



Policy reviewed by Governors: October 2023

Date for next review: October 2025

This Code of Conduct is an unsigned agreement between the parents, carers, visitors and Merridale Primary School.

At Merridale Primary School we are very proud and fortunate to have a very friendly, dedicated and supportive school community. At our school the staff, governors, parents and carers all recognise that the education of our children is a partnership between us. We expect our school community to respect our school ethos, keep our school site safe and tidy, set a good example of their own behaviour both on school premises and when accompanying classes on school visits. In addition, we also expect our parents, carers and visitors to keep all of our children safe by adhering to the school's request to park legally and safely outside the school gates during morning and afternoon drop off and collections.

As a partnership, we are all aware of the importance of good working relationships and all recognise the importance of these relationships to equip our children with the necessary skills for their education. For these reasons we will continue to welcome and encourage parents and carers to participate fully in the life of our school.

The purpose of this code of conduct is to provide the expectations around the conduct of all parents, carers and visitors connected to our school. We are committed to resolving difficulties in a professional and constructive manner, through an open and positive dialogue. However, we understand that everyday misunderstandings can cause frustrations and have a negative impact on our relationships. Where issues arise or misconceptions take place, please contact your child's teacher or the Headteacher who will arrange to talk with or to meet with you and go through the issue and hopefully resolve it. Where issues remain unresolved, please follow the school's complaints procedure. This is available on the school website or a copy can be requested from the school office.

We expect parents, carers and visitors to:

- Respect the caring ethos and values of our school
- Understand that both teachers and parents/carers 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/contact the school to help resolve any issues of concern.
- Avoid using school staff as threats to admonish children's behaviour.
- Be responsible for your child's behaviour and conduct at any school related events where you attend together.

This code aims to clarify the types of behaviour that will not be tolerated and seeks parent/carer/visitor agreement to these expectations. The code of conduct also sets out the actions the school can take should this code be ignored or where breaches occur.

Behaviour that will not be tolerated:

- Disruptive behaviour which interferes or threatens to interfere with any of the school's normal 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 staff, visitor, fellow parent/carer or child.
- Damaging or destroying school property.
- Sending abusive or threatening emails or text/voicemail/phone messages or other written communications (including social media) to anyone within the school community.
- Defamatory, offensive or derogatory comments regarding the school or any of the pupils/parents/staff/governors at the school on Facebook or other social media sites
- The use of physical, verbal or written aggression towards another adult or child. This includes physical punishment/chastisement of 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, vaping, taking illegal drugs or the consumption of alcohol on school premises.
- Dogs being brought on to the school premises (other than guide dogs).

Should any of the above occur on school premises or in connection with school, the school may feel it is necessary to take action by contacting the appropriate authorities or consider banning the offending adult from entering the school premises.

Thank you for abiding by this code in our school. Together we create a positive and uplifting environment not only for the children but also all who work and visit our school. It is important for parents and carers to make sure any persons collecting their children are aware of this policy.

What happens if someone ignores or breaks the code?

In the event of any parent/carer or visitor of the school breaking, this code then proportionate actions will be taken as follows:

In cases where the behaviour is considered to be unacceptable you will be notified of this verbally and then in writing. The school will work in conjunction with any parents, carers or visitors to come to a mutual understanding of appropriate conduct. In cases where the behaviour is considered to be a serious and potentially criminal matter, the concerns will in the first instance be referred to the Police. This will include any or all cases of threats or violence and actual violence to any child, staff or governor in the school, this will also include anything that could be seen as a sign of harassment of any member of the school community, such as any form of insulting social media post or any form of social media

cyber bullying. In cases where evidence suggests that behaviour would be tantamount to libel or slander, then the school will refer the matter to the Local Authority's Legal Team for further action. In cases where the code of conduct has been broken but the breach was not libellous, slanderous or criminal matter, then the school will send out a formal letter to the parent/carer with an invite to a meeting. If the parent/carer refuses to attend the meeting then the school will write to the parent/carer and ask them to stop the behaviour causing the concern and warn that if they do not, they may be banned from the school premises. If, after this, if behaviour continues, the parent/carer will again be written to and informed that a ban from the school site is now in place.

Note:

(1) a ban from the school can be introduced without having to go through all the steps offered above in more serious cases.

(2) Site bans will normally be limited in the first instance. In the event of a ban, any child attending school will be met at the front of school by a member of school staff and the adult receiving the ban will be required to not enter the school grounds.

Issues of conduct with the use of Social Media e.g. WhatsApp, Facebook, Instagram

Most people take part in online activities and social media. It's fun, interesting and keeps us connected. The school has a Twitter feed which allows parents to view messages from school about school events. We encourage you to positively participate and interact if you wish. Within these spaces however, we ask that you use common sense when discussing school life online. A good rule to follow here would be:

'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. We take very seriously inappropriate use of social media by a parent to publicly humiliate or criticise another parent, member of staff or child.

If parents have any concerns about their child in relation to the school as we have said above they should:

1. Initially contact the class teacher
2. If the concern remains, they should contact the Headteacher
3. If still unresolved, contact the school governors through the complaints procedure

They should not use social media as a medium to air any concerns or grievances.

Online activity which we consider inappropriate:

- Identifying or posting images/videos of children at the school
- Abusive, derogatory or personal comments about staff, governors, children or other parents
- Bringing the school in disrepute
- Posting defamatory or libellous comments
- Emails circulated or sent directly with abusive or personal comments about staff or children
- Using social media to publicly challenge school policies or discuss issues about individual children or members of staff
- Threatening behaviour, such as verbally intimidating staff, or using bad language
- Breaching school security procedures

At Merridale Primary School we take our safeguarding responsibilities seriously and will deal with any reported incidents appropriately in line with the actions outlined above.

These posters are displayed in school:

RESPECT OUR STAFF

WE ARE HERE TO HELP YOU

We welcome visitors to our school.
We will act to ensure it remains a safe place
for children, staff and all other members of
our community.

If you have concerns, we will always listen to
them and seek to address them.

Please be aware, however, that abusive,
threatening, intimidating or violent behaviour
will not be tolerated at this school.

Visitors behaving in this way will be asked to
leave the premises and may be prosecuted.