

Hadrian Primary School

Parent / Carer Code of Conduct (Zero tolerance) Policy



Date: December 2023

Review: December 2026

Staff responsible:

Mr S Brown Head Teacher
Mr J Brown School Governor

Mission Statement

Hadrian Primary is a caring school which aims to create a stimulating, learning environment in which every individual has the opportunity to be the best they can be.

Code of Conduct

At Hadrian Primary School we value our strong relationship with parents and carers. Together this helps us achieve the very best for the children in a mutually supportive partnership between parents, class teachers and the school community.

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.

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 (please read our safeguarding policy) and not open to undue distress and anxiety.

Guidance

As well as following the guidance set out in our Partnership Agreement and holding the above principles in mind, parents, carers and visitors are reminded:

- To respect the caring ethos and values of the school
- That both teachers and parents 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.
- The school needs to work with a child in order to clarify their version of events in order to bring about an appropriate solution to an issue.
- To correct their child's actions especially where it could lead to conflict, aggressive or unsafe behaviour – both on and off the school premises.
- To use other strategies rather than using 'staff' as threats to admonish their children's behaviour.

In order to support a peaceful and safe school environment the school will not tolerate parents, carers 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 or abusing in any way, a member of school staff, visitor, fellow parent/carer or pupil.
 - Damaging or destroying school property.
-
- Sending abusive, aggressive or threatening e-mails or text/voicemail/phone messages or other written communications to anyone within the school community.
 - Making defamatory, offensive or derogatory comments regarding the school or any of the pupils/parents/staff, at the school on the internet, Facebook or any other social media sites. **(See Appendix 1)**.
 - The use of physical or verbal aggression or abuse 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 may have legal consequences).
 - Smoking, taking illegal drugs or the consumption of alcohol on school premises.
 - Dogs being brought on to school premises (other than guide dogs).

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. As a school, we have a statutory duty to safeguard and protect children and this includes protecting them from witnessing aggressive or abusive behaviour on school premises. If it is felt necessary, school may contact children services, a social worker or any other professional body that it is felt may be able to offer support.

Procedures

The school has a range of strategies to employ with any parent who persists with unacceptable conduct. Whilst these sanctions are set out in the policy by way of a sequential process, they can be initiated at any stage if, in the judgement of the head teacher, the severity of the behaviour warrants such a level of intervention. This may also include contacting the appropriate authorities and/or sadly, consider banning the offending adult from entering the school premises.

1. School guidance – Parent/Carer Code of Conduct Policy and Zero Tolerance policy **(See Appendix 2)**

2. Verbal Warning/Mediation Meeting

A parent/carer who displays any of the behaviour as described above will be asked politely to desist and offered the opportunity to discuss the matter in person on the first occasion.

3. Two Formal Written Warnings

A formal written letter will be sent to the parent/carer where they continue to act unacceptably. This is signed by the head teacher and circulated to relevant internal parties to ensure that an informed and consistent approach can be adopted. This letter is kept in the file of any pupil at the school. Should a further incident occur, a second formal written warning should be issued.

4. Legal Sanctions

If a parent/carer breaches the expected standard of behaviour as set out in the Parental Code of Conduct despite formal written warnings, then the school may consider the following sanctions – these will only be used in extreme circumstances if a parent continues to exhibit conduct in breach of this policy.

5. An injunction under the Protection from Harassment Act

The school may seek an injunction requiring them to desist from behaving in the manner in question. The school will seek an injunction against the parent/carer's conduct under the Protection from Harassment Act 1997.

6. Anti-Social Behaviour Order (ASBO)

The school may seek an ASBO. The Court will have the ability to grant an ASBO which would prohibit the parent/carer from pursuing a certain course of action.

This policy should be read in conjunction with our Parental Complaints Policy. Hadrian Primary School expects all parental complaints to be taken seriously and to be dealt with comprehensively and as far as possible in confidence. Hadrian Primary School complaints policy allows parents' complaints about school issues to be dealt with efficiently and sensitively, and at the appropriate level.

We trust that parents and carers will assist our school with the implementation of this policy and we thank you for your continuing support of the school. Together we create a positive and uplifting environment not only for the children but also all who work and visit our school.

Note: Can parents please ensure they make all persons responsible for collecting their children aware of this policy.

Dissemination of the policy

This policy is available to parents and carers and pupils via the school website. Copies of the full policy are available to parents and carers and pupils on request.

APPENDIX 1

Inappropriate use of Social Network Site

Social media websites are being used increasingly to fuel campaigns and complaints against schools, head teachers, school staff, and in some cases other parents or pupils.

The Department for Education/Government and Governors of Hadrian School 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 head teacher or the Chair of Governors, where they will be dealt with fairly, appropriately and effectively for all concerned.

Libellous or Defamatory posts - In the event that any pupil or parent/carer of a child/children at Hadrian Primary school is found to be posting libellous or defamatory comments on the internet, Facebook or any 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.

Cyber Bullying – we take very seriously the use of cyber bullying by one child/ children 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.

The school will also consider its **legal options** to deal with any such misuse on social networking and other sites.

Appendix 2

Zero Tolerance Policy

Zero Tolerance

Hadrian Primary School will not tolerate aggressive or obstructive behaviour, swearing, threatened or actual bodily harm. Discrimination or harassment of any kind will not be tolerated nor will malicious damage or theft. Any individual who displays abusive, aggressive or violent behaviour will be asked to leave the site and may be reported to the police. If appropriate, an exclusion order may be issued to prevent an individual coming to or near Hadrian Primary School in the future.