



**ALC MANAGING UNACCEPTABLE BEHAVIOUR FOR
PARENTS/CARERS AND VISITORS POLICY**

Policy:	Managing Unacceptable behaviour of Parents/Carers and Visitors Policy
Age Range:	3-16
Type:	Non-Statutory
Sub Committee:	Relationships & Wellbeing
Governing Body Approval:	9 th July 2025
Review Date:	9 th July 2025
Staff Lead:	Deputy Headteacher

Version Control

Version	Key Changes	Sub Committee Approval (Date)	Full GB Approval (Date)	Review Date
1.0	New Policy	30 th June 2025	9 th July 2025	9 th July 2026

Review

Monitoring, Evaluation and Review

The Headteacher, Deputy headteacher and Chair of governors will annually review this policy and make any further recommendations to the Governing Body.

A subcommittee of the Governing Body will monitor the application of this policy and associated procedures in order to ensure its continued effectiveness and compliance.

Headteacher:



Chair of Governors:



Date: 9th July 2025

Introduction

Governors and staff at Abertillery Learning Community are very fortunate to have a supportive and friendly parent and carer community. Our parents and carers recognise that educating children is a process that involves partnership between them and the school. We welcome and encourage parents and carers to participate fully in the life of our school and we will act to ensure it remains a safe place to learn and work. Behaviour that is harassing or causes alarm or distress is contrary to the aims of Abertillery Learning Community.

Purpose

We expect all members of our school community to behave in a reasonable way. However, there may be occurrences when behaviour by parents, carers and/or visitors to the school may be considered unacceptable. This policy outlines the steps that will be taken in those rare circumstances.

Aims

The aims of this policy are to ensure that all members of our school community treat each other with respect and that they feel safe on the school site. The vast majority of our parents, carers and visitors are keen to work with us and are supportive of the school's work. If anyone has concerns, we will always listen and seek to address them. We trust that parents, carers and visitors to our school will assist us with the implementation of this policy and we thank them for their continuing support of the school. We would be grateful if parents and carers could ensure that they make all persons responsible for collecting their children aware of this policy.

Expectations

We expect all parents, carers and visitors to:

- Respect the caring ethos and values of our school and cluster.
- Understand that school staff, governors and parents/carers need to work together for the benefit of the learners.
- Treat all members of the school community with respect.
- Approach the school and our staff courteously to help resolve any issues of concern.
- Remember and appreciate how busy members of staff are during the school day.
- Make an appointment when you need to speak with a member of staff.
- Remember that staff will not be asked to leave a class to meet a parent, carer or visitor who has not made a prior appointment.
- Seek to clarify a child's version of events with the school's view to bring about a peaceful solution to any issue.
- Speak to their child when their behaviour poses a risk to the safety of the school community in order to avoid any risk of conflict, aggressive or unsafe behaviour.
- Familiarise themselves with the school policy on relationships, including the school's Anti-Bullying policy and reinforce this with their children.
- Avoid using staff as threats to influence children's behaviour.

- Respect the school environment, to include but not limited to: using correct pedestrian footways into school, driving carefully and considerately within permitted areas following any instructions issued by school staff.

Definitions and examples of Unacceptable Behaviour

1) Aggressive, abusive or offensive behaviour

All members of our school community have the right to work in an environment free from aggressive, abusive or offensive language or behaviour at all times.

The school considers such behaviour to include:

- abusive, obscene, indecent, threatening, violent or offensive language or behaviour
- defamatory, harassing, hateful remarks or accusations against individuals or organisations
- overbearing behaviour; refusing to give staff an opportunity to speak
- threats of, or actual, physical violence
- repeated derogatory comments
- inappropriate sexual or gender-based remarks
- inappropriate cultural, racial, political or religious references
- any other comments that are deemed discriminatory based on race, national or ethnic origin, age, religion or belief, gender and gender reassignment, marital status, socio-economic status, physical or mental disability, sexual orientation or use of the Welsh language
- rudeness or shouting
- emotional abuse or manipulative behaviour

Threats of physical violence or harassment to any person are unacceptable and will be reported to the police.

2) Unreasonable demands and persistence

The school is committed to providing a proportionate amount of time and resources to deal with concerns. Unreasonable demands and persistence may prevent staff from fulfilling this commitment.

