



MEREVALLEY FEDERATION

PARENTAL CODE OF CONDUCT



VERSION

Date	Author(s)	Notes on Revision/s	Authorised by (date)
November 2016	Jane Bettis	New policy & adopted by GB	
June 2017	Jane Bettis	Add sections on smoking, dogs, photographs, and use of mobile phones	
September 2020	I. Mortimer	No changes	
June 2023	I. Mortimer-Fox	Changed wording to Federation. Changed review term.	
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TABLE OF CONTENTS

Version.....	2
Table of Contents.....	3
1 Introduction	4
2 Aim.....	4
3 Parents/Carers and Visitors to the School	4
4 General Behaviour Expectations	4
4.1 Smoking	4
4.2 Animals	5
4.3 Mobile Phones.....	5
4.4 Photos taken at School.....	5
5 Unacceptable Behaviour	6
5.1 Types of Unacceptable Behaviour	6
5.2 Consequences of Unacceptable Behaviour	6
6 Actions of Staff	7
6.1 Expectations of Staff.....	7
6.2 Procedure.....	7
6.3 Imposing a Ban.....	7
7 Incidents Involving Others' Children	7



1 INTRODUCTION

At the Merevalley Federation, 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 Federation.

2 AIM

The underlying principle of our Parental Code of Conduct is that...

All members of the Federation community treat each other with respect

As role models, and for the safety and wellbeing of our children, staff, parents, carers and other visitors are expected to behave appropriately when on Federation premises. This means that:

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

3 PARENTS/CARERS AND VISITORS TO THE SCHOOL

Parents/carers and other visitors (hereafter referred to as adult/s) to the Federation are expected to show respect and concern for others and support the respectful ethos of our Federation by setting a good example in their own speech and behaviour towards all members of the Federation community.

The vast majority of adults visiting our Federation set a good example. This policy sets out the Federation's general expectations of behaviour and addresses those rare occasions when behaviour is inappropriate.

4 GENERAL BEHAVIOUR EXPECTATIONS

The school boundary includes all school buildings, the playing field and its boundary fences and treeline/hedges, the concrete play areas, including the top playground, the staff car park and all grounds up to and including the fence at the front of the building.

4.1 Smoking

Merevalley Federation schools are no smoking sites. Smoking is prohibited in all areas of the schools within the school boundary. This applies to all users of the Federation premises, including staff.



4.2 Animals

Medical assistance animals are permitted within the school boundary, as are other, well-behaved animals. However, all animals should be on a short lead and well-controlled. Extending leads are not permitted as these can be dangerous with children running around.

We ask that, if you need to bring a medical assistance animal onto site, it would be helpful to notify the school office before your visit especially if you have any specific needs that need to be supported.

The Federation reserves the right to ban animals from the site if they misbehave, or cause a nuisance on the premises.

4.3 Mobile Phones

Merevalley Federation is passionate about the wellbeing of its children. Whilst on Federation premises with or without children, we would prefer that you do not use your mobile phones.

4.4 Photos taken at School

4.4.1 Overview

All adults will have been asked to complete a form about whether they are happy for pictures of their children on school premises can be taken/used. There can be a variety of reasons why this may be unacceptable to parents/carers:

- Child is adopted/fostered/in care and birth family is not to know where they are;
- Child at risk of abduction;
- Child in Witness Protection;
- Religious objections;
- Child protection orders in force.

In addition, it is worth noting that it may not be just the child for whom the concerns exist; their parents/carers may have similar concerns or religious objections.

4.4.2 Posting your Photos on Social Media

Merevalley Federation does not, at present, prohibit photos from being taken on site and understands that parents/carers want to share photos of their children with family and friends; however, the Federation is also aware that there are many utilities available now which allow pictures on social media to be scanned e.g. for facial recognition.

If you wish to post photographs onto social media which include children and/or adults not in your family, please obtain permission from all families BEFORE you post the photo.

4.4.3 Federation Actions

If photos on Federation premises have been posted of families without their permission, the Federation can be approached to ask the person/family who has posted the photos to remove them from all social media.

If this proves to be a recurring problem, the Federation reserves the right to ban the use of all photographic equipment from the Federation premises including the use of mobile phone cameras.



5 UNACCEPTABLE BEHAVIOUR

5.1 Types of Unacceptable Behaviour

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the Federation community include, but are not limited to:

- 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 behaviour, 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 or
- Breaching the Federation's security procedures.

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

Unacceptable behaviour may result in the local authority and the police being informed of the incident.

5.2 Consequences of Unacceptable Behaviour

The Federation reserves the right to take any necessary actions to ensure that members of the Federation community are not subjected to abuse. Federation premises are private property and parents/carers and other visitors have been granted permission from the Federation to be on school premises. However, in case of abuse or threats to staff, governors, pupils or other parents/carers, Merevalley Federation may ban adults from entering the schools.

It is also an offence under section 547 of the Education Act 1997 for any person (including a parent/carer) to cause a nuisance or disturbance on school premises. The police may be called to assist in removing the person concerned. Merevalley Federation is not responsible for organising arrangements for children in the above circumstances. Parents/carers will need to provide alternative arrangements for bringing children into school.

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



6 ACTIONS OF STAFF

6.1 Expectations of Staff

The Federation expects and requires its members of staff to behave professionally in difficult situations and to attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues.

However, all staff and pupils have the right to feel safe in the school environment. All members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

6.2 Procedure

If an adult behaves in an unacceptable way towards a member of the Federation community, this will be reported to the Head of School. The Head of School, or appropriate senior staff member, will seek to resolve the situation through discussion and mediation. If necessary, the Federation's complaints procedures should be followed. This can be found on the Federation school's websites.

6.3 Imposing a Ban

Where all procedures have been exhausted, and aggression or intimidation continue, or where there is an extreme act of violence, an adult may be banned from the Federation premises by the Head of School, for a period of time, which will be subject to review.

In imposing a ban, the following steps will be taken:

1. The adult will be informed, in writing, that she/he is banned from the premises, subject to review, and what will happen if the ban is breached, e.g. that police involvement or an injunction application may follow;
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included;
3. The chair of governors/LA will be informed of the ban;
4. Where appropriate, arrangements for pupils being delivered to, and collected from the school gate will be clarified.

7 INCIDENTS INVOLVING OTHERS' CHILDREN

If an incident has happened at school involving your child, please do not approach/telephone other parents/carers. Please come in and tell staff how you are feeling and what your child's account of the incident was but let us deal with it in school.

Approaching someone else's child, in order to discuss an incident or "tell them off" because of their actions (whether alleged or observed), is not appropriate in any circumstances. If you have concerns about something that has happened in school, please speak to a member of staff promptly.