

## Conduct Statement

### Introduction

Worcester Sixth Form College is an inclusive and caring community comprised of its staff, students, parents/carers, and other stake holders. The behaviour of our students is excellent with Ofsted reporting that: “learners are ambitious, committed to their learning and take pride in the work that they produce. They treat each other with high levels of mutual respect and appreciate the importance of diversity and community cohesion” and: “communicate clearly and effectively with staff and each other”. Inspectors also reported that our students: “feel safe”.

To achieve our goal of providing an outstanding education for our students we believe it is important to:

- Work in partnership with parents and carers to support their child’s learning;
- Create a safe, respectful, and inclusive environment for students, staff, parents and other stakeholders.

In addition to preparing our students for academic success, we are engaged in developing their personal and social skills so that they are equipped with the values and attributes that enable them to be good citizens. It is of paramount importance, therefore, that staff, parents and other stakeholders act as positive role models for our young people and demonstrate appropriate behaviours at all times.

The purpose of this statement is to establish the positive behaviours we expect from all our stakeholders. This includes staff (through the Staff Code of Conduct) and students (through our Student Conduct Policy). This Conduct Statement aims to help the College work together with parents by setting guidelines on appropriate behaviour.

We use the term ‘parents’ to refer to:

- Anyone with parental responsibility for a student
- Anyone caring for a child (such as grandparents)

### Expectations

The list below outlines the positive behaviour that the College expect from all its stakeholders at the College.

- Engage with all members of the College community in a positive, appropriate, and respectful manner at all times.
- Use only language that is wholly appropriate for an educational environment and set a good example for all in the language used when interacting with other members of the College community.
- Use all College facilities and property in a positive and appropriate manner, ensuring that others can enjoy these equally.
- Use emails, social media, and other forms of verbal and written communication in a manner that promotes and ensure positive relationships and outcomes, and does not detract, in any way, from the work of the College and its community.
- Maintain the highest standards of personal conduct at all times when engaging with the College, and refrain from any behaviour that might undermine, or be seen to undermine, the College’s reputation and duty of care to all members of its community.
- Raise any concerns through the appropriate channels by contacting the relevant member of staff so they can be dealt with fairly, appropriately, and effectively for all concerned.
- Behave and contribute positively and constructively during all meetings with all College staff.

- Respect and always adhere to the College's safeguarding and child protection policies and procedures.

We recognise that the majority of our stakeholders exhibit the behaviours outlined above in all their interactions with the College.

Should behaviour from any of our stakeholders not meet these expectations, it will not be tolerated and will be dealt with under the appropriate policy.

- Where the unacceptable behaviour/conduct concerns a student, it will be dealt with under the Student Code of Conduct.
- Where the unacceptable behaviour/conduct concerns a member of staff, it will be dealt with using the Staff Code of Conduct and Staff Disciplinary policy.
- Any behaviour/conduct by parents/carers or other stakeholders which falls below that which is expected will not be tolerated and the College will engage with those involved to ensure that appropriate standards of behaviour are adhered to. An example of an action the College might take includes restricting access to the College site.

College staff welcome the opportunity to meet face to face with parents or carers, in particular, if there are concerns relating to a student. We believe this to be an important means for discussing the next steps, actions and/or support for the student. We understand that it can be difficult for parents or carers to make arrangements to meet during the College day and we will adapt what we do, wherever possible, to facilitate meetings with parents e.g. meeting before the start or after the end of the College day. Please note that parents or carers should make sure they have agreed an appointment time with the relevant staff member as it is not always possible to accommodate ad hoc requests for meetings.

The College expectations outlined earlier apply to conduct at face-to-face meetings and, where this is not adhered to, College staff reserve the right to bring the meeting to a close.

It should be noted that the College premises are private property and parents/carers will generally have permission to be on our premises. In any cases of abuse or threats to staff, students, or other stakeholders, the College reserves its rights under common law to bar the offending parents from coming onto the College site (for further details visit <https://www.gov.uk/government/publications/controlling-access-to-school-premises/controlling-access-to-school-premises>).

All potentially criminal acts committed by any member of the College community will be reported immediately to the Police.

## **Monitoring**

The Conduct Statement will reviewed annually by the Senior Leadership Team.

Ed Senior  
Principal

May 2024