



Parent Code of Conduct
for adoption by all CDAT schools

This Code of Conduct is informed by the Christian values which are the basis for all of CDAT's work and any actions taken under the document will reflect this.

'Blessed are those who act justly, who always do what is right'

Psalm 106:3

Approved by	Date	Review Schedule	Date of next review
Education Effectiveness committee	November 2025	Every two years	May 2027

1. Purpose

The school is committed to ensuring a safe, respectful, and inclusive environment for all members of the community, including pupils, staff, parents, and carers. We aim to work collaboratively with families, fulfilling our vision of ensuring 'life in all its fullness' so our entire community.

This Code of Conduct outlines the expectations of behaviour for parents/carers and defines unacceptable actions that may compromise the wellbeing or safety of pupils and staff.

"In all we do, we seek to follow Christ's teaching to 'love your neighbour as yourself' (Mark 12:31), fostering a school community built on compassion, service, and respect."

2. Scope

As a Christian community, we aim to model Christ's example by promoting peace, patience, kindness, and self-control (Galatians 5:22–23). Our Code of Conduct has been design to support these values by setting expectations for behaviour that uphold dignity and mutual respect for all. This Code applies to all parents, carers, or individuals with legal or practical responsibility for a child, and to any family member or visitor interacting with school staff or pupils. It applies to behaviour:

- On school premises
- At school events (on or off-site)
- In communications to school via telephone, email, or social media

3. Commitment to Constructive Partnership

We value the relationship with parents and carers and seek to maintain a culture of mutual respect and partnership. We believe that parents and staff share a calling to nurture every child in faith, hope, and love. We encourage all interactions to reflect Christ's commandment to "build one another up" (1 Thessalonians 5:11). We ask all parents and carers to:

- Act as role models for their children through respectful and courteous conduct
- Support the school's ethos and behaviour policies
- Address concerns through appropriate, constructive channels

4. Unacceptable Behaviour Towards Staff and Pupils

As a community rooted in Christian teaching, we recognise that every person is made in the image of God (Genesis 1:27) and deserves to be treated with dignity. Any behaviour that undermines this principle is incompatible with our ethos. The following behaviours are considered serious breaches of conduct and will not be tolerated:

- Verbal or written threats toward staff or pupils
- Swearing, shouting, or using offensive, threatening, or abusive language
- Physical aggression or violence, including damage to property or intimidation
- Discriminatory language or conduct (e.g., racist, sexist, homophobic, ableist, etc.)
- Bullying, harassment, or humiliation of staff or pupils
- Hate speech or incitement targeting any member of the school community
- Use of physical punishment on children while on school premises
- Sending or posting abusive, defamatory, or malicious messages about staff (via text, email, or social media)
- Making covert recordings of staff or pupils without explicit consent

- Bringing alcohol, drugs, or banned substances onto the premises, or entering the school site while intoxicated
- Possessing or using weapons or dangerous items on school grounds
- Inciting others to engage in the above behaviours

This list is illustrative, not exhaustive. Any behaviour that compromises the safety, dignity, or learning environment of staff or pupils may be deemed unacceptable.

5. Inappropriate Use of Social Media

Parents/carers must not use social media to:

- Post defamatory, damaging, or inaccurate statements about the school or its staff
- Publicly air grievances or disputes that should be addressed through proper channels

Instead, parents are encouraged to raise concerns in a reasonable and appropriate manner via the school's systems and policies.

6. Sanctions for Breach of Conduct

In applying sanctions, the school will seek to act justly, with compassion and fairness, mindful of the need for restoration and reconciliation where possible. Depending on the nature and severity of the behaviour, the school or Trust may:

- Issue a verbal or written warning
- Require attendance at a mediation meeting
- Implement a restricted communication plan, limiting how and when the parent can contact the school
- Ban the parent/carer from school premises for a fixed period or permanently (under Section 547 of the Education Act 1996)
- Refer serious incidents to external authorities, including the police
- Seek legal action, such as an injunction under the Protection from Harassment Act 1997

Sanctions will be applied proportionately and in consultation with the Headteacher and Trust leadership.

Model Letters

Initial warning letter from the Headteacher

Consider removing these model letters before sharing the code of conduct with parents or if you decide to publish on your website.

Dear [parent name],

I've received a report about your conduct on [time and date].

[Summary of incident, including location, and the effect on staff, pupils and other parents.]

If the incident is minor, add:

This behaviour is not in keeping with CDAT's Parent Code of Conduct [Please find a copy attached to this letter.] and will not be tolerated in our school.

We believe that all staff, pupils and parents are entitled to a safe, respectful and inclusive environment, and that parents are as responsible for creating this environment as school staff.

Continue with:

Further breaches of CDAT's Parent Code of Conduct may result in a ban from the school premises.

If you want to invite the parent in for a meeting, add:

I'd like to invite you in to school to discuss this incident, and how we can work together to prevent similar issues in the future.

Please contact the school office on [phone number] to book an appointment.

Yours sincerely

Headteacher

Model letter banning a parent from the school site

Dear [parent name],

I am writing to inform you that, after consultation with CDAT's CEO and the Chair of Governors, I am banning you from the school site until [date].

You can also choose to ban a parent permanently. In that case, amend the sentence above.

Despite previous correspondence and conversations about your conduct, there have been further breaches of CDAT's Parent Code of Conduct.

[Include details of the incidents, including dates, locations and effects on staff/pupils/other parents for every relevant incident].

If you do not comply with the ban, I will arrange for you to be removed from the grounds and you may be prosecuted under Section 547 of the Education Act 1996.

If you would like to raise a complaint, you can do so using the school's complaints procedures, which are available on our website.

Yours sincerely

Headteacher