



Little Waltham C.E.V.A Primary School

Aspiring to inspire others towards excellence, developing as individuals together in a distinctively Christian environment.

1 Corinthians, 12:14 “For the body is not one member, but many”.

Parent Code of Conduct and Social Media Policy **September 2023**

Date for Governor Review: September 2024

At Little Waltham CEVA Primary School we are very proud and fortunate to have a very dedicated and supportive school community. At our school staff, governors, parents and carers alike all recognise that the education of our children is a partnership process and relies on a good working relationship between all these parties. We welcome and encourage parents and carers to participate fully in the life of our school.

We understand that everyday frustrations can cause misunderstandings and have a negative impact on our relationships. Establishing where this happens, and that we remain committed to resolving difficulties in a constructive manner through open positive dialogue is essential.

Our school already has a code of conduct for all our employees. This code is aimed at the wider school community to clarify the expectations on the behaviour of all stakeholders connected with the school. The policy aims to clarify the types of behaviour that will not be tolerated and 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 aggressive behaviour.
- Threatening in any way, a member of staff, visitor, fellow parent/carer or pupil.
- 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 social media 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 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, taking illegal drugs or the consumption of alcohol on school premises.
- Dogs being brought on to the school premises. (Other than medical assistance and guide dogs)

Please note: parents / carers must 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 school breaking this code, then proportionate actions will be taken as follows:

In cases where the behaviour is considered to be a potentially criminal matter the concerns will in the first instance be referred to Essex Police. This will include but is not limited to:

- threats of violence and actual violence to any member of the school community
- 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 behaviour is tantamount to libel or slander then the school will refer the matter to Essex County Council'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 an invitation 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 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 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.

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 school groups managed by parents for parents, such as school Facebook pages and WhatsApp groups, and they can be a wonderful source of knowledge, support and advice. We encourage you to positively participate if you wish.

Within these spaces however we ask that you use common sense when discussing school life online.

Think before you post

We ask that social media should not be used to fuel campaigns and voice complaints against the school, school 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 school they should follow the school Complaints Procedure (on the school website). 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 school 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 school policies or discuss issues about individual children
- Threatening behaviour, such as verbally intimidating staff, or using bad language
- Breaching school security procedures

At our school we take our safeguarding responsibilities seriously and will deal with any reported incidents appropriately in line with the actions outlined above, as well as our Child Protection Policy.

We thank you for your cooperation in adhering to the code of conduct.