



Our Partnership with Parents and Dignity & Mutual Respect Policy

At TRIO we aim to develop a close partnership with parents that support and encourage all our pupils to achieve their best. We can do this by working together.

We aim to:

- Enhance and widen our children's education through the involvement of parents and the community when possible.
- Foster and promote a two-way partnership based on mutual respect between parents, children and all those working within our school.
- Ensure that Trio is a culturally appropriate environment that values parents and carers (local guardians or persons representing the parents) and is sensitive to family needs.
- Recognise that parents and carers are the most important influence in a child's life and that school is most effective when there is a partnership between parents, children and school.
- Acknowledge that all parents and carers want their children to succeed and that many parents and carers have missed the opportunity of furthering their own education and training.
- Recognise that children need education and emotional support if they are to succeed, and aim to support parents and carers to do this effectively

A key aspect of this partnership is that we treat each other with dignity and mutual respect. In particular, our expectations are:

- 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 school premises.

We believe staff, parents and children are entitled to a safe and protective environment to work and learn. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the school.

Set out below are types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community (this is not an exhaustive list but seeks to provide illustrations of such behaviour):

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone (or doing so in writing)
- Swearing, racist or sexist comments (verbal or written)
- Inappropriate posting on social networking sites deemed as bullying or harassment
- Physically intimidating actions, e.g. standing very close
- Using aggressive hand gestures/exaggerated movements
- Physical threats, including shaking or holding a fist towards another person
- Pushing, hitting (e.g. slapping, punching or kicking), Spitting

The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to abuse. This may include taking disciplinary action (where staff is involved), barring an individual from entering the school, terminating a child's place at the setting, and informing the Police.

If you experience or witness any behaviour at the school that you feel is contrary to this Policy, you should report this without delay to the school's management who will consider what further action is necessary.

In the unlikelyhood that a parent is barred from the school, it will be for the parents to make alternative collection and dropping off arrangements for their children at the school. A parent who has been barred will have the right to appeal the decision by writing to the Board of Directors within ten days of permission to enter the school premises being withdrawn.