

Code of Conduct – School Community

Berengarra takes a zero-tolerance approach to child abuse and is fully committed to ensuring that its strategies, policies, procedures and practices meet all Child Safety Standards as specified in Ministerial Order No. 870 (2015)

Context

Berengarra School is committed to the provision of a welcoming, safe, and inclusive environment for all members of the school community. This Code of Conduct is intended to guide staff, parents/carers and all members of the school community in recognising and respecting their own rights and responsibilities as well as those of other members of the school community. This code applies to all Berengarra School parents/carers and all members of the school community and is not limited to the school site and school hours. It extends to all activities and events that are school-related.

Rights of all School Community members include the following:

- To be treated with respect and understanding
- To have confidentiality respected and maintained
- To receive a timely response to concerns raised
- To be listened to respectfully and communicated with courteously
- To have their participation in the life of the school recognised and valued
- To enjoy a school community which is free of harassment or discrimination

Responsibilities of all School Community members include the following:

- To be aware of, and adhere to, the school's policies and procedures
- To notify the school of any changes or issues at home which may affect a student's learning, behaviour or wellbeing
- To respect the authority of members of staff and to observe school rules as required
- To schedule an appointment when they wish to discuss a concern. Staff are unable to give their full attention during the school day or when supervising students
- To follow appropriate protocols in resolving conflicts - issues regarding staff will be dealt with only if related to issues regarding professional conduct
- To respect diversity in people and their opinions regardless of race, religion, gender, sexual orientation, age or disability
- To respect school property and the property of all members of the school community
- To behave lawfully on school grounds and observe the terms of family court or other orders if parents are in dispute. It is not the role of staff to mediate on, or become involved in, legal matters involving students

Unacceptable conduct includes the following:

- Under NO circumstances are parents/carers or any members of the school community to approach or to reprimand students in relation to perceived actions toward their own child; staff are to deal with all disciplinary issues
- Subjecting the school or staff member/s of the school to defamation either through libel (written defamatory statements), or slander (spoken defamatory statements to a

third party), and thereby cause injury or damage to the reputation of the school or to the staff member

A statement is defamatory if it holds the school or staff member up to scorn, hatred, ridicule, disgrace or contempt in the minds of others in the community.

- Engaging in conversations at the school which constitute harassment, discrimination or denigration or which involve swearing, innuendo, or offensive language
- Using any form of physical or verbal abuse, or threats of physical abuse, at the school or at any school-related activity or event – or using any form of cyber bullying or cyber abuse at any time
- Being present at the school, or at any school-related activity or event, whilst intoxicated by alcohol or under the influence of illicit drugs or other substances
- Smoking or using illicit drugs or other substances on the school premises or within the immediate environs of the school

Breaches of this Code of Conduct

Parents/carers or any members of the school community who breach this Code of Conduct will be contacted by the Principal. Appropriate action, which may include being banned from coming onto the school grounds or from attending school-based activities or events, will be taken at the full discretion of the Principal.

In accordance with applicable legislation and with the school's Child Safe Standards Policies, the Police and/or Department of Human and Health Services will be informed of any unlawful breaches of this Code of Conduct.

In Summary

As a parent/carer or other member of the school community you are an influential role model and play a formative part in the development of our students' abilities to interact co-operatively with others and to develop non-judgemental attitudes in respect to those with divergent backgrounds and beliefs. Speaking positively about the school and supporting staff in implementing policies and procedures, including behaviour management practices, will do much to ensure that our students' experiences at Berengarra School are both happy and rewarding.

Related school policies and procedures include: Parent Complaints Procedure; Complaints and Grievances Policy; Child Safe Standards Code of Conduct

This Code of Conduct will be reviewed as part of Berengarra School's review cycle.

April 2020 Policy Committee Review date: April 2023