The school considers such behaviour to include:

- excessive telephone calls, emails or letters
- sending duplicate correspondence
- persistent refusal to accept a decision or explanation
- continuing to contact the school after a decision, about the same or similar matters, without presenting new or relevant information
- demanding responses within an unreasonable time scale or information not relevant to your concern or complaint
- refusing to cooperate with the school's complaint handling procedures
- raising matters that are immaterial to the complaint or repeatedly changing the substance of the complaint
- persistently copying the school into correspondence
- repeatedly contacting or insisting to speak to a member of staff who is not directly dealing with the complaint/issue

- demanding action relating to items we have no jurisdiction over

3) Challenging behaviour on social media

Social media forums are being used increasingly to fuel campaigns and voice complaints against schools, headteachers, school staff, and in some cases other parents/learners. The school seeks to teach learners the importance of appropriate and responsible use of social media. It is therefore vital that everyone in the school community, including parents and carers, leads by example.

The Governors of our school consider the harmful use of social media as unacceptable and not in the best interests of the learners or the school community. Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, the Headteacher or the Chair of Governors. In the event that any learner or parent/carer 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 their site and provide robust mechanisms to report activities which breach them. The school's Behaviour policy applies to learners who engage in such activities. Our school also expects that any parent/carer or learner removes such comments immediately. Parents/carers making such comments will be invited into school to discuss the implications of posting slanderous comments. The school also reserves the right to contact and report such comments or statements to the relevant authorities, including but not limited to the police and/or social services.

In serious cases, the school will consider legal options to deal with any such misuse of social networking sites.

Finally, and perhaps more importantly, is the issue of cyberbullying or the use of social media by a learner or a parent/carer with the intention to publicly humiliate another or a member of school staff. We will take and deal with this as a serious incident of bullying. Thankfully such incidents are extremely rare.

In addition to the relevant examples above, these behaviours may include:

- naming individual staff members
- sharing abusive, obscene, indecent, threatening, violent or offensive content
- messages that encourage or suggest illegal or illicit activity
- excessive links
- posts revealing too much personal information
- posts that are repetitive or are considered spam, such as the same comment being posted repeatedly

Further examples of Unacceptable Behaviour

In order to support a peaceful and safe school environment, the school will not accept the following behaviours exhibited by parents, carers and visitors;

- Behaviour or conduct which interferes or threatens to interfere with the operation of a classroom, office or any other area of the school grounds and playing fields, including but not limited to team matches. The school will support any decision made by a referee to

sanction a parent including the abandonment of a fixture.

- Using threatening, abusive or insulting words or behaviour towards the school staff, learners, other parents, carers or visitors, to include but not limited to: loud/or offensive language, shouting, swearing, cursing, using profane language, attempting to physically intimidate, use of aggressive hand gestures or displaying temper.
- Threatening to harm a member of school staff, visitor, fellow parent/carer or learner regardless of whether the behaviour constitutes a criminal offence.
- Damaging or destroying school property.
- Sending abusive, vexatious or threatening emails or text/voicemail/phone messages or other written communications.
- Dictating behaviour to staff about how their professional duties should be discharged.
- Speaking to any member of school staff at the school in a manner that is aggressive, demanding or intimidating including invading their personal space.
- Threatening to do actual bodily harm to any member of school staff, Governor, visitor, fellow parent/carer or learner regardless of whether that behaviour constitutes a criminal offence.
- Defamation of the character and/or reputation of the school or any member of staff on Facebook or other social networking sites.
- Please note that any concerns you may have about the school must be made through the appropriate channels, so they can be dealt with fairly, appropriately and effectively for all concerned using the appropriate complaints procedure. You should ask for a copy of the school's Complaint Policy and follow the steps identified in making a formal complaint.
- The use of physical aggression towards another adult or child. This includes physical punishment against your own child on school premises.
- Approaching someone else's child to discuss or chastise them because of their actions towards your own children.
- Wearing clothing that may include offensive language and/or images.
- Making racist, homophobic, transphobic or sexist comments.
- Smoking (tobacco or e-cigarettes) and consuming alcohol or illegal drugs on school premises.
- Attending school premises under the influence of alcohol or drugs.
- Bringing dogs, except for assistance dogs, to school premises.

This list provides illustrations of unacceptable behaviour. It is not exhaustive.

Consequences of Unacceptable Behaviour

Parents, carers or visitors whose behaviour is deemed to be offensive, threatening, aggressive or causes any form of distress will be asked to leave the school premises and must leave at once. If this behaviour is demonstrated via telephone, then following a warning and advice that the call will be terminated, the call will be terminated.

Should any of the above behaviours occur on school premises the school may contact the appropriate authorities including the police and/or social services. If necessary, the school will restrict the access of the person concerned to the school, which may mean prohibiting this person from entering the school grounds. The school may also put in place a communication strategy to restrict communications between this person and the school. The school reserves the

right to take any necessary actions to ensure that members of the school community are not subjected to abuse. This includes a lockdown of the school and the immediate request for the police to attend the school.

Please note that any concerns you may have about the school must be made through the appropriate channels so they can be dealt with fairly, appropriately and effectively. When making a formal complaint, you should follow the steps identified in the school's Complaint Policy. The school will also consider its safeguarding protocols should the behaviour of a parent, carer or visitor raise concerns.

If a parent/carer/visitor behaves in an unacceptable way towards a member of the school community, the Headteacher or appropriate senior staff will assess the level of risk before deciding on a future course of action. The course of action will be reasonable and commensurate with the assessed level of risk. [Any incident of verbal or physical abuse towards school staff will be reported to the police].

Risk Assessment

The Headteacher will assess the risk in order to help make a decision about the level of response. In all cases the response will be reasonable and proportionate. The Headteacher will consider the following questions:

- What form did the abuse take?
- What evidence is there or is it admitted?
- What do witnesses say happened?
- Are there previous incidents to take into consideration?
- Do members of staff/pupils feel intimidated by the behaviour?
- How high is the assessed risk that this will be repeated or there will be retaliation at the school's action? (low, medium, high).

Recording of Incidents

Staff/pupils subject to abuse and witnesses will make written statements about incident(s) which will be kept in a file with subsequent letters. This file will be kept by the Headteacher's PA.

The School's Response

Following the completion of the risk assessment, the Headteacher will decide the level of action to be taken. Actions will include the following:

1. Clarify to the parent/carer/visitor what is considered acceptable behaviour by the school

In some instances, it may be appropriate simply to ensure the parent/carer/visitor is clear about behaviour standards expected by the school. This could be explained by a letter from the Headteacher. This letter may contain a warning about further action if

there are further incidents. Depending on the parent/carer/visitors response a meeting may then be held to discuss the situation and how this can be avoided in future.

2. Invite the parent/carer/visitor to a formal meeting to discuss events

This could be helpful to discuss and defuse the situation. The safety and well-being of those attending such a meeting must be carefully considered. Members of school staff will always be accompanied by at least one other colleague at any such meeting. Consideration should be given to the seating arrangements, and care taken to ensure exits cannot be blocked by

a parent/carer/visitor who could potentially become aggressive. The main points of discussion and any agreed actions should be noted, and a follow-up letter or email sent to confirm the school's expectations and any agreed actions.

3. Impose conditions on the parent/carer/visitor's contact with the school and its staff

Although fulfilling a public function, schools are private places. The public has no automatic right of entry. Parents/carers of enrolled pupils have an 'implied licence' to come onto school premises at certain stated times. It is for schools to define and set out the extent of such access. Parents/carers exceeding this would be trespassing.

Depending on the type, level or frequency of the unacceptable behaviour, the school may consider imposing conditions on the parent's/carer's contact with the school.

These conditions may include (but are not exclusively):

- being accompanied to any meeting with a member of school staff by a member of SLT
- restricting contact by telephone to named members of the senior leadership team
- restricting written communications to named members of the senior leadership team
- restricting attendance at school events to those where the parent will be accompanied by a member of the senior leadership of the school
- restricting communication from the parent (e.g. blocking emails to certain addresses);
- restricting access to the school site by parents
- any other restriction as deemed reasonable and proportionate by the Headteacher.

In this case the parent/carer will be informed by letter from the Headteacher the details of the conditions that are being imposed. The parent/carer would then be given 10 working days from the date of that letter to make representations in writing about the conditions to the Chair of Governors. The Chair of Governors will decide whether to confirm or remove the conditions. This will be communicated to the parent/carer in writing within 10 working days of the date of the parent's letter.

If the decision is to confirm the conditions imposed, this decision will be reviewed

by a sub committee of the governing body after approximately six months (and every six months after that, if appropriate). The parent/carer will be invited to make written representation to the sub committee. This and the evidence from the Headteacher will be considered at a meeting of the sub committee of governors. The sub committee may decide to maintain, extend or remove the conditions. The decision of the review will be communicated to the parent/carer by the clerk to the Governors within 10 days of the date of the meeting.

When deciding whether it will be necessary to maintain, extend or remove the conditions, The sub committee will give consideration to the extent of the parent's/carer's compliance with the conditions, any appropriate expressions of regret and assurance of future good conduct received from him/her and any evidence of the parent's/carer's co-operation with the school in other respects.

4. Imposing a ban

Where other procedures have been exhausted and abuse, aggression or intimidation continues or where there is an extreme single act of verbal/physical abuse then the school may consider banning the individual from school premises. This could include banning a parent/carer from accessing school staff by written communication or telephone (other than in the event of an emergency). The decision regarding whether parental/carer conduct constitutes an 'extreme single act of verbal/physical abuse' will be at the discretion of the Headteacher.

In these circumstances, the parent/carer will be advised in writing by the Headteacher that a provisional ban is being imposed. The parent/carer will have 10 working days from the date of that letter to make representations of the ban in writing to the Chair of Governors.

The Chair of Governors will decide whether to confirm or remove the ban. This will be communicated to the parent/carer in writing within 10 working days of the receipt of their letter. If the Chair's decision is to confirm the ban, the parent/carer will be offered an annual meeting about their child's progress, usually with a member of senior staff.

A decision to impose a ban will be reviewed by the sub committee of governors after approximately six months (and every six months after that, if appropriate). The parent/carer will be invited to make written representation to the sub committee; this and the evidence from the Headteacher will be considered at a meeting of the sub committee of governors. The sub committee may decide to remove the ban, extend the ban or impose conditions on parent's/carer's access to the school. The decision of the review will be communicated to the parent/carer by the clerk to the Governors within 10 days of the date of the meeting.

In deciding whether to remove or extend the ban or impose conditions, the sub committee will give consideration to the extent of the parent's/carer's compliance with the ban, any appropriate expressions of regret and assurance of future good conduct received from him/her and any evidence of the parent's/carer's co-operation with the

school in other respects.

5. Removal from school

Parents/carers who have been banned from the school premises and continue to cause a nuisance will be deemed to have committed an offence under section 547 of the 1996 Education Act. This makes it a criminal offence for a person who is on school premises without legal permission to cause or permit a nuisance or disturbance. They will be considered trespassers. In these circumstances the matter will be reported to the police for them to take action.

6. Complaints policy

Any complaint that arises from incidents of abusive behaviour will be dealt with under the complaints policy.

Appendices

Warning

Model letter 1: This is an initial letter from the Headteacher to ensure the parent/carer/visitor is clear about behaviour standards expected by the school. This letter contains a warning about further action if there are other incidents.

Imposing conditions on the parent/carer/visitor's attendance at school events

Model letter 2: This is a letter from the Headteacher informing parents/carers/visitors of the school's decision to impose conditions on their attendance at school events, pending review by the Chair of Governors.

Model letter 3: Letter from the Chair of Governors informing parents/carers/visitors of the decision to confirm or remove the conditions.

Imposing a ban

Model letter 4: Letter from Headteacher informing parents/carers/visitors of the school's intention to impose a ban on their attendance at school premises, pending review by the Chair of Governors.

Model letter 5: Letter from the Chair of Governors informing parent/carers/visitors of the decision to confirm or remove ban.

Reviewing the decision to impose conditions or impose a ban

Model Letter 6: Letter from clerk to Governors requesting statement from parents to

Governing Body for review of decision.

Model letter 7: Letter from clerk to the Governors to confirm the outcome of further reviews of decisions where the imposition of conditions/ban has been extended or removed.

Model Letter 1: Warning (sent by Headteacher)

Recorded delivery and/or email

Dear

Abertillery Learning Community has a duty to provide a safe and healthy environment for both its pupils and those members of staff employed on the site.

Your behaviour GIVE DATES & DETAILS:

This has compromised the responsibility of the Subcommittee of Governors and is contrary to our aim to provide an environment in which the pupils and staff can work productively together whilst feeling safe and not threatened.

The purpose of this letter is to formally outline the consequence of the continuation of such behaviour. I must inform you that should a further incident of a similar nature occur in the future, this could result in the school imposing conditions on your contact with school.

This is not something that the school wants to do as we value working with parents/carers. I ask for your support to ensure that your future conduct when dealing with the school is respectful and polite. We want to continue our work to ensure that your son/daughter flourishes, makes progress and is able to operate in line with the systems and policies of the school. You may wish to make representations on the incident, in which case I refer you to the Schools' Complaints Procedure on our website, which sets out the process which you should follow in making any response.

I am sorry that the school has had to take this step as we value contact with you, and other parents and know that this plays an important part in the educational progress of a child. The school has always maintained that a child's education should be a partnership between the school and parents/carers and works hard to ensure that information is shared in a timely and effective manner.

I would hope we can consider this matter closed and work positively together in the future to support your child in their education.

Yours sincerely

Head Teacher

Model Letter: 2 Imposing conditions on the parent's/carers attendance at school events, pending review (sent by Headteacher)

Recorded delivery and/or email

Dear

I have received a report from the (name of staff) about your conduct on at (add summary of incident and its effect on staff and pupils)

(You will recollect that I have already written to you about a previous incident on (date) informing you of the consequence of any further insulting or aggressive behaviour on your part).

I must inform you that the Subcommittee of Governors, in line with our policy, will not tolerate conduct of this nature and will act to defend school staff and pupils.

I am therefore writing to inform you that I am imposing conditions on the contact you may have with school. These are as follows: (delete as appropriate)

- You must be accompanied to any meeting with a member of school staff
- You may not contact by telephone or in writing any member of staff.
- You may not attend any events for parents/carers except those where you will be accompanied by members of the senior leadership of the school.
- Other conditions are reasonable and proportionate. The restrictions above are provisional until they have been reviewed by the Chair of Governors. Please consider them to be in force until you receive confirmation.

The Chair of Governors will need to decide whether it is appropriate to confirm or overturn this decision. You may, if you wish, send in writing any comments or observations of your own within 10 working days of the date of this letter. These comments may be to challenge or explain the facts of the incident, to express regret and give assurances about your future good conduct. The Chair of Governors will then write to you with the outcome of her decision.

If on receipt of your comments, the Chair of Governors considers that my decision should be confirmed, you will be supplied with details of how the conditions will be reviewed by the Subcommittee of Governors.

Yours sincerely

Headteacher
Cc: Chair of Governors

Model Letter 3: Letter to confirm or overturn Headteacher's decision to impose conditions (sent by Chair of Governors)

Recorded delivery and/or email

Dear

The Head Teacher wrote to you on (date) to detail concerns about an incident when your behaviour towards (name) fell short of what we would expect as a school. You will be aware that she has written to you previously about your behaviour towards staff.

I have not received a written response from you/I have received a letter from you dated **(date)** the contents of which I have considered carefully.

In the circumstances, and after further consideration of the Headteacher's report and your letter, I have determined that the decision to impose conditions on your contact with school should be confirmed. The conditions are as follows:

- (Copy conditions from HT's letter)

This decision will be reviewed by the Governing Body in approximately six months' time. The Clerk to the Governors will write to you in advance of the meeting to ask you to provide a written statement for their consideration. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you; and any evidence of your cooperation with the school in other respects.

OR

In the circumstances, and after further consideration of the Headteacher's report and your letter, I have determined that the decision to impose conditions on you should be overturned. You may hence attend school events as normal. However, should there be a repeat of inappropriate behaviour towards staff all of the above sanctions may be applied.

Yours sincerely

Chair of Governors

cc: Headteacher

Model Letter 4: Imposition of a ban on contacting or attending the school, pending review (sent by Headteacher)

Recorded delivery and / or email

Dear

I have received a report from the (name of staff) about your conduct on at (add summary of incident and its effect on staff and pupils).

You will recollect that I have already written to you about a previous incident on **(date)** warning you of the consequence of any further insulting or aggressive behaviour on your part.) *This sentence may be omitted in the event of an 'extreme single act of verbal or physical abuse', where a parent may not have received a previous letter.*

I must inform you that the Subcommittee of Governors, in line with our policy, will not tolerate conduct of this nature and will act to defend school staff and pupils.

I am therefore writing to inform you that I am recommending imposing a ban on you attending or contacting the school. This means you may not attend school for any reason whatsoever. You must not make contact with any member of staff by telephone or e-mail. *Example condition:*

You do, however, have the right to attend one meeting per year to discuss your child's progress. This meeting will be with me. I will contact you to arrange this at the time of the next parents'/carers' Evening.

The restrictions above are provisional until they have been reviewed by the Chair of Governors. Please consider them to be in force until you receive her confirmation.

The Chair of Governors will need to decide whether it is appropriate to confirm or overturn this decision. Please send in writing any comments or observations of your own within 10 working days of the date of this letter. These comments may be to challenge or explain the facts of the incident, to express regret and give assurances about your future good conduct.

If on receipt of your comments, the Chair of Governors considers that my decision should be confirmed, you will be supplied with details of how this ban will be reviewed by the Subcommittee of Governors.

Yours sincerely

Headteacher
cc: Chair of Governors

Model Letter 5: Letter to confirm or overturn Headteacher's decision to impose a ban (sent by Chair of Governors)

Recorded delivery and/or email

Dear

The Head teacher wrote to you on **(date)** to detail concerns about an incident when your behaviour towards (name) fell far short of what we would expect as a school. You will be aware that she has written to you previously about your behaviour towards staff. I have not received a written response from you/I have received a letter from you dated **(date)**, the contents of which I have considered carefully.

In the circumstances, and after further consideration of the Headteacher's report and your letter, I have determined that the decision to impose a ban on you should be confirmed. This means you may not attend school for any reason whatsoever. You must not make contact with any member of staff by telephone or e-mail. You do, however, have the right to attend one meeting per year to discuss your child's progress. This meeting will be with the Head Teacher or a member of the senior team.

This decision will be reviewed in six months' time by the Subcommittee of Governors. The Clerk to the Governors will write to you in advance of the meeting of the Subcommittee of Governors to ask you to provide a written statement for their consideration. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you and any evidence of your cooperation with the school in other respects.

OR

In the circumstances, and after further consideration of the Headteacher's report and your letter, I have determined that the decision to impose a ban should be overturned. You may hence attend school events as normal. However, should there be a repeat of inappropriate behaviour towards staff all of the above sanctions may be applied.

Yours sincerely

Chair of Governors cc: Headteacher

Model Letter 6: Letter from clerk to the Governors requesting parents'/carers' statement for review by Governing Body (sent by clerk to Governors)

Recorded delivery and/or email

Dear

The Head teacher wrote to you on **(date)** to detail concerns about your behaviour towards school staff/pupils fell short of what we would expect as a school. As a result of this incident, conditions were imposed on you/a ban was imposed.

This decision will be reviewed by the Subcommittee of Governors at their next meeting on **(date)**. I am writing to ask whether you would like to make a written statement to Governors for their consideration in making the decision whether to remove the restriction or extend it.

If you wish to make a written statement, please can you email it to me at **(address)** by **(date - parents should be given 10 days to respond)**.

Yours sincerely

Clerk to Governors cc: Headteacher
cc: Chair of Governors

Model Letter 7: Letter detailing outcome of Governing Body review (sent by Clerk to Governors)

Recorded delivery and/or email

Dear

I wrote to you on **(date)** to request a statement to enable Governors to review the school's decision to impose conditions/ban you from attending school premises.

I have not received a written response from you/I have received a letter from you dated **(date)**, the contents of which were considered carefully by the Governors at their meeting on **(date)**.

In the circumstances, and after further consideration of the Headteacher's report (and your letter), the Subcommittee of Governors have determined that the decision to impose conditions/ban you from attending or contacting school should be confirmed. The conditions of your attendance on site are as follows:

- You must be accompanied to any meeting with a member of school staff.
- You may not contact by telephone or in writing any member of staff.
- You may not attend any events for parents except those where you will be accompanied by a member of the senior leadership of the school.
- Any other condition imposed.

OR

- You must not attend any event in school except for an annual meeting about your child's progress. This meeting will be conducted by the Headteacher.
- You may not contact by telephone or in writing any member of staff.

This decision will be reviewed again in six months' time. When deciding whether it will be necessary to extend the application of conditions to attend school premises, consideration will be given to the extent of your compliance with the decision, any appropriate expressions of regret and assurance of future good conduct received from you; and any evidence of your cooperation with the school in other respects.

OR

In the circumstances, and after further consideration of the Headteacher's report and your letter, Governors have determined that you should once again be allowed to attend parents' events as usual. All conditions have been removed. However, should there be a repeat of inappropriate behaviour towards staff this decision may be revoked.

Yours sincerely

Clerk to Governors cc: Headteacher
cc: Chair of Governors