

Parent Code of Conduct



Parent/Carer Code of Conduct At Oasis Academy Putney

We are very proud and fortunate to have a very dedicated and supportive academy community. At our academy the Parent body, staff, Oasis Community Learning, parents and carers alike all recognise that the education of our children is a partnership process between all these parties. As a partnership we are all aware of the importance of good working relationships and all recognise the importance of solid working relationships to equip all of our children with the necessary skills for adulthood. For these reasons we will continue to welcome and encourage parents and carers to participate fully in the life of our academy.

The purpose of this policy is to provide a reminder to all parents, carers and visitors to our academy about the expectations around the conduct of all parents and visitors connected to our academy.

We understand that everyday frustrations can cause misunderstandings and have a negative impact on our relationships. Establishing where this happens, that we remain committed to resolving difficulties in a constructive manner through open positive dialogue is however essential. In this way we can continue to flourish and progress to achieve, in an atmosphere of mutual understanding. Our academy already has a code of conduct for all our employees but this code is aimed at the wider academy community so that all can see and understand the expectations on the behaviour of all visitors or those connected with the academy. The policy aims to clarify the types of behaviour that will not be tolerated. The policy also sets out the actions the academy 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 academies normal operation or activities anywhere on the academy premises.
- Any inappropriate behaviour on the academy premises.
- Using loud or offensive language or displaying temper.
- Threatening in any way, a member of staff, visitor, fellow parent/carers or pupil.
- Damaging or destroying academy property.
- Sending abusive or threatening emails or text/voicemail/phone messages or other written communications (including social media) to anyone within the academy community.
- Defamatory, offensive or derogatory comments regarding the academy or any of the pupils/parents/staff at the academy on Facebook or other sites
- The use of physical, verbal or written aggression towards another adult or child. This includes physical punishment of your own child on academy 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 academy premises. (Alcohol may only be consumed during authorised events)
- Dogs being brought on to the academy premises. (other than guide dogs)

Should any of the above occur on academy premises or in connection with academy the academy may feel it is necessary to act by contacting the appropriate authorities and/or sadly, consider banning the offending adult from entering the academy premises altogether. Thank you for abiding by this policy in our academy. Together we create a positive and uplifting environment not only for the children but also all who work and visit our academy.

Please note: can parents/carers please make sure all 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 academy breaking this code then proportionate actions will be taken as follows;

In cases where the unacceptable 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 parent/carers in the academy, This will also include anything that could be seen as a sign of harassment of any member of the academy 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 academy will refer the matter to the Academy Human Resource department and they will seek legal advice 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 academy 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 academy 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 academy premises. If after this behaviour continues the parent/carer will again be written to and informed that a ban is now in place.

Note:

(1) A ban from the academy 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.

Complaints

This code of conduct does not prevent parent/carers from raising a legitimate complaint in an appropriate fashion.

In most cases we hope that all complaints and concerns can be resolved through open dialogue with class teachers in the first instance and then other members the academy Leadership Team as appropriate.

Where you are not satisfied with responses received however, we would ask that you then follow the complaints procedure as laid out in our academy complaints policy. This is available on the academy's website but if you would prefer please contact the academy office and we can arrange for a hard copy to be made available.

Issues of conduct with the use of Social Media

Most people take part in online activities and social media. It's fun, interesting and keeps us connected.

There are various online academy on-line groups managed by parents for parents and they can be a wonderful source of knowledge, support and advice. We encourage you to in and positively participate if you wish.

Within these spaces however we ask that you use common sense when discussing academy life and our children and their families online.

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 academy, academy staff, parents or pupils.

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

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

1. Initially contact the class teacher.
 2. If the concern remains they should contact the Principal.
 3. If still unresolved, the Regional Director 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 pupils.
- Abusive or personal comments about staff, pupils or other parents.
- Bringing the academy in disrepute.
- Posting defamatory or libellous comments.
- Emails circulated or sent directly with abusive or personal comments about staff or pupils.
- Using social media to publicly challenge academy policies or discuss issues about individual children.
- Threatening behaviour, such as verbally intimidating staff, or using bad language.
- Breaching academy security procedures

At our academy we take our safeguarding responsibilities seriously and will deal with any reported incidents appropriately in line with the actions outlined above. We trust that parents and carers will assist our academy with the implementation of this code of conduct and we thank you for your continuing support of the academy.