ALP PARENT/CARER CODE OF CONDUCT

1. Introduction

In the Ashington Learning Partnership (ALP), we value and strive to build strong relationships with parents to help all pupils with the opportunity to achieve to the best of their ability.

We therefore welcome and encourage parents and carers to participate fully in the life of our schools. To create the best outcomes for children requires the relationship between home and school to be based on the principles of care, integrity, trust and mutual respect. But to create this welcoming and safe learning environment, the ALP needs to implement a set of rules regarding behaviour and conduct which parents and carers 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, 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.

2. Expectations

We expect parents / carers to:

- Act in accordance with this code of conduct at all times.
- To respect the caring ethos and values of the ALP.
- Set a good example to pupils through their behaviour and the way they interact with staff, pupils and other adults.
- Work together with staff for the benefit of their child.
- Treat all governors, staff members, pupils, other parents and any other individuals connected to the school with dignity and respect.
- Work with staff members to resolve any issues of concern.
- 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 the school's property and environment by keeping it clean and tidy.
- Follow the ALP's parking rules and procedures for dropping-off and collecting pupils from school.
- Dress in an appropriate manner when on the school premises and attending school events. Parents may not drop-off or collect pupils wearing nightwear.
- Ensure their dress and appearance reflects that they are role models for pupils.

3. Inappropriate Behaviour

The ALP 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 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 ALP property or entering 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.
- Sending staff aggressive emails or other communications.
- Psychologically harassing any member of the ALP 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.
- Arriving on the schools' premises partially clothed or wearing nightwear.
- Smoking on the schools' premises; this includes e-cigarettes and vaping.
- Taking illegal or harmful drugs while on the school premises.
- Drinking alcohol on the schools' premises, unless it has been authorised and supplied by the ALP.
- Taking photographs or videos on the school premises without permission from the ALP.
- Driving unsafely within the vicinity of the schools.
- Bringing dogs, or other animals, onto ALP premises. This excludes guide dogs.

Petitions will not be permitted to take place on any ALP school sites and will never be responded to.

4. **Inappropriate use of Social Network Site Social media**

Inappropriate use of social networking sites are being used increasingly to fuel campaigns and complaints against schools, school staff, and in some cases other parents/carers or pupils. ALP considers the use of social media websites being used in this way as unacceptable. Any concerns you may have about the ALP schools or your child <u>must</u> be made through the appropriate channels by speaking to the class teacher, the Leadership Team or the Chair of Governors, where they will be dealt with fairly, appropriately and effectively for all concerned. Please see the procedures laid down in the Complaints Procedure.

In the event that any pupil or parent/carer of a child at any ALP school is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported via the 'report abuse' section of that 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 ALP will also expect that any parent/carer or pupil removes such comments immediately.

We take very seriously the use of cyber bullying by one child or a parent/carer to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying.

The ALP will also consider its legal options to deal with any such misuse on social networking and other sites.

5. **Managing Inappropriate Behaviour**

If a parent is behaving inappropriately, a report will be made to the Executive Principal (EP) or Head of School (HOS), who will decide on the most appropriate course of action.

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 discuss their behaviour with the EP or HOS to attempt to resolve any issues. Where this initial discussion is not sufficient to resolve the issue, the EP or HOS, 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.

Any child protection and safeguarding concerns will be addressed by the Designated Safeguarding Lead in accordance with the ALP's Child Protection and Safeguarding Policy. The ALP 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 the school premises.

6.   **Barring From the School Premises**
       The ALP 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.

7.   **Impact Assessment**
       The Impact Assessment has not identified any potential for discrimination or adverse impact. No opportunities to promote equality were identified.

8.   **Implementation and Monitoring**
       This policy will be implemented by admin staff under collaboration with the Business Manager (SBM). All issues will be escalated to the EP or HOS for a decision on the actions to be taken. Any actions may be delegated to the SBM, Deputy or Assistant Heads of Schools. Any bans will reported to the full Governing Body at the next available meeting.

9.   **Legal Framework and other Documents**
       Education Act 2011
       Education Act 1996
       Children Act 2004
       DfE (2020) Keeping Children Safe in Education
       DfE (2018) Controlling Access to the school premises
       ALP Complaints Procedure
       ALP Safeguarding & Child Protection Policy
       ALP Health & Safety Policy
       ALP Premises Management Procedures
       ALP Visitors and Contractors Policy

Created O Reviewed X	
Signed:	Name: Nikki Lumley
Role: Business Manager	Date: October 2020
Adopted	
Signed:	Name: Andy Roberts
Role: Executive Principal	Date: October 2020

Changes October 2020
Addition of IA Section
Addition of Implementation and Monitoring Section
Expansion of list of intolerable behaviour