

Ferryhill Station Primary School – Zero Tolerance Policy

On a daily basis, our staff face the challenge of delivering an effective educational service at pupil, classroom and management level. Staff also work positively towards developing a working partnership with parents, guardians and other family members (from here on referred to collectively as parents). Governors recognise and support this very positive work and the school is encouraged by the constructive and supportive manner of the vast majority of parents. However, policies and procedures are in place to protect our individual pupils and staff and all parents are expected to support these procedures. Occasionally some parents choose not to follow the existing procedures and protocols when they believe they have a concern/issue; sadly, they choose to respond in a negative, hostile or intimidating manner towards our staff. Although isolated and very rare, this behaviour is UNACCEPTABLE.

The Local Authority and school Governors have a statutory obligation to ensure the provision of a safe and secure environment for all our staff and pupils. This policy aims to provide clear guidelines for the management of unacceptable behaviour.

Unacceptable behaviour on school premises and about the school:

- screaming, shouting, loud intrusive conversation
- threats or threatening behaviour
- malicious allegations relating to pupils, staff and/or other parents, governors or visitors
- harassment and bullying
- offensive language, including derogatory, sexist, racist remarks
- intimidating behaviour – verbal or non-verbal
- inciting hatred and hostility towards others
- wilful damage to property
- theft
- violence to persons or property
- offensive sexual gestures or remarks
- presenting on school premises under the influence of alcohol and/or drugs (this includes off-site when a child is in the care of the intoxicated adult).

Please note: any parent behaving unlawfully will be reported to the police. Governors will actively seek the maximum penalties available by law.

Procedure

All parents are advised to follow the existing procedures for raising concerns or complaints (details available in school).

In the event of unacceptable behaviour by a parent, Governors delegate full authority to the Head Teacher to exercise the following actions as deemed appropriate:

1. The Head Teacher will give an informal warning to give the parent the opportunity to improve their behaviour.
2. In the event that a parent continues to exhibit unacceptable behaviour, the Head Teacher will give a written warning in a formal letter. Consequences, boundaries and rules will be further highlighted.
3. If a parent fails to desist, a final letter will be issued indicating the terms and timeframe under which they will be excluded from the school premises.

Throughout this process a parent can be reassured their child's care and education will not be affected in any way.