



Robert Smyth Academy

Dear Families,

Parent Code of Conduct

We are proud to work in partnership with families to support the success, safety, and well-being of students. To help maintain a positive and respectful school, we are introducing our **Parent Code of Conduct**.

This Code sets out the standards of behaviour we expect from all parents, carers, and visitors. It is rooted in our shared commitment to collaboration and mutual respect. We ask that all families take a moment to read and understand the key principles outlined in the document.

Here are some important excerpts:

- **The parent/school partnership is fundamental to securing the success and well-being of pupils**
- **The Trust will not tolerate parent behaviour that is unacceptable and has a detrimental effect on the good order and safety of any of its schools**
- **Unacceptable conduct includes verbal or written threats, abusive or offensive language, intimidation, harassment, violence, discriminatory behaviour, and inappropriate use of social media**
- **Any form of communication that threatens the safety or well-being of staff or pupils will be taken seriously and addressed immediately**
- **Parents are encouraged to raise concerns through the appropriate channels rather than on social media, where comments may be harmful or defamatory**

We are committed to open communication and welcome constructive feedback. However, we will take firm action where behaviour falls short of the standards expected, including issuing warnings, restricting communication, or, in serious cases, banning access to school premises.

The **Home School Communication Policy** outlines the expectations and procedures for effective communication between the school and parents/carers within the Tudor Grange Academies Trust. It aims to foster a respectful, inclusive, and transparent environment that supports student learning and wellbeing. The policy outlines how the school communicates with families through email, phone calls, meetings, the school website, and the MCAS app, as well as how parents can contact the appropriate staff members.

This policy emphasises **timely, respectful, and constructive interactions**. The policy highlights the shared responsibility of parents to engage respectfully, check communications, and respond promptly.

Parents are expected to comply with this policy to ensure smooth, effective communication that benefits their child's educational experience and supports a positive school community.



Part of Tudor Grange Academies Trust



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Red lines

For clarity, our school will not accept and will challenge communication that compromises the wellness of our employees. To provide illustrative examples, it is unacceptable to send threatening or passive-aggressive emails, to shout across the phone, to threaten to record staff, to make vexatious complaints, or to issue threats of legal action. As Principal, I regard any of those concrete examples as red lines upon which we will act.

We value the incredible support that we receive from families whom we have known for years (even decades!) and new families. We expect all families to work constructively with the school, including on occasions when their child is subject to the Behaviour Policy due to their conduct within the school. There are no surprises in this Code of Conduct; rather, it is a more explicit transcription of our values and practices.

Staffing updates

This year, we bid farewell to valued colleagues who have provided the Robert Smyth Academy with exceptional service. Firstly, I would like to thank **Miss Velic (Teacher of Maths)** and **Miss George (Teacher of Business)**, who will move on to new opportunities, having joined us from Canada this year in both the Maths and Business Faculties. They have been brilliant additions to our team, and we thank them for all their investment in getting to know the children they have taught and in their participation in the life of the school.

We thank **Mrs Illett (Academy Finance Administrator)**, who will retire this year after a remarkable thirty-seven years of service, as she embarks on a new chapter of her life. Whilst I know that many families may not know Mrs Illett, I can reliably inform you that she is well known, loved, and cherished by all members of staff, and we are privileged to have worked with her during our notable tenures.

Finally, I pay tribute to the contributions of **Mr Davies (Head of History and Religious Studies)**, who is completing his teaching career in a school for which he has been a shining light of inspiration to many students and staff. We are indebted to Mr Davies for his outstanding teaching talents, his enthusiasm for curriculum development, his commitment to high standards, his generosity of spirit as a football coach and for leading so many deep, meaningful and provocative assemblies over the years, which have challenged our students to think deeply about the world in which they live. We thank Mr Davies for his service to our school.

At the beginning of Summer Term 2, we were delighted to welcome **Mr Newton** as our new Behaviour Mentor. He joins our dedicated Behaviour Team, working alongside Miss Dowling, our Behaviour Manager, and Miss Smith, our Learning Mentor.

We are delighted to welcome the following colleagues who will join our school in the Autumn Term:

- Grace Howells - Teacher of English and Drama
- Josh Wardle - Teacher of Business Studies and Economics
- Jessica Munton - Teacher of Drama
- Fiona Hall - HLTA Redwood

I hope this information will enable students and parents to bid farewell and express their gratitude to valued colleagues as they conclude the academic year.

Finally, I again wish to thank families for their support, as I know that this Code of Conduct is one they would expect to see in a school that prioritises the brilliant people who make it what it is.

Yours sincerely,

Dan Cleary
Principal