

05 July 2023

Dear Parents/Carers,

Re: Unacceptable Behaviour * IMPORTANT message for Parents * PLEASE READ

As its Chair, I am writing to you all on behalf of the whole Governing Body.

We are very grateful that the vast majority of our parents are supportive and appreciative of our school. However, it has come to the Governors' attention that over this school year there have been increasing incidents of abusive, coercive, confrontational and intimidating behaviour towards staff. These have been in person, by telephone, email and via social media platforms and these have been particularly concerning over the past few weeks.

This is completely unacceptable behaviour and isn't in following with the school Christian values. We are all role models for our children and we should lead by example by demonstrating positive behaviour. Children mimic what they see and will think that it is acceptable if they see adults behaving that way.

You will appreciate that it is very time consuming for staff to deal with, with a danger of impacting on our most important job - children's progress and learning.

As a Governing Body, we have a clear duty of care not only to your children but also to every member of staff who works so tirelessly for the good of our school and who always have the children you entrust to them at the heart of everything they do.

We understand that ultimately parents will only be interested in their own children's wellbeing. However, we urge you to reflect on the effect this kind of extreme adult behaviour has on staff wellbeing. These are professional people, all accustomed to dealing with others. They also have the same anxieties, professional and personal pressures as anyone else would, especially in the current climate.

As Governors we will be wholeheartedly supporting staff in every way we can.

At present staff have been readily available for parents to speak to. With the nature of behaviour staff have been subjected to, we will now be working with school leaders to put measures in place to better protect staff wellbeing and safety. We will be looking at more controlled communication channels between parents and school, reviewing school gate procedures and weighing the benefits of trips going forward.

From September we will be strengthening the content of the Home/School Agreement that all parents/carers sign each year.

If you have any comments to make about the content of this letter, please contact me via the Clerk to Governors on: clerk@kingsnorth.kent.sch.uk

Thank you for your time and ongoing support for a school community that belongs to us all and deserves our collective support.

Yours sincerely,

Chris Myers
Chair of Governors
Kingsnorth CE Primary School