



Dealing with Abusive Parents, Carers and Visitors Policy

Office Use

Legislation/Guidance		External Checking	
DfE- Advice on school security: Access to and barring of individuals from school premises		N/A	
Teaching Unions	Consultation Completed	Public Sector Unions	
✓	✓	✓	

New/Amended	Published: (date of first approval)	Review: (date of this review)	Last Reviewed: (date of last review)	Statutory:	Committee:	SLT Lead:
Amended	November 2018	Summer 2020	Summer 2019	No	Finance, Risk and Audit	HU
Legislation checked: ✓				Legal Advice: In house		

Published: November 2018

Review Date: Autumn 2023

Statement of principles

This policy has been written taking into account the DfE Guidance 'Advice on school security: Access to, and barring individuals from school premises' December 2012 as well as NAHT guidance on dealing with abusive parents.

At The Elizabethan Academy, we value the positive relationships forged with parents and visitors to the school. We encourage close links with parents and the community and believe that students benefit when the relationship between home and school is a positive one. We also strive to make our school a place where as adults we model for students the behaviour we teach and expect. In general, we place a high importance on good manners, positive communication and mutual respect.

Almost all parents, carers and visitors to The Elizabethan Academy are keen to work with us and are supportive of the school. However, on very rare occasions the behaviour of a small number of parents or visitors falls short of what we expect. This sometimes manifests itself in aggression or abuse towards members of the school community. This can be in written communication (including social media), on the telephone or in face-to-face incidents.

In these situations, we expect members of staff to behave professionally, attempting to defuse the situation where possible and seeking the involvement as appropriate of other colleagues. Staff who face these situations have licence to end any conversation (face to face or on the telephone). They should then refer the incident to a member of SLT who will take appropriate action or invoke the provisions of this policy.

The overriding principle is, however, that all members of the school community have the right to work or be in school without fear of aggression or abuse from parents. The board of Governors has an obligation to protect staff and students from such aggression.

The progress and well-being of the parent's child(ren) will be fully considered. Actions taken against the parent will be reasonable and proportionate. The parent will have the opportunity to put their views forward at every stage. In the case of the imposition of conditions or a ban from school, robust review processes involving the Chair of Governors and then the Governing Body are in place to ensure fairness.

Any reference to parent within this Policy means any person with parental responsibility. Whilst the process below uses the term "parent" the process may equally be applied to any parent, carer, relative or other visitor to our school.

Definition of unacceptable behaviour

We consider that aggressive, abusive or insulting behaviour or language from a parent presents a risk to staff or students. Unacceptable behaviour is such that makes a member of staff or student feel threatened. This can be through face-to-face contact, on the telephone or in written communication (including social media). The following is not an exhaustive list but seeks to provide illustrations of such behaviour:

- any kind of insult as an attempt to demean, embarrass or undermine
- any kind of threat

- raising of voice so as to be intimidating
- physical intimidation, e.g. by standing very close to individuals or the use of aggressive hand gestures
- use of foul or abusive language and/or any kind of physical abuse.
- Allegations which turn out to be vexatious or malicious.
- Approaching someone else's child to chastise them
- Defamatory comments about staff on social media sites
- Abusive telephone calls, emails and letters.

The school's approach to dealing with incidents

If a parent/carer/visitor behaves in an unacceptable way towards a member of the school community, the Principal or appropriate senior staff will assess the level of risk before deciding on a future course of action. The course of action will be reasonable and commensurate with the assessed level of risk. Should any member of staff encounter any such behaviour they should:

- Speak calmly
- Be assertive but not aggressive
- Polite but firm
- Seek assistance where needed
- Politely terminate the conversation where needed
- Ask the individual to leave the premises if needed and outline that the police will be called if they refuse.

Recording of Incidents

Staff/students subject to abuse and witnesses will make written statements about incident(s) which will be kept in a file with subsequent letters. This file will be kept by the Principal's PA. Depending on an assessment of the risk of retaliation to witnesses or individuals, statements made by adults may be made available to the parent if they request it. The Principal shall make the final decision in respect of the sharing of documentation and staff would be will be advised and supported accordingly.

Risk Assessment

The Principal will carry out a risk assessment in order to help make a decision about the level of response. In all cases the response will be reasonable and proportionate. The Principal will consider the following questions:

- What form did the abuse take?
- What evidence is there?
- What do witnesses say happened?
- Are there previous incidents to take into consideration?
- Do members of staff/students feel intimidated by the parent's behaviour?
- Is there any evidence of provocation?

