

Managing Unreasonable Adult Behaviour Policy 2020

The Link Academy Trust is a company limited by guarantee and an exempt charity, regulated by the Education & Skills Funding Agency (ESFA). All Members of the Board of Trustees of the exempt charity are also Directors of the company; the term 'Trustee' used in this Policy also means Director. This Policy applies to all academies within the Link Academy Trust.

Introduction

As a general rule, schools are orderly, safe places, where relationships between staff and visitors, especially parents/carers, demonstrate mutual respect and recognition of shared responsibility for pupils' welfare and educational progress.

At the Link Academy Trust we recognise that parents/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. We will always listen to concerns and seek to address them. However, in a very small minority of cases, the behaviour of a few parents, carers or other adult visitors can cause disruption, resulting in abusive (either verbally or physically), aggressive or intimidating behaviour towards staff and this will not be tolerated.

This Managing Unreasonable Adult Behaviour Policy provides guidance on managing incidents involving abusive, threatening or violent adult visitors. All members of the school community have a right to expect that their school is a safe place in which to work and learn.

We welcome visitors to our schools, however they 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 Trust is entitled to withdraw the implied right a visitor has to enter the school, if that visitor is violent or aggressive. If the visitor then enters the premises, they are in breach of the law, and they can be prosecuted in the criminal courts.

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 school
6. General abusiveness
7. Intimidating behaviour towards members of staff, other adults or children
8. Behaviour which might constitute hate crime

The CEO and Academy Head 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 s/he can issue a short-term temporary ban immediately, if required or contact the Police for assistance.

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

The trust will write to the adult setting out:

- what has happened and why it is unacceptable
- that the Trust will consider banning the adult from the school premises
- a clear explanation of why the ban is proposed
- the adult has 5 working days to respond in writing giving their own version of events
- the length of the proposed ban and give a review date based on advice received from the Trust's solicitors HR dept.

Following receipt of the written response:

- The CEO with the Academy Head will decide whether or not to ban the adult
- The adult 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 school and the adult
- 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 adult's behaviour, a meeting date will be set which will seek to re-establish a productive working relationship between the school and the adult

If an adult 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 CEO and Academy Head to review the matter and consider whether to uphold or remove the ban. If the outcome to this stage is that the ban is still in place, then the adult 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 CEO with the Academy Head may feel that there is no alternative but to impose a lengthy or permanent ban. In criminal cases the Academy Head should inform the police and should contact the Trust's legal advisors.

The Policy is reviewed by the Academy Heads group, including the CEO, selected local governors and the Board of Trustees on a 2 yearly cycle and must be approved by the Board of Trustees and signed by the Chair of Trustees and CEO.

Approved by the Board of Trustees 13.07.2020
Next Review Summer 2022

