



PARENT/COMMUNITY CODE OF CONDUCT

1. PURPOSE

- 1.1 Belgrave Heights Christian School (the School) has in place Codes of Conduct as an essential part of creating a supportive and safe environment for students, staff, and families. This safety includes both physical and psychosocial safety. Psychosocial safety means keeping people safe from psychosocial hazards/risks, which are hazards that may harm a person's mental health (and in the long-run potentially their physical health). Within a school community it is possible for any person within that community to create a psychosocial hazard for others.
- 1.2 These codes of conduct outline the behavioural expectations for those who form part of our community, whether that is as a student, staff member or as a parent/carer.

2. WHEN VISITING THE SCHOOL

- 2.1 Parents and School Community members must:
 - (a) comply with all safety policies and procedures in place at the School;
 - (b) comply with relevant legal obligations under the legislation and any court order;
 - (c) only enter a classroom with permission from a staff member;
 - (d) listen respectfully, in the same manner required by students and staff, when attending any kind of School assembly, presentation, class or school events, interview and private or public meetings;
 - (e) treat all parents, staff, contractors, volunteers, students, and visitors to the School with courtesy and respect;
 - (f) accept the authority of the teacher (or teachers) when visiting a classroom; and
 - (g) comply with any reasonable direction given by a staff member of the School.

- 2.2 Parents and School Community members must not:
- (a) interrupt or disrupt a teacher whilst classroom instructions or learning activities are taking place;
 - (b) discipline or reprimand a child about their behaviour if that child is not their own child or attempt to advise other parents/carers how they should discipline or reprimand their child;
 - (c) bully or harass parents, staff, contractors, volunteers, students, and visitors to the School;
 - (d) take a photo or video recording of a child if that child is not their own child, unless the parent of the child is present at the time and consents to the photo or video recording being taken; and
 - (e) attend the School whilst under the influence of drugs or alcohol.

3. WHEN COMMUNICATING WITH STAFF, CONTRACTORS AND VOLUNTEERS

- 3.1 All staff, contractors and volunteers are entitled to a safe and enjoyable work environment.
- 3.2 If a parent and/or guardian contacts a staff member, contractor, or volunteer in relation to a query or concern, the recipient will respond within a reasonable period of time.
- 3.3 In order to most effectively discuss a particular query or concern, parents and School Community members wishing to speak to a staff member, contractor, or volunteer (either in person or over the phone) must make an appointment in advance.
- 3.4 The School's priority is the wellbeing of the students. Whilst the School will comply with court orders which bind the School, parents who have separated should have no expectation that the School will assist in relation to any family law dispute or "police" court orders on behalf of parents, or "take sides" during family law matters.
- 3.5 Parents and School Community members must:
- (a) speak to staff, contractors, and volunteers with courtesy and respect;
 - (b) communicate with staff, contractors, and volunteers in a clear, friendly and open manner;
 - (c) refrain from sending demanding communications deemed as excessive by the school, to staff or school community members, to ensure this is not construed as being a psychosocial risk or possible harassment;
 - (d) respect staff decisions and follow their directions; and
 - (e) respect the privacy of staff, contractors, and volunteers.

- 3.6 Parents and School Community members must not:
- (a) Use or distribute School contact lists other than as permitted (including for commercial purposes);
 - (b) raise their voice or interrupt whilst a staff member, contractor, or volunteer is trying to speak;
 - (c) use profane, insulting, harassing, aggressive or otherwise offensive language;
 - (d) speak to staff, contractors, or volunteers in a derogatory or offensive manner;
 - (e) take a photo, video recording, or audio recording of a staff member, contractor or volunteer without prior consent;
 - (f) post a photo, video recording, or audio recording of a staff member, contractor or volunteer on social media without prior consent;
 - (g) attempt to contact staff members at their home or through use of their personal phone number, unless the staff member has permitted such contact;
 - (h) assault (sexually or physically) a staff member, contractor or volunteer;
or
 - (i) intimidate, undermine, threaten, bully or harass staff, contractors, or volunteers.

4. WHEN COMMUNICATING WITH OTHER MEMBERS OF THE SCHOOL COMMUNITY:

- 4.1 Parents and School Community members must:
- (a) speak to others with courtesy and respect;
 - (b) contribute to a positive and friendly culture within the School Community;
 - (c) support and encourage the values, activities and ethos of the School;
and
 - (d) respect the privacy of others.
- 4.2 Parents and School Community members must not:
- (a) raise their voice when speaking to others;
 - (b) use profane, insulting, harassing, aggressive or otherwise offensive language;
 - (c) deliberately exclude others or purposely treat some members of the School Community differently from others;
 - (d) speak to others in a derogatory or offensive manner;

- (e) take a photo or video recording of another person without their consent;
- (f) post a photo or video recording of another person on social media without consent;
- (g) post a photo or video recording of a child that is not their own on social media without obtaining consent from the child's parent or legal guardian beforehand;
- (h) intimidate, undermine, threaten, bully or harass others;
- (i) attempt to manage how other families choose to parent their children without being invited to do so;
- (j) attempt to manage the behaviour of any student other than their own;
or
- (k) disclose the personal details of others to another person without consent.

5. WHEN ENGAGING ONLINE OR USING SOCIAL MEDIA

- 5.1 Parents and School Community members recognise the potential for damage to be caused, directly or indirectly, to the School and others as a result of their personal use of social media especially in circumstances when they can be identified as a parent and/or guardian of the School.
- 5.2 When using social media, parents and School Community members must:
- (a) respect a person's professional and personal environment and must not harass other people online;
 - (b) act with integrity;
 - (c) make reasonable efforts to ensure that their children comply with the School's Social Media Policy;
 - (d) be respectful to staff, contractors, volunteers, other parents, and/or students; and
 - (e) never reveal confidential information relating to the School, staff members, contractors, volunteers, other parents, and/or students at the School.
- 5.3 Parents and School Community members must not post on social media defamatory, offensive, sexually inappropriate, or other material that may damage the reputation of the School and/or individual staff. Parents understand that the School may remove posts on social media that breach this requirement.

- 5.4 Parents and School Community members must not post issues, concerns or complaints on social media platforms.

6. WHEN MAKING A COMPLAINT

- 6.1 Parents and School Community members have the right to raise issues and concerns related to the education of their child or other matters relating to the School.
- 6.2 Parents and School Community members should ensure that they raise their issues and concerns with the right person and follow the correct communication channels according to our policies and procedures including the School's Complaints Resolution Policy, which available from the School's website.
- 6.3 When making a complaint to the School, parents and School Community members are required to act in a manner consistent with this Code of Conduct.

7. CONSEQUENCES OF A BREACH

- 7.1 Any parent and/or guardian, student, staff member, contractor or volunteer may notify the Principal of a possible breach of this Code of Conduct.
- 7.2 The Principal or their representative will investigate the complaint to determine whether there has been a breach of this Code of Conduct.
- 7.3 If satisfied that a breach has occurred, the Principal or their representative may implement disciplinary action against the respondent such as a warning, requirement to attend meeting, direction to provide an apology, direction not to enter School grounds for a period of time, or termination of enrolment (or employment, where the person breaching this Policy is a staff member).
- 7.4 If a parent is unhappy in the application of this Code, they should raise the issue in accordance with the procedure set out in the School's Complaints Resolution Policy.

8. UPDATES OF THIS POLICY

- 8.1 The codes of conduct within the School may be updated from time to time in line with changing legislative requirements or as part of our standard review processes.