

## **Inappropriate Behaviour Towards School Staff Policy Ysgol Bro Plenydd**

This school is an orderly, safe place, where relationships between staff and visitors, especially parents, demonstrate mutual respect and a recognition of shared responsibility for pupils' welfare and educational progress.

**Parental involvement is an important factor in educational success and in dealing with emerging problems at an early stage.**

**A parent of a child attending this school normally has implied permission to be on the school's premises at certain times and for certain purposes but if the parent's behaviour is unreasonable this permission may be withdrawn and they will become a trespasser.**

**Trespass and causing nuisance or disturbance on a school's premises is an offence under section 547 of the Education Act 1996.**

Violence, threatening behaviour and abuse against school staff or other members of this school community will not be tolerated. All members of the school community have a right to expect that their school is a safe place in which to work and learn. There is no place for violence, threatening behaviour or abuse in this school.

Where such behaviour does occur, the school must report incidents to Gwynedd Schools' Service who will, in turn, advise the school in taking all possible action to deal with it, in response to the wishes of the school and legislation in operation.

This school has prepared an assessment on the risk to staff and others from abusive or violent visitors in line with the guidance issued on the HSE website ([www.hse.gov.uk/pubns/raindex.htm](http://www.hse.gov.uk/pubns/raindex.htm)) and standard formats issued by the Schools' Service. These identify and assesses the potential risks, determines appropriate actions for their management, implements those actions and monitors and provides feedback on the implementation of the assessment to the governing body.

**In cases where staff or other members of the school community are openly abused or threatened by members of the public or parents whilst on the school premises the following procedures will be adhered to:-**

**-If an incident arises, the person concerned will be asked to leave or, if appropriate, invited into a quiet area for discussion with at least two members of staff being present, one being the headteacher. It is not expected that staff members physically restrain an individual. They should ensure both their own and the other members of the school community's safety at all times.**

**-If deemed appropriate the police authority should be contacted by the individual member of staff directly affected by the aforementioned threatening behaviour;**

**-All incidents will be logged and a report forwarded to the Chair of Governors and the Schools' Service as a basis for possible further action at school and / or Authority level should this be deemed necessary;**

Aside from the legal remedies, there are other strategies and procedures that can help in dealing with complaints, preventing conflicts with parents or stopping them escalating. The governing body and Schools' Service would expect that evidence of all such measures be available on request