

Aims

At Chowbent Primary School we are very fortunate to have a supportive and friendly parent body. Our parents recognise that educating children is a process that involves good, positive partnerships between parents, class teachers and the school community. This is not only the most effective form of partnerships between school and home, it also enables the children to learn by our example of how best to conduct themselves in the world. For these reasons we continue to welcome and encourage parents/carers to participate fully in the life of our school.

Chowbent Primary School has a duty of care to all stakeholders, including staff, parents and pupils, to ensure their safety and well-being.

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

Guidance

We expect staff, parents, carers and visitors to:

- Respect the ethos and values 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.
- Parents should be mindful that a child's version of events in school may be incomplete or subjective and that they should seek clarity from the school in order to establish the facts of the matter.
- Parents should correct their own child's behaviour especially in public where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour.
- Parents should approach the school to help resolve any issues of concern. Initially through discussion with their child's class teacher and with senior management if they are unhappy with the response.
- Parents avoid using staff as threats to admonish children's behaviour when in their care.

Behaviours

In order to support a peaceful and safe school environment the school cannot tolerate staff, 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. Using loud, rude or offensive language or making malicious comments.
- Intimidatory behaviours including displaying temper.
- Prejudiced behaviours including racist or sexist conduct.
- Incitement of others and threats or risk of injury.
- Threatening to do actual bodily harm to a member of school staff, visitor, and fellow parent /carer or student 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.
- Unwarranted and unnecessary correspondence from parents / carers taking up undue teaching and administrative time.
- Defamation of the school's or staff character on Facebook or other social sites. This includes the spreading of false rumours and speculations about the school or school staff online. (Appendix 1).
- The use of physical aggression towards another adult or child. This includes physical punishment by a parent against their own child on school premises.
- Approaching someone else's child in order to discuss with them an incident involving their child, or to chastise them because of their actions towards another child. (Such an approach to a child may be seen as an assault on that child and may have legal consequences).
- Smoking and consumption of alcohol or other drugs.
- Cycling or scooting on school premises.
- No dogs to be brought on to the school grounds other than guide dogs.

Key Principles

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, even ban the offending adult from entering the school grounds. Repeated misuse of school online platforms will result in parental access to them being withdrawn.

Here are our key principles:

- The education of the children should not be compromised in any way.
- Clear documentary evidence is kept of any correspondence, action or decisions for a period of at least 12 months.
- Parents do not have a right to seek or be told information about school staff's personal life or circumstances and school will protect its staff by keeping this information confidential.
- The school will fully investigate all valid concerns.
- Any decisions will be fully communicated to the parent.
- Any parent behaving unlawfully will be reported to the police

Procedures

The school follows all Local Authority and legal procedures in respect of staff conduct. In relation to parents, the school has the option to employ a number of strategies if there is persistent unacceptable conduct. Whilst these sanctions are set out in the policy in sequence, they can be initiated at any stage if, in the judgement of the Headteacher, the severity of the behaviour warrants such a level of intervention.

1. School guidance – Parent Conduct Policy and Zero Tolerance policy (Appendix 2)
2. Verbal Warning/Mediation Meeting
A parent who displays any of the behaviour as described above will be asked politely to stop and offered the opportunity to discuss the matter in person on the first occasion.
3. Formal Written Warning

A formal written letter will be sent to the parent where they continue to act unacceptably. This is signed by the Headteacher and circulated to relevant internal parties to ensure that an informed and consistent approach can be adopted. This letter is kept in the file of any pupil at the school. Should a further incident occur, a second formal written warning should be issued and the consequences outlined.

4. Formal Ban from being on School Grounds.

A formal ban from being on schools grounds can be implemented. Parents will be informed of this action via a letter from the Headteacher. This letter will contain information regarding the length of the ban and also when this will be reviewed by the Headteacher.

5. Legal Sanctions

By choosing to become a part of our school community parents will automatically fall within this policy. We trust that parents and carers will assist our school community by following its implementation and we thank you for your continued support of the school.

Appendix 1

Inappropriate use of Social Network Site

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases other parents/pupils. Chowbent 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 Chowbent Primary School is found to be posting negative or threatening comments on Facebook, or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site and if necessary, involve the police. 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 comments. We will take and deal with this as a serious incident of school bullying. Thankfully such incidents are extremely rare.

Dojo is a safe space to share work, news and celebrate pupil success. It is not a space to air grievances. Any comments made on school Dojo by parents which are critical of the school, other parents or staff will be removed.

We would expect that parents would make all persons responsible for collecting children aware of this policy also.

Appendix 2

Zero Tolerance Policy

Chowbent Primary School will not tolerate aggressive behaviour, swearing, threatened or actual bodily harm. Discrimination or harassment of any kind will not be tolerated nor will malicious damage or theft. Any individual who displays abusive, aggressive or violent behaviour will be asked to leave the site and may be reported to the police. If appropriate, a formal ban from school grounds may be issued to prevent an individual coming to or near Chowbent Primary School in the future.