- How high is the assessed risk that this will be repeated or there will be retaliation at the school's action? (low, medium, high).

The School's response

Following the completion of the risk assessment, the Principal will decide the level of action to be taken. Actions may include the following:

1. Clarify to the parent what is considered acceptable behaviour by the school

In some instances, it may be appropriate simply to ensure the parent is clear about behaviour standards expected by the school. This could be explained by letter from the Principal. This letter may contain a warning about further action if there are further incidents. The parent will be invited to write to the Principal with his/her version of events within 10 working days. Depending on the parent's response a meeting may then be held to discuss the situation and how this can be avoided in future.

2. Invite the parent to an informal meeting to discuss events

This could be helpful to discuss and diffuse the situation. The safety and well-being of those attending such a meeting must be carefully considered. Members of school staff will always be accompanied by at least one other colleague at any such meeting. Consideration will be given to the seating arrangements, and care taken to ensure exits cannot be blocked by a parent who could potentially become aggressive.

3. Impose conditions on the parent's contact with the school and its staff

Although fulfilling a public function, schools are private places. The public has no automatic right of entry. Parents of enrolled students have an 'implied licence' to come onto school premises at certain stated times. It is for schools to define and set out the extent of such access. Parents exceeding this would be trespassing.

Depending of the type, level or frequency of the unacceptable behaviour, the school may consider imposing conditions on the parent's contact with the school. These conditions may include (but are not exclusively):

- a. being accompanied to any meeting with a member of school staff by a member of SLT
- b. restricting contact by telephone to named members of the senior leadership team
- c. restricting written communications to named members of the senior leadership team
- d. restricting attendance at school events to those where the parent will be accompanied by a member of the senior leadership of the school
- e. any other restriction as deemed reasonable and proportionate by the Principal.

In this case the parent will be informed by a letter from the Principal detailing conditions that are being imposed. The parent would then be given 10 working days from the date of that letter to make representations in writing about the conditions to the Chair of Governors. The Chair of Governors would then decide whether to confirm or remove the conditions. This would be communicated to the parent in writing within 10 working days of the date of the parent's letter.

If the decision is to confirm the conditions imposed, this decision will be reviewed by the Governing Body after approximately six months (and every six months after that, if appropriate). The parent will be invited to make written representation to the Governors. This and the evidence from the Principal will be considered at a meeting of the full Governing Body. Governors may decide to maintain, extend or

remove the conditions. The decision of the review will be communicated to the parent by the clerk to the Governors within 10 days of the date of the meeting.

When deciding whether it will be necessary to maintain, extend or remove the conditions, Governors will give consideration to the extent of the parent's compliance with the conditions, any appropriate expressions of regret and assurance of future good conduct received from him/her and any evidence of the parent's co-operation with the school in other respects.

4. Imposing a ban

Where other procedures have been exhausted and aggression or intimidation continues OR where there is an extreme act of violence then the school may consider banning the individual from school premises, and involving the police. This will include banning a parent from accessing school staff by written communication or telephone. In these circumstances, the individual would be advised in writing by the Principal that a provisional ban is being imposed. The parent would then be given 10 working days from the date of that letter to make representations about the ban in writing to the Chair of Governors. The Chair of Governors would then decide whether to confirm or remove the ban. This would be communicated to the parent in writing within 10 working days of the receipt of their letter.

If the Chair's decision is to confirm the ban, parents in these circumstances will be offered an annual meeting about their child's progress, usually with a member of senior staff.

A decision to impose a ban will be reviewed by the Governing Body after approximately six months (and every six months after that, if appropriate). The parent will be invited to make written representation to the Governors; this and the evidence from the Principal will be considered at a meeting of the full Governing Body. Governors may decide to remove the ban, extend the ban or impose conditions on parent's access to the school. The decision of the review will be communicated to the parent by the clerk to the Governors within 10 days of the date of the meeting.

In deciding whether to remove or extend the ban or impose conditions, Governors will give consideration to the extent of the parent's compliance with the ban, any appropriate expressions of regret and assurance of future good conduct received from him/her and any evidence of the parent's co-operation with the school in other respects.

5. Removal from school

Parents who have been banned from the school premises and continue to cause a nuisance will be deemed to have committed a section 547 offence under the Education Act 1996. They will be considered as trespassers. In these circumstances the offender may be removed from school. This may be carried out by a police officer or person authorised by the Governing Body. Legal proceedings may be brought against the parent. The police may also be involved if the Principal deems it appropriate.

