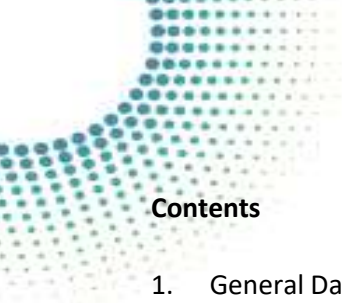


Parent/Carer Behaviour Policy

Adopted by the Board of Trustees

Date: Draft March 2020

Trustee Reviewers: PDBW Board



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1. General Data Protection Regulations



This policy has been reviewed in accordance with the General Data Protection Regulation (GDPR) which will replace the Data Protection Act 1998 from 25th May 2018. The introduction of GDPR has resulted in changes to many existing data protection rules and regulations that educational establishments adhere to. The Evolve Trust has undertaken a full data protection audit and have ensured that appropriate changes that have been made to data protection rules and regulations have been adhered to in full. The Evolve Trust has carried out all additional compliance requirements and fully accepts their duty of care to ensure individuals' data is kept safe and secure, resulting in increased compliance in our systems, processes and policies.

2. Rationale

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

3. Expectation

It is an expectation that all users of our academy sites do so in an appropriate way and acts in line with our core values of- Ambition, Integrity, Inclusivity, Endeavour and Resilience at all times. There is an 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 the 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 the 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 the Trust premises will have the right to appeal the decision by following our complaints procedure
- Incidents of rudeness will be logged with the Trust.

4. 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 which could bring the school into disrepute or be 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 including sexual innuendo

5. Inappropriate use of Social Networking Sites

Social media websites are being used increasingly to fuel campaigns and complaints against academies, Principals/Heads of School, school staff, and in some cases, other parents/pupils. The Evolve Trust 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 community.

Any concerns you may have must be made through the appropriate channels by speaking to the class teacher, Senior Leader, the Principal/Head of School or a member of the Trust team, so they can be dealt with fairly, appropriately and effectively for all concerned.

In the event that any pupil or parent/carer of a child/ren being educated at The Evolve Trust is found to be posting libellous or defamatory comments on Facebook 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. The Trust will also expect that any parent/carer or pupil 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. Additionally, and perhaps more importantly is the issue of cyber bullying and the use by one child or a parent to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of bullying.

6. Procedures to address inappropriate behaviour by adults on a Trust site

Anybody found to be acting in a way that is deemed to be inappropriate will be dealt with accordingly. The Trust reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse. Where appropriate unacceptable behaviour may result in a ban to all Trust sites and the police being called/legal action being taken.