

Horizons Specialist Academy Trust Code of Conduct for Parents & Carers

Rationale:

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

Aim:

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

Expectation:

- That adults set a good example to children at all times, showing them how to get along with all members of the school and the wider community.
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on Trust premises.
- Physical attacks and threatening behaviour, abusive or insulting language verbal or written, to staff, governors, parents and carers, children and other users of Trust premises will not be tolerated and will result in withdrawal of permission to be on Trust premises.
- Any parent who is asked to leave Trust premises will have the right to appeal the decision by writing to the Chair of the Board of Directors.

Please note that incidents of rudeness will be logged with the Chair of the Board of Directors.

Responsibilities:

It is the responsibility of the Chief Executive, Principals and the Board of Directors to monitor and review this policy.

Guidelines

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the Trust community:

This is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Shouting, either in person or over the telephone
- Inappropriate posting on Social Networking sites deemed as bullying
- Speaking in an aggressive/threatening tone
- Physically intimidating e.g. standing very close
- 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 or sexist comments

Unacceptable behaviour may result in the Police being informed.

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

Trust premises are private property and parents have been granted permission from the Trust to be on the premises. However, in case of abuse or threats to staff, pupils or other parents, the Trust may ban parents from an academy.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent) to cause a nuisance or disturbance on Trust premises. The police may be called to assist in removing the person concerned.

The Trust is not responsible for organising arrangements for children in the above circumstances.

If parents and carers bring and take their children to and from an academy they will need to provide alternative arrangements to do this.

Parents and carers have the right of appeal by writing to the Chair of the Board of Directors within ten days of permission to enter a Trust premises being withdrawn.