6. Complaints policy

Any parental complaint that arises from incidents of abusive behaviour will be dealt with under the Complaints Policy.

7. Further Action

Should staff be dissatisfied with the resolution of the matter under this policy they are invited to discuss

the matter informally with the Principal, if such action does not provide a satisfactory resolution they are referred to the Grievance Policy and processes contained therein.

Appendices

Any model letter will be adapted to use the appropriate wording whether it is being sent to a parent, carer or other visitor.

Model Letter 1: Warning (sent by Principal)

Recorded delivery

Dear

I have received a report about your conduct at the school on (enter date and time or details). This appears to fall far short of what we would expect of a parent with a child at The Elizabethan Academy.

(Add factual summary of the incident and of its effect on staff, pupils, and other parents.)

I must inform you that the Governing Body will not tolerate aggression towards members of the school community and will act to protect its staff and students from any form of abuse or intimidation. I should warn you that any future conduct of this nature could result in the school imposing conditions restricting your access to the school or banning you from contacting or attending the school altogether.

I wish to give you an opportunity to give me in writing any comments or observations of your own in relation to the report which I have received about your conduct. Please do so within 10 working days of the date of this letter. These comments may include any assurances you are prepared to give about your future good conduct. There is then an option for us to meet to discuss the situation and how it can be avoided in the future.

Details of our policy on dealing with abusive parents can be found on our website.

Yours sincerely

Principal

cc: Chair of Governors

Model Letter 2: Imposing conditions on the parent's attendance at school events, pending review
(sent by Principal)

Recorded delivery

Dear

I have received a report from a member of staff about your conduct on
..... at

(add summary of incident and its effect on staff and pupils)

(You will recollect that I have already written to you about a previous incident on (date) warning you of the consequence of any further insulting or aggressive behaviour on your part)

I must inform you that the Governors, in line with our policy, will not tolerate conduct of this nature on the school premises and will act to defend school staff and pupils.

I am therefore writing to inform you that I am therefore imposing conditions on the contact you may have with school. These are as follows: (delete as appropriate)

- You must be accompanied at all times when in school by a member of school staff
- You may not contact by telephone or in writing any other member of staff except either myself or (name of staff member).
- You may not attend any events for parents except those where you will be accompanied by a member of the senior leadership of the school.
- Other as are reasonable and proportionate

The restrictions above are provisional until they have been reviewed by the Chair of Governors. Please consider them to be in force until you receive alternative confirmation.

The Chair of Governors, will need to decide whether it is appropriate to confirm or overturn this decision. You may, if you wish, send him in writing any comments or observations of your own within 10 working days of the date of this letter. These comments may be to challenge or explain the facts of the incident, to express regret and give assurances about your future good conduct. The Chair will then write to you with the outcome of her decision.

If on receipt of your comments, the Chair of Governors considers that my decision should be confirmed, you will be supplied with details of how the conditions will be reviewed by the Governing Body.

Yours sincerely

Principal

cc: Chair of Governors

Model Letter 3: Letter to confirm or overturn Principal's decision to impose conditions (sent by chair of Governors)

Recorded delivery

Dear

..... wrote to you on (date) to detail concerns about an incident when your behaviour towards a member of staff fell short of what we would expect as a school.

I have not received a written response from you/I have received a letter from you dated, the contents of which I have considered carefully.

In the circumstances, and after further consideration of the Principal's report and your letter, I have determined that the decision to impose conditions on your contact with school should be confirmed. The conditions are as follows:

- (Copy conditions from Principal's letter)

This decision will be reviewed by the Governing Body in approximately six months' time. The Clerk to the Governors will write to you in advance of the meeting to ask you to provide a written statement for their consideration. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you; and any evidence of your co-operation with the school in other respects.

OR

In the circumstances, and after further consideration of the Principal's report and your letter, I have determined that the decision to impose conditions on you should be lifted. You may hence attend school events as normal. However, should there be a repeat of any inappropriate behaviour towards staff all of the above sanctions may be reapplied.

Yours sincerely

Chair of Governors

cc: Principal

Model Letter 4: Imposition of a ban on contacting or attending the school, pending review (sent by Principal)

Recorded delivery

Dear

I have received a report from a member of staff about your conduct on at

(add summary of incident and its effect on staff and pupils)

You will recollect that I have already written to you about a previous incident on (date) warning you of the consequence of any further insulting or aggressive behaviour on your part.

I must inform you that the Governors, in line with our policy, will not tolerate conduct of this nature on the school premises and will act to defend school staff and pupils.

