BREDON HILL ACADEMY

PARENTAL CONDUCT POLICY

Review Deadline:	November 2027
Review Frequency:	3 Years
Author:	Headteacher BHA
Reviewer:	Headteacher BHA
Audience:	Intranet

1 Aims of the Policy

1.1. Bredon Hill Academy is dedicated to ensuring that all pupils achieve their potential and will work in partnership with all stakeholders to achieve this aim. The school also has a duty of care for both staff and pupils to ensure their safety and wellbeing. The school will not tolerate parent/carer's behaviour that is unacceptable and has a detrimental effect on the good order and safety of the school. This policy outlines the behaviours that are unacceptable, and what sanctions are available to deal with such behaviour.

1.2. The principles in this policy also apply to any other family members of pupils or other visitors to the school.

1.3. This policy does not affect the right of parents/carers or other parties to make complaints to the school and this policy should be read in conjunction with the Complaints Policy.

2 Unacceptable conduct

2.1 The following behaviours are considered unacceptable by the school:

- Swearing or the use of other abusive, offensive or threatening language
- Intimidation
- Aggressive or disruptive behaviour
- Threating violence or acting violently, including damage to property or injury to individuals
- Racist, sexist or other discriminatory conduct
- Behaving in a way which makes others feel distressed, humiliated or threatened
- Frequent, unwarranted and/or unnecessary correspondence which is hindering the proper running of the school
- Making deliberately false, malicious or vexatious accusations
- Consumption of alcohol or use of illegal drugs on the school site, or accessing the school site whilst intoxicated
- Incitement of others to do any of the above

This is not an exhaustive list but seeks to provide illustrations of such behaviour.

2.2 This policy covers any of the above conducts that are committed:

- In the school buildings or on the school site
- By telephone to the school
- By email to the school
- On social media referring to the school
- In any other setting which, in the reasonable opinion of the Headteacher or Chair of Governors, should be regulated by this policy

3 Procedures

The school has a range of strategies to employ with any parent/carer who engages in unacceptable conduct. Whilst these sanctions are set out in this policy by way of a sequential process, they can initiated at any stage if, in the reasonable judgement of the Headteacher or Chair of Governors, the severity of the behaviour warrants such a level of intervention.

Where the behaviour is so extreme that it threatens the immediate safety and welfare of staff or others, the matter will be referred immediately to the police for action.

3.1 Verbal warning
A parent/carer who displays any of the behaviours described above will be asked to desist.

3.2 Mediation meeting
Where appropriate, the parent/carer may be asked to meet with the Headteacher and/or chair of governors to discuss the matter in person.

3.3 Formal written warning(s)
Formal written warning(s) may be sent to the parent/carer by letter to their home address. Any letters sent will be circulated to relevant internal parties to ensure that an informed and consistent approach can be adopted. Any letters sent will be kept on the student's school file for a period of twelve months.

3.4 Legal sanctions
Legal sanctions will be used in extreme circumstances eg if a parent/carer continues to exhibit conduct in breach of this policy or has committed a serious breach of this policy.

a. Restricted communication with the school
Communication with the school can be restricted eg requesting contact in a particular form (for example, letters only), requiring contact to take place with a named person only or restricting telephone calls to specified days and times. Any parent/carer in breach of the restrictions may have their right to access to the school site removed.

b. Ban from, or restricted access to, the school site
A parent/carer's common licence to access the school site can be removed or restricted for a specified period. In such circumstances, parents/carers may need to make alternative arrangements for bringing children into school. Any entry onto the site in contravention of such a ban and where a nuisance is caused would be a criminal offence under section 547 of the Education Act 1996. Any parent/carer in breach of the ban will be removed from the premises by the police or an authorised member of staff.

c. Injunction under the Protection from Harassment Act
The school may seek a legal injunction requiring the parent/carer to desist from behaving in the manner in question.

5 Monitoring and Review

5.1 The Headteacher will report to staff from time to time, and to the Governing Body annually or earlier if the Chair so determines, on the number and type of incidents and behaviours displayed by parents/carers received and their outcomes.

5.2 The Governing Body will review this policy every three years.