

**ACADEMY  
INTERNATIONAL  
BRITISH PRIMARY  
SCHOOL**

**Parent  
Contract  
Terms and  
Conditions**

International British Primary School:

26 rue Tchicaya U'Tam'Si, Pointe-Noire, Republic of Congo.

N° : RCCM CG / PNR /13 B 1329 – NIU : M2014110000728087

## 1 INTRODUCTION

1.1 **Terms and conditions:** These terms and conditions are intended to promote the education and welfare of pupils and the stability, forward-planning, proper resourcing and development of the Academy International British Primary School.

The Process for introducing new students is as follows:

1.1.1 the Academy International British Primary School (AIBPS) teachers meets with the parents of prospective students to tour the school and discuss aspects of the school and the child(ren)'s education;

1.1.2 a copy of the AIBPS Prospectus (which has all the pertinent information relating to the school, including an enrolment form) is given to parents ;

1.1.3 if parents wish to enrol their child(ren), they complete an enrolment form; and

1.1.4 subsequently, a principal of the AIBPS will, or will not, accept the child(ren), by signing the last page of the enrolment form.

This Process forms the basis of a legally binding contract between the Parents and the School for the provision of educational services.

1.2 **Variations:** these terms and conditions, the Process, including the Price List are subject to change from time to time.

1.3 **Prospectus and website:** The School's prospectus and website are not contractual documents.

Please see clause 11.5 for further information. The School's website page contains a number of policies and procedures, which can be viewed by parents. Printed copies are available from the School on written request.

1.4 **Fees and notice:** The rules concerning fees and notice are of particular importance and are set out in Section 4 and Section 9.

1.5 **Managing change:** The International British Primary School, as any other school, is likely to undergo a number of changes during the time your child is a pupil here. Please see Section 11 for further details of the changes that may be made and the consultation and notice procedures that will apply.

## 2 TERMINOLOGY

2.1 **School or We or Us:** means International British Primary School as now or in the future constituted (and any successor). The School is constituted as an SARL, registered in Pointe-Noire, Congo, Brazzaville.

2.2 **Independent counsel or Governing Body:** means counsel independent of the School who are appointed from time to time under the terms of its governing instrument and who are responsible for governance of the School.

2.3 **Education Director:** means the Education Director of the School as dictated by the Statutes.

- 2.4 **Parents or You:** means any person who has signed the enrolment form. The Parents are legally responsible, jointly and severally, for complying with their obligations under these terms and conditions. Fees payable by a third party (for example, an employer, grandparent, stepparent without Parental Responsibility or third party credit provider) will be subject to a separate agreement between the School, the Parents and the third party. Please also see clause 4.3 and clause 11.6.
- 2.5 **Parental Responsibility:** Those who have Parental Responsibility (i.e. legal responsibility for the child) are entitled to receive relevant information concerning the child whether or not they are a party to this contract unless a court order has been made to the contrary, or there are other reasons which justify withholding information to safeguard the best interests and welfare of the child.
- 2.6 **Pupil:** means the child named on the enrolment form. The age of the Pupil will be calculated in accordance with British custom.

### 3 **ADMISSION AND ENTRY TO THE SCHOOL**

- 3.1 **Registration and admission:** Applicants will be considered as candidates for admission and entry to the School when the Registration form has been completed and returned to us and the non- returnable Registration Fee paid. Admission will be subject to the availability of a place and the Pupil and the Parents satisfying the admission requirements at the relevant time. **Admission** occurs when the Parents accept the offer of a place. **Entry** occurs on the date when the Pupil attends the School for the first time under these terms and conditions.
- 3.2 **Equality:** The School is a mainstream day school for boys and girls aged from 2 - 16 years. AIBPS welcomes staff and children from many different ethnic groups, backgrounds and creeds. Human rights and freedoms are respected. At present, our physical facilities for the disabled are limited but we will do all that is reasonable to ensure that the School's culture, policies and procedures are made accessible to children who have disabilities and to comply with our legal and moral responsibilities under equality legislation in order to accommodate the needs of applicants and pupils who have disabilities for which, after reasonable adjustments, we can cater adequately.
- 3.3 **Offer of a place and payment:** With the exception of the Tuition Fee, items indicated on the Price List for the child for the relevant year will be payable when Parents accept the offer of a place. See also clause 9.7.

### 4 **FEES**

- 4.1 **Fees:** may include alone or in combination any of the Registration Fee, the Activities Fee, Tuition fees, After-school care, fees for extra tuition, other extras such as clothing and equipment, stationery, text books or other items ordered by the Parents or the Pupil or charges arising in respect of educational visits, or damage where the Pupil alone or with others has caused wilful loss or damage to School property or the property of any other person (fair wear and tear excluded), or bank charges arising from default in Fees payment or late payment charges if incurred.
- 4.2 **Payment of Fees:** The Parents jointly and severally agree to pay the Fees applicable to each Term directly to the School. Except where a separate

agreement has been made between the Parents and the School for the deferment of payment of Fees, Fees for each Term are due and payable as cleared funds before the commencement of the School Term to which they relate. If an item on the fees invoice is under query, the balance of that fees invoice must be paid.

