



Bronte Academy Trust

Code of Conduct – Parents

| Reviewed By | Approved By | Date of Approval | Version Approved | Next Review Date |
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STATEMENT OF INTENT

At Bronte Academy Trust (the Trust), we strive to build a strong relationship with parents in order to help create a stimulating learning environment, which continues from school to home, providing all pupils with the opportunity to achieve to the best of their ability.

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

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

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

1. LEGAL FRAMEWORK

1.1 This policy has due regard to statutory legislation, including, but not limited to, the following:

- The Education Act 2011
- The Education Act 1996
- The Children Act 2004

1.2 This policy also has due regard to statutory guidance, including, but not limited to, the following:

- DfE (2016) 'Keeping children safe in education'

2. RELATED SCHOOL POLICIES

2.1 This Parent Code of Conduct has due regard to the following Trust policies and procedures:

- Health and Safety Policy
- Complaints Procedures Policy
- Allegations of Abuse Against Staff Policy
- Equal Opportunities Policy
- Social Media Policy
- School Security Policy
- Child Protection and Safeguarding Policy

3. APPEARANCE AND DRESS

3.1 The Trust expects that parents will:

- Dress in an appropriate manner when on Trust premises and attending school events
- Remember that they are role models for pupils, and that their dress and appearance should reflect this, ensuring that they present themselves in a smart fashion
- Dress in an appropriate manner, so as not to cause embarrassment to pupils, staff members or other parents, such as wearing revealing clothing
- Not drop pupils off at school whilst wearing nightwear

3.2 The Trust understands that factors such as the stress and pressure of family life, can, on occasion, lead to a rushed or untidy appearance. If concerns are raised in relation to a parent's appearance, the school will take personal factors into consideration on a case by case basis

4. EXPECTED BEHAVIOUR

- 4.1 Parents will be aware of Trust policies, and know that copies of these are available from the school office, ensuring that they act in accordance with school procedures at all times whilst on Trust premises.
- 4.2 Parents will treat staff members, pupils, other parents and external agencies with dignity and respect.
- 4.3 Concerns regarding another parent's behaviour or conduct will be raised directly with the pupil's class teacher or the head teacher.
- 4.4 Bronte Academy Trust expects parents to:
 - Support the ethos of the Trust by setting a good example in their speech and behaviour towards all pupils, staff members and other adults
 - Work with staff members to resolve any issues of concern, including clarifying specific events in order to bring about a positive solution
 - Correct their child's behaviour appropriately, particularly on the school grounds where it could otherwise lead to conflict, or aggressive or unsafe behaviour
 - Respect the school environment by keeping it clean and tidy
 - Follow parking rules, as well as rules for dropping off or collecting pupils from school

5. INAPPROPRIATE BEHAVIOUR

- 5.1 The Trust takes instances of inappropriate behaviour very seriously and will not tolerate any circumstances, which may make pupils, or members of staff feel threatened. A perceived threat, or any action which makes another individual feel threatened, can be sufficient to bar parents from the premises.
- 5.2 The use of foul and abusive language will not be tolerated on Trust premises.
- 5.3 Parents will not discriminate against any individual, whether a staff member, pupil or another adult, based on their age, race, ethnicity, religion, cultural belief, attainment, disability, gender or background.
- 5.4 Bullying, harassment or intimidation, including physical, sexual and verbal abuse, will not be tolerated under any circumstances.
- 5.5 Parents will not confront other parents, or children, regarding their conduct.
- 5.6 The school holds the right to escort anyone off the premises who is displaying aggressive or disruptive behaviour.
- 5.7 Under section 547 of the Education Act 1996, it is an offence for any person to cause a nuisance or disturbance on Trust premises, and that the police may be contacted to assist in the removal of individuals from the premises, where necessary.
- 5.8 The persistent occurrence of unacceptable behaviour can result in individuals being permanently banned from Trust premises.
- 5.9 The sending of abusive or threatening written messages will be treated in the same way as any other abusive or threatening behaviour.
- 5.10 The following are examples of inappropriate behaviour which may result in sanctions being issued against an individual:

