



Bronte Academy Trust

Code of Conduct Parent & Carer Policy

Reviewed By	Approved By	Date of Approval	Version Approved	Next Review Date
Working Party	JB	14 Jan 19		14 Jan 21
Risk and Finance	Trust Board	21 March 23		21 March 25

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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

This document has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 2011
- Education Act 1996
- Children Act 2004
- DfE (2022) 'Keeping children safe in education 2022'
- DfE (2018 'Controlling access to the school premises')

This document operates in conjunction with the following Trust policies

- Complaints Procedures Policy
- Photography Policy
- Social Media Policy
- Child Protection and Safeguarding Policy
- Drug and Alcohol Policy

2. EXPECTATIONS

Our Trust expects parents to:

- Act in accordance with this code of conduct at all times
- Support and reflect the Trust's ethos and values through their behaviour
- Set a good example to pupils through their behaviour and the way they interact with staff, pupils and other adults
- Work together with staff members for the benefit of their child and to resolve any issues of concern
- Treat all governors, staff members, pupils, other parents and any members of the school community with dignity and respect
- Where appropriate, clarify their child's version of events with the school to bring about a peaceful solution to any issue
- Correct their child's behaviour appropriately, particularly on the school grounds where it could otherwise lead to conflict or aggressive or unsafe behaviour
- Respect Trust property and environment by keeping it clean and tidy
- Follow the school's parking rules and procedures for dropping off and collecting from school
- Dress in an appropriate manner when on Trust premises and attending school events, and ensure their dress and appearance reflects that they are role models for pupils, e.g. parents may not wear nightwear when dropping off or collecting pupils

Parents are required to act in accordance with all relevant Trust policies and procedures at all times including, but not limited to the following:

- Photograph Policy

- Drug and Alcohol Policy
- Social Media Policy

Parents can request copies of all relevant policies and procedures from the school office.

3. INAPPROPRIATE BEHAVIOUR

The Trust takes instances of inappropriate behaviour very seriously and will not tolerate any circumstances that may make pupils, staff members and other members of the school community feel threatened.

Parental behaviour that the Trust does not tolerate includes, but is not limited to, 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, aggressive or threatening messages, emails or other communications to any member of the school community
- Trespassing on Trust property without prior permission or implied licence
- Causing intentional damage to Trust property
- Breaching the school's security procedures
- Using physical violence on Trust 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 Trust, including on social media
- 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 schools' 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 Trust premises partially clothed
- Smoking on Trust premises
- Taking illegal or harmful drugs while on Trust premises
- Drinking alcohol on Trust premises, unless it has been authorised and supplied by the Trust
- Taking photographs or videos on Trust premises without permission from the Trust
- Driving unsafely within the vicinity of the school

4. 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 Trust 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

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

The Trust 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 concerns are raised in relation to a parent's appearance or dress, personal factors will be taken into consideration, on a case-by-case basis, when addressing the concern.

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

5. BARRING FROM TRUST PREMISES

The Trust has a 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 Trust 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 Trust premises, or there is a one-off incident of extremely inappropriate behaviour, the Trust reserves the right to bar this individual from the Trust site.

The Trust 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 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 will be advised to seek independent legal Advice.

6. MONITORING AND REVIEW

This document will be reviewed on a annual basis by the Trust board and any changes made will be communicated to all parents and staff.

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

.....21st March 23.....Date

..........Signed Chair of Trustees

..........Signed Chief Executive Officer

Appendix A

PARENT CODE OF CONDUCT AGREEMENT

(Distribute this document to parents with the Parent Code of Conduct to confirm that they have read and understood the terms of this document)

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
- Dressing in an inappropriate manner
- Behaving discriminatory towards any member of the school community
- Trespassing on Trust property
- Smoking, drinking alcohol or taking any illegal or harmful substances on Trust premises
- Sending inappropriate, abusive or aggressive messages to Trust staff
- Requesting to 'follow' or 'friend' Trust staff on social media

Please return this slip to the school office

Signed: _____

Date: _____