- 4.3 **Payment of Fees by a third party:** An agreement with a third party (such as an employer, grandparent, step-parent without parental responsibility or third party credit provider) to pay the Fees or any other sum due to the School does not release the Parents from liability if the third party defaults and does not affect the operation of any other of these terms and conditions unless an express release has been given in writing, signed by an authorised person of the AIBPS. The School reserves the right to refuse a payment from a third party.
- 4.4 **Indemnity:** The Parents shall indemnify the School against all losses, expenses (including legal expenses) and interest suffered or incurred by the School if the School is required to repay all or part of any sum paid to it by a third party credit provider on behalf of the Parents.
- 4.5 **Refund or waiver:** Save where there is a legal liability under a court order or under the provisions of this agreement to make a refund Fees will not be refunded or waived if:
- 4.5.1 the Pupil is absent through illness; or
  - 4.5.2 a Term is shortened or a vacation extended; or
  - 4.5.3 the Pupil is released home before or after public examinations or otherwise before the normal end of a Term; or
  - 4.5.4 the School is temporarily closed due to adverse weather conditions; or
  - 4.5.5 for any reason other than exceptionally and at the sole discretion of the Education Director in a case of genuine hardship.

See also Section 10 for information about events beyond the control of the parties.

- 4.6 **Exclusion for non-payment:** The School reserves the right to exclude the Pupil on three days' written notice if Fees are overdue for payment. If the Pupil is excluded for a period of 28 days, he / she will be deemed withdrawn without Notice and a Term's Fees in lieu of notice will be payable in accordance with Section 9. Exclusion in these circumstances is not a disciplinary matter and the right to an Independent Review will not normally arise. The School may withhold any information, character references or property while Fees remain overdue but will not do so in a way that would cause direct, identifiable and unfair prejudice to the legitimate rights and interests of the Pupil
- 4.7 **Late payment:** Save where alternative provisions for the payment of interest are contained in a separate consumer credit agreement made between the Parents and the School, simple interest may be charged on a day-to-day basis on Fees that are unpaid. The rate of interest charged will be at up to 1.5% per month accruing on a daily basis that represents a genuine pre-estimate of the cost to the School of a default. The Parents shall also be liable to pay all costs, fees, disbursements and charges including legal fees and costs reasonably incurred by the School in the recovery of any unpaid Fees regardless of the value of the School's claim.

- 4.8 **Part-payment:** the School on account only may accept any sum tendered that is less than the sum due and owing. Late payment charges may be applied to any unpaid balance of Fees, as set out in clause 4.7.
- 4.9 **Appropriation:** Save where the Parents expressly state the contrary, the School shall allocate payments made to the earliest balance on the Fees account. The Parents agree that a payment made in respect of one child may also be appropriated by the School to the unpaid account of any other child of the Parents.
- 4.10 **Instalment arrangements:** An agreement by the School to accept payment of current and / or past and /or future Fees by instalments is concessionary and will be subject to separate agreement(s) between the Parents and the School. Where there are inconsistencies between these terms and conditions and those of any instalment agreement or invoice issued by the School to the Parents (as applicable), the terms and conditions of the instalment agreement or the invoice shall prevail.
- 4.11 **Composition schemes:** An arrangement under which a lump sum advance payment of Fees is made by or on behalf of the Parents will be the subject of a separate agreement.
- 4.12 **Information about fees:** The Parents' consent to the School making enquiries of the Pupil's previous schools for confirmation that all sums due and owing to such schools have been paid. The Parents also consent to the School informing any other school or educational establishment to which the Pupil is to be transferred if any Fees of this School are unpaid.
- 4.13 **Anti-money laundering:** From time to time, the School may need to obtain satisfactory evidence such as sight of a passport of the identity of a person who is paying Fees.
- 4.14 **Alignment of CFA to Euro:** All fees and charges are based and linked to the official exchange rate of 1 Euro = 655.957 F CFA. The school reserves the right to amend its fees should a change occur in the official exchange rate of Euro and F CFA.

## 5 EDUCATIONAL MATTERS

- 5.1 **Provision of education:** The School will do all that is reasonable to provide an educational environment and teaching of a range, standard and quality, which is suitable for each pupil, and to provide education to at least the standard required by law in the particular circumstances. The School cannot guarantee that the Pupil will achieve his / her desired examination results or that results will be sufficient to gain entry to other educational establishments.
- 5.2 **Organisation of the curriculum:** We reserve the right to organise the curriculum and its delivery in a way that, in the professional judgement of the Education Director, is most appropriate to the School community as a whole. Our policy on streaming, setting and class sizes may change from year to year and from time to time and will depend mainly on the mixture of abilities and aptitudes among the pupils. If the Parents have specific requirements or concerns about any aspect of the Pupil's education or progress they should contact the Pupil's Form tutor, Education Director of House, or other appropriate member of staff, as soon as possible, or contact the Education Director in the case of a serious concern.

