

At AAGS, we are very clear that our distinct Islamic values and ethos form the bedrock of our provision and services. These values and ethos directly govern everything that we do at our school. We aim to serve our pupils and the extended school community in the belief that, through our service and provision, we are fundamentally discharging our responsibility towards Allah Almighty. As such, we strive for all-round excellence in all aspects of our provision and expect it to be reciprocated by pupils and parents alike.

We all have many responsibilities in life – towards Allah and His Messenger, may Allah bless him and grant him peace, towards each other and towards ourselves.

These responsibilities are due to the fact that we all also have rights. Our school policies show how we intend to respect each other's rights by fulfilling our responsibilities towards each other. These values, ethos and mutual rights and responsibilities take the form of our school policies and rules/regulations.

The rights and responsibilities of the school's stakeholders are laid out in our 'Home-school Agreement' which we ask all parents to read, understand and fully commit to. The Home-school Agreement is the basis of our contract with and obligations to each other as members of the school community.

Our school policies explain in more detail how we implement our values, vision and mission in practice.

Taken together, the Home-school Agreement and the School Policies are the basis of our school rules. Breaking a rule is, therefore, failing to respect the rights of other members of the school community and/or the rights of Allah and His Messenger, may Allah be pleased with him.

HOME-SCHOOL AGREEMENT

Values

- **AAGS is a partnership between pupils, parents/guardians, staff and governance team; they are the principal 'stakeholders' in the school;**
- **Each of the stakeholders have rights, which must be respected, and responsibilities, which must be fulfilled.**

STUDENTS' RIGHTS

1. To be able to learn in a friendly, encouraging, secure, supportive, and positive

Islamic school environment

Responsibilities

Students: to attend school during the specified hours; to be cooperative and considerate; to respect Islamic ethos of the school and obey the school rules; to do their work on time

Parents: to be supportive in developing these responsibilities in their children

Teachers: to work towards providing this environment by being well organised, encouraging, positive and disciplining fairly

2. To have appropriate access to the school's facilities

Responsibilities

Students: to share equipment; to care for equipment and other school facilities. Teachers and management: to allocate use of facilities appropriately and fairly

3. To have appropriate access to the teacher's time

Responsibilities

Students: not to demand attention all the time; to try to be receptive and cooperative. Teachers: to allocate time fairly

4. To have a safe environment

Responsibilities

Students: to act in a safe and responsible manner for themselves and others. Teachers: to try to ensure that the environment is safe and that students act safely. Management: to provide a safe environment

5. To be heard and be able to express opinions.

Responsibilities

Students: to speak out but also to listen; not to put others down; not to dominate or oppress Teachers: to encourage students to speak and to listen; to guide group discussions; to teach non-assertive students appropriate assertive behaviour

6. To know what is acceptable behaviour and the consequences of unacceptable behaviour

Responsibilities

Students, parents and teachers: to discuss this with students and make the issue clear through fair classroom rules and consequences; to support students in changing inappropriate ways of behaving

Management and teachers: to ensure the implementation of appropriate student discipline policies

PARENTS' RIGHTS

To be able to participate in their children's education by having two-way communication with the school as follows:

1. To have information on school policies and curriculum

Responsibilities

Parents: to ask for information if they are unsure or want to know more
Teachers and management: to disseminate information

2. To be able to participate in school programs and decision-making processes

Responsibilities

Parents: to make the time and effort to be involved
School: to create opportunities for parental involvement

3. To receive and offer information about their children's education and behaviour

Responsibilities

Parents and teachers: to be open and encouraging and willing to listen to develop workable solutions to problems and to exchange information about the students

4. To expect consistent approaches to codes of behaviour used by teachers throughout the school

Responsibilities

Parents: to be involved in planning school policy; to let the school know of concerns about discipline
Teachers: to communicate with parents and reach agreement on discipline protocols and practice

5. To expect that there will be no cultural, sexual or physical discrimination against parents or children

Responsibilities

Students, parents, teachers and management: not to discriminate unfairly or to accept others doing it

TEACHERS' RIGHTS

1. To work in a pleasant and safe environment and to be able to achieve job satisfaction

Responsibilities

Students: to be considerate and

respectful
Parents: to be considerate
and provide support

Teachers: to play a part in the running of the school; to prepare lessons thoughtfully;
to watch for unsafe things and practices

School Management: to provide a pleasant and safe environment

2. To have support from within the education system, including other members of staff if required

Responsibilities

Teachers and School Management: to provide that support both informally and formally

3. To be involved in a collaborative decision-making model within the school (curriculum and organisation)

Responsibilities

Parents: to consult with teachers and reach agreement

Teachers and school management: to consult with each other and reach agreement; to make an effort to be involved

4. To be treated with courtesy by all

Responsibilities

Students, parents, teachers and school management: to treat others with courtesy

5. To be able to create time-out situations for students when they are disrupting other people's rights to safe movement, learning/teaching or communication

Responsibilities

Parents: to support this as a feature of positive discipline

Teachers: not to abuse this or use it to humiliate or ridicule students; to follow up time-out with appropriate procedures

6. To contact, and have back-up and cooperation from parents and to be informed of family situations and home problems where they may affect behaviour and attitudes at school

Responsibilities

Parents: to let the teacher know about relevant problems; to provide support for the teacher
Teachers: to contact the parents if there is a problem; to be approachable, to listen, to make the time, to act on information

7. To be seen as an individual by students and parents and be able to express a point of view without 'indoctrinating' students on social or religious issues

Responsibilities

Students and parents: to respect all members of school staff as individuals with a right to their own views

Teachers: not to inflict unasked-for opinions on students

MANAGEMENT/SCHOOL COMMITTEE'S RIGHTS

1. To be able to lead the school in a positive and cooperative environment

Responsibilities

Students & Parents: to cooperate with the smooth running of the school, primarily by adhering to policies and procedures

Staff: to contribute to the smooth running of the school by fulfilling assigned duties satisfactorily and through active participation in whole-school initiatives

2. To expect and receive positive support from all stakeholders

Responsibilities

Students, Parents & Staff: to lend whatever positive support that is possible for the progress of the school; to avoid negatively speaking about the school to anyone other than the line manager/responsible person in the school management and school committee

3. To be provided with adequate, appropriate and timely feedback to enhance the school's provision

Responsibilities

Students: to make productive use of the Student Council/Prefect/Form Time and other similar systems in the school with a view to actively bring students' actual matters of concern to the management's attention with a focus on feasible solutions

Parents: to be diligent in receiving and responding to school letters and notices; providing solution-focused constructive criticism to the appropriate member of the school management following school procedures; responding to periodical surveys, consultations and information requests in a timely and efficient manner

Staff: to use the school's systems effectively to raise a concern in a solution-focused manner to the appropriate person

4. To have their authority & independence respected and valued

Responsibilities

Students, Parents & Staff: to fully commit to adhere to the school's distinct Islamic ethos, values, systems, policies and procedures as interpreted by the school committee; to avoid undue challenging of the school's leadership structure outside of set procedures and policies; to follow the school's set procedures, specifically with regards to the hierarchical structure, in reporting and dealing with any complaints and concerns

5. To have their limitations and restrictions given regard to

Responsibilities

Students & Parents: to understand and appreciate the many forms of restrictions (financial, human resource-related, operational etc.) that the school is bound by; to actively support the school in alleviating these restrictions as much as possible; to pay all due fees/payments on time

Staff: to acknowledge the school's efforts in providing the best possible teaching and working environment and resources despite their many limitations and restrictions; to encourage pupils/parents/colleagues to help the school in all ways possible

SOCIAL NETWORKING SITES AND INTERNET USAGE

At AAGS we encourage students to research and benefit from the internet. Teachers will teach students about e-safety and appropriate internet usage through ICT lessons, IPSHE and assemblies. The school expects parents to take correct measures such as, parental control, at home and supervise internet and social media usage. Inappropriate material brought into school through social networking sites will be probed into by the school and will be dealt with accordingly. Examples of inappropriate material are, offensive comments about fellow students, staff and parents, sexual content and immodest pictures and all things contrary to the values of Islam.

The school does not use any social media platform and is not on Whatsapp or any other groups.

We strongly discourage joining WhatsApp or any other social media groups regarding Azhar Academy Girls School as it could lead to major sins such as backbiting, bullying, slander, lies and abuse amongst other things. This has a very negative effect on the child, staff, parents and many others.

If any parent or child instigates any lies or misinformation about the school through social media groups which leads to bullying, affecting the mental well-being of any individual, will definitely lead to serious action being taken by the school and could result in exclusion of your child.

The school will not give legitimacy or entertain any groups which perceives to be representing the school on social media or otherwise.

Please note, Azhar Academy schools were founded and established by our beloved and dearest Shaykh, Hazrat ML Yusuf Motala رحمه الله عليه and since governed by Ulama and Huffaz who are also professionals in their own way as well as actively engaged in educational services, alhamdulillah. Our schools will continue to benefit from their guidance and Duaas, inshaAllaah.

I, parent of _____ Class _____
have read and agree to all the rights and responsibilities outlined and disagreement in the Home-School Agreement.

Parents signature _____

Student signature _____

Date _____