

Code of Conduct

We value our strong relationship with parents and carers, as together this helps us achieve the very best for the children in a mutually supportive partnership between parents, class teachers and the wider school community.

At AFET, we believe it's important to:

- Work in partnership with parents to support their child's learning
- Create a safe, respectful, calm and inclusive environment for pupils, staff, parents and visitors
- Model appropriate behaviour for our pupils at all times (modelled by staff, parents and visitors)

To help us do 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 pupils (through our behaviour policy). This code of conduct aims to help the school work together with parents by setting guidelines on appropriate behaviour.

We use the term 'parents' to refer to:

- Anyone with parental responsibility for a pupil
- Anyone caring for a child (such as grandparents or child-minders)

As a partnership, our parents understand the importance of a good working relationship to equip their children with the necessary skills for adulthood. For these reasons we continually welcome and encourage parents or carers to participate fully in the life of our school through visits, events, meetings and engagement with Governors or the FPTA.

To truly create the best outcomes for children it requires the relationship between home and school to be based on the principles of care, integrity, trust and mutual respect. The maintenance of this relationship is important to ensure that a child or children are safe and not open to undue distress and anxiety, and school staff are not subjected to abuse, threats or aggressive behaviour.

Guidance

As well as following the guidance set out on our website through our core principles and values, parents, carers and visitors are reminded:

- To respect the caring ethos and values of the school
- That school staff and families need to work together for the benefit of their children
- Approaching school staff for help to resolve an issue is done in an appropriate manner
- All members of the school community are treated with respect using appropriate language and behaviour.

In order to support a peaceful and safe school environment the school will not tolerate parents or visitors exhibiting the following:

- Disruptive behaviour which interferes or threatens to interfere with any of the schools operation or activities anywhere on the school premises.
- Any inappropriate behaviour on the school premises.
- Using loud or offensive language or displaying temper.
- Threatening, in any way, a member of school staff, visitor, fellow parent/carer or pupil.
- Sending abusive or threatening e-mails or text/voicemail/phone messages or other written communications to anyone within the school community.
- Defamatory, offensive or derogatory comments regarding the school or any of the pupils/parent/staff, at the school on Facebook or other social sites. (See Appendix 1).
- The use of physical or verbal aggression towards another adult or child. This includes physical punishment against your own child on school premises.
- 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 would have safeguarding consequences).
- Smoking (including vapes) or the consumption of alcohol on school premises (alcohol may only be consumed during authorised events).

Should any of the above occur on school premises the school may feel it is necessary to take action by contacting the appropriate authorities and/or sadly, consider banning the offending adult from entering the school premises under Section 576 of the Education act 1976.

Thank you for abiding by this guidance in our school. The vast majority of our school community treat staff and children with respect, however unfortunately we have had a small number of incidents in school where staff have felt threatened or abused. AFET Primary school will not tolerate behaviour that compromises the safety and well-being of our children and adults whether parents, members of staff, visitors or governors.

APPENDIX 1

Inappropriate use of Social media

Social media websites and/or chat groups on platforms such as Whatsapp are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff, and in some cases other parents or pupils. These platforms are also used to spread false information or derogatory comments about schools to the wider community without any form of fact checking or due diligence.

The Department for Education and Governors of AFET considers the use of social media websites being used in this way as unacceptable.

Any concerns you may have about the school or your child/children must be made through the appropriate channels by speaking to the class teacher, the Headteacher or Governors, where they will be dealt with fairly, appropriately and effectively for all concerned.

These processes are confidential and are not to be shared with others in order to protect staff from allegations that may not be factual.

Libellous or Defamatory posts

In the event that any parent/carer at Abbey Farm ET Primary is found to be posting libellous or defamatory comments on Facebook or other social network sites, they will be reported to the appropriate section of the network site. This also includes comments on posts that support any form of threat or abuse towards our school staff. 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 removes such comments immediately.

Cyber Bullying

We take very seriously the use of cyber bullying by a parent to publicly humiliate another person or family by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying. The school will also consider its legal options to deal with any such misuse on social networking and other platforms, which may impact on any adult's permission to enter the school grounds at any time. School actions would also result in risk assessments being carried out on individuals which may limit the communication or meetings with staff if they present a risk to a person's physical or mental health