

Code of Conduct- School Community

Urban College (UC) 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)

UC is committed to the provision of a welcoming, safe, and inclusive environment for all members of the college community. The college recognises the importance of the partnership between its college, parents and carers to support student engagement and wellbeing. UC share a commitment to, and responsibility for, an inclusive and safe college environment. It strives to instil the college values of Inclusivity, Accountability, Respect, Honesty and Teamwork.

Purpose

This Code of Conduct is intended to guide staff and parents/guardians/carers and all members of the college community in recognising and respecting their own rights and responsibilities as well as those of other members of the college community.

This Code of Conduct is intended to:

- Provide standards of behaviour to guide parents/carers in their interaction with staff, students and other parents
- To make clear the schools expectations as to how parents and carers conduct themselves when on school grounds, at school activities and events

Scope

- This code applies to all UC parents/guardians/carers and all members of the college community including all board members. This Code of Conduct is not limited to the college site and college hours. It extends to all activities and events that are college related.

Rights of all college 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 be recognised and valued for the contribution they make to the school
- To enjoy a school community which is free of harassment or discrimination

Responsibilities of all college community members include the following:

- To be aware of, and adhere to, the college's policies and procedures
- To notify the college 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 college rules as required
- To schedule an appointment when they wish to discuss a concern. Staff are not always able to give their full attention during the school day or when supervising students
- To follow appropriate college processes to resolve complaints, grievances, or conflict

- To respect diversity in people and their opinions regardless of race, religion, gender, sexual orientation, age or disability
- To respect college property and the property of all members of the college community
- To behave lawfully on college 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/guardians/carers or any members of the college 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 college or staff member/s of the college to defamation either through libel (written defamatory statements), or slander (spoken defamatory statements to a third party), including on social media and thereby causing injury or damage to the reputation of the college or to the staff member. A statement is defamatory if it holds the college or staff member up to scorn, hatred, ridicule, disgrace or contempt in the minds of others in the community.
- Engaging in conversations at the college which constitute harassment, discrimination, or defamation or which involve swearing, innuendo, or offensive language
- Using any form of physical or verbal abuse, or threats of physical abuse, at the college or at any college-related activity or event – or using any form of cyber bullying or cyber abuse at any time
- Post photos of other members of the college community on social media without the expressed consent of the person involved
- Sharing email addresses of parents/guardians/carers, staff or students without their expressed consent
- Being present at the college, or at any college-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 college premises or college activity or within the immediate environments of the college

Breaches of this Code of Conduct

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

In accordance with applicable legislation and with the college's Child Safe Standards Policies, the Police and/or Department of Families, Fairness and Housing will be informed of any unlawful breaches of this Code of Conduct.

In Summary

Parents/guardians/carers or other members of the college community are an influential role model and play a formative part in the development of its 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 college and supporting staff in implementing policies and procedures, including behaviour management practices, will do much to ensure that students' experiences at UC are both happy and rewarding.

Related school policies and procedures include:

- Complaints and Grievances Policy
- Child Safe Standards Code of Conduct

Policy review and approval

Created Date:	July 2022
Consultation:	Staff, students and board members
Endorsed By:	UC Board
Endorsed On:	
Next Review Date:	August 2025