



Striving for Excellence: *step-by-step*

One Degree Academy

Parent and Visitor Conduct Policy

Lead	JAD
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The vast majority of parents, carers, and visitors to One Degree Academy are supportive of the academy community, including staff, students, and fellow visitors. They act reasonably, helping to maintain a safe and orderly environment where students can thrive and learn.

However, on rare occasions, negative attitudes may be expressed through aggressive, verbally abusive, or physically abusive behaviour towards members of the academy community. Such conduct is unacceptable and will not be tolerated.

Our staff are trained to respond professionally in these challenging situations, striving to defuse tensions and involve other colleagues when necessary. Nevertheless, all One Degree Academy staff have the right to work without fear of harassment, violence, intimidation, or abuse.

We expect all parents and visitors to behave respectfully and reasonably towards everyone within the academy community. This policy outlines the actions that will be taken when behaviour falls below the standards we uphold.

Examples of unacceptable behaviour include, but are not limited to:

- Shouting, in person or over the phone
- Intimidating or threatening language or behaviour
- Abusive, insulting, or offensive language or gestures
- Swearing
- Physical aggression such as pushing, shoving, hitting, slapping, punching, or kicking
- Spitting
- Using abusive or aggressive language or behaviour via social media or electronic communication
- Deliberately ignoring staff instructions that compromise safety
- Any other behaviour causing alarm, distress, or fear of violence to others

This list is illustrative rather than exhaustive, highlighting behaviours that disrupt the safety and wellbeing of our community.

Permission to Enter and be on the Academy's Premises

Parents have “implied permission” to enter and be on the academy’s premises for reasons relating to their child / children’s education. This means that parents are welcome to come to the academy to drop off and collect their children on foot, to speak to teachers and other members of staff about their children, or for meetings, parents’ evenings and social events. Parents do not have a legal right to enter or be on the academy’s premises without a good reason.

In education law, the term “parent” includes the natural or adoptive parents of a student, as well as a non- parent with care of a student and a non-parent with parental responsibility of a student. For the purposes of this policy only, the term “parent” will also include a non-parent who does not have care of or parental responsibility for a student,

but who is involved in looking after a student on a regular basis (for example, a childminder, non-resident partner of a parent or relative who takes the student to or from academy, is involved with the care of the student in some other way, or a person whose emergency contact number we have been provided with).

Other visitors also have “implied permission” to enter and be on the academy’s premises if they have a reason, for example a courier or delivery person, or a member of the public attending the academy’s office to make enquiries about something. Members of the public without a good reason for entering or being on the academy premises are trespassing.

Withdrawal of Permission to Enter and be on the Academy’s Premises

The academy has the right to withdraw the “implied permission” for a parent or visitor to enter or be on the academy’s premises if their behaviour while they were previously on the academy’s premises was unacceptable. The withdrawal of the “implied permission” will be effective as soon as the parent or other visitor has been told that they must leave and are prohibited from returning, and will be confirmed in writing if the home address is known. The full procedure that the academy will follow is outlined in further detail below.

Once the “implied permission” has been withdrawn, entering the academy’s site will be trespass and the academy will ask the police to remove the parent or visitor immediately. If the parent or visitor causes a nuisance or disturbance while they are on the academy’s premises, they may also be prosecuted in the criminal courts under Section 547 of the Education Act 1996, be liable to pay a fine and have a criminal conviction recorded against them.

Where a parent has had their “implied permission” to enter and be on the academy’s premises withdrawn, the academy will, in appropriate cases, make alternative arrangements for the parent’s children to be dropped off and collected from the academy, and in relation to parents’ evenings and other meetings.

Other Criminal Offences

In addition to the criminal offence under Section 547 of the Education Act 1996 outlined above, unacceptable behaviour by a parent or visitor can also amount to several other forms of criminal offence. Some of these criminal offences are listed below:

- **Common Assault**
This is committed when a member of the academy community has been assaulted and no injury or very minor injuries have been caused. The offence is more serious if it is racially aggravated by the words or behaviour used just before or during the assault.
- **Assault occasioning Actual Bodily Harm**
This is committed when a member of the academy community has been assaulted and slightly more serious injuries have been caused falling short of fractures or deep wounds. The offence is more serious if it is racially aggravated by the words or behaviour used just before or during the assault.
- **Grievous Bodily Harm**
This is committed when a member of the academy community has been assaulted and serious injuries have been caused such as fractures or deep wounds. The offence is more serious if it is racially aggravated by the words or behaviour used just before or during the assault, and there are two forms of the offence; intention

to cause the injury (the more serious of the two) and being reckless as to causing the injury.

