



King's Group
Academies

KING'S GROUP ACADEMIES

PARENTAL CONDUCT POLICY

Adopted: June 2021

Date of last review: July 2021

Due for review: Biennially

1 AIMS OF THE POLICY

- 1.1. King's Group Academies (KGA) is dedicated to ensuring that all pupils achieve their potential and will work in partnership with all stakeholders to achieve this aim. KGA also has a duty of care for both staff and pupils at our academies to ensure their safety and wellbeing. KGA will not tolerate parent/carer's behaviour that is unacceptable and has a detrimental effect on the good order and safety of our academies. This policy outlines the behaviours that are unacceptable and what sanctions are available to deal with such behaviour.
- 1.2. The principles in this policy also apply to any other family members of pupils or other visitors to the academy.
- 1.3. This policy does not affect the right of parents/carers or other parties to make complaints to the academy and this policy should be read in conjunction with the Complaints Policy.

2 Unacceptable conduct

2.1 The following behaviours are considered unacceptable by the academy:

- swearing or the use of other abusive, offensive or threatening language
- intimidation
- aggressive or disruptive behaviour
- threatening violence or acting violently, including damage to property or injury to individuals
- racist, sexist or other discriminatory conduct
- behaving in a way which makes others feel distressed, humiliated or threatened
- frequent, unwarranted and/or unnecessary correspondence which is hindering the proper running of the academy
- pursuing academy staff outside the workplace, whether in person, by phone, via social media or in any other way
- making deliberately false, malicious or vexatious accusations
- consumption of alcohol or use of illegal drugs on the academy site, or accessing the academy site whilst intoxicated
- incitement of others to do any of the above

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

2.2 This policy covers any of the above conducts which are committed:

- in the academy buildings or on the academy site
- by telephone to the academy
- by email to the academy
- on social media referring to the academy
- in any other setting which, in the reasonable opinion of the headteacher or chair of governors, should be regulated by this policy

3 Procedures

The academy has a range of strategies to employ with any parent/carer who engages in unacceptable conduct. Whilst these sanctions are set out in this policy by way of a sequential process, they can be initiated at any stage if, in the reasonable judgement of the headteacher or chair of governors, the severity of the behaviour warrants such a level of intervention.

Where the behaviour is so extreme that it threatens the immediate safety and welfare of staff or others, the matter will be referred immediately to the police for action.

3.1 Verbal warning

A parent/carer who displays any of the behaviours described above will be asked to desist.

3.2 Mediation meeting

Where appropriate, the parent/carer may be asked to meet with the headteacher and/or chair of governors to discuss the matter in person.

3.3 Formal written warning(s)

Formal written warning(s) may be sent to the parent/carer by letter to their home address. Any letters sent will be circulated to relevant internal parties to ensure that an informed and consistent approach can be adopted. Any letters sent will be kept on the pupil's school file for a period of twelve months.

3.4 Legal sanctions

Legal sanctions will be used in extreme circumstances e.g. if a parent/carer continues to exhibit conduct in breach of this policy or has committed a serious breach of this policy.

a. Restricted communication with the academy

Communication with the academy can be restricted e.g. requesting contact in a particular form (for example, letters only), requiring contact to take place with a named person only or restricting telephone calls to specified days and times. Any parent/carer in breach of the restrictions may have their right to access to the academy site removed.

b. Ban from, or restricted access to, the academy site

A parent/carer's common licence to access the academy site can be removed or restricted for a specified period. In such circumstances, parents/carers may need to make alternative arrangements for bringing children into academy. Any entry onto the site in contravention of such a ban and where a nuisance is caused would be a criminal offence under section 547 of the Education Act 1996. Any parent/carer in breach of the ban will be removed from the premises by the police or an authorised member of staff.

c. Injunction under the Protection from Harassment Act

The academy may seek a legal injunction requiring the parent/carer to desist from behaving in the manner in question.

5 Monitoring and Review

5.1 The headteacher will report to staff from time to time, and to the governing body annually or earlier if the chair so determines, on the number and type of incidents and behaviours displayed by parents/carers received and their outcomes.

5.2 The Trustees of KGA will review this policy every two years.