- 5.3 **Progress reports:** The School shall monitor the Pupil's progress and shall report regularly to the Parents by means of grades, full written reports, consultation and / or parents' meetings.
- 5.4 **Sex education:** The Pupil will receive health and life skills education appropriate to his / her age in accordance with the curriculum from time to time unless the Parents have given formal notice in writing that they do not wish the Pupil to take part in this aspect of the curriculum.
- 5.5 **Public examinations:** The Education Director may, after consultation with the Parents and the Pupil, decline to enter the Pupil's name for a public examination if, in the exercise of his / her professional judgement, the Education Director considers that by doing so the Pupil's prospects in other examinations would be impaired and / or if the Pupil has not prepared for the examination with sufficient diligence, for example, because the Pupil has not worked or revised in accordance with advice or instruction from his / her tutors.
- 5.6 **Reports and references:** Information supplied to the Parents and others concerning the progress and character of the Pupil, and about examination, further education and career prospects, and any references shall be given conscientiously and with all due care and skill but otherwise without liability on the part of the School.
- 5.7 **Learning difficulties:** The School shall do all that is reasonable to detect and deal appropriately with a learning difficulty which is considered to be a "special educational need". The School staff is not, however qualified to make a medical diagnosis of conditions such as those commonly referred to as dyslexia, or of other learning difficulties.
- 5.8 **Screening for learning difficulties:** The screening tests available to schools are indicative only: they are not infallible. The Parents will be notified if a screening test indicates that the Pupil may have a learning difficulty.
- 5.9 **Information about learning difficulties:** The Parents shall notify the Education Director when completing the School's Confidential Information form and subsequently in writing if they are aware or suspect that the Pupil (or anyone in his or her immediate family) has a learning difficulty and the Parents must provide the School with copies of all written reports and other relevant information. The Parents will be asked to withdraw the Pupil, without being charged Fees in lieu of notice if, in the professional judgement of the Education Director and after consultation with the Parents and with the Pupil (where appropriate), the School is unable to provide adequately for the Pupil's special educational needs. The School reserves the right to charge for the provision of additional teaching.
- 5.10 **Moving up the School:** It is assumed that if the Pupil satisfies the relevant criteria at the time he / she will progress through the School and will ultimately complete Year 7. The Parents will be consulted before the end of the Spring Term if there appears to be any reason why the Pupil may be refused a place at the next stage of the School. The Parents must give a term's notice in writing (i.e. before the start of the Summer Term) in accordance with the Provisions about notice in Section 9 below if they do not intend the Pupil to proceed to the next stage of the School, or a term's Fees in lieu of notice will be payable.
- 5.11 **School's intellectual property:** The School reserves all rights and interest in any copyright, design right, registered design, patent or trademark (**intellectual property**) arising as a result of the actions or work of the Pupil in conjunction with any member of staff and / or other pupils at the School for a purpose associated

with the School. The School will acknowledge and allow to be acknowledged the Pupil's role in the creation / development of intellectual property.

5.12 **Pupil's intellectual property:** The Parents' consent for themselves and (so far as they are entitled to do so) on behalf of the Pupil, to the School retaining the Pupil's original work until, in the professional judgement of the Education Director, it is appropriate to release the work to the Pupil. Certain coursework may have to be retained for longer than other work in order to reduce the risk of cheating. We will take reasonable care to preserve the Pupil's work undamaged but cannot accept liability for loss or damage caused to this or any other property of the Pupil by factors outside the direct control of the Education Director or staff.

5.13 **Educational visits:** A variety of educational visits will be provided for the Pupil. By signing the Enrolment form or agreeing to be bound by these terms and conditions the Parents' consent to the Pupil taking part in any educational visit. Educational visits which:

5.13.1 cost more than 25.000 F CFA per pupil; or

5.13.2 involve an overnight stay; or

5.13.3 occur during a weekend or School vacation; or

5.13.4 involve some element of high risk or adventure activity

will be subject to a separate agreement. The cost of such a visit is included in the school's activities fee. The Pupil shall be subject to School discipline in all respects whilst engaged in an educational visit. All additional costs (such as medical costs, taxis, or professional advice) incurred to protect the Pupil's safety and welfare, or to respond to breaches of discipline, will be added to the fees invoice. The School reserves the right to prevent the Pupil from taking part in an educational visit while overdue fees remain unpaid.