- Trespassing on Trust premises without prior permission
- Causing intentional damage to Trust property
- Breaching the school's security procedures
- Verbal abuse: swearing talking in an aggressive manner, using offensive language or raising their voice at another individual
- Making racist or sexual comments
- Using aggressive hand gestures: raising fists and fingers
- Physical violence: hitting, slapping, punching, kicking and pushing
- Physically intimidating an individual such as by standing in very close proximity to him/her
- Partaking in overly unnecessary physical contact with an individual
- Writing or online messaging abusive comments regarding an individual, including on social media
- Psychological harassment: displaying vexatious behaviour, which is humiliating for the individual and it damaging to their self-esteem. This can be conducted through repeated instances of any of the above
- Not to involve or compromise the school in domestic or matrimonial issues between parents

6. SMOKING, ALCOHOL AND OTHER SUBSTANCES

- 6.1 Parents will not smoke on Trust premises
- 6.2 Parents will not smoke whilst working with or supervising pupils off-site, such as when on educational visits or during school events.
- 6.3 The taking of illegal drugs whilst on Trust premises is prohibited and will not be tolerated.
- 6.4 If the school believes that a parent's alcohol or drug usage is impacting on the safety and wellbeing of a child, the school has a duty to raise a child protection concern and take appropriate action in accordance with the Trust's Child Protection and Safeguarding Policy, including referral to Children's Services.

7. USE OF SOCIAL MEDIA

- 7.1 Parents are expected to act in accordance with the Trust's Social Media Policy when discussing any of the schools within the Trust on social networking sites, such as Facebook, Twitter and Instagram.
- 7.2 Parents must not attempt to befriend or otherwise contact members of staff or pupils through social media for purposes of influence or self interest
- 7.3 Parents must not post content, which is damaging to the Trust or any members of the school's community. In the event of defamation, the Trust will take legal action.
- 7.4 All parents are encouraged to use social media responsibly in order to set a positive example for pupils
- 7.5 Cyber bullying of any kind will not be tolerated and will be dealt with as a serious incident.
- 7.6 Parents will not post on social media anonymously or under an alias in order to evade the guidance given in this policy.

- 7.7 Any cases of social media use that breach the guidelines of this policy will be reported to the head teacher immediately who may contact the police for legal action if necessary.
- 7.8 The head teacher will report offending individuals using the appropriate 'report abuse' section on the specific social media site, and will arrange a meeting with the individuals concerned to discuss their use of social media.
- 7.9 The individual will be advised to remove any posts or comments that are harmful, immediately.

8. MANAGING INAPPROPRIATE CONDUCT

- 8.1 In the instance of inappropriate behaviour, the Trust and the appropriate school will follow a number of procedures, depending on the severity of the situation:
 - 8.1.1 In the first instance, the parent who is creating a nuisance or disturbance will be asked to leave the premises or will be invited into a separate room to discuss and review the issue in a calm environment.
 - 8.1.2 If a parent is currently barred from the premises, or has exceeded their implied access to the premises and is causing a disturbance, the school will contact the police in order for the individual to be removed from Trust premises.
 - 8.1.3 The school may contact the police in the event of any threats of violence or assault, and in the event of any actual harm or assault to an individual.
 - 8.1.4 Instances of inappropriate behaviour will be recorded in writing by all members of staff involved using an incident reporting form and will be given to the head teacher.
 - 8.1.5 The head teacher may invite the individual to attend a meeting in which to discuss their inappropriate behaviour, and explain that further disturbance may result in the individual being barred from Trust premises.
 - 8.1.6 If disturbance continues during or after meeting with the head teacher, or where there is a one-off extreme case of violence, the school has the power to bar the individual from entering the school property for a limited time, subject to review and DfE procedures.

9. MONITORING AND REVIEW

This Parent Code of Conduct will be reviewed on an annual basis by the Trustees.

Declaration of Responsibility

This Parent Code of Conduct Policy was reviewed and formally adopted by Bronte Academy Trust on

21st January 2019Date

J A BonnikSigned Chair of Trustees

S. HooperSigned Chief Executive Officer