

## **St Saviour's CofE Policy for dealing with Unreasonably Persistent Complaints, Harassment or Aggression**

The Headteacher and staff deal with specific complaints as part of their day-to-day management of the school in accordance with the School's Complaints Procedure.

The majority of complaints are handled in an informal manner and are resolved quickly, sensitively and to the satisfaction of the complainant. The school is extremely committed to promoting positive relationships with all members of the school community, regardless of age, sex, religion, ability or culture and it welcomes the opportunity to address and resolve issues that may arise.

However, there are rare occasions when complainants behave in an unreasonable manner when raising and/or pursuing concerns. The consequences are that the actions of the complainants begin to impact negatively on the day-to-day running of the school and directly or indirectly the overall well-being of the children or staff in the school. In these exceptional circumstances the school may take action in accordance with this policy.

1. What does the school expect of any person wishing to raise a concern? The school expects anyone who wishes to raise concerns with the school to:

- ❖ treat all members of the school community with courtesy and respect;
- ❖ respect the needs of pupils and staff within the school;
- ❖ avoid the use of violence, or threats of violence, towards people or property;
- ❖ avoid any aggression or verbal abuse;
- ❖ recognise the time constraints under which members of staff work and allow the school a reasonable time to respond to a complaint;
- ❖ recognise that resolving a specific problem can sometimes take time;
- ❖ follow the school's complaints procedure (and for staff members to follow the appropriate internal staff procedure).

### **What do we mean by 'unreasonably persistent complainants'?**

For the purpose of this policy, an unreasonably persistent complainant may be anyone who engages in unreasonable behaviour when making a complaint. This will include persons who pursue complaints in an unreasonable manner.

Unreasonable behaviour may include the following (not an exhaustive list):

- ❖ actions which are obsessive, persistent, harassing, prolific, repetitious;
- ❖ prolific correspondence or excessive e-mail or telephone contact about a concern or complaint;
- ❖ uses Freedom of Information requests excessively and unreasonably;
- ❖ an insistence upon pursuing unsubstantial complaints and/or unrealistic or unreasonable outcomes;
- ❖ an insistence upon pursuing complaints in an unreasonable manner;
- ❖ an insistence on only dealing with the Headteacher on all occasions irrespective of the issue and the level of delegation in the school to deal with such matters;
- ❖ an insistence upon repeatedly pursuing a complaint when the outcome is not satisfactory to the complainant but cannot be changed, for example, if the desired outcome is beyond the remit of the school because it is unlawful.
- ❖ making what appears to be groundless complaints about staff dealing with the complaint and seeking to have them replaced.
- ❖ abusive or threatening behaviour or language towards school staff.
- ❖ failing to specify grounds of the complaint, despite offers of assistance from the school.

### **What is harassment?**

We regard harassment as including the unreasonable pursuit of issues or complaints, particularly if the matter appears to be pursued in a way intended to cause personal distress, rather than to seek a resolution.

Behaviour may fall within the scope of this policy if:

- ❖ it appears to be deliberately targeted at one or more members of school staff or others, without good cause;
- ❖ the way in which a complaint or other issue is pursued (as opposed to the complaint itself) causes undue distress to school staff or others;
- ❖ it has an unjustifiably significant and disproportionate adverse effect on the school community.

### **School's responses to unreasonably persistent complaints or harassment.**

This policy is intended to be used in conjunction with the school's complaints procedure. Taken together, these documents set out how we will always seek to work with parents, carers and others with a legitimate complaint to resolve a difficulty.

However, in cases of unreasonably persistent complaints or harassment, the school may take some or all of the following steps, as appropriate:

- ❖ inform the complainant informally that his/her behaviour is now considered by the school to be unreasonable or unacceptable, and request a changed approach;
- ❖ inform the complainant in writing that the school considers his/her behaviour to fall under the terms of the Unreasonably Persistent Complaints/ Harassment Policy;
- ❖ require any future meetings with a member of staff to be conducted with a second person present. In the interests of all parties, notes of these meetings may be taken;
- ❖ inform the complainant that, except in emergencies, the school will respond only to written communication and that these may be required to be channelled through a third party chosen by the school, for example the Local Authority or County Solicitor;
- ❖ inform the complainant that, with the exception of urgent communication regarding their child in school, the school will respond to their correspondence on a 6 weekly basis only;
- ❖ take legal advice on pursuing a case under Anti-Harassment legislation.

Legitimate new complaints will always be considered in an appropriate time frame, even if the person making them is (or has been) subject to the Unreasonably Persistent Complaints/ Harassment Policy. The school nevertheless reserves the right not to respond to communications from individuals whose conduct falls within the scope of this policy.

### **Physical or verbal aggression**

The governing body will not tolerate any form of physical or verbal aggression against members of the school community. If there is evidence of any such aggression the school may:

- ❖ ban the individual from entering the school site, with immediate effect;
- ❖ request an Anti-Social Behaviour Order (ASBO);
- ❖ take legal advice on pursuing a case under Anti-Harassment legislation;
- ❖ call the police to remove the individual from the premises, under powers provided by the Education Act 1996.

**Right of appeal:** All persons who are notified by the school that they are being dealt with under this procedure have the right of appeal. Appeals must be addressed to the Chair of Governors under confidential cover, care of the school. The Chair of Governors will consider each appeal on its merits, consulting with the Headteacher as appropriate. The outcome of the appeal should be notified to the appellant and copied to the Headteacher within 10 working days of receipt.