



## **Parents Code of Conduct**

At Bleakhouse Primary, parents recognise that educating children is a process that involves partnership between home and school and understand the importance of a good working relationship to equip children with the necessary skills for adulthood. For these reasons we welcome and encourage parents/carers to participate fully in the life of our school.

To create a welcoming and safe learning environment, the school implements a specifically designed set of rules regarding behaviour and conduct which parents are expected to act in accordance with.

All staff members have the right to work without fear of violence, bullying or abuse; therefore, physical attacks, threatening behaviour, and abusive or insulting language towards staff members, governors, visitors, pupils or other parents may result in individuals being removed from the premises.

This document outlines the manner in which parents are expected to act whilst on the school premises, as well as detailing the type of behaviour that will not be tolerated.

### **Expectations;**

- act in accordance with the code of conduct at all times
- supporting the respectful ethos of our school by setting a good example in their own speech and behaviour towards all members of the school community.
- working together with teachers for the benefit of children. This includes approaching the school to resolve any issues of concern and to discuss and clarify specific events in order to bring about a positive solution.
- Follow Mobile Phone policy.
- reinforcing the school's policies on behaviour, anti-bullying and E-safety.
- respecting the learning and performance environment appropriately (both in school and off site).
- parking with consideration and respect for others when delivering and collecting children from school.
- reinforce the school's policy on behaviour and values.
- work with staff members to resolve any issues of concern.
- correct your children's behaviour appropriately, particularly on the school grounds where it could otherwise lead to conflict or aggressive or unsafe behaviour.
- not parking on the staff and visitor's car park at drop off and pick up times unless agreed prior with the Headteacher/Business Manager.

### **Inappropriate Behaviour**

Bleakhouse Primary School takes instances of inappropriate behaviour very seriously and will not tolerate any circumstances that may make pupils, staff members of the school community feel threatened. Parental behaviour that the school does not tolerate includes the following;

- Using foul, abusive or offensive language
- Raising voices inappropriately at another individual

- Making racist or sexual comments
- Using aggressive hand gestures, e.g. raising fists and fingers
- Discriminating against any member of the school community, including pupils, staff, governors and other parents
- Bullying, harassment or intimidation, including physical, verbal and sexual abuse offline and online
- Sending abusive or threatening messages, emails or other communications to any member of the school community.
- Trespassing on school property without prior permission or implied licence
- Causing intentional damage to school property
- Breaching the school's security procedures
- Using physical violence on the school premises or on a member of the school community, e.g. hitting, slapping, punching, kicking and pushing
- Physically intimidating an individual
- Partaking in unnecessary physical contact with an individual
- Writing or posting abusive, offensive or defamatory comments about an individual or the school, including on social media
- Posting content on social media that is damaging to the school's reputation
- Sending staff aggressive emails or other communications
- Psychologically harassing any member of the school community, including displaying vexatious behaviour which is humiliating for the individual and is damaging to their self-esteem
- Displaying disruptive or other inappropriate behaviour which interferes or threatens to interfere with any of the school's operations or activities
- Approaching another parent or pupil to discuss or reprimand them because of an issue between pupils
- Threatening any member of the school community in any way
- Arriving on the school premises partially clothed
- Smoking or Vaping on the school premises
- Taking illegal or harmful drugs while on the school premises
- Drinking alcohol on the school premises, unless it has been authorised and supplied by the school
- Taking photographs, videos or recordings on the school premises without permission from the school
- Driving unsafely within the vicinity of the school

### **Social Networking Sites**

Social media websites are being used increasingly to fuel campaigns and complaints against schools, other parents or pupils. Bleakhouse Primary 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 school community.

The school expects parents to behave in a respectful civilised nature online and will not tolerate any of the following online behaviour:

- Posting pictures of pupils other than their own children on social networking sites.
- Maliciously or fictitiously commenting on social networking sites about any member of the school community.
- Posting defamatory statuses about parents, pupils, the school or its employees
- Using profanities

- Complaining about the school's values and methods on social media
- Posting statuses containing confidential information, e.g. regarding a complaint outcome
- Contacting school employees through social media, including requesting to 'follow' them or sending them private messages
- Creating or joining private groups or chats that victimise or harass a member of staff / pupils or the school in general
- Post anonymously or under an alias to evade the guidance given in this code of conduct.

The school retains the right to request any damaging material is removed from social media websites.

In the event that any pupil 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 and seek advice from the Local Authority and appropriate actions taken, including a ban from school premises to protect staff or pupils. The school will also expect that parent/carers will remove such comments immediately.

In serious cases the school will also consider its legal options to deal with any such misuse of social networking and other sites (Malicious Communications Act).

Use of social media should not, either directly or indirectly, contradict other school policies or the values and attitudes that the school strives to uphold.

### **Managing inappropriate behaviour**

If a parent is behaving inappropriately, a report will be made to the headteacher, or the most senior member of staff available in their absence, who will decide on the most appropriate course of action. Parents will raise concerns regarding another parent's behaviour or conduct directly with their child's class teacher or the headteacher and will not approach the parent themselves.