I am therefore writing to inform you that I am recommending imposing a ban on you attending or contacting the school. This means you may not attend school for any reason whatsoever. You must not make contact with any member of staff by telephone or e-mail. You do, however, have the right to attend one meeting per year to discuss your child's progress. This meeting will be with me. I will contact you to arrange this at the time of the next Parents evening.

The restrictions above are provisional until they have been reviewed by the Chair of Governors. Please consider them to be in force until you receive alternative confirmation.

The Chair of Governors, will need to decide whether it is appropriate to confirm or overturn this decision. Please send in writing, any comments or observations of your own within 10 working days of the date of this letter. These comments may be to challenge or explain the facts of the incident, to express regret and give assurances about your future good conduct.

If on receipt of your comments, the Chair of Governors considers that my decision should be confirmed, you will be supplied with details of how this ban will be reviewed by the Governing Body.

Yours sincerely

Principal

cc: Chair of Governors

Model Letter 5: Letter to confirm or overturn Principal's decision to impose a ban (sent by Chair of Governors)

Recorded delivery

Dear

..... wrote to you on (date) to detail concerns about an incident when your behaviour towards a member of staff fell far short of what we would expect as a school.

I have not received a written response from you/I have received a letter from you dated, the contents of which I have considered carefully.

In the circumstances, and after further consideration of the Principal's report and your letter, I have determined that the decision to impose a ban on you should be confirmed. This means you may not attend school for any reason whatsoever. You must not make contact with any member of staff by telephone or e-mail. You do, however, have the right to attend one meeting per year to discuss your child's progress. This meeting will be with..... or a member of the senior leadership team.

This decision will be reviewed in six months' time by the Governing Body. The Clerk to the Governors will write to you in advance of the meeting of the Governing Body to ask you to provide a written statement for their consideration. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you and any evidence of your co-operation with the school in other respects.

OR

In the circumstances, and after further consideration of the Principal's report and your letter, I have determined that the decision to impose a ban should be lifted. You may now attend school events as normal. However, should there be a repeat of inappropriate behaviour towards staff sanctions may be applied.

Yours sincerely

Chair of Governors

cc: Principal

Model Letter 6: Letter from Clerk to the Governors requesting parents' statement for review by GB (sent by Clerk to Governors)

Recorded delivery

Dear

..... wrote to you on (date) to detail concerns about your behaviour towards school staff/students fell short of what we would expect as a school. As a result of this incident, conditions were imposed on you/a ban was imposed on your being on school premises.

This decision will be reviewed by the Governing Body at their next meeting on (date).

I am writing to ask whether you would like to make a written statement to Governors for their consideration in making the decision whether to remove the restriction or extend it.

If you should wish to make a written statement, please can you e-mail it to me at (address) by (date – parents should be given 10 working days to respond).

Yours sincerely

Clerk to Governors

cc: Principal

Model Letter 7: Letter detailing outcome of Governing Body's review (sent by Clerk to Governors)

Dear

I wrote to you on (date) to request a statement to enable Governors to review the school's decision to impose conditions/ban you from attending school premises.

I have not received a written response from you/I have received a letter from you dated (date), the contents of which were considered carefully by the Governors at their meeting on (date).

In the circumstances, and after further consideration of the Principal's report (and your letter), Governors have determined that the decision to impose conditions/ban you from attending or contacting school attend should be confirmed. The conditions of your attendance on site are as follows:

- You must be accompanied to any meeting with a member of school staff
- You may not contact by telephone or in writing any member of staff.
You may contact either or
- You may not attend any events for parents except those where you will be accompanied by a member of the senior leadership of the school.
- Any other condition imposed

OR

- You must not attend any event in school except for an annual meeting about your child's progress. This meeting will be conducted by the Principal.
- You may not contact by telephone or in writing any member of staff.

This decision will be reviewed again in six months' time. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you; and any evidence of your co-operation with the school in other respects.

OR

In the circumstances, and after further consideration of the Principal's report and your letter, Governors have determined that you should once again be allowed to attend parents' events as usual. All conditions have been removed. However, should there be a repeat of inappropriate behaviour towards staff this decision may be revoked.

Yours

Clerk to Governors

Cc: Principal

DATE OF REVIEW:	Summer 2020
SIGNED ON BEHALF OF SENIOR LEADERSHIP TEAM:	
DATE:	11.09.20
GOVERNING COMMITTEE:	Finance, Risk and Audit
SIGNED ON BEHALF OF GOVERNING BODY:	

DATE:	07/09/2020
DATE OF NEXT REVIEW:	Summer 2023