

## **COMMUNITY CODE OF CONDUCT**

### **Brunswick South Primary School**

<b>Policy Implementation Date</b> February 2023	<b>Review Date</b> February 2026	<b>Responsible for Review</b> Policy Subcommittee
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#### **School community**

For the purpose of this Code of Conduct “School Community” comprises the principal, staff, coaches, parents, guardians, step---parents, relatives, friends, supporters, carers and invitees of the School, who attend at the School, or elsewhere, for the purposes of visiting, viewing, participating, supporting or being present for any official event or social activity held by or for the benefit of the School and its students.

#### **Rationale**

Brunswick South Primary School prides itself on having a strong sense of community. Therefore this code of conduct aims to ensure that everyone who visits the school site is able to do so in a safe and harmonious manner and for the ongoing development of positive relationships within the school community.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, Department policy, school policies and procedures and professional standards, codes or ethics as these apply to staff and other personnel.

The Principal and school leaders of Brunswick South Primary School will support implementation and monitoring of the Code of Conduct, and will plan, implement and monitor arrangements to provide inclusive, safe and orderly schools and other learning environments. The Principal and school leaders of Brunswick South Primary School will also provide information and support to enable the Code of Conduct to operate effectively.

All staff, contractors, volunteers and any other member of the school community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all school situations, including school camps and in the use of digital technology and social media.

## **Acceptable behavior**

As staff, volunteers, contractors, and any other member of the school community involved in child-related work individually, we are responsible for supporting and promoting the safety of children by:

- upholding the school's statement of commitment to child safety at all times and adhering to the school's child safe policy
  - treating all persons associated with the school with respect and courtesy
  - demonstrating honesty and integrity
  - respecting differences in people, their ideas and opinions
  - treating one another with dignity and respect at all times, and especially when there is a disagreement
  - respecting and treat others fairly, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability
  - respecting the legal and moral rights of others
  - showing proper care and regard for School property and the property of others
  - taking appropriate measures to help those in need
  - respecting persons who are in a position of authority
  - respecting the need of others to work in an environment of learning and teaching.
  - following school procedures governing entry and behaviour on school grounds, including any restrictions that may be imposed

Any parent or School Community member who invites a relative, friend, support, carer or other person to be present at any event or social activity held by or for the benefit of the School and its students must at all times be responsible for that person and ensure they act at all times in a manner consistent with this Code of Conduct.

### **In addition to the above parents / carers are expected to:**

- Ensure their child/children are punctual to class
- Make appointments, where possible, in advance of expecting to obtain an interview with school staff
- Allow staff to supervise, investigate and manage students
- Discuss issues or concerns about the school, staff or students through correct procedures
- Accept responsibility for their child's/children's progress and work with the teaching staff to deal promptly with areas of concern

## **Unacceptable behaviours**

As staff, volunteers, contractors, and any other member of the school community involved in child-related work we must not:

- ignore or disregard any concerns, suspicions or disclosures of child abuse
- develop a relationship with any student that could be seen as favