

ANTISOCIAL BEHAVIOUR POLICY STATEMENT & PROCEDURE



Hempshill Hall Primary School

September 2026

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ANTISOCIAL BEHAVIOUR POLICY STATEMENT & PROCEDURE

Staff, parents and children are entitled to a safe environment in which to enter, work and learn.

This safe and respectful environment is outlined in our school's 'CODE OF CONDUCT' which outlines expectations for pupils, parents and visitors whilst on school site. Members of our school community have to sign the school code of conduct (see Appendix A) in the admissions paperwork.

Behaviour that causes harassment, alarm or distress to others is contrary to the purposes of the school.

The school aims to facilitate that no members of staff, parents, visitors or children are subject to abusive behaviour or open to threats from others on school premises.

Antisocial behaviour on school premises will not be tolerated. We have a zero tolerance approach to antisocial behaviour and the school will deal with any incidents in line with this policy.

References in this policy to "parent" also includes carers, guardians and any other person that may enter school premises.

References to the "Council" relate to Nottingham City Council.

What is antisocial behaviour (ASB)?

Anti-social behaviour is any behaviour or act which causes or is likely to cause others harassment, alarm or distress or which causes a nuisance to others or has an impact on the environment.

This includes, but is not limited to:

- Approaching any child/parent/staff member in a confrontational or aggressive manner
- Physical and verbal intimidation e.g. standing very close, actions that restrict movement
- Abusive telephone calls
- The use of aggressive hand gestures, exaggerated movements, gestures, insults, posturing, shouting, innuendo
- Being under the influence of drugs or alcohol on the school site
- Swearing, shouting or verbally abusing another person, whether directly or indirectly
- Physical or verbal threats to assault
- Pushing, hitting, Spitting, physically assaulting e.g. by slapping, punching, kicking, restraining, poking, scratching, head butting, tripping, use of weapons, use of missiles
- Unreasonable demands or blackmail
- Derogatory comments made in relation to race, gender, sexual orientation, age, size, disability and any other protected characteristics as set out in Equality Act 2010
- Writing aggressive/threatening letters or emails
- Verbal threats to posting abusive content on social networking sites

What will the school do if ASB occurs on school premises?

Internal School and Governing Body Decisions *(listed as a graduated response)*

- Staff will calmly and verbally re-iterate expectations of school site as per the agreed code of conduct.
- Staff will explain consequences if parent does not adjust behaviour.
- If a member of staff feels ASB has occurred on school site – they must alert the HT / member of the senior leadership team. In some cases, it will not be deemed appropriate to have conversations with the perpetrator of antisocial behaviour, for instance, if by doing so would place a staff member at risk.
- The school will record the details of the antisocial behaviour incident e.g. on My Concern / Arbor
- If the behaviour persists / is serious enough, a written warning will be issued by the school re-iterating expectations of parents whilst on school site and highlighting how the parent contravened this in the instance [see Appendix B example].

- If there is a repeat of anti-social behaviour – can be on two separate occasions etc depending on severity of behaviour, this will be followed up with letter which will make clear that a site ban will be considered. [see Appendix C example].
- If antisocial behaviour continues (anything under the list of bullet points) or parental behaviour is so significant on a one off occasion, a parent will be issued with a ban from school site – up to 6 weeks. The letter attached in this policy may be used but it is recommended schools discuss this with the legal team prior to use (Appendix D example].
- If during the 6 weeks / decided length of ban – there is further antisocial behaviour which impacts on the school community (including social media ASB comments etc) the ban will be reviewed and extended.
- If a ban is extended the LA will be informed.
- When issuing / extending a ban beyond 6 weeks, the LA legal team **must** be consulted.
- In significant cases – where antisocial behaviour continues to escalate despite the above being in place, a lifetime ban will be issued (reviewed termly). The LA will be informed of this and via the legal team will support the decision for the lifetime ban.
- All site bans will be reviewed regularly with written correspondence.
- If a parent moves to another school setting whilst a ban / lifetime ban from school site is in place – procedures may be accelerated within this policy if the parent continues with displaying antisocial behaviour at a new LA maintained site.

It is recommended that schools keep a chronology of antisocial behaviour incidents / bans implemented and review dates to consider to support the response to antisocial behaviour. A parent will not be prevented from having information sent to them about their child's wellbeing during the school day or their educational attainment. A school will decide on a case-by-case basis whether to communicate to a parent displaying antisocial behaviour by:

-Text / Email

-Phone Contact

-Through another parent

-Letter

School seeking external support:

Where behaviour is more serious (such as staff/children being at risk or any criminal incident or behaviour), the school may:

-Report the incident(s) of ASB to the Council's Community Protection department asbteam@nottinghamcity.gov.uk , the Police or other relevant body.

The Council or police will then investigate any allegations and incidents and pursue any action taken; they deem appropriate.

Escalation to legal

Depending on the outcome of investigations and actions taken, the school, in conjunction with the Council, may:

- Issue a letter banning the person from entering school premises in a lifetime.
- Take any other appropriate action as advised by the Council or the Police
- Instruct the Council's legal department to take further action if required. This could include action to apply for an injunction under the Antisocial behaviour, Crime and Policing Act 2014 (or any other relevant legislation)

Other Action

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

If the person engaging in ASB is a tenant of the Council and the incident(s) took place in the locality of where they live, action may be taken in relation to the person's tenancy.

Reviews:

Reviews or challenges of any decisions made by the School under this Policy, should initially be made to the Headteacher or Chair of Governors. This must be done by sending any representations to the Headteacher/Chair of Governors directly, in writing, within 14 days of any decision being issued.

Where it is a council or police decision, their own procedures should be consulted and followed.

This policy will be reviewed by the School and Governing Body, as necessary and no less than every 2 years.

Online Anti Social Behaviour

Unacceptable conduct, (e.g. defamatory, discriminatory, offensive, harassing content or a breach of data protection, confidentiality, copyright) will be considered extremely seriously by this school and will be reported as soon as possible to a relevant senior member of staff and escalated where appropriate.

Legal considerations

- Users of social media should consider the copyright of the content they are sharing and, where necessary, should seek permission from the copyright holder before sharing.
- Users must ensure that their use of social media does not infringe upon relevant data protection laws, or breach confidentiality.

Handling abuse

- Hempshill Hall Primary will handle offensive comments swiftly and with sensitivity.
- If a conversation turns and becomes offensive or unacceptable, Hempshill Hall School users should block, report or delete other users or their comments/posts and should inform the audience exactly why the action was taken
- If you feel that you or someone else is subject to abuse by colleagues through use of a social networking site, then this action must be reported using the agreed Hempshill Hall School protocols.

Cyber bullying - cyber bullying is taken seriously.

- Incidents of cyber bullying will be dealt with and reported along the same chain as the Anti-Bullying Policy.
- Staff members should never respond or retaliate to cyberbullying incidents. Incidents should instead be reported as inappropriate, and support sought from their line manager or senior staff member.
- Evidence from the incident should be saved, including screen shots of messages or web pages, and the time and date of the incident.
- Where the perpetrator is a current pupil or colleague, most cases can be dealt with through the school's own disciplinary procedures.
- Where the perpetrator is an adult, in nearly all cases, a senior staff member should invite the victim to a meeting to address their concerns, ensuring all parties are aware of online content. Where appropriate, the perpetrator will be asked to remove the offensive content.
- If the perpetrator refuses to comply, the school will make a decision if to escalate the concern. This could include contacting the internet service provider in question through their reporting mechanisms, if the offensive content breaches their terms and conditions.
- If the material is threatening, abusive, sexist, of a sexual nature or constitutes a hate crime, the school will consider contacting the police.

Use of images

- Hempshill Hall Primary Schools use of images can be assumed to be acceptable, providing the following guidelines are strictly adhered to;

- Permission to use any photos or video recordings should be sought in line with the school's digital and video images policy/data consent policy. If anyone, for any reason, asks not to be filmed or photographed then their wishes should be respected.
- Under no circumstances should staff share or upload student/pupil pictures online other than via Hempshill Hall Primary School's owned social media accounts

Social Media Use – Pupils and Parents/Carers

- Pupils are responsible for following the school rules and will be expected to follow requests from teachers.
- Pupils may not access social media during lesson time, unless it is part of a curriculum activity.
- Breaches of this policy by pupils will be taken seriously, and in the event of illegal, defamatory or discriminatory content could lead to significant consequence.
- Pupils and parents/carers must not attempt to "friend" or otherwise contact members of staff through social media. If attempts to contact members of staff through social media are made, they will be reported to the headteacher.
- Pupils and parents/carers should not post anonymously or under an alias to evade the guidance given in this policy.
- Pupils and parents/carers must not post content online which is damaging to the school or any of its staff or pupils.
- Pupils at Hempshill Hall Primary must not sign up to social media sites that have an age restriction above the pupil's age.
- If inappropriate content is accessed online on school premises, it must be reported to a teacher.
- Any offensive or inappropriate comments pupil's post about Hempshill Hall Primary will be resolved by the use of the school's behaviour and relationships policy
- If parents/carers have access to a school learning platform where posting or commenting is enabled, parents/carers will be informed about acceptable use.
- Parents/Carers are encouraged to comment or post appropriately about Hempshill Hall Primary School. In the event of any offensive or inappropriate comments being made, Hempshill Hall Primary School will ask the parent/carer to remove the post and invite them to discuss the issues in person. If necessary, refer parents to the school's complaints procedures.

Appendix A: Exemplar Expectations of Parents on school site / Home – School Family Agreement / Code of Conduct

Our aim is to be a respectful and inclusive school community. We are a large and very busy school doing our best to ensure that the children who attend Hempshill Hall Primary School are central to the decisions that we make. We make every effort to communicate verbally, through email or on the phone incidents which may happen throughout the day and which are investigated thoroughly.

We realise parents may not always agree with school on how things are done and decisions which are made and we are happy to listen to feedback when it is communicated respectfully. We ask parents to support the ethos of the school by setting a good example in their own speech and behaviour towards all members of the school community in person and through social media.

We expect parents, carers and visitors to:

- Respect the ethos and values of our school
- Understand that both teachers and parents need to work together for the benefit of their children.
- Demonstrate that all members of the school community should be treated with respect and therefore set a good example in their own speech and behaviour.
- Seek to clarify a child's version of events with the school's view in order to bring about a solution to any issue which may arise.
- Correct their own child's behaviour especially in public where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour.
- Approach the school to help resolve any issues of concern.

Appendix B: a written warning will be issued by the school re-iterating expectations of parents whilst on school site and highlighting how the parent contravened this in the instance

We are writing this letter to reiterate our expectations of all parents on school site.

Our aim is to be a respectful and inclusive school community. We are a large and very busy school doing our best to ensure that the children who attend Hempshill Hall Primary School are central to the decisions that we make. Our ambition is for teachers to be able to focus on teaching well in the classroom and as such we have high expectations of the behaviour of pupils and parents. We make every effort to communicate verbally, through email or on the phone incidents which may happen throughout the day and are investigated thoroughly.

We realise parents may not always agree with school on how things are done – decisions which are made and we are happy to take on board feedback when it is communicated respectfully.

You will note in your child's learning log that the **Home School Family Agreement / code of conduct for parents** is asked to be acknowledged and signed by pupils and parents. We ask parents to support the ethos of the school by setting a good example in their own speech and behaviour towards all members of the school community in person and through social media.

We would ask that parents do not antagonise other parents with their behaviour or conduct on or off school site. On this occasion, you have _____

We ask that parents consider their language and behaviour on school site carefully. On this occasion, you have _____

We would appreciate our school community supporting to diffuse areas of tension if they exist by using different entrance gates to school – by not loitering on or off school site and using the space to spread out when waiting away from school entrances / areas of possible congestion.

