

LDST Code of Conduct for Parents/Carers

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1. Introduction

- 1.1. As a Diocesan Trust, our Christian values are intrinsically linked to our commitment to provide an innovative, high quality education, so that all pupils across the Liverpool Diocesan Schools Trust (LDST) can make excellent progress and fulfil their potential.

2. Mission

- 2.1. We welcome staff, learners and schools of all faiths and none so that we can Learn, Love and Achieve, Together with Jesus.

We do this by living out our Trust values, as part of our shared commitment to one positive and flourishing Trust, where we can all achieve together.

- 2.2. We value:
 - Inclusion: We welcome the rich diversity of our staff and learners and ensure that all are valued and supported.
 - Local Community: We respect and empower local leaders to make decisions serving their local communities.
 - Collaboration: We are stronger and more effective when working together within our Trust and actively seek partnerships beyond it.
 - Difference: We embrace the uniqueness of our schools and celebrate the differences within each community.

3. Key Governance Principles

- 3.1. LDST is a Diocesan Multi Academy Trust and is the employer and manager of all employees, facilities, property, estates and assets across our family of schools.
- 3.2. All staff employed within our schools are employees of LDST and through a Board of Directors, is the legal entity and a company limited by guarantee (company number 09236535).
- 3.3. LDST has a complaints policy, based on the DfE model policy for academies, which all schools publish on their websites. This policy sets out a number of stages which must be followed if a parent/carers wishes to make a complaint.

4. Code of Conduct

- 4.1. LDST values our strong relationship with parent/carers. Together this helps us achieve the very best for our pupils in a mutually supportive partnership between parent/carers, class teachers, support staff and the communities we serve.
- 4.2. As a partnership, our parent/carers understand the importance of a good working relationship to equip their children with the necessary skills for adulthood. For these reasons we continually welcome and encourage parent/carers to participate fully in the life of our schools.
- 4.3. Creating the best outcomes for our pupils requires the relationship between home and school to be based on the principles of care, integrity, trust and mutual respect. The maintenance of this relationship is important to ensure that our young people are safe and not exposed to undue distress and anxiety.

5. Guidance

- 5.1. As well as following the guidance set out in any individual Home School Partnership Agreements and holding the above principles in mind, parent/carers and visitors are reminded:
 - 5.1.1. To respect the Christian ethos and values of LDST and our family of schools.
 - 5.1.2. That LDST employees and parent/carers need to work together for the benefit of our pupils.
 - 5.1.3. That when approaching school staff for help to resolve an issue, that it is done in an appropriate manner.
 - 5.1.4. To treat all members of our school communities with respect, using appropriate language and behaviour.
 - 5.1.5. That all schools have a complaints policy on their website and this policy must be followed to ensure complaints are dealt with fairly and consistently.
- 5.2. In order to support a peaceful, calm and safe school environment, LDST and its schools will not tolerate parent/carers or visitors exhibiting the following:
 - 5.2.1. Disruptive behaviour which interferes or threatens to interfere with any of the school's operation or activities anywhere on Trust premises.
 - 5.2.2. Any inappropriate behaviour on LDST premises.

- 5.2.3. Influence of drugs and alcohol.
- 5.2.4. Using loud or offensive language or displaying temper.
- 5.2.5. Threatening, in any way, a member of LDST staff, visitor, fellow parent/carer/or pupil.
- 5.2.6. Damaging or destroying LDST property.
- 5.2.7. Sending abusive or threatening e-mails or text/voicemail/phone messages or other written communications to anyone within the LDST community or that of its member schools.
- 5.2.8. Defamatory, offensive or derogatory comments regarding LDST, its schools or any of the pupils/parents/staff at the school on Facebook or other social sites. (See Appendix A).
- 5.2.9. The use of physical or verbal aggression towards another adult or pupil. This includes physical punishment against your own pupil on LDST premises.
- 5.2.10. Approaching someone else's child in order to discuss or chastise them because of the actions of this pupil towards their own child. (Such an approach to a pupil may be seen to be an assault on that pupil and may have legal consequences).
- 5.2.11. Smoking, taking illegal drugs or the consumption of alcohol on LDST premises.
- 5.2.12. Dogs being brought onto LDST premises (other than guide dogs).
- 5.2.13. Recording of conversations with staff without their consent in either video or audio, whether covert or overt.
- 5.2.14. Recording of any aspect of school activities or premises without express and explicit permission.
- 5.3. Should any of the above occur whether on or off LDST premises (including external areas within the site boundary), the Trust may feel it is necessary to take action by contacting the appropriate authorities and issue a warning or consider banning the offending adult from entering Trust properties.
- 5.4. Thank you for abiding by this policy across our Trust and family of schools. Together we can create a positive and uplifting environment built around our Christian Ethos, not only for the pupils but also all who work in and visit our schools.**

Appendix A – Inappropriate Use of Social Networking Sites

Social media websites are being used increasingly to fuel campaigns and complaints against schools, Headteachers, school staff and in some cases other parent/carers or pupils.

The Department for Education, LDST Board of Directors and Local Governing Bodies of our schools consider the use of social media websites being used in this way as unacceptable. Any concerns you may have about the Trust, school or your child must be made through the appropriate channels by speaking to the class teacher, the Headteacher or the Chair of Local Governing Body, where they will be dealt with fairly, appropriately and effectively for all concerned.

Libelous or Defamatory Posts

In the event that any staff member, pupil or parent/carer of a pupil at a LDST school is found to be posting libelous 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 school will also expect that any parent/carer or pupil removes such comments immediately.

Cyber Bullying

We take very seriously the use of cyber bullying by one pupil or a parent/carer to publicly humiliate another by inappropriate social network entry. We will take and deal with this as a serious incident of bullying.

The Trust will also consider its legal options to deal with any such misuse on social networking and other sites.

