



THE ST. BART'S ACADEMY

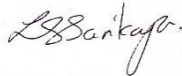
— TRUST —

Parent Code of Conduct

January 2023

The St. Bart's Academy Trust

Parent Code of Conduct

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Approved by Trust Board:		Lisa Sarikaya Chief Executive Officer
Review Date:	January 2024	

Date	Section Amended	Signature
06 January 2023	TSB Policy Adopted – v4 Replacing SBMAT Parental Behaviour Policy	S. Jones
16 January 2023	Bullet Point added to Section 3 – Inappropriate Behaviour <ul style="list-style-type: none"> Making recordings of conversations or meetings without the informed consent of all parties 	S. Cope



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Statement of intent

At St. Bart's Multi-Academy Trust, we strive to build a strong relationship with parents to help create a stimulating learning environment that continues from school to home, providing all pupils with the opportunity to achieve to the best of their ability.

To create a welcoming and safe learning environment, the Academy implements a specifically designed set of rules regarding behaviour and conduct which parents 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 Academy premises, as well as detailing the type of behaviour that 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'

2. Expectations

Our school expects parents to:

- Act in accordance with this code of conduct at all times.
- Support and reflect the Academy'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 Academy community with dignity and respect.
- Where appropriate, clarify their child's version of events with the Academy to bring about a peaceful solution to any issue.
- Correct their child's behaviour appropriately, particularly on the Academy grounds where it could otherwise lead to conflict or aggressive or unsafe behaviour.
- Respect the Academy's property and environment by keeping it clean and tidy.
- Follow the Academy's parking rules and procedures for dropping-off and collecting pupils.
- Dress in an appropriate manner when on the Academy premises and attending 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 and Academy policies and procedures at all times including, but not limited to, the following:

- SBMAT Photography Policy
- SBMAT Smoke-free Policy
- SBMAT Addiction Policy
- SBMAT Social Media Policy

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

3. Inappropriate behaviour

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

Parental behaviour that the Academy 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 Academy 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 Academy community
- Trespassing on Academy property without prior permission or implied licence
- Causing intentional damage to Academy property
- Breaching the Academy's security procedures
- Using physical violence on the Academy premises or on a member of the Academy 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 Academy, including on social media
- Psychologically harassing any member of the Academy 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 Academy's operations or activities
- Approaching another parent or pupil to discuss or reprimand them because of an issue between pupils
- Threatening any member of the Academy community in any way
- Arriving on the Academy premises partially clothed
- Smoking on the Academy premises
- Taking illegal or harmful drugs while on the Academy premises
- Drinking alcohol on the Academy premises, unless it has been authorised and supplied by the Academy
- Taking photographs or videos on the Academy premises without permission from the Academy
- Making recordings of conversations or meetings without the informed consent of all parties
- Driving unsafely within the vicinity of the Academy.

4. Managing inappropriate behaviour

If a parent is behaving inappropriately, a report will be made to the Principal 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 Principal 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 Principal or the most senior staff member available to discuss their behaviour and to attempt to resolve the issue. Where this initial meeting is not sufficient to resolve the issue, the Principal, 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 Academy premises
- Contacting the police
- Seeking legal redress through the courts
- Restricting the parent's channels of communication to the Academy, e.g. no longer allowing the parent to send emails or messages through other electronic forms (e.g. Class Dojo) 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 Academy Child Protection and Safeguarding Policy.

The Academy 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 Academy premises, in line with the **Barring from the Academy premises** section of this policy.

5. Barring from the Academy premises

The Academy has the right to bar a parent from the premises to keep the Academy community safe. If a parent is displaying inappropriate or concerning behaviour, they will be asked to leave the Academy 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 the Academy site, or there is a one-off incident of extremely inappropriate behaviour, the Academy reserves the right to bar this individual from the Academy site.

The Academy 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 Principal 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 Principal's decision to bar the parent will be reviewed by the chair of governors.

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 an **annual** basis by the Trust.



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