## 6 PASTORAL CARE

6.1 **The School's commitment:** We will do all that is reasonable to safeguard and promote the Pupil's welfare and to provide pastoral care to at least the standard required by law in the particular circumstances. We will respect the Pupil's human rights and freedoms that must, however, be balanced with the lawful needs and rules of the School community and the rights and freedoms of others.

6.2 **Complaints:** Any question, concern or complaint about the pastoral care or safety of a pupil or any educational issue or other matter connected to the School must be notified to the School as soon as practicable. A copy of the School's complaints procedure can be supplied on request. See also clause 8.18.

6.3 **Pupil's rights:** The Pupil, if of sufficient maturity and understanding, has certain legal rights that the School must observe. These include the right to give or withhold consent in a variety of circumstances and certain rights to confidentiality and, usually, the right to have contact with his / her parents. If a conflict of interest arises between the Parents and the Pupil, the rights of, and duties owed to, the Pupil will in most cases take precedence over the rights of, and duties owed to, the Parents.

6.4 **Education Director's authority:** The Parents authorise the Education Director

to take and / or authorise in good faith all decisions which the Education Director considers on proper grounds will safeguard and promote the Pupil's welfare. Please see Section 7.

6.5 **Ethos:** The ethos of the School is to foster good relationships between pupils and between members of staff and pupils. Bullying, harassment, victimisation and discrimination between students or against member of the school staff will not be tolerated. The School and its staff will act fairly in relation to the Pupil and the Parents and we expect the same of the Pupil and the Parents in relation to the School or its staff.

6.6 **Physical contact:** The Parents' consent to such physical contact with the Pupil:

6.6.1 as may accord with good practice; or

6.6.2 as may be appropriate and proper for teaching and instruction; or

6.6.3 for providing comfort to the Pupil in distress; or

6.6.4 to maintain safety and good order; or

6.6.5 in connection with the Pupil's health and welfare.

The Parents also consent to the Pupil participating in contact and non-contact sports and other activities as part of the normal School programme or extra-curricular programme. The Parents acknowledge that while the School will provide appropriate supervision the risk of injury cannot be eliminated.

6.7 **Disclosures:** The Parents must, as soon as possible, disclose to the School in confidence:

6.7.1 any known medical condition, health problem or allergy affecting the Pupil;

6.7.2 any history of a learning difficulty on the part of the Pupil or any member of his / her immediate family;

6.7.3 any disability, special educational need or any behavioural, emotional difficulty and / or social difficulty on the part of the Pupil;

6.7.4 any family circumstances or court order which might affect the Pupil's welfare or happiness;

6.7.5 any concerns about the Pupil's safety.

6.8 **Confidentiality:** The Parents authorise the Education Director to override their own and (so far as they are entitled to do so) the Pupil's rights to confidentiality, and to impart confidential information on a need-to-know basis where necessary to safeguard or promote the Pupil's welfare or to avert a perceived risk of serious harm to the Pupil or to another person at the School. In some cases, members of staff may need to be informed of any particular vulnerability the Pupil may have. The School reserves the right to monitor the Pupil's use of :

6.8.1 e-mail;

6.8.2 the internet; and

6.8.3 mobile electronic devices.



Where Pupil's own digital device(s) access the School's network, the School must be furnished with the device's administrative password and sign-on details. Where there has been abuse of the School's network from the Pupil's device, the school may configure the device to halt the abuse or give the offending Pupil a device owned by the school. The School may sanction the student if the abuse is repeated.

- 6.9 **Special precautions:** The Education Director needs to be aware of any matters that are relevant to the Pupil's safety and security. The Education Director must therefore be notified in writing immediately of any court orders or situations of risk in relation to the Pupil for whom any special safety precautions may be needed. Parents may be excluded from School premises if the Education Director, acting in a proper manner, considers such exclusion to be in the best interests of the Pupil or any other member of the School community.
- 6.10 **Leaving School premises:** The School will do all that is reasonable to ensure that the Pupil remains in the care of the School during School hours but we cannot accept responsibility for the Pupil if he / she leaves School premises in breach of School rules or regulations.
- 6.11 **Residence during term time:** The Pupil is required during term time, and at weekends and half term, to live with the Parents or a legal guardian or with an education guardian acceptable to the School. The Education Director must be notified in writing immediately if the Pupil will be residing during term time under the care of someone other than the Parents.
- 6.12 **Communications from parents:** Communications or instructions from one of the Parents or any person with Parental Responsibility shall be deemed by the School to be received from both Parents. This requirement does not apply to the giving of notice for the cancellation of the place or the withdrawal of the Pupil from the School. Those persons who are required to consent to or to give notice of cancellation or withdrawal are set out in clause 9.2.
- 6.13 **Absence of parents:** When both Parents will be absent from the Pupil's home overnight or for a 24 hour period or longer, the Education Director must be told in writing the name, address and telephone number for 24 hour contact with the adult who will have the care of the Pupil.
- 6.14 **Education guardians:** The Parents if resident outside the Republic of Congo must before Entry appoint an education guardian for the Pupil in the Republic of Congo who has been given legal authority to act on behalf of the Parents in all respects and to whom the School can apply for authorities when necessary. The School can accept no responsibility for the Pupil when he / she is in the care of the Parents or the education guardian. The Parents or the education guardian must make holiday arrangements, including travel to and from the School, in advance. The responsibility for choosing an appropriate education guardian rests solely with the Parents. The Parents are responsible in each case for satisfying themselves as to the suitability of an education guardian. The Parents shall immediately on appointment provide the School with up to date contact details for the appointed education guardian and shall immediately notify the School of any changes to those details.
- 6.15 **Photographs or images:** By signing the Enrolment Form or agreeing to these terms and conditions the Parents' consent to the School obtaining and using photographs or images of the Pupil for:

