

Emmanuel Community School
Code of Conduct for Parents, Carers and Visitors

This Code of Conduct is an unsigned agreement between the Parent, Carer, Visitor and Emmanuel Community School

1. Introduction and purpose statement

At Emmanuel Community School we are very proud and fortunate to have a very dedicated and supportive school community. At our school the staff, governors, parents and carers all recognise that the education of our children is a partnership between us.

As a partnership we are all aware of the importance of good working relationships to equip our children with the necessary skills for their education. For these reasons we welcome and encourage parents and carers to participate fully in the life of our school.

The purpose of this code of conduct is to provide the expectations around the conduct of all parents, carers and visitors connected to our school.

We are committed to resolving difficulties in a constructive manner, through an open and positive dialogue. However we understand that misunderstandings can cause frustrations and have a negative impact on our relationships. Where issues arise or misconceptions take place, please contact your child's teacher or the Headteacher, who will be available to meet with you and go through the issue and hopefully resolve it. Where issues remain unresolved, please follow the school's complaints procedure. This is available on the school website or a copy can be requested from the school office.

This code aims to **clarify the types of behaviour that will not be tolerated and seeks parental agreement to these expectations**. The code of conduct also sets out the actions the school can take should this code be ignored or where breaches occur. At our school we take our safeguarding responsibilities seriously and will deal with any reported incidents appropriately in line with the actions outlined below.

2. Behaviour that will not be tolerated:

- Disruptive behaviour which interferes or threatens to interfere with any of the school's normal operation or activities anywhere on the school premises.
- Any inappropriate behaviour on the school premises including but not limited to:
 - Using loud or offensive language or displaying temper.
 - Threatening in any way, a member of staff, visitor, fellow parent/carer or child.
 - Damaging or destroying school property.
 - The use of physical, verbal or written aggression towards another adult or child. This includes physical punishment of your own child on school premises. Smoking, taking illegal drugs or the consumption of alcohol on school premises are also prohibited.
- Sending abusive or threatening emails or text/voicemail/phone messages or other written communications (including social media) to any staff members (including volunteers), governors, directors or pupils at the school.
- Posting defamatory, offensive or derogatory comments regarding the school or any of the pupils/staff/governors at the school on Facebook or other sites.

- 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.)
- Dogs being brought on to the school premises. (other than guide dogs)

Should **any** of the above occur on school premises or in connection with school, the school will take action.

3. Issues of conduct with the use of social media

Most people take part in online activities and social media. It's fun, interesting and keeps us connected. At Emmanuel Community School, the PTFA has a WhatsApp group, which allows parents to receive and respond to messages about school events. We encourage you to participate positively if you wish.

Within these spaces, however, we ask that you use the principles set out in this policy when discussing school life online.

'Think before you post'

We ask that social media, whether public or private, should not be used to fuel campaigns and voice complaints against the school, school staff, parents or children. We take very seriously inappropriate use of social media by a parent to publicly humiliate or criticise a member of staff or child.

If parents have any concerns, about their child, in relation to the school they should:

1. Initially contact the class teacher
2. If the concern remains, contact the Headteacher
3. If still unresolved, contact the school governors through the complaints procedure

They should not use social media as a medium to air any concerns or grievances.

4. Online activity which we consider inappropriate:

- Identifying, posting or tagging images/videos of children
- Abusive or personal comments about staff, governors, or children
- Bringing the school in disrepute
- Posting defamatory or libellous comments
- Emails circulated, or sent directly, with abusive or personal comments about staff or children
- Using social media to publicly challenge school policies or discuss issues about individual children or members of staff
- Threatening behaviour, such as verbally intimidating staff, or using bad language
- Breaching school security procedures

5. What happens if someone ignores or breaks the code?

In the event of any parent/carer or visitor to the school breaking this code, proportionate actions will be taken as follows:

In cases where the unacceptable behaviour is considered to be a serious and potentially criminal matter, the concerns will be referred to the Police. This will include any or all cases

of threats or violence and actual violence to any child, staff or governor in the school, This will also include anything that could be seen as a sign of harassment, such as any form of insulting social media post or any form of social media cyber bullying. In cases where evidence suggests that behaviour would be tantamount to libel or slander, then the school will refer the matter to the Trust's Legal Team for further action.

In cases where the code of conduct has been broken, but the breach was not libelous, slanderous or criminal matter, then the school will send out a formal letter to the parent/carer with an invite to a meeting. If the parent/carer refuses to attend the meeting, then the school will write to the parent/carer and ask them to stop the behaviour causing the concern and warn that if they do not they may be banned from the school premises. If after this, the behaviour continues, the parent/carer will again be written to and informed that a ban is now in place.

Note:

(1) a ban from the school can be introduced without having to go through all the steps offered above in more serious cases.

(2) Site bans will normally be limited to a time period in the first instance.

6. Conclusion

Thank you for abiding by this code in our school. Together we create a positive and uplifting environment not only for the children but also all who work and visit our school.

It is important for parents and carers to make sure any persons collecting their children are aware of this policy.