



# Code of Conduct

## Parents, Carers & Families

We are fortunate to have a very supportive community of families who recognise that educating children is a complex process that involves a partnership between families, teachers and the wider school community. As a partnership, our families will understand the importance of a good working relationship to prepare their children with the necessary skills to be good citizens.

### Purpose

At South Kirkby Academy, we believe it is important to:

- Work together with families to support their child's learning
- Create a safe, respectful and inclusive environment for children, staff and families
- Model appropriate behaviour for our children at all times

To support us with this, we set clear expectations and guidelines on behaviour for all members of our community. This includes staff (through the Staff code of Conduct) and children (through our Behaviour Policy).

We use the term 'families' to include:

- Anyone with parental responsibility for a child
- Anyone caring for a child
- Anyone representing the parent of a child

### Our Expectations

We expect **all** families to:

- Respect the ethos, vision and values of our school
- Work together with staff in the best interests of our children
- Maintain reasonable expectations for staff response to general communications
- Treat all members of the school community with respect, setting a good example with speech and behaviour
- Seek a peaceful and reasonable solution to all issues
- Correct their own child's behaviour (or those in their care), particularly in public, where it could lead to conflict, aggression or unsafe conduct
- Approach the right member of school staff to help resolve any issues of concern, following up if an appropriate response has not been received

### Behaviour that will not be tolerated:

- Swearing, or using offensive language
- Posting defamatory, offensive or derogatory comments about the school, its staff or any member of its community, on social media platforms (see below)
- Threatening to do actual bodily harm to a member of school staff, Governor, visitor, fellow parent or child, regardless of whether or not the behaviour constitutes a criminal offence
- Displaying a temper, or shouting at members of staff, children or other parents
- Damaging or destroying school property
- Abusive or threatening e-mails or text/voicemail/phone messages or other written communication

- Unreasonable demands upon school staff to respond to a query, or expectations for staff to communicate outside of normal working hours
- Making serial and unreasonable complaints (please see Complaints Policy)
- Use of physical punishment against your child while on school premises
- Any aggressive behaviour (including verbally or in writing) towards another child or adult
- Disciplining another person's child – please bring any behaviour incidents to a member of staff's attention
- Smoking or drinking alcohol on the school premises
- Possessing or taking drugs (including legal highs)

### ***Inappropriate use of social media including messaging services***

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases other parents/students. Governors, Trust staff and school staff consider the use of social media websites or apps being used in this way as unacceptable and not in the best interests of the students or the whole school community.

Any concerns you may have must be made through the appropriate channels by speaking to the appropriate member of staff, so they can be dealt with fairly, appropriately and effectively for all concerned.

#### **'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.

### **Should any of the above behaviour occur on school premises, the school may take any of the following actions:**

- Ending a meeting if this behaviour is displayed
- Not replying to communications that are offensive, abusive or derogatory
- Insist that the adult communicates with the school through one member of staff only
- Contact the appropriate authorities
- Consider banning the offending adult from entering the school grounds

### **Breaching the code of conduct:**

If the school suspects, or becomes aware, that a family member/parent/carer has breached the code of conduct, the school will gather information from those involved and speak to the family member about the incident.

Depending on the nature of the incident, the school may then:

- Send a warning letter to the family member/adult
- Limit contact by allocating one key staff member to communicate with
- Invite the family member/adult into school to meet with a senior member of staff or the headteacher
- Contact the appropriate authorities (in cases of criminal behaviour)
- Seek advice from the local authority's legal team regarding further action (in cases of conduct that may be libellous or slanderous)
- Ban the family member/adult from the school site