PARENTS' CODE OF CONDUCT

Rationale

We believe staff, parents and children are entitled to a safe and protective environment in which to work and learn. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the school.

Aim

- That all members of the school community treat each other with respect.

As well as the guidance set out in our Home-School Agreement, we expect parents, carers and visitors to:

- Respect the caring ethos of our school.
- Understand that both teachers and parents need to work together for the benefit of their children.
- Demonstrate that **all** members of the school community should be treated with respect and therefore set a good example in their own speech and behaviour.
- Seek to clarify a child's version of events with the school's view in order to bring about a peaceful solution to any issue.
- Correct own child's behaviour especially in public where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour.
- Approach the school to help resolve any issues of concern.

Milford Infants' School and Pre-School does not tolerate harassment or abuse of our staff by any member of the community. We consider this a form of discrimination and will respond to any such reported event with the following:

- Immediate written removal of the perpetrators implied right to enter school premises.
- A review with the Police to assess whether any criminal activity has taken place.

In accordance with guidance issued by the Health and Safety Executive (see Appendix 1) in all strands of discrimination, it is not the intention of the perpetrator which defines whether a particular type of conduct is harassment but the effect it has on the recipient.

The potential reinstatement of an individual's right to enter school premises will be reviewed by the Chair of Governors at an appropriate time.

Example behaviours that Milford Infants' School and Pre-School will not tolerate are:

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites (see Appendix 2)

- Communicating in an aggressive/intimidating/threatening tone
- Physically intimidating e.g. standing very close
- Continuing harassment of school staff
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist, homophobic or sexist comments

(This is not an exhaustive list but seeks to provide illustrations of such behaviour.)

Unless explicitly agreed in writing, the school does not consent to parents making audio or video recordings of any member of staff, governor or school volunteer, including during in-person meetings, remote/virtual meetings or telephone conversations. Making covert recordings without the consent of members of staff is regarded as a breach of the relationship of mutual trust and confidence between the parent and the school. If a parent is found to be recording a discussion, all members of staff have the right to terminate the meeting or telephone call on discovery.

If a parent is found to have recorded any audio or video footage on the school site without consent of any individual, this may result in the parent being immediately banned from the school premises (see below) and the involvement of external agencies.

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse.

School premises are private property and parents have been granted permission from the school to be on school premises. However, in case of abuse or threats to staff, pupils or other parents, school will withdraw the rights of individuals from entering school.

School is not responsible for organising arrangements for children in the above circumstances. Parents will need to provide alternative arrangements for bringing children into school.

Parents have the right of appeal by writing to the Chair of Governors within ten days of permission to enter the school premises being withdrawn.

Appendix 1

In accordance with guidance issued by the Health and Safety Executive, in all strands of discrimination, it is not the intention of the perpetrator which defines whether a particular type of conduct is harassment but the effect it has on the recipient. For a verdict of harassment to be reached, it must occur in circumstances where it would appear to a reasonable third party that it would amount to harassment.

- The Public Order Act 1986 (S5) makes it an offence to use threatening, abusive or insulting words or behaviour, or disorderly behaviour, within the hearing or sight of a person likely to be caused harassment, alarm or distress thereby. These actions should take a verbal, physical or a written form;
- The Criminal Justice and Public Order Act 1994 – makes it a criminal offence to cause harassment or distress, defined as using threatening, abusive or insulting words or behaviour, or disorderly behaviour, or displaying any writing, sign or other visible representation which is threatening, abusive or insulting. Updated by the Criminal Justice Act 1998 – to cover common assault;

The police may apply for an Anti-Social Behaviour Order (ASBO) under section 1 of the Crime and Disorder Act 1998 (c.37) in circumstances 'where a person has acted in a manner that caused or was likely to cause harassment, alarm or distress to one or more persons not in the same household as himself';

Appendix 2

Inappropriate use of Social Network Site

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff and in some cases other parents/pupils. The Governors of Milford Infants' School consider the use of social media websites in this way as unacceptable and not in the best interests of the children or the whole school community. Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, the Headteacher or the Chair of Governors, so they can be dealt with fairly, appropriately and effectively for all concerned.

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

In serious cases the school will also consider its legal options to deal with any such misuse of social networking and other sites. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of school bullying. Thankfully such incidents are extremely rare.

We would expect that parents would make all persons responsible for collecting children aware of this policy.