



LEGRA ACADEMY TRUST

Parent Code of Conduct and Behaviour Policy

April 2024

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Introduction

The Legra Academy Trust encourages close links with parents and the community in all we do. We believe that students benefit when the relationship between home and academy is a positive one.

The vast majority of parents, carers and others visiting our academies are keen to work with us and are supportive. However, on the rare occasions that a negative attitude towards an academy or the trust is expressed, this can result in aggression, verbal and or physical abuse towards members of academy staff or the wider community.

All members of staff have the right to work without fear of violence and abuse.

We expect parents and other visitors to behave in a reasonable way towards members of academy staff. The purpose of this policy is to provide a reminder to all parents/carers and visitors to our academies about the expected conduct. This is so we can continue to flourish, progress and achieve in an atmosphere of mutual understanding.

At all times the common purpose remains clear: to achieve zero tolerance of violence, threatening behaviour or abuse in any academy within the Legra Academy Trust, and to ensure all members of our community, and all visitors to our academies, can be confident that they are operating within a safe environment.

Expectations from Parents/Carers/Visitors:

- Respect the expectations and values of our academies.
- Understand that both academy staff and parents/carers need to work together for the benefit of their children.
- Demonstrate that all members of the academy communities should be treated with respect and therefore set a good example in their own behaviour and conduct especially in front of children.
- Seek to clarify a child's version of events with the academy's view in order to bring about a peaceful solution to any issue.
- Correct own child's behaviour especially in public where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour.
- Approach the academy directly to help resolve any issues of concern, rather than posting on social media etc.
- Avoid using staff as threats to criticise children's behaviour.
- If you have any concerns, please email the academy directly and your email will be passed on to the relevant member of staff.

Belfairs Academy – enquiries@belfairsacademy.org.uk

Darlinghurst Academy - generalenquiries@darlinghurst.co.uk

Behaviour that will not be tolerated:

- Disrupting, or threatening to disrupt academy operations (including events on the academy grounds and sports team matches).
- Swearing, or using offensive language.

- Displaying a temper, or shouting at members of staff, students, or other parents/carers.
- Threatening any member of the academy community.
- Sending abusive messages to another member of the academy community, including via text, email, or social media.
- Posting defamatory, offensive, or derogatory comments about any of our academies, its staff, or any member of its community, on social media platforms.
- Defamatory, offensive, or derogatory comments regarding our academies or any of the students/parent/staff, at the academy on Facebook or other social sites. (See Appendix 1). Any concerns you may have about the academy must be shared through the appropriate channels by speaking to the academy, so this can be dealt with fairly, appropriately, and effectively for all concerned.
- Demanding to remove your child without an appointment or prior notice.
- The use of physical aggression towards another adult or child.
- Any aggressive behaviour (including verbally or in writing) towards another child or adult.
- Approaching someone else's child or an adult 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 and consumption of alcohol or other drugs whilst on academy property.
- Bringing dogs onto the academy premises (other than guide/service dogs).

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

Breaching the code of conduct

If the Trust or academy suspects, or becomes aware, that a parent/carer has breached the code of conduct, the academy will gather information from those involved and speak to the parent/carer about the incident. Depending on the nature of the incident, the academy may then:

- Invite the parent/carer into the academy to meet with a senior member of staff or the Principal.
- Send a warning letter to the parent/carer.
- Contact the appropriate authorities (in cases of criminal behaviour).
- Seek advice from the Trust's legal team regarding further action (in cases of conduct that may be libellous or slanderous).
- Ban the parent/carer from the site.
- The academy 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 CEO. The Principal will consult the CEO before banning a parent/carer from site.

Appendix 1: Inappropriate use of Social Network Site

Social media websites are being used increasingly to fuel campaigns and complaints against academies, Principals, Senior Leaders, academy staff, and in some cases other parents/carers or students. The Trust Board considers the use of social media websites being used in this way as unacceptable and not in the best interests of the children or the whole academy communities.

Any concerns you may have must be made through the appropriate channels by speaking to relevant staff member, Senior Leader or by following our Complaints Policy, so they can be dealt with fairly, appropriately, and effectively for all concerned.

In the event that any student or parent/carer of a child/ren being educated in the academy is found to be posting libellous or defamatory comments on Facebook, Instagram, or other social network sites, they will be reported to the appropriate 'report abuse' section of the network site. All social network sites have clear rules about the content, which can be posted, on the site and they provide robust mechanisms to report contact or activity which breaches this.

Legra Academy Trust also expects that any parent/carer or student removes such comments immediately. In serious cases the trust will also consider its legal options to deal with any such misuse of social networking and other sites.