



Parental Code of conduct

Introduction

Overwhelmingly, the interaction between Dolphin School (“the **School**”) and Parents is positive and appropriate, and the need to remind individual Parents (or Staff) of this code of conduct is likely to be very rare. However, where rude, aggressive or otherwise inappropriate behaviour is displayed, the School needs to address that behaviour for the benefit of Staff, children and other Parents.

This code of conduct therefore outlines the conduct that Parents and Staff can expect from each other in relation to their interaction and comportment at or in connection with the School. It does not relate to behaviour that is not connected with the School, and it does not seek to restrict positive or negative feedback – both of which are welcomed by the School.

In this code of conduct (i) parents, guardians, family, friends, visitors and carers of children enrolled at the School are collectively and individually referred to as “**Parents**”; and (ii) the management, teachers and other staff of the School are collectively and individually referred to as “**Staff**”).

Generally

A respectful, constructive partnership between Parents and Staff is an integral part of a Dolphin education. Appropriate behaviour is a reasonable expectation, but it is also required to set a good example to the children. The School therefore expects and requires that interaction between Parents and Staff is generally polite and constructive.

In applying the above general principle, Staff and Parents, by their actions and by their communications (by all means and in all media):

- will treat each other with respect and courtesy;
- will show care and consideration for others;
- will not use rude, abusive, aggressive or threatening language or behaviour;
- in communicating with Dolphin children (including the Parents’ own child) will not undermine each other, the School, its rules or policies;
- in dealing with the Parents’ child, will uphold the School’s **Behaviour Policy**;
- in addressing conflict, in particular, will take a careful and balanced approach in establishing and responding to facts and opinions;
- in dealing with the Parents’ child, will avoid using each other as a threat to coerce behaviour; and
- will co-operate to ensure that neither they nor Dolphin children, are exposed to rude, abusive aggressive or threatening behaviour by third parties.

Specifically

Without prejudice to the general requirements above, Parents:

- will not use rude, abusive, aggressive or threatening language or behaviour to a Dolphin child (including their own child);

- will not interfere or threaten to interfere with the operation of a classroom, a School office or any other School activity (including events, games and matches) other than by way of invited participation or by reason of an emergency;
- will adhere to signs instructions and School rules which prohibit behaviour in, or access to, specific areas of the School. Without limitation, such behaviour includes:
 - smoking, vaping consuming alcohol on School property (which expression includes School buildings and land), other than during School events where alcohol is served;
 - possessing or using drugs, (which expression includes illegal and legal drugs other than (i) pharmaceutical products for medicinal use and (ii) tobacco/vaping products/alcohol for consumption at the above-mentioned events or away from School Property);
 - being discernibly intoxicated through Drugs while on School Property;
 - bringing dogs or other pets on to School property, other than by specific invitation or while contained in your vehicle;
 - driving at appropriate speed, parking with care and adhering to signage (such as speed limits and staff or disabled parking spaces).
- will adhere to signing-in and -out, and other access and safety procedures that are required by the School, including but not limited to those required by the School's **Safeguarding Policy**;
- will not wilfully damage any School property and will immediately report to the School any damage done (whether wilfully or otherwise);
- will not make, publish or distribute defamatory comments regarding the School or any Staff, other Parent or Dolphin child;
- will avoid being alone with any Dolphin child (other than their own child) on School property;
- will not approach any Dolphin child in order to chastise, remonstrate or otherwise discuss that child's interaction with or behaviour towards their own child;

Dealing with Disputes

Nothing in this code of conduct interferes with the right of Parents or Staff to raise any concerns or confront any issues as they arise. Any concerns or complaints that Parents may have about the School, Staff or another Parent (including any alleged breach of this code of conduct) should be communicated to the School in accordance with its **Complaints Policy**, whereupon it will be dealt with fairly, in accordance with that policy and associated procedure.

Generally, the School relies on Parents to regulate their own behaviour and the need to have recourse to this code of conduct is expected to be very rare. However, the School's **Parent Contract Terms and Conditions** gives the Head wide discretion in how poor parental behaviour is addressed. Therefore, subject to (but without limitation of) the Parent Terms and Conditions, the School reserves the right to:

- remind Parents of the terms of this code of conduct;
- warn Parents if their conduct falls below or is in danger of falling below the standards expected by the School;
- limit or remove Parents' right of access to School property;
- remove of a Parent from School property;
- require the Parents to withdraw their child from the School, temporarily or permanently;
- inform such public authorities of such matters as it thinks appropriate, including (where it has reason to believe an offence has been committed) the police; and
- take such other action as it sees fit, (including seeking damages, injunctive relief and taking administrative steps to remove and reporting defamatory material, whether published online or elsewhere).

For the avoidance of doubt, where a Parent (but not their child) is removed from and/or prohibited from entering School property, the individual(s) who enrolled the child in the School by signing the relevant acceptance form (individually and collectively referred to as the "**Primary Contact**") will

remain responsible for making alternative arrangements for dropping off and picking up their child from School.

Other Matters

This code of conduct does not affect:

- the rights and obligations of the School and Parents, pursuant to the School's **Terms and Conditions**, including a Parents' right to appeal a decision of the Head to exclude the Parent or require the withdrawal of their child from the School on grounds of poor parental behaviour; or
- the rights and obligations of the School, Staff, Parents or Dolphin children under the general law, including but not limited to:
 - the personal rights of Staff to take action (irrespective of their relationship with the School); and
 - pursuant to section 547 of the Education Act 1996¹.

This code of conduct is one of the School's policies on discipline and behaviour. The Primary Contact is required to comply with this code of conduct. The Primary Contact must also ensure that other "Parents" (as defined above) of their child are aware of and comply with this code of conduct.

Review

The School's Advisors will review this code of conduct three years from the last review (or sooner at their discretion).

Last reviewed May 2019.

Next review: May 2022

¹ Any person who without lawful authority is present on premises to which this section applies and causes or permits nuisance or disturbance to the annoyance of persons who lawfully use those premises (whether or not any such persons are present at the time) is guilty of an offence and liable on summary conviction to a fine not exceeding level 2 on the standard scale.