6.15.1 use in the School's promotional material such as the prospectus, the website or social media;

6.15.2 press and media purposes;

6.15.3 educational purposes as part of the curriculum or extra-curricular activities.

We would not disclose the home address of the Pupil without the Parents' consent. If the Parents do not want the Pupil's photograph or image to appear in any of the School's promotional material they must make sure the Pupil knows this and must notify the Education Director in writing immediately, requesting an acknowledgement of their letter.

6.16 **Transport:** The Parents consent to the Pupil travelling by any form of public transport and / or in a motor vehicle driven by a responsible adult who is duly licensed and insured to drive a vehicle of that type.

6.17 **Pupil's personal property:** The Pupil is responsible for the security and safe use of all his / her personal property including money, mobile phones, locker keys, watches, computers, musical instruments and sports equipment, and for property lent to them by the School.

6.18 **Insurance:** The Parents are responsible for insurance of the Pupil's personal property whilst at School or on the way to and from School or any School-sponsored activity away from School premises.

6.19 **School's liability:** Unless negligent or guilty of some other wrongdoing causing injury, loss or damage, the School does not accept responsibility for accidental injury or other loss caused to the Pupil or the Parents or for loss or damage to property.

## 7 HEALTH AND MEDICAL MATTERS

7.1 **Medical declaration:** Before the Pupil enters the School the Parents will be asked to either complete a Confidential Information form concerning the Pupil's health and must inform the Education Director in writing if the Pupil develops any known medical condition, health problem or allergy, or will be unable to take part in games or sporting activities, or has been in contact with anyone with an infectious or contagious disease.

7.2 **Medical care:** The Parents must comply with the teacher's recommendations which may include a reasonable decision to release the Pupil home when he / she is unwell or if the injury or illness is considered serious, to be taken to a hospital.

7.3 **Pupil's health:** The Education Director may at any time require a medical opinion or certificate as to the Pupil's general health where the Education Director considers it necessary as a matter of professional judgement in the interests of the Pupil and / or the School community. The Pupil if of sufficient age and maturity is entitled to insist on confidentiality which can be overridden in the Pupil's own interests or where necessary for the protection of other members of the School community.

7.4 **Medical information:** Throughout the Pupil's time as a member of the School, the teacher shall have the right to disclose confidential information about the Pupil if it is considered to be in the Pupil's own interests or necessary for the protection of

other members of the School community. Such information will be given and received on a confidential, need-to-know basis.

- 7.5 **Emergency medical treatment:** The Parents authorise the Education Director to consent on their behalf to the Pupil receiving emergency medical treatment at a private hospital and where certified by an appropriately qualified person as necessary for the Pupil's welfare and if the Parents cannot be contacted in time.

## 8 BEHAVIOUR AND DISCIPLINE

- 8.1 **School regime:** The Parents accept that the School will be run in accordance with the authorities delegated by the Governing Body to the Education Director. The Education Director is entitled to exercise a wide discretion in relation to the School's policies, rules and regime and will exercise those discretions in a reasonable and lawful manner and with procedural fairness when the status of the Pupil is at issue.
- 8.2 **Conduct and attendance:** We attach importance to courtesy, integrity, good manners, good discipline and respect for the needs of others. The Parents warrant that the Pupil will take a full part in the activities of the School, will attend each School day, will be punctual, will work hard, will be well-behaved and will comply with the School rules about the wearing of uniform and general appearance.
- 8.3 **School rules:** The School rules and policies which apply are set out on the School website page and other documents published from time to time. The Parents are requested to read these documents carefully with the Pupil before they accept the offer of a place.
- 8.4 **School discipline:** The Parents accept the authority of the Education Director and of other members of staff on the Education Director's behalf to take all reasonable disciplinary or preventative action necessary to safeguard and promote the welfare of the Pupil and the School community as a whole. The School's disciplinary policy which is current at the time and published on the School website page applies to all pupils when they are on School premises, or in the care of the School, or wearing School uniform, or otherwise representing or associated with the School.
- 8.5 **Investigative action:** A complaint or rumour of misconduct will be investigated. The Pupil may be questioned and his / her belongings may be searched in appropriate circumstances. All reasonable care will be taken to protect the Pupil's human rights and freedoms and to ensure that the Parents are informed as soon as reasonably practicable after it becomes clear that the Pupil may face formal disciplinary action, and also to make arrangements for the Pupil to be accompanied and assisted by the Parents, education guardian or a teacher of the Pupil's choice.
- 8.6 **Procedural fairness:** Investigation of a complaint that could lead to expulsion, removal or withdrawal of the Pupil in any of the circumstances explained below shall be carried out in a fair and unbiased manner. All reasonable efforts will be made to notify the Parents or education guardian so that they can attend a meeting with the Education Director before a decision is taken in such a case. In the absence of the Parents or education guardian, the Pupil will be assisted by an adult (usually a teacher) of his / her choice.
- 8.7 **Divulging information:** Except as required by law, the School and its staff shall not be required to divulge to the Parents or others any confidential information or the identities of pupils or others who have given information which has led to the

complaint or which the Education Director has acquired during an investigation.

8.8 **Drugs and alcohol:** The Pupil may be given the opportunity to provide a biological sample under medical supervision if involvement with drugs is suspected, or a sample of breath to test for alcohol consumed in breach of School rules or policy. A sample or test in these circumstances will not form part of the Pupil's permanent medical record.

8.9 **Sanctions:** The School's does not authorise any form of unlawful activity. Sanctions may include a requirement to undertake menial but not degrading tasks on behalf of the School or external community, detention for a reasonable period, withdrawal of privileges, suspension, or alternatively being removed or expelled.

8.10 **Definitions of sanctions:** The definitions in this clause apply in these terms and conditions.

**Expulsion:** means that the Pupil is required to leave the School permanently in circumstances described in clause 8.11

**Removal:** means that the permanent removal of the Pupil from the School is required in circumstances described in clause 8.13.

**Suspension:** means that the Pupil is sent or released home for a limited period as either a disciplinary sanction or pending the outcome of an investigation or pending an Independent Review.

**Withdrawal:** has the meaning set out in clause 9.10.

8.11 **Expulsion:** The Pupil may be formally expelled from the School if it is proved on the balance of probabilities that the Pupil has committed repeated or a very grave breach of discipline or a serious criminal offence. Expulsion is reserved for the most serious breaches. The Education Director shall act with procedural fairness in all such cases. The Education Director's decision to expel shall be subject to an Independent Review if requested by the Parents. The Parents will be given a copy of the Review procedure current at the time. The Pupil shall be suspended from the School pending the outcome of the Review. See clause 8.16 and clause 8.17.

8.12 **Fees following expulsion:** If the Pupil is expelled, there will be no refund of the Registration and other Fees for the current or past terms. There will be no charge to Fees in lieu of notice but, save for any contrary provisions in any other agreement made between the Parents and the School, all arrears of Fees and any other sums due to the School will be payable.

8.13 **Removal in other circumstances:** The Parents may be required to remove the Pupil permanently from the School if, after consultation with the Parents and if appropriate the Pupil, the Education Director is of the opinion that:

8.13.1 by reason of the Pupil's conduct, behaviour or progress, the Pupil is unwilling or unable to benefit sufficiently from the educational opportunities and / or the community life offered by the School; or

8.13.2 Parents have treated the members of the School staff inappropriately, or have behaved in a manner which is considered detrimental to the running of the school;

then in these circumstances, and at the sole discretion of the Education Director, Withdrawal of the Pupil by the Parents may be permitted as an alternative to Removal being required. The Education Director shall act with procedural fairness in

all such cases, and shall have regard to the interests of the Pupil and the Parents as

well as those of the School. The Education Director's decision to require the Removal of the Pupil shall be subject to an Independent Review if requested by the Parents. The Pupil shall be suspended from the School pending the outcome of the Review. See clause

8.16 and clause 8.17.

8.14 **Fees following removal:** If the Pupil is removed or withdrawn in the circumstances described in clause 8.13, the provisions relating to Fees shall be as set out in clause 8.12.

8.15 **Leaving status:** The School reserves the right to record the leaving status of the Pupil on the Pupil's file immediately after Expulsion or Removal or Withdrawal.

8.16 **Independent Review:** The Parents may request a review by counsel of a decision to expel or require the removal of the Pupil from the School (but not a decision to suspend the Pupil unless the suspension is for 11 School days or more, or would prevent the Pupil taking a public examination). The request shall be made as soon as possible and in any event within seven days of the Education Director's decision being notified to the Parents.

8.17 **Review procedure:** The Education Director will advise the Parents of the procedure (current at that time) under which independent counsel shall conduct a review. If the Parents request an Independent Review, the Pupil may be suspended from School until the review procedure has been completed. While suspended, the Pupil shall remain away from School and will have no right to enter School premises during that time without written permission from the Education Director. An Independent Review will be conducted under fair procedures in accordance with the requirements of natural justice.

8.18 **Complaints procedure:** A complaint about any matter of School policy or administration not involving an Expulsion or Removal of the Pupil must be made in accordance with the School's complaints procedure, a copy of which is available on request. Every reasonable complaint shall receive fair and proper consideration and a timely response.

## 9 PROVISIONS ABOUT NOTICE

9.1 **Term:** means the period between and including the first and last days of the relevant school term.

9.2 **Notice:** means (unless the contrary is stated in these terms and conditions) a term's written notice given by:

9.2.1 both Parents; or

9.2.2 one of the Parents with the prior written consent of the other parent; and

9.2.3 any other person with Parental Responsibility

before the first day of Term addressed to and received by the Education Director personally. It is expected that the Parents will consult with the Education Director before giving Notice to withdraw the Pupil.

9.3 **A Term's Written Notice:** means Notice given before the first day of a Term and expiring at the end of that Term. A Term's Written Notice must be given if:

- 9.3.1 the Parents wish to cancel the place after acceptance; or
- 9.3.2 the Parents wish to withdraw the Pupil who has entered the School; or
- 9.4 **Provisional notice:** is valid only for the Term in which it is given and may not be given in two consecutive terms. Provisional notice must be given in writing and received by the Education Director.
- 9.5 **Fees in lieu of notice:** in circumstances where the Parents have not given a Term's Written Notice, Fees in lieu of notice means Fees in full at the rate applicable for the next Term following Withdrawal. One Term's Fees in lieu of notice represents a genuine pre-estimate of the School's loss in these circumstances, and sometimes the actual loss to the School will be much greater. This rule is necessary to promote stability and the School's ability to plan its staffing and other resources.
- 9.6 **Cancellation:** means the cancellation of a place at the School which has been accepted by the Parents and which occurs before the Pupil enters the School or where the Pupil does not enter the School. Please see clause 3.1 for details of when Entry to the School occurs.
- 9.7 **Cancellation rights:** If the offer of a place and its acceptance are both made entirely at distance by means of post, fax or electronic communication without either parent meeting face to face with a member of the School staff during the contractual process the Parents may cancel this agreement at any time within 14 days of the date of the enrolment form. In such circumstances the Fees will be refunded pro-rated if the School has provided any educational services under this agreement.
- 9.8 **Cancelling acceptance:** The Cancellation of the place after acceptance can cause long-term loss to the School if it occurs after other families have taken their decisions about schooling for their children. A genuine pre-estimate of loss is fees for between one and five years. Nonetheless, the School agrees to limit the liability of the Parents to:
- 9.8.1 one Term's Fees at the rate payable for the Term of Entry, if less than a Term's Written Notice of Cancellation has been given.
- 9.9 **Cancelling a place offered in the Term before Entry:** Save where clause 9.7 applies, if the offer of a place is made in the Term immediately prior to the Term of Entry the Parents may cancel their acceptance in writing at any time up to four weeks from the date of the signed enrolment form. If the Parents give notice of cancellation after this date or give no notice of cancellation they will incur a liability to pay one Term's Fees at the rate payable for the Term of Entry plus the year's registration fee.
- 9.10 **Withdrawal:** means the withdrawal of the Pupil from the School by the Parents or the Pupil with or without Notice required under these terms and conditions at any time after the Pupil has entered the School. Please see clause 3.1 for details of when Entry to the School occurs. See also clause 4.6, clause 9.11 and clause 9.12.
- 9.11 **Withdrawal by the Parents:** If the Pupil is withdrawn on less than a Term's Written Notice, or excluded for more than 28 days for non-payment of Fees as set out in clause 4.6, Fees in lieu of notice will be due and payable.
- 9.12 **Withdrawal by the Pupil:** The Pupil's decision to withdraw from the School

shall, for these purposes, be treated as a Withdrawal by the Parents.

- 9.13 **Prior consultation:** It is expected that the Parents, or duly authorised education guardian, will consult personally with the Education Director or with the Education Director's authorised deputy before the Parents give Notice of Withdrawal.
- 9.14 **Discontinuing extra tuition:** A Term's Written Notice is required to discontinue extra tuition or a Term's Fees for the extra tuition will be immediately payable in lieu as a debt.
- 9.15 **Termination by the School:** The School may terminate this agreement on one Term's notice in writing sent by ordinary post. The School will not terminate this agreement without good cause and full consultation with the Parents and the Pupil (if of sufficient maturity and understanding). Any future payment of Tuition fees made in respect of the Term(s) cancelled will be refunded.

