

St Anne's Academy

Abusive Parents Policy

Reviewed and approved by	Endorsed by (if appropriate)	Date of next review
Assets Committee 8 June 2017	Governing Board Meeting 4 July 2017	Summer 2019

Abusive Parents Policy

Academy Mission Statement

Faith

We keep Christian values at the centre of everything we do.

Ambition

We strive to achieve our best.

Multicultural

We strive to be accepting and supportive of all students and staff and value each and every individual.

Independence

To take responsibility for our own learning.

Lifelong Learners

Developing knowledge and skillset in preparation for life as a global citizen.

Your Future

Nurturing self-esteem to equip individuals with the skills and values for a successful future.

The Academy Mission Statement was created by Academy Student Leadership Representatives in November 2015.

This policy, and its associated procedures and protocols, is based on these key principles.

Introduction / Rationale

At St Anne's Academy we value our strong relationships with parents and carers. A positive partnership between home and school is essential for all students to work and learn to the best of their ability.

Parents and carers have the right to be treated professionally, courteously and with respect by St Anne's Academy staff at all times. In return, the Academy expects all parents and carers to support the Academy fully at all times and to maintain positive working relationships with all staff.

We believe that all staff, parents/carers and students are entitled to work and learn in a safe and protective environment.

The vast majority of parents and carers continue to work with us in a mutually supportive way. However on rare occasions negative attitudes and behaviours can be displayed which can result in rude or abusive behaviour towards the Academy and its staff.

Behaviour that will cause, or is likely to cause, alarm, distress or the harassment of anyone at any time is unacceptable and will not be tolerated.

This policy outlines the behaviours that are considered unacceptable and the steps that will be taken to address this.

Guidelines

The following types of behaviour are considered unacceptable and will not be tolerated towards any member of the Academy community:

- Any verbal abuse including:
 - shouting
 - swearing
 - speaking in an aggressive tone or threatening manner
 - making threats
 - making racist, sexist or homophobic comments
 - other comments that are likely to offend or incite hatred or violence
 - communicating in any way likely to cause alarm or distress
- Any actual, or threat of, physical abuse including:
 - pushing or shoving
 - hitting e.g. slapping, punching, kicking
 - spitting
 - throwing
 - using aggressive body language such as physical intimidation
 - making offensive or threatening hand gestures
- Making inappropriate or offensive comments on the internet **or any written forum to include social media**

This is not an exhaustive list, and is intended to provide an illustration of behaviours that are not acceptable under any circumstances, either in person, by message or over the telephone.

The Academy reserves the right to take any action necessary to protect its staff and students from any form of abuse.

It is an offence under Section 547 of the Education Act 1997 for any person, including parents and carers, to cause a nuisance or disturbance on school premises; this includes verbal abuse and rude and offensive language.

The Academy will always log and report all forms of abuse with Greater Manchester Police and the Police will assist in dealing with offenders. **The Academy will invoke legal proceedings where necessary.**

Procedure

When a parent or carer, visitor or member of the public behaves in a manner that is considered to be unacceptable in any way the Principal, or appropriate senior staff, will seek to resolve the situation privately as an Academy, in the first instance.

The following steps will usually be taken to address such behaviours:

1. A first written warning about behaviour, advising what is unacceptable
2. A second, and final, written warning about acceptable behaviour
3. Issuing a temporary ban from communicating with school or visiting the premises, advising that breaching the ban will result in legal proceedings e.g. court order or injunction

Any ban will be temporary in the first instance, for a fixed period of time and will be subject to review.

Please Note: any critical or extreme incident will result in immediate police involvement.

Conclusion / Summary

Students learn best and make more progress when there is a positive partnership between home and school. St Anne's Academy will not tolerate rude or abusive language or behaviour towards members of our school community and will take all necessary steps to address such behaviours.