Instances of parents displaying inappropriate behaviour will be managed in a variety of ways, depending on the severity of the situation.

When a parent has behaved inappropriately, they will be invited to a meeting by the headteacher to discuss their behaviour and to attempt to resolve the issue. Where this initial meeting is not sufficient to resolve the issue, the headteacher, in collaboration with other staff and relevant agencies, will consider what further action may be required. This action, depending on the situation, could include the following:

- Barring the parent from the school premises
- Contacting the police
- Seeking legal redress through the courts
- Restricting the parent's channels of communication to the school, e.g. no longer allowing the parent to send emails to a staff member directly
- Reporting content the parent has posted online to the website's admin
- Referring the case to children's social care, where the behaviour indicates that the parent poses a risk to children

If a parent/guardian refuses to attend, in their absence an appropriate decision on the management of the situation will be made alongside a member of the Governing body.

Any child protection and safeguarding concerns will be addressed in accordance with the school's Child Protection and Safeguarding Policy.

The school reserves the right to escort anyone off the premises who is displaying aggressive or disruptive behaviour. The police may be contacted to provide advice on managing an incident or to assist in the removal of an individual from the premises, where necessary.

The police will be contacted where a parent is being violent or has committed assault, or where the event has caused harm to an individual.

If a parent has been previously barred from the premises or has exceeded their implied access to the premises and is causing a disturbance, the police will be contacted to remove the individual from the premises.

If a parent persistently displays unacceptable and inappropriate behaviour, this may result in them being barred from the school premises, in line with this policy.

### **Barring from the school premises**

The school has the right to bar a parent from the premises to keep the school community safe. If a parent is displaying inappropriate or concerning behaviour, they will be asked to leave the school premises. Behaviour that could result in a parent being asked to leave the premises includes aggressive, abusive or insulting behaviour or language that is a risk to staff or pupils, or behaviour that is making staff or pupils feel threatened.

If a parent persistently or consistently behaves inappropriately on the school site, or there is a one-off incident of extremely inappropriate behaviour, the school reserves the right to bar this individual from the school site.

The school will either:

- Bar the parent temporarily, until the parent has had the opportunity to formally present their side.
- Inform the parent that they intend to bar them and invite them to present their side.

The headteacher will send a letter to the parent, informing them of the following information:

- Why they have been temporarily barred or face a bar.
- The nature of the bar, i.e. if they are temporarily barred pending their representation or if they must present their side before the decision to bar can be made
- That they have the right to formally express their views on the decision to bar in writing to the chair of governors within 10 working days

The headteacher's decision to bar the parent will be reviewed by the chair of governors.

The chair of governors will take account of any representations made by the parent and decide whether to confirm or lift the bar. The parent will be notified in writing of the decision to uphold or lift the bar.

If the decision is confirmed, the parent will be notified in writing, explaining:

- How long the bar will be in place.
- When the decision will be reviewed.

Decisions to bar will be reviewed at the end of the agreed timescale, in line with the process outlined above. Following a review, the bar may be lifted or, if there are grounds for continued concern regarding the parent's conduct, it may be extended.

Once the appeal process has been completed, parents that remain barred may be able to apply to the Civil Courts. If a parent wishes to exercise this option, they should seek independent legal advice.

## **Parent Code of Conduct Agreement**

I \_\_\_\_\_ (name), parent of \_\_\_\_\_ (name of child), declare that I have received, read and understood the terms and conditions of this code of conduct.

I understand my obligations under this code of conduct and agree to comply fully with them. I will ensure that my conduct does not breach this code in any way, including not:

- Being abusive or threatening to any member of the school community.
- Behaving inappropriately or aggressively in any way.
- Being discriminatory towards any member of the school community.
- Trespassing on the school property.
- Smoking, drinking alcohol or taking any illegal or harmful substances on the school premises.
- Sending inappropriate, abusive or aggressive messages to school staff or other members of the school community.
- Requesting to 'follow' or 'friend' school staff on social media.
- Posting pictures of pupils other than my own children on social networking sites.
- Making complaints through unofficial school channels, for example posting them on social networking sites.
- Posting malicious or fictitious comments on social networking sites about any member of the school community.
- Posting defamatory and or slanderous 'statuses' about other parents, pupils, teachers or the school.
- Using social media to complain or post any grievances about the school's values and methods.
- Posting statuses containing confidential information, e.g. regarding a complaint outcome.
- Contacting school employees through social media, including requesting to 'follow' them or sending them private messages.
- Creating or joining private groups or chats that victimise or harass a member of staff or the school in general.

I accept the behaviours that the school will not tolerate according to the parent's code of conduct and I understand I may be reported to the appropriate authorities should I display such behaviours.

Please return this slip to the school office as soon as possible.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Child's Name:

Signed Parent/Carer:

Date: