



# HUMPTY DUMPTY PRE-SCHOOL

All Saints Centre, New Road, Hackbridge, Surrey CR4 4JN

## PARENTAL BEHAVIOUR POLICY

Parents Pack

### Rationale

At Humpty Dumpty Pre-school, 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.

### Aims:

- That all members of the Pre-school community treat each other with respect.

### Expectation:

- That adults set a good example to children at all times, showing them how to get along with all members of the Pre-school 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 Pre-school premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written, to staff, parents and carers, children and other users of the Pre-school premises will not be tolerated and will result in withdrawal of permission to be on the Pre-school premises.
- Any parent who is asked to leave the Pre-school premises will have the right to appeal the decision in writing to the Manager.

Please note that incidents of rudeness will be logged with the Manager.

Parental Behaviour Policy Cont.....

Persons Causing Nuisance / Disturbance on Pre-school Premises  
Section 547 of the Education Act 1996

It is an offence under section 547 of the Education Act 1996 for any person (including a parent) to cause nuisance or disturbance on the Pre-school premises. The police may be called to assist in removing the person concerned.

The Pre-school is not responsible for organising arrangements for children in the above circumstances. Parents will need to provide alternative arrangements for bringing children into the Pre-school.

Guidelines:

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the Pre-school community:

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

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking Sites which could bring the Pre-school into disrepute or be deemed as bullying
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments including sexual innuendo

Inappropriate use of Social Networking Sites:

Social Media websites are being used increasingly to fuel campaigns and complaints against Pre-schools, schools, head teachers, staff, and in some cases other parents/pupils. The Proprietor/Manager of Humpty Dumpty Pre-school considers the use of social media websites being used in this way as unacceptable and not in the best interests of the children or the whole Pre-school community.

Any concerns you may have must be made through the appropriate channels by speaking to the Deputy Manager or Manager so that they can be dealt with fairly, appropriately and effectively for all concerned.

Parental Behaviour Policy cont.....

In the event that any parent/carer of a child/ren at Humpty Dumpty Pre-school is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content which can be posted on the site and they provide robust mechanisms to report contact or activity which breaches this. The Pre-school will also expect that any parent/carer removes such comments immediately.

In serious cases the Pre-school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one parent to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of Pre-school bullying. Thankfully such incidents are extremely rare.

#### Unacceptable behaviour may result in the Police being informed

The Pre-school reserves the right to take any necessary actions to ensure that members of the Pre-school community are not subjected to abuse.

Parents have the right of appeal by writing to the Proprietor/Manager, within ten days of their permission to enter the Pre-school premises being withdrawn.

#### Responsibilities:

It is the responsibility of the Proprietor/Manager to monitor and annually review this Parental Behaviour Policy.

#### Procedure to address inappropriate behaviour by adults on the Pre-school site.

At Humpty Dumpty Pre-school we operate a 'zero tolerance' of the use of inappropriate behaviour anywhere on the Pre-school site.

\*\*inappropriate behaviour means disrespectful conduct towards people or property with the Pre-school site.

Parental Behaviour Policy cont.....

Our Behaviour Policy states:

- That adults set a good example to children at all times, showing them how to get along with all members of the Pre-School and 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 Pre-school premises.

All staff and Managers agree that any adult found to be using inappropriate behaviour towards other adults or children should be dealt with using the following steps.

An adult approaches another child	The adult will be spoken to immediately and the issue investigated by the Deputy Manager. This will be reported to the Proprietor/Manager and recorded. The adult will receive a warning letter.
A parent approaches another parent	The parent should report this to a member of staff or the Deputy Manager. The offending parent/s will be spoken to as soon as possible after the incident and reminded that we have a zero tolerance of inappropriate behaviour. A letter will be given to the parent's. This warns a parent that if it recurs they could be banned from the Pre-school site under Section 547 of the Education Act 1996
A parent approaches a member of staff	This should be reported immediately to the Manager. This will be investigated as soon as possible and the member of staff will be informed of the action taken. The parent/adult will be spoken to and given a warning letter. This warns a parent/s that if it recurs they could be banned from the Pre-school site under section 547 of the Education Act 1996
Recurring inappropriate behaviour	If a parent/s continues to use inappropriate behaviour, they will be referred to the Policy for Parental Behaviour. This indicates how anti-social behaviour, when not corrected, can lead to interviews with the Manager. This can then lead to a ban from the Pre-school site under section 547 of the Education Act 1996

\*\* For 'parent' read for any adult who accompanies children onto the Pre-school site.

Depending on the circumstances of the individual incident, these procedural steps may be amended at the discretion of the Manager. The Pre-school reserves the right to go straight to a ban where the circumstances are sufficiently serious in the Pre-schools view.

This Policy was revised and updated September 2020  
It will be reviewed annually