

Parental Conduct Policy

Date: September 2025

Review Date: September 2026

Relating to all Academies of the
Advance Learning Partnership Multi Academy Trust

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Policy Links

This policy coordinates with:

- Safeguarding
- Risk Management
- Online Safety
- Complaints

Rationale:

The Advance Learning Partnership values the positive relationships forged with parents and visitors to our academies. We encourage close links with parents and the community and believe that pupils benefit when the relationship between home and school is a positive one. We also strive to make our academies a place where, as adults, we model for children the behaviour we teach and expect. As an academy, we promote respect for all with whom we work and celebrate differences in a positive manner. We place a high importance on good manners, positive communication and mutual respect.

The vast majority of parents, carers and visitors to the Academies in the Advance Learning Partnership are keen to work with us and are supportive of the relevant academy. However, on the rare occasions when a negative attitude towards the academy is expressed, this can result in aggression, verbal and/or physical abuse towards members of the school community. The governing body expects and requires members of staff to behave professionally in these difficult situations and should attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues.

Nevertheless, all members of staff have the right to work without fear of violence and abuse and we expect parents and other visitors to behave in a reasonable way towards all members of academy staff.

This policy outlines the steps that will be taken where behaviour is unacceptable.

Expectations:

- That adults set a good example to children at all times, showing them how to get along with all members of the academy and the wider community
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the academy premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written, to staff, governors, parents and carers, children and other users of the academy premises will not be tolerated and may result in withdrawal of permission to be on academy premises.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the academy community (this is not an exhaustive list but seeks to provide illustrations of such behaviour):

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- Swearing
- The use of aggression/physical threats
- Racist or sexist comments
- Inappropriate posting on Social Networking sites deemed as bullying

- Using social networking sites to single out individuals or to distribute untruthful or malicious information or comments

The academy reserves the right to take any necessary actions to ensure that members of the academy community are not subjected to abuse. Any of the above could result in a legally approved warning letter by the academy and, should they persist, would result in the offender having their right to enter the academy premises withdrawn. In the case of social networking sites, this would result in a request for comments to be withdrawn and could result in prosecution by the Board of Governors.

It is essential to remember that it is not the intention of the perpetrator that is central in deciding whether harassment has occurred, but whether the behaviour is unacceptable by normal standards and is disadvantageous.

The Legal Framework:

Section 547 of the Education Act 1996 makes it an offence for any person to be on academy premises to cause or permit a nuisance or disturbance and allows for the removal and prosecution of any person believed to have committed an offence. A parent of a child attending an academy normally has implied permission to be on academy premises at certain times and for certain purposes, but if the parent's behaviour is unreasonable, this permission may be withdrawn. **This also applies to all other individuals invited into the academy for other reasons.**

Parents, carers or other visitors exhibiting unacceptable behaviour could have a ban which prevents access to the academy premises imposed on them. Should they ignore this ban, they would then become a trespasser on the academy site. The Governing Body, in conjunction with the Headteacher, will take the lead in authorising the removal of a person believed to be causing a nuisance or disturbance, and, if necessary, will bring legal proceedings against them.

Dealing with Incidents:

If a parent/carer/visitor behaves in an unacceptable way towards a member of the academy community, the Headteacher or appropriate senior staff will assess the level of risk before deciding on a future course of action.

If a parent/carer/visitor has been verbally abusive, either in person or via telephone, a letter will be sent explaining that future contact must be with a named senior leader. If this fails to solve the issue, then the procedure will be the same as with any other threat, as follows:-

- The Headteacher/senior leader may seek to resolve the situation through discussion and mediation. This may include meeting the parent/carer/visitor, clarifying the academy's expectations and agreeing strategies to manage future incidents.
- Where all procedures have been exhausted and aggression or intimidation continues OR where there is an extreme act of violence, then further action may be taken including banning the individual from academy premises. The individual would be advised in writing by the Headteacher that following the incident of unacceptable behaviour, a ban is being considered. They would then be given an opportunity to explain their actions, after which a decision would be made about imposing the ban.

- In more serious circumstances a parent/carer or visitor may be banned from the academy premises by the Chair of Governors for a specified period of time, subject to review. In this situation the parent/carer/visitor will be given an opportunity to explain their behaviour, after which a decision will be taken to confirm, remove or extend the ban. Where an assault has led to a ban, a statement indicating that the matter has been reported to the police will be included.
- If after a ban has been imposed and the individual comes on to academy premises, then the Police would be called immediately. The Governing Body would then decide, in conjunction with the Headteacher, whether to consider taking out a Court Injunction preventing this from happening again.

Malicious or unsubstantiated allegations against academy staff:

All allegations made against academy staff, including supply teachers and volunteers will be fully investigated promptly in line with the statutory guidance to schools and colleges 'Keeping Children Safe In Education', which is released annually.

Malicious allegations made against academy staff, supply teachers and volunteers are considered to be a breach of the Behaviour Policy. The term 'malicious or unsubstantiated allegations' is defined by the Department for Education as a situation where "there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive". This document goes on to state that "If an allegation is determined to be unsubstantiated, unfounded, false or malicious, the designated officer(s) should consider whether the child and/or the person who has made the allegation is in need of help or may have been abused by someone else and this is a cry for help. In such circumstances, a referral to local authority children's social care may be appropriate. If an allegation is shown to be deliberately invented or malicious, the Headteacher, should consider whether any disciplinary action is appropriate against the individual who made it as per their own Behaviour Policy".

Safeguarding/Wellbeing

We are committed to safeguarding and promoting the welfare of all children as the safety and protection of children is of paramount importance to everyone in this school. We work hard to create a culture of vigilance and at all times we will ensure what is best in the interests of all children.

We believe that all children have the right to be safe in our society. We recognise that we have a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children by creating a positive school atmosphere through our teaching and learning, pastoral support and care for both pupils and school personnel, training for school personnel and with working with parents. We teach all our children about safeguarding.

We work hard to ensure that everyone keeps careful watch throughout the school and in everything we do for possible dangers or difficulties. We want all children to feel safe at all times. We want to hear their views of how we can improve all aspects of safeguarding and from the evidence gained we put into place all necessary improvements.

If a member of staff has any concerns in relation to the child's welfare/wellbeing the member of staff should log this on CPOMS and speak with Designated Safeguarding Lead, or appropriate

team member. Further guidance can be found in the Safeguarding Policy.

Equality and Diversity

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of age, race, disability, gender reassignment, sexual orientation, sex, marriage & civil partnership, pregnancy & maternity, religion/ belief or political/ other personal beliefs.

We believe that this policy is in line with the Equality Act 2010, as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality across the Trust.

Complaints

All complaints should be raised with the school in the first instance.

The details of how to make a formal complaint can be found in the School Complaints Policy.

Modern Slavery Act

Advance Learning Partnership (Trust) is committed to ensuring that modern slavery and human trafficking are prevented from taking place within the Trust and its supply chain.

The Trust is committed to sourcing responsibly and improving our practices to combat slavery and human trafficking in our business and supply chain.

Accessibility Statement

We are committed to ensuring that our policies are accessible to all individuals. If you require this policy document in an alternative format, such as Braille, large print, or another language, please do not hesitate to contact our office. Immersive Reader tools are a useful way for an enhanced reading experience. PDF and word have this as a function. Your accessibility needs are important to us, and we are here to assist you in any way possible.

Control of Documents - Records/Policies

Document Name	Staff Member
Parental Conduct Policy	Dave Stone

Description	Name / Title	Signature	Date
Prepared by	Person who updated policy	D Stone	06.05.2025
1 st - Approved by	Person who approved policy	ELT	June 2025