



**Dream Believe Achieve**

**Parent Code of Conduct Policy**

**The purpose of this policy is to provide a reminder to all parents, carers and visitors to our school about the expected conduct. This is so we can continue to flourish, progress and achieve in an atmosphere of mutual understanding.**

**As well as following the guidance set out in our Home-School Agreement, we expect parents, carers and visitors to:**

- Respect the caring ethos 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 peaceful solution to any issue.
- Correct 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.

**In order to support a peaceful and safe school environment the school cannot tolerate parents, carers and visitors exhibiting the following:**

- Disruptive behaviour which interferes or threatens to interfere with the operation of a classroom, an employee's office, office area or any other area of the school grounds including team matches.
- Using loud/or offensive language, swearing, cursing, using profane language or displaying temper.
- Threatening to do actual bodily harm to a member of school staff, Governor, visitor, fellow parent/carer or pupil regardless of whether or not the behaviour constitutes a criminal offence.
- Damaging or destroying school property.
- Abusive or threatening e-mails or text/voicemail/phone messages or other written communication
- Defamatory, offensive or derogatory comments regarding the school or any of the pupils/parent/staff, at the school on Facebook or other social sites. (See below). Any concerns you may have about the school must be made through the appropriate channels by speaking to the class teacher, the Head teacher or the Chair of Governors, so they can be dealt with it fairly, appropriately and effectively for all concerned.
- The use of physical aggression towards another adult or child. This includes physical punishment against your own child on school premises.
- Approaching someone else's child in order to discuss or chastise them because of the actions of this child towards their own child. (Such an approach to a child may be seen to be an assault on that child and may have legal consequences).
- Smoking (including e-cigarettes) and consumption of alcohol or other drugs whilst on school property.
- Dogs being brought on to school premises.

## **Inappropriate use of Social Network Sites**

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases other parents/pupils. The Governors of Whittlefield 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. Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, the Headteacher or the Chair of Governors, so they can be dealt with fairly, appropriately and effectively for all concerned.

In the event that any pupil or parent/carer of a child/ren being educated at Whittlefield Primary School 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. All social network sites have clear rules about the content which can be posted on the site and they provide robust mechanisms to report contact or activity which breaches this. The school will also expect that any parent/carer or pupil removes 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. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying. Thankfully such incidents are extremely rare.

## **HARRASSMENT**

The Governors of Whittlefield Primary School deplore all forms of harassment from external sources and seek to ensure that the working environment is sympathetic to all its employees. The following procedure outlines the type of behaviour that is unacceptable and provides employees who are the victims of harassment with a means of redress. Harassment, in any form, plays no part in the life and work of a school.

### **WHAT IS HARASSMENT?**

Harassment takes many forms, occurs on a variety of grounds and may be directed at one person or many people. In general terms it can be described as unwanted behaviour that an employee finds intimidating, upsetting, embarrassing, humiliating or offensive. It may be related to age, sex, race, disability, religion, nationality or any personal characteristic of the individual. The key is that the actions or comments are viewed as demeaning and unacceptable to the recipient. It is essential to remember that **it is not the intention of the perpetrator that is central in deciding whether harassment has occurred, but whether the behaviour is unacceptable by normal standards** and is disadvantageous.

### **FORMS OF HARASSMENT INCLUDE:**

- physical contact
- offensive language
- spreading malicious rumours (gossip)
- insulting someone by word or behaviour (slander)

The examples above are not exhaustive

## **CONSEQUENCES OF HARASSMENT**

### **For the individual, these can include;**

- loss of confidence and self esteem
- demotivation
- poor quality of work
- stress-related illness
- resignation from work

### **For the organisation, these can include;**

- increased absenteeism
- increased staff turnover
- demoralisation and lack of motivation.

In light of the above the Governors of this school reserve the right in due course to;

- write to the individual regarding their behaviour
- arrange a meeting with the individual to discuss their behaviour
- ensure that the individual is excluded from the school grounds if their behaviour warrants such a move.

Should any of the above behaviour occur on school premises the school may feel it is necessary to contact the appropriate authorities and if necessary send out a warning letter to those involved which may result in a ban for the offending adult from entering the school grounds.

We trust that parents and carers will assist our school with the implementation of this policy and we thank you for your continuing support of the school. We would expect that parents would make all persons responsible for collecting children aware of this policy.