**Section – 1.7 Parental and Adult Behaviour Policy**

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**Policy Statement**

**Little Apples of Bramley pre-school operates a ‘zero tolerance’ of the use of inappropriate behaviour anywhere on the pre-school premises.**

We believe staff, parents and children are entitled to a safe and protective environment in which to learn and work. Behaviour that will cause harassment, alarm, or distress to users of the premises is contrary to the aim of the pre-school. We aim to ensure that all members of the pre-school community treat each other with respect.

**It is an offence under section 547 of the Education Act for any person (including a parent) to cause a nuisance or disturbance on school premises. Recurring inappropriate behaviour can lead to a ban from pre-school premises.**

**1 Expectation**

* That adults always set a good example to children.
* That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the pre-school premises.
* Physical attacks and threatening behaviour, abusive or insulting language verbal or written will not be tolerated and will result in withdrawal of permission to be on pre-school premises.
* Any parent or adult who is asked to leave the pre-school premises will have the right to appeal the decision in writing to the Chair of the committee.

**2 Guidelines**

**Any threatening or violent behaviour will result in the police being informed.**

This list is not exhaustive but seeks to provide illustrations of abusive/unacceptable behaviour, which will not be tolerated in relation to members of staff and other members of the pre-school community.

* Shouting or speaking in an aggressive/threatening tone, either in person or over the telephone.
* Inappropriate use of social Networking sites which could bring the pre-school into disrepute or be deemed as bullying e.g. used to publicly humiliate, threaten, or intimidate.
* Physically intimidating e.g. standing too close, using aggressive or rude hand gestures or exaggerated movements.
* Threats both verbal and physical.
* Physical attacks e.g. pushing, spitting, slapping, punching, or kicking.
* Abusive language e.g. swearing or racist or sexist comments.
* Harassment e.g. constant or excessive emails and/or phone calls.

**3 Procedure**

In the event that there is an incident in which a parent or adult is found to be using persistent inappropriate behaviour the following steps should be taken.

The pre-school reserves the right to go straight to step 3, when an incident is deemed to be extreme e.g. a physical attack.

Step 1.

Where a parent or adult is abusive or threatening a formal written record shall be kept of all conduct with the adult, making careful record of any abusive behaviour or threats, a record of this should be kept by the Manager. The adult of concern will be asked to attend a meeting with the Manager and Chair to discuss the incident in question and their behaviour.

Step 2.

If unacceptable behaviour continues a letter of warning will be issued by the Management Committee.

Step 3.

If unacceptable behaviour continues the parent or adult will be banned from the pre-school premises under the Education Act 1996. The pre-school is not responsible for organising arrangements for children in these circumstances. Parents will need to provide alternative arrangements for bringing children to and collecting children from the pre-school.

**NB: ‘Premises’: This covers the car park and pre-school building when in use during pre-school opening hours.**

**‘Parent’: Can also cover any adult, guardian or carer that is part of the pre-school community.**

**4 Conclusion**

We are committed to fostering a safe and supportive environment for all individuals within our community. By upholding this zero-tolerance policy on parental and adult behaviour, we aim to promote respect, dignity, and well-being for everyone involved.

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| **This policy was adopted by Little Apples of Bramley** |
| **On 6th September 2021** |
| **Date to be reviewed** |
| **Signed on behalf of the management committee *J V Whatley*** |
| **Name of signatory J V Whatley** |
| **Role of signatory Manager** |