



Policy Document F09-24

Adult Behaviour

1. INTRODUCTION

1.1 The governing body of St Teilo's Church in Wales High School encourages close links with parents and the community. It believes that pupils benefit when the relationship between home and school is a positive one.

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

1.3 The governing body 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 of other colleagues as appropriate. However, all members of staff have the right to work without fear of violence and abuse.

1.4 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.

2. AIMS

2.1 The school's approach to Adult Behaviour aims to:

- a. Keep school staff safe and well.
- b. Protect the good reputation of the school.
- c. Communicate clear expectations to all adults in the school, families and community.

3. DEFINITIONS

3.1 None.

4. THE LAW

4.1 None.

5. RIGHTS OF THE CHILD

5.1 None.

6. UNACCEPTABLE BEHAVIOUR

6.1 Unacceptable behaviour towards members of the school community will not be tolerated. The following types of behaviour are considered unacceptable (for example):

- a. Breaching the school's security procedures e.g. failing to sign in at reception, entering the main areas of the school without consent or approaching classrooms.
- b. Shouting at members of the school staff, either in person or over the telephone.
- c. Sending inappropriate and/or offensive emails or texts to members of the school community.
- d. Persistently making complaints which the school considers have no substance or are vexatious.
- e. Threatening or aggressive behaviour, including swearing.

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

6.3 Unacceptable behaviour may result in the local authority and/or the police being informed of the incident.

7. BREACH OF POLICY

7.1 If a breach of the Adult Behaviour policy occurs, the following steps will be taken:

- a. The parent/carer will be informed verbally or in writing that they are in breach of the school's Adult Behaviour policy. The school will outline the breach of the policy. It will reiterate the necessity to abide by the policy and warn that a further infringement of the policy will result in a four-week ban from the school site.
- b. If the policy is breached for a second time, the parent/carer will be informed in writing that they are in breach of the school's Adult Behaviour policy for a second time and the four-week ban will be imposed. During the ban period, any contact with the school must be made in writing to the headteacher. The headteacher will review the ban at the end of the four-week period and recommend a way forward.
- c. If the policy is breached for a third time, the parent/carer will be informed in writing that they are in breach of the school's Adult Behaviour policy for a third time and a ban will be imposed. The headteacher will review the ban after an appropriate period and recommend a way forward.

7.2 For particularly egregious breaches of the policy, the headteacher may judge it necessary to impose the four-week ban (or longer) without first providing a warning.

7.3 The school may take action where behaviour is unacceptable or there are serious breaches of the home-school agreement or the law. In implementing this policy, the school will, as appropriate, seek advice from the local authority's education department, health and safety department, and legal department, to ensure fairness and consistency.

STATUS: DRAFT

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