## 10 EVENTS BEYOND THE CONTROL OF THE PARTIES

- 10.1 **Force majeure:** An event beyond the reasonable control of the School or the Parents or a potential event one that threatens the safety of children is a Force Majeure Event. It shall include such events as an act of God, fire, flood, storm, war, riot, civil unrest, a major political event, act of terrorism, strikes, industrial disputes, an outbreak of an epidemic or a pandemic of disease, failure of utility service or transportation.
- 10.2 **Notification:** If either the School or the Parents is prevented from or delayed in carrying out its contractual obligations by a Force Majeure Event, that party shall immediately notify the other in writing and shall be excused from performing those obligations while the Force Majeure Event continues.
- 10.3 **Continued force majeure:** If a Force Majeure Event continues for a period greater than 90 days, the party who has provided notification under clause 10.2 shall notify the other of the steps to be taken to ensure performance of its contractual obligations.
- 10.4 **Termination:** If the Force Majeure Event continues for a total period greater than 120 days, the party in receipt of notification under clause 10.2 may terminate this contract by providing at least three working days' notice in writing to the other party.

## 11 GENERAL CONTRACTUAL MATTERS

- 11.1 **Data protection:** By signing the enrolment form or by agreeing to be bound by these terms and conditions the Parents on behalf of themselves and, so far as they are able, on behalf of the Pupil consent to the processing by the School of personal information including:

11.1.1 financial information relating to the Parents;

11.1.2 sensitive personal information relating to the Parents and / or the Pupil;

as is deemed necessary for the legitimate purposes of the School. See also the School's *Data protection information notes* as set out in Schedule 1.

- 11.2 **Change:** The School, as any other, is likely to undergo a number of changes during the period of this agreement. For example, there may be changes in the staff, and in the premises, facilities and their use, in the curriculum and the size

and composition of classes, and in the School rules and procedures, the disciplinary framework, and the length of School Terms. In addition, there may be the need to undertake a corporate reorganisation exercise and / or a merger or change of ownership may be necessary. For these reasons, the benefit and burden of this agreement may be freely assigned to another party at the discretion of the School.

- 11.3 **Consumer protection:** Care has been taken to use plain language and to give clear explanations in these terms and conditions.
- 11.4 **Consultation:** It is not practicable to consult with the Parents and the Pupil over every change that may take place. Whenever practicable, the School will use reasonable endeavours to ensure that the Parents will be consulted and where possible given at least a Term's notice in writing of:
- 11.4.1 a change of policy; or
  - 11.4.2 a change in any physical aspect of the School which would have a significant effect on the Pupil's education or pastoral care; or
  - 11.4.3 a change of ownership of the School.
- 11.5 **Representations:** The School's prospectus and website page describe the broad principles on which the School is operated and gives an indication of its ethos. Although believed correct at the time of publication, the prospectus and website are not part of any agreement between the Parents and the School. If the Parents wish to place specific reliance on a matter contained in the prospectus, website, or on a statement made by a member of staff or a pupil they should seek written confirmation of that matter from the Education Director.
- 11.6 **Third party rights:** Only the School and the Parents are parties to this contract. Neither the Pupil nor any third party is a party to this contract and shall not have any rights to enforce any term of it.
- 11.7 **Interpretation:** These terms and conditions supersede any previously in force and will be construed as a whole. Headings, unless required to make sense of the immediate context, are for ease of reading only and are not otherwise part of the terms and conditions.
- 11.8 **Jurisdiction:** This contract was made at the School and is governed exclusively by the law of Congo-Brazzaville and the parties submit to the exclusive jurisdiction of the Courts of Congo-Brazzaville.



## Schedule 1 Data protection information notes

- 1 The School holds information about you and your child including exam results, parent and guardian contact details, financial information and details of medical conditions. This information is kept electronically on the School's information management system or manually in indexed filing systems.
  - 2 These notes refer to the **processing** of information. Processing is a catchall term and means obtaining or recording information or carrying out any operation on the information such as storing or using the information or passing it on to third parties.
  - 3 The School processes information about you and your child in order to safeguard and promote the welfare of your child, promote the objects and interests of the School, facilitate the efficient operation of the School and ensure that all relevant legal obligations of the School are complied with. Examples may include the School keeping details of medical conditions from which your child may suffer so that staff will be able to respond appropriately in the event of a medical emergency, and / or the School processing financial information obtained from you or from third parties.
  - 4 The School may process different types of information about your child for the purposes set out above. That information may include:
    - 4.1 medical records and information, including details of any illnesses, allergies or other medical conditions suffered by your child;
    - 4.2 personal details such as home address, date of birth and next of kin;
    - 4.3 information concerning your child's performance at School, including discipline record, School reports and examination reports;
    - 4.4 financial information including information about the payment of fees at this School or any other school.
  - 5 Where in the professional opinion of the Education Director it is deemed necessary, we may share information with certain third parties.
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