy the positive, challenging experience of school that every child deserves.

The vast majority of parents, carers and others visiting our school are keen to work with us and are supportive of the school. 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 members of school staff or the wider school community.

Violence, threatening behaviour and abuse against school staff or other members of the school community will not be tolerated. All members of the school community have a right to expect that their school is a safe place in which to work and learn. There is no place for violence, threatening behaviour or abuse in our school. The governing body expects and requires its members of 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 if a parent/carer/visitor continues to be intimidating, threatening or aggressive towards any member of the school community **any interaction will be terminated immediately and the person may be instructed to leave the premises.**

All members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

Where such unacceptable behaviour does occur, we will take all possible action to deal with it effectively.

This policy outlines the steps that will be taken where behaviour is unacceptable.

Types of behaviour that are considered serious and unacceptable and that will not be tolerated are as follows:

- Shouting at members of the school staff, either in person or over the telephone
- Physically intimidating a member of staff (e.g. standing very close to them)
- The use of aggressive hand gestures
- Threatening behaviour
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting (e.g. slapping, punching and kicking)
- Spitting
- Breaching the school's security procedures. E.g. going into classrooms without permission

This is not an exhaustive list; it seeks to provide illustrations of such behaviour. Staff have a responsibility to report any such serious and unacceptable to the headteacher. Unacceptable behaviour may also result in the employing body and the police being informed of the incident.

Access to the school

Although fulfilling a public function, schools are private places. The public has no automatic right of entry. Parents of enrolled pupils have an 'implied licence' to come onto the school's premises at certain stated times, and it is for schools to define and set out the extent of such access. Day-to-day access to a school's premises is within the control of the head teacher. Whilst on occasion you may wish to speak to your child's teacher at the beginning of the day prior to 8.55, **during the day we ask all visitors to go to the school office. Parents are not permitted to go directly to classrooms during the school day**, unless specifically invited to do so by a member of staff or for an event to which they have been invited.

Where there is a breach of our protocol, or other unacceptable behaviour, we will respond in a measured way, depending on the nature of the breach.

Our response may include

- Initiating a meeting or dialogue with the visitor.
- Writing to the visitor, describe their misconduct and its impact on the school.
- Adjusting the person's 'licence', say, through the imposition of visiting conditions.
- Warning of the possibility of a ban from the school if the misconduct is repeated.
- Imposing a ban with a review after a fixed period or impose a permanent ban.

Barring visitors

We consider that aggressive, abusive, or insulting behaviour or language from a parent, carer or other adult presents a risk to staff or pupils. It is enough for a member of staff or pupil to 'feel' threatened. In these circumstances, the school has the power to bar the parent or carer from the school's premises. The head teacher will write to the parent/carers/ other adult to record in detail the incident and state why it is unacceptable. The headteacher will set out the duration of the ban. The decision to bar a parent/carers/other adult will be provisional until they have been given the opportunity to make formal representations, responding, in writing, to provide their version of events and why they should not be banned. The bar will then be confirmed or removed.

The chair of governors will be informed of the ban.

Where appropriate, arrangements for pupils being delivered to and collected from the school gates will be clarified.

Even if a ban is permanent, it will be reviewed periodically to take account of subsequent behaviour.

Section 547 of the 1996 Education Act enables police to remove and prosecute those on the school's premises without permission. The Act 1 makes it a criminal offence for a person who is on the school's premises without lawful authority to cause or permit a nuisance or disturbance.

Following a ban an Acceptable Behaviour Contract will be drawn up to set out clear expectations for future acceptable behaviour.

Working with parents/carers while they are barred

Every reasonable effort will be made to keep communications with parents and carers open. They will still be consulted in relation to the educational progress of their child/children, but the school will set conditions for such a meeting.

Legal remedies for violence or abuse against members of our school community will be sought if necessary.