- **Public Order Offences**
This group of offences are committed when a parent or visitor has used threatening, abusive or insulting words or behaviour likely to cause harassment, alarm or distress; or likely to cause fear of violence; or with intent to cause fear of violence; or using or threatening unlawful violence likely to make those witnessing the incident fear for their safety.
- **Criminal Damage**
This is committed when a parent or visitor has destroyed or damaged property belonging to the academy or a member of the academy community, intending to do so or being reckless as to doing so. The offence is more serious where the damage was caused by fire, or there was an intention or recklessness as to endangering life.
- **Possession of an Offensive Weapon or Bladed Article on academy Premises**
This is committed when a parent or visitor enters the academy's premises with a knife or an offensive weapon. It does not matter if the parent or visitor intended to use the knife or weapon.

Where the academy believes that a parent or visitor's conduct would amount to a criminal offence, the academy will report the incident to the police for immediate investigation and prosecution. The academy will cooperate fully with the police, including encouraging teachers and other members of staff to provide witness statements and to attend court to give evidence at a trial.

Where a parent or visitor's conduct amounts to a criminal offence, the academy will, in all but exceptional cases, immediately withdraw their "implied permission" to enter and be on the academy's premises.

The Procedure for Withdrawing Implied Permission to be on the Academy's Premises

The decision to withdraw "implied permission" will be made by the Principal or, in the Principal's absence from the academy, the Deputy Principal.

STAGE 1 - Warning Before Implied Permission Withdrawn

Where a parent or visitor has behaved in a way which is unacceptable to the academy for the first time, the academy may decide to issue a letter warning them that, if the behaviour is repeated, their "implied permission" to enter and be on the academy's premises will be withdrawn. This may take the form of a verbal warning and may not be in writing. The Principal or senior member of staff will communicate to the parent or visitor and confirm the warning and the consequences of failing to heed it.

However, where the unacceptable behaviour is serious or amounts to a criminal offence, it is likely that the parent or visitor's "implied permission" will be withdrawn immediately without warning under Stage 2.

STAGE 2 - Letter from Principal Withdrawing Implied Permission

Where a parent or visitor has already received a warning under Stage 1 and has behaved in an unacceptable way again, or where a parent or visitor has engaged in conduct deemed unacceptable for the first time or conduct amounting to a criminal offence, their "implied permission" to enter and be on the academy's premises will be withdrawn. If possible,

they will be verbally informed that they are prohibited from entering or being on the academy's premises immediately after the incident or as soon as practicable thereafter. In any event, the Principal will send a letter to the parent or visitor confirming the withdrawal of their "implied permission" and the consequences of failing to comply.

The parent or visitor will be invited to provide written comments within ten academy days of the date of the letter. By the tenth academy day from the date of the letter, the Principal will review the decision in accordance with Stage 3 (whether or not any written comments have been received) having been provided with all documentation relating to the incident (and any previous incidents) and the reasons for it.

STAGE 3 - Review of Decision

Within ten academy days of the date of the letter notifying the parent or visitor of the ban, the Chair of Governors will review the Principal's decision. The Chair of Governors will consider all documentation relating to the incident, the initial reasons for the ban, and any written representations submitted by the parent or visitor.

The Chair of Governors will write to the parent or visitor confirming whether the ban has been upheld, amended, or revoked, stating their reasons. Where the ban is confirmed, the letter will specify the duration of the ban and the date of the next formal review.

Further Review Panel

At the scheduled review date, the banned individual will be invited to make written representations and, if appropriate, attend a review meeting with a panel of Governors. Police officers will not form part of the academy's internal review panel. The Governor panel will review the ban and decide whether to lift it, amend it, or extend it for a specified period.

The Principal may remove the ban at any time prior to the review date if an appropriate resolution has been achieved. Any ban imposed will not prevent or affect the outcome of the academy's investigation into any formal complaints raised by the individual concerned, which will be handled as per the academy's Complaints Policy.

Prohibiting Third Parties from Entering and Being on Site

The procedure outlined above relates to parents and visitors who had a valid reason for entering and being on the academy's premises. Sometimes, members of the public enter the academy's premises when they have no good reason for doing so (for example, they do not have children registered as students at the academy, and they are not delivering items or making valid enquiries at the academy's office).

Such people do not have "implied permission" to enter and be on the academy's premises, and are therefore trespassing. This means that, if they are causing a nuisance or disturbance on the academy's premises, they can be prosecuted under Section 547 of the Education Act 1996. In those circumstances, the academy will inform the third party that they are trespassing and ask them to leave the academy's premises and, in appropriate cases, call the police and support any prosecution for criminal offences which follows.

Although third parties do not have “implied permission” to enter and be on the academy’s premises, for the avoidance of doubt, where the address of the third party is known, the Principal will write to the third party warning them of the consequences of reappearing on the academy’s premises.

Publication & Review

This policy will be reviewed every 3 years by the Governing Body.