31. Parental & Adult Behaviour Policy

St Peters pre-school operate 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 aims of the pre-school. We aim to ensure that all members of the pre-school community treat each other with respect. The pre-school actively encourages links with parents and the community. If a parent or adult has concerns we will always listen to them and seek to address them as quickly and as positively as possible.

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 behavior can lead to a ban from pre-school premises.

Expectation

- That adults set a good example to children at all times
- 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

Guidelines

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

This is not an exhaustive list 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 publically humiliate, threaten or intimidate
- Physically intimidating, e.g. standing too close, using aggressive or rude hand gestures or exaggerated movements
- Threats both verbal or physical
- Physical attacks e.g. pushing, spitting, slapping, punching or kicking

- Abusive language, e.g. swearing or racist or sexist comments
- Harassment: constant or excessive emails and/or phones calls, despite the pre-school's best efforts to address a situation

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. **(Please be aware that you are welcome to bring a friend or family member with you to any requested meetings.)**

Step 1. Where a parent or adult is abusive or threatening a formal written record shall be kept of all contact with the adult, making careful record of any abusive behaviour or threats, a record of this should be kept by the supervisor. The adult of concern will be asked to attend a meeting with the Supervisor 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 Chair/committee

Step 3. If unacceptable behaviour continues the parent or adult will be banned from pre-school premises under the Education Act 1996. 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 pre-school.

NB: 'Premises': This covers the car park, pre-school building and playground when in use during pre-school opening hours

'parent' can also mean any adult, guardian or carer that is part of the pre-school community

* Please read in conjunction with our Complaints Policy

This policy was adopted at a meeting of the Pre-school held on .... (Date)

Signed on behalf of the Pre-school: …………………………………………………… (Chairperson)