



LATCHMERE
ACADEMY TRUST

POLICY ON DEALING WITH VIOLENT AND ABUSIVE PARTIES

– September 2019

For approval by LAT Trustees

Approved by: LAT Trustees

Date:

**Last reviewed
on:**

STATEMENT OF PRINCIPLES

The Trust Board of Latchmere Academy Trust encourages close links with parents and the community within its schools. It believes pupils benefit when the relationship between home and school is a positive one.

Most parents, carers and others visiting our schools are keen to work with us and are supportive of our schools. However, on the rare occasions, when a negative attitude towards a school is expressed, this can result in aggression, verbal and/or physical abuse towards members of staff or the wider school community.

The Trust Board expects and requires its members of staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement, as appropriate, of other colleagues. All members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

We expect parents and other visitors to behave in a reasonable way towards members of school staff. This policy outlines the steps that will be taken where behaviour is unacceptable.

Types of behaviour that are considered serious and unacceptable and that will not be tolerated are as follows:

- Shouting at members of the school staff, either in person or over the telephone
- Physically intimidating a member of staff (e.g. standing very close to them)
- Intimidating a member of staff via social media sites
- The use of aggressive hand gestures
- Threatening behaviour (in person and online)
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting (e.g. slapping, punching and kicking)
- Spitting
- Breaching the school's security procedures.

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

Unacceptable behaviour may also result in the employing body and the police being informed of the incident.

Procedure to be followed

If a parent/carer behaves in an unacceptable way towards a member of our schools' community, the Head Teacher will seek to resolve the situation through discussion and mediation. If it's appropriate, the school's complaints procedures should be followed.

If a parent's behaviour is a cause for concern and aggression or intimidation continue, or where there is an extreme act of violence, a parent/carer may be banned by the Head Teacher from the school's premises for a defined period of time.

In imposing a ban, the following steps will be taken:

1. The parent/carer will be informed, in writing, by the Head Teacher or the Chair of Governors that their implied permission to be on school premises has been temporarily revoked, subject to any representations that the parent may wish to make, and what will happen if the ban is breached e.g. police involvement or an injunction application may follow
2. Where an assault has led to a ban, a statement indicating the matter has been reported to the employing body and the police will be included
3. The Chair of Governors at the school and the Chair of the Trust will be informed of the ban
4. Where appropriate, arrangements for pupils being delivered to and collected from the school gates will be clarified.

Conclusion

The employing body may take action where behaviour is unacceptable, or there are serious breaches of a home-school code of conduct or health and safety legislation. In implementing this policy, the schools will, as appropriate, seek advice from the employing body's education, health and safety, and legal departments to ensure fairness and consistency. The policy will be reviewed annually.