

Vision statement
BRIDGE is a family of schools committed to high performance. We embrace a universal culture of excellence in the learning communities we build.
Aims
To continue building a Multi Academy Trust that promotes strong values, an excellent education for all children, develops highly effective School Teams, is financially secure, and ensures effective governance.
To nurture, support and encourage aspirations by providing excellent learning opportunities, inspiring teaching environments, and a creative approach to curriculum subjects that secures engagement from all our learners resulting in high levels of academic progress and outcomes.
To develop outstanding leadership, teaching and support teams by valuing committed, reflective staff, and providing rigorous and challenging professional development for continual School Improvement.
To develop hubs as centres of learning excellence to disseminate best practice, firstly within and then beyond, the Trust.
To successfully engage and communicate with parents/carers in our local communities, supporting the children's progress, well-being and achievement.

Adult Code of Conduct in School Policy

Purpose
The purpose of this guidance is to provide a reminder about the expected conduct from all adults on school premises, and to create and embed a culture of openness, trust and transparency. Where expected behaviour is not displayed, appropriate action will be taken in a timely manner to safeguard children and facilitate a whole trust approach to dealing with any concerns of abusive or aggressive conduct.

September 2021

Policy Version	V1.1	Next Review Date	09/24
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Adult Code of Conduct in School

At Bridge Trust schools, we are very fortunate to have a parent body which is supportive and friendly. We recognise that the success of our school is dependent on a strong partnership between all members of the school and local community: pupils, parents, staff, governors and visitors. This partnership must be based on polite, positive and respectful relationships. For this reason, we continue to welcome and encourage parents, carers and the local community to participate fully in the life of our school.

The purpose of this guidance is to provide a reminder about the expected conduct from all adults on school premises, and what to do if their conduct is abusive or aggressive. We ask that all members of the community follow these principles:

- We all respect the caring ethos of our school and understand that every member of staff has the children's wellbeing and safety at the heart of all that we do and say.
- Both teachers and parents need to work together for the benefit of the pupils.
- All members of the school community should be treated with respect and, therefore, we must all set a good example in our own speech and behaviour.

In this context, threatening, violent or abusive behaviour, against any members of our school community, is unacceptable. All members of our community have a right to expect the school to be a safe place in which to work and learn. Where the behaviour of parents or visitors falls below expected standards, the school will act in accordance with this guidance.

All concerns about adults (including allegations that do not meet the harms threshold (see part 4 section one KCSIE 2021)) will be shared responsibly and with the right person, recorded and dealt with appropriately and promptly, to safeguard children; and ensure that adults working in or on behalf of the school (including supply teachers, volunteers and contractors) are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of the trust.

In order to support a peaceful and safe school environment the school cannot accept parents, carers and visitors exhibiting the following:

- Conduct which undermines the safe and calm environment in a school, either in a school office, classroom, around the school site, immediately outside the school or on the school playing field.
- Entering the school site under the influence of alcohol or drugs.
- Smoking anywhere on the school site.
- Using loud or offensive language, such as swearing, or displaying uncontrolled anger or any degree of aggression.
- Threatening physical violence to a member of the school community.
- Damaging school property.
- Abusive telephone calls, emails, letters or other forms of written communication.
- Defamatory comments about school staff or governors on social media sites.
- The use of physical aggression towards another adult or child. This includes physical punishment of your own child.
- Displaying over friendliness with children and/or having favourites
- Using mobile devices to obtain photographs of children
- Engaging with children on a one-to-one basis in a secluded area of behind closed door
- Approaching someone else's child in order to chastise them.
- Using inappropriate sexualised, intimidating or offensive language.
- Harassment/abuse (including sexual)

The above examples is a not an exhaustive list and not limited to the above.

The Public Order Act 1986 defines “disorderly conduct” as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress. “Threatening behaviour” is when a person fears that violence, or threat of violence, is likely to be provoked. In the school context this could mean someone shouting at a member of staff, either in person or on the phone; acting aggressively, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking.

PROCEDURES FOR DEALING WITH INAPPROPRIATE ADULT CONDUCT

Note that while the escalating scale of response outlined below will be followed in the case of minor infringements of this agreement, severe cases of misconduct may be dealt with immediately under step 2 or step 3 as appropriate.

Step 1 - Verbal warning

The Headteacher or appropriate member of the Leadership Team will speak to the adults involved in any inappropriate, threatening or abusive conduct. It will be put to them that such behaviour is unacceptable and an assurance will be sought that such an incident will not be repeated. It will be stressed on this occasion that repetition of such an incident will result in further, more serious action being taken.

The adults involved will be notified that the incident and subsequent warning has been recorded in writing, logged and will be securely kept on file and comply with the Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR).

This evidence may be used if a member of staff needed to take legal action.

If the Headteacher has been subject to abuse this action will be carried out by the Chair of Governors.

NB: Any incidents of violent conduct would immediately proceed to step 3.

Step 2 – Written warning

If a second incident occurs involving the same person or persons, the Headteacher will write to the adult(s) informing them once again that this conduct is unacceptable. Where appropriate, the Chair, or other appointed independent governor, will write to the adult(s) giving a final warning that abusive and threatening behaviour is unacceptable, and that a repetition of such conduct will leave the governors no option but to take further action. This may result in a person or persons being excluded from school premises.

The adults involved will be notified that the incident and subsequent warning has been recorded and logged.

Step 3 – Involvement of the Police and the Local Authority

At any stage, the school may report serious incidents of abusive and threatening behaviour to the Trust. The school has a responsibility to report any racist or discriminatory incidents to the Trust.

Any act of actual or threatened violence will be referred to the Police immediately.

The Police will also be called if, following a decision to ban a person from the school premises, that person nevertheless persists in entering school premises and is displaying unreasonable behaviour. Such a person may be removed from the school premises as a trespasser under Section 547 of the Education Act 1996 and charged with an offence under the Public Order Act 1986.

The adults involved will be notified that the incident and subsequent warning has been recorded and logged.