



St John's
Educational Trust

Parent Code of Conduct

January 2026

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Parent Roles and Responsibilities: Code of Conduct

The St John's Educational Trust (the Trust) strives for excellence in teaching and continual learning, and aims to develop leaders across many disciplines, who make a contribution to their communities and society globally.

The Trust is committed to ensuring a caring environment for its pupils, where good manners, values and ethics are upheld, while individual expression is encouraged. All children are supported as they strive to reach their full potential academically, physically, emotionally and spiritually.

It is important that parents, as an integral part of the education relationship, acknowledge their roles and responsibilities in maintaining a healthy learning environment both at school and at home.

The Trust encourages a partnership between parents, staff and pupils regarding the roles and functions of the Trust schools, and aligned to the schools' core values of Integrity, Respect and Empathy. By enrolling their children at St Johns Educational Trust schools; parents and guardians ("parents") agree to abide by this Code of Conduct.

1. ROLES & RESPONSIBILITIES

It is expected that all parents and guardians will during their children's enrolment at any of the Trust schools:

- 1.1 Familiarise themselves with, and abide by all Trust and school policies, as applicable in the circumstances.
- 1.2 Ensure their child understands, and abides by all relevant Trust and school policies and guidelines.
- 1.3 Support the Christian values, ethos, and education of the Trust schools.
- 1.4 Support the teachers, management and governance of the Trust schools and understand that parents and teachers need to work together to benefit their children.
- 1.5 Follow any advice or guidance given by the schools, regarding additional academic or medical support interventions for the child either at home or externally.



- 1.6 Support the schools' disciplinary structures and procedures. Accept that the decision of the Heads in all matters relating to school organisation and discipline shall be final. These matters include the conduct of pupils generally, including, in particular, matters provided for in the Code of Conduct, as well as all disciplinary matters, suspensions or exclusions.
- 1.7 Show respect and courtesy to all staff, parents, sports coaches, umpires, referees and pupils of St John's and other schools.
- 1.8 Understand that any threatening, aggressive and abusive language or behaviour will not be tolerated and that offenders may be liable to ejection, suspension or bans as deemed appropriate by the Trust, including expulsion of the child/ children of the offending parent or guardian.
- 1.9 Abide by the Association for Trust Schools (ATS) Charter for Sports. This includes refraining from interfering with coaching or refereeing decisions; or making disparaging remarks in person, or on social media. Parents and Guardians should encourage and applaud good play and good conduct.
- 1.10 Show patience and courtesy when driving or parking in, or around the Trust properties. Obey the rules of the road and remember that the safety of pedestrians, and particularly children, is paramount.
- 1.11 Provide a home environment that supports the development of positive learning attitudes and habits, consistent with those of the St John's Trust Schools.
- 1.12 Encourage and support their child to develop a sense of responsibility and accountability and strong spiritual, moral and ethical values.
- 1.13 As the primary educators, take an active and positive interest in all aspects of their child's work, sporting and extra mural activities. Attend school functions generally, and specifically those affecting their child's overall development. Encourage their child to participate in all aspects of school life.
- 1.14 Ensure their child attends compulsory functions and observes punctuality. Demonstrate the same.
- 1.15 Support their child and the school by raising any concerns or grievances in a constructive manner, using the correct channels of communication:
 - 1.15.1 Communicate any concern or grievance to the teacher concerned for resolution. Parents and Guardians must then arrange a formal or informal meeting with the Deputy Head and with the teacher present to resolve the complaint/grievance.
 - 1.15.2 If the Deputy Head fails to resolve the complaint/grievance to the satisfaction of the parent; the parent concerned, or the Deputy



- Head, must then arrange a formal meeting with the school Head to discuss the complaint/grievance further.
- 1.15.3 Thereafter, the Head's decision on the complaint/grievance is final.
- 1.15.4 Any deviation from this grievance procedure may result in a parent or guardian being excluded from school grounds or any other sanction that the Head may deem fit being imposed, including expulsion of the pupil.
- 1.16 Avoid gossip and rumour-mongering, and when in doubt, consult with the school directly for definitive information. Parents and Guardians should not use social media to air any concerns or grievances.
- 1.17 Inform their child that it is illegal under Zimbabwean Law to supply alcohol, or tobacco related products to a person under the age of 18, or to assist them in obtaining or participating in activities involving alcohol, or tobacco related products.
- 1.18 Inform their child that it is illegal under Zimbabwean Law to possess, supply or take illicit drugs or to assist anyone in obtaining or participating in activities involving illicit drugs.
- 1.19 Take responsibility for any gathering of their child's friends at the parents' or guardian's home, or one organised by the child or parents or guardian at another venue.
- 1.20 Work with the school to address any pupil behaviour which may adversely affect the learning capabilities of the child or their peers.
- 1.21 Support and participate generally in the life of the greater St John's Educational Trust community.
- 1.22 Involve themselves, where possible, in the life of the school, through participation in the PLC and other means, to support the school community.
- 1.23 Take responsibility for any financial costs arising from their child's intentional or accidental behaviour, such as damage to school or staff property.
- 1.24 Share with the school any personal information that may be needed to best serve and protect their child and the school community. Such information includes any medical information or court orders or permissions for child access and collection. The Trust commits to ensuring confidentiality of such personal information in line with its Safeguarding and Data Protection Policies.
- 1.25 Accept that by taking up a place at the St John's Trust Schools, there is an implicit agreement to align the needs of their child, parental expectations, and the philosophy and programmes of the schools, and work towards making that match work as best they can.



- 1.26 On leaving, support the Old Johannian Association as a way of maintaining a connection with the Trust, and continuing to support its core values and role in the community.

