

Butler's Hill Infant and Nursery School

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Acceptable Behaviour of Adults in School

Rationale:

We believe staff, members of our wider community, parents and children are entitled to a safe and protective environment in which to work. Behaviour that will cause harassment, alarm or distress to staff, members of our wider community, parents or children is contrary to the aims of the school.

Aim:

- That all members of the school community treat each other with respect

Expectation.

- That all adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the school premises or through any form of communication or social media.
- Physical attacks and threatening behaviour, abusive or insulting language (verbal, written or via social media), to staff, governors, parents and carers, children and other users of the school premises will not be tolerated and will result in withdrawal of permission to be on school premises.
- That all adults on school property adhere to the school principles and do not act in any way contrary to British Values or that could encourage radicalisation, terrorism or extremism in any form.
- Any parent who has their licence to be on school grounds revoked will have the right to appeal the decision by writing to the Chair of Governors.

Please note that incidents detailed above will be logged by school staff and the Chair of Governors will be informed.

School Grounds and the law

Although fulfilling a public function, school premises are private property and parents of enrolled pupils have an 'implied licence' to be on school premises at certain stated times. Where appropriate the school is permitted to revoke that licence, effectively barring parents from entering school.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned.

Terms of parents 'limited licence' to be on School Grounds

Butler's Hill Infant and Nursery School gives parents limited licence to be on the school playground at the start and end of the day when the school gates are open.

Parents **do not** have licence to enter the school building by any access door other than the front entrance without a specific invite.

If you enter through a pupil entrance/exit you will be asked to leave. If you need to be in school you will be asked to go to the main entrance and sign in. When in school all visitors (including parents) must be signed in and always display appropriate sticker as instructed.

Butler's Hill Infant and Nursery School promotes good communication with parents and EYFS and KS1 staff should meet children and parents at the door at the start and end of each day to facilitate communication.

KS1 teachers will come onto the playground with their classes at the end of each day to communicate with parents but are not generally available at the start of the day due to needing to be in class. If you have a message that needs to be passed to a KS1 teacher you should either call school or go to the office at the front entrance where the office staff will happily relay your message to the appropriate person.

Responsibilities:

It is the responsibility of the Head teacher, Senior Leadership Team and Governors to monitor and review this policy.

Guidelines

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community include the following:

- Shouting, either in person or over the telephone
- Inappropriate posting on any social media that may cause to bring the school or school staff into disrepute or be in any offensive or slanderous/libellous.
- Speaking in an aggressive/threatening tone to anyone
- Physical intimidation, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Staff feeling intimidated in any way
- Entering someone's working area (e.g. classroom or office) without being invited
- Racist or sexist comments

- Be seen to bear any signs, symbols, words or pictures or heard to make any comments to anyone related to school that could contravene British Values or in any way encourage radicalisation, terrorism or extremism in any form.

The above is not an exhaustive list but seeks to provide illustrations of such behaviour:

What action may we take?

Unacceptable behaviour may result in:

1. The adult having their licence to be on school ground suspended (Being barred from coming on school grounds)
2. The Police being informed or called to attend and remove the person(s)
3. A Safeguarding referral made
4. A Chanel referral being made

The school reserves the right to take any and all actions considered necessary by school staff and governing body to ensure that all members of the school community are not subjected to any form of abuse.

If the school considers that revoking your licence to be on school grounds needs to be suspended you will be informed in writing stating the reasons and the length of this suspension.

The school is not responsible for organising arrangements for children in any circumstance. Parents will need to provide alternative arrangements for bringing children into school if they are unable to come onto school grounds. Parents should ensure these measures keep their children safe or the school may need to make a safeguarding referral.

Parents have the right of appeal by writing to the Chair of Governors within ten days of permission to enter the school premises being withdrawn. The school will then review the decision in line with our complaints process.

Reviewed 16th March 2021



Nottinghamshire
County Council
Education

