



**KING EDWARD VI COMMUNITY COLLEGE**

**MANAGING UNREASONABLE BEHAVIOUR POLICY**

**Approved and adopted by the Governing Body: 8<sup>th</sup> November 2016**

**Due for Review: November 2017**

**This Policy is adapted from the Babcock LDP/Devon County Council model document  
dated June 2016**

## **Managing Unreasonable Behaviour**

At KEVICC we recognise that parents and 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. However, in a very small minority of cases, the behaviour of a few parents or carers can cause disruption, resulting in abusive or aggressive behaviour towards staff and this will not be tolerated. All members of the college community have a right to expect that their college is a safe place.

Schools and colleges are not public places and although parents and carers have rights to attend and enter college premises for legitimate proper purposes, The Education Act of 1996 states that it is an offence for a trespasser on college premises to cause a nuisance or disturbance. The college is entitled to withdraw the implied right a parent or carer has to enter the college, if that parent or carer is violent or aggressive. If the parent or carer then enters the premises, they are in breach of the law, and they can be prosecuted in the criminal courts.

This policy applies to all those that engage with the school and not just to parents.

### **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

The Principal 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.

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

The college will write to the parent/carer setting out:

- what has happened and why it is unacceptable
- that the college will consider banning the parent/carer from the college premises
- give a clear explanation of why the ban is proposed
- give the parent/carer 5 working days to respond in writing giving their own version of events
- state the length of the proposed ban and give a review date.

Following receipt of the written response:

- The Principal will decide whether or not to ban the parent/carer
- The parent/carer 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 college and the parent
- 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 parent's behaviour, a meeting date will be set which will seek to re-establish a productive working relationship between the college and the parent/carer

If a parent/carer wishes to appeal against a ban, they may do so in writing (following the College Complaints Procedure). The first stage of this appeal will be undertaken by an appointed governor who would invite the Principal to review the matter with a view to lifting the ban. If the outcome to this stage is that the ban is still in place, then the parent 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 Principal may feel that there is no alternative but to impose a lengthy or permanent ban. In criminal cases the Principal should inform the police and should contact their legal advisors (DCC Solicitors in maintained schools).