

Harlow Inspirational Learning Trust



Behaviour Policy

Parental Code of Conduct

Committee

Headteachers

Reviewed

Due for Review

FAS/Board

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Spring 2025

September 2027

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1. PURPOSE AND SCOPE

At HILT, we believe it's important to:

- Work in partnership with parents to support their child's learning
- Create a safe, respectful and inclusive environment for pupils, staff and parents
- Model appropriate behaviour for our pupils at all times

To help us do this, we set clear expectations and guidelines on behaviour for all members of our community. This includes staff (through the staff code of conduct) and pupils (through our behaviour policy).

This code of conduct aims to help the school work together with parents by setting guidelines on appropriate behaviour.

We use the term 'parents' to refer to:

- Anyone with parental responsibility for a pupil
- Anyone caring for a child (such as grandparents or child-minders)

2. OUR EXPECTATIONS OF PARENTS AND CARERS

We expect parents, carers and other visitors to:

- Respect the ethos, vision and values of our school
- Work together with staff in the best interests of our pupils
- Treat all members of the school community with respect – setting a good example with speech and behaviour
- Seek a peaceful solution to all issues
- Correct their own child's behaviour (or those in their care), particularly in public, where it could lead to conflict, aggression or unsafe conduct
- Approach the right member of school staff to help resolve any issues of concern

We expect parents, carers and any other visitors to communicate with us through the correct channels. Please see the 'Contact Us' section of the website for details. Staff are often busy, but we expect our staff to respond within 24 hours.

If you need to make an appointment to meet with specific staff, this should be booked in advance. If there is an urgent situation please phone the school and outline the concern and we will respond accordingly.

Parents should not turn up at the school and expect to see any members of staff without an appointment.

3. BEHAVIOUR THAT WILL NOT BE TOLERATED

- Disrupting, or threatening to disrupt, school operations (including events on the school grounds and sports team matches)
- Swearing, or using offensive language whilst at school events or on the school premises
- Displaying a temper, or shouting at members of staff, pupils or other parents
- Threatening another member of the school community
- Sending abusive messages to another member of the school community, including via text, email or social media
- Posting defamatory, offensive or derogatory comments about the school, its staff or any member of its community, on social media platforms
- Use of physical punishment against your child while on school premises or at school activities or events
- Any aggressive behaviour (including verbally or in writing) towards another child or adult
- Disciplining another person's child – please bring any behaviour incidents to a member of staff's attention
- Smoking or drinking alcohol on the school premises (unless alcohol has been allowed at a specific event)
- Possessing or taking drugs (including legal highs) whilst on school premises or at school activities or events
- Bringing pets onto the school premises (other than guide dogs)

4. BREACHING THE CODE OF CONDUCT

If the school suspects, or becomes aware, that a parent has breached the code of conduct, the school will gather information from those involved and speak to the parent about the incident.

Depending on the nature of the incident, the school may then:

- Send a warning letter to the parent
- Invite the parent in to school to meet with a senior member of staff or the headteacher
- Contact the appropriate authorities –for example the police (in cases of criminal behaviour)
- Seek advice from our legal representatives regarding further action (in cases of conduct that may be libellous or slanderous)
- Ban the parent from the school site

The school will always respond to an incident in a proportional way. The final decision for how to respond to breaches of the code of conduct rests with the headteacher.

The headteacher will consult the chair of governors before banning a parent from the school site.

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

We will always listen to concerns and seek to address them.

We will not tolerate abusive, threatening or violent behaviour. Visitors behaving in this way are likely to be removed from the premises and prosecuted.