Kind Regards,

APPENDIX C: Repeated anti-social behaviour – letter which will make clear that a site ban will be considered.

Dear [name]

Re: Incident at [school] on [date]

We are writing to you about further incidents that took place on school premises on [date] at [time]. The details of the incident(s) are as follows:

[Provide full details of incident with as much information as possible, so avoid using “shouting and screaming” for example, without stating what words were shouted etc. Also explain the impact of the incident on others – e.g. the staff member was extremely distressed by this behaviour/ children were present and heard your abuse etc]

You were spoken to face to face about this incident on [date] and your response was...../ we have previously had to speak to you about similar incidents such as on [date] the class teacher discussed X with you and asked you not to use abusive language [explain any prior discussions here or prior verbal warnings]/ We have tried to speak to you to discuss this incident but have been unable to contact you/ As this incident is serious and involved a threat to a staff member [explain why it was serious and verbal warning not given], we consider it appropriate to warn you in writing.

Antisocial behaviour is unacceptable on school premises. (See out Anti Social Behaviour Policy). It has an impact on staff, children and others present on site. The school's priority is the education and welfare of its children and staff, parents and children are entitled to a safe environment in which to work, learn and enter.

We ask that you immediately cease engaging in such behaviour, this includes [list what behaviour is an issue e.g. shouting, verbally abusing, sending aggressive emails etc]. If any further incidents take place, the school will:

- Issue you with a further letter, banning you from entering school premises for a period or restricting your contact with the School
- Report this matter to the Police and/or the Council

Should you need to discuss any aspect of your child's education or schooling, you are requested to contact [details of person/email etc]. We would ask that be done in an appropriate manner, without the use of abusive language or intimidation behaviour towards staff [delete if not relevant to specific case].

Dear [name]

Re: Incident at [school] on [date]

We are writing to you about an incident/incidents that took place on school premises on [date] at [time]. The details of the incident(s) are as follows:

[Provide full details of incident with as much information as possible, so avoid using “shouting and screaming” for example, without stating what words were shouted etc. Also explain the impact of the incident on others – e.g. the staff member was extremely distressed by this behaviour/ children were present and heard your abuse etc]

You were spoken to face to face about this incident on [date] and your response was...../ we have previously had to speak to you about similar incidents such as on [date] the class teacher discussed X with you and asked you not to use abusive language [explain any prior discussions here or prior verbal warnings]/ We have tried to speak to you to discuss this incident but have been unable to contact you. [[Delete/amend as appropriate depending on circumstances of case]].

Antisocial behaviour is unacceptable on school premises. It has an impact on staff, children and others present on site. The School's priority is the Education and welfare of its children and staff, parents and children are entitled to a safe environment in which to work, learn and enter. We would remind you of the School's Antisocial Policy Statement and Procedure which can be found on our website [link].

This matter has been reported by the school, to the Police and the Council's Community Protection department for them to investigate and take any further action that they consider appropriate.

In the meantime, the School expects:

- That you immediately cease engaging in such behaviour, this includes [list what behaviour is an issue e.g. shouting, verbally abusing, sending aggressive emails etc]. Any further incidents will also be reported to the Police/Council
- As this incident was serious and involved a threat to a staff member [explain why it was serious e.g. threat, assault, risk to staff], we have made the decision that your licence to be, enter or remain on our school site is revoked. This means that you are not permitted to enter the school site effective immediately until **[DATE]**. The arrangements for safe entry and exit for your child accessing school during this time will be:
- You can make formal representations to the Headteacher/Chair of Governors [delete as appropriate] as to why you should have access to the school. You may do this by written representation (i.e. letter or e-mail) or pre-arranged phone call to the Headteacher / Chair of Governors.
- Should you need to discuss any aspect of your child's education or schooling, you are requested to contact [details of person/email etc]. We would ask that be done in an appropriate manner, without the use of abusive language or intimidation behaviour towards staff [delete if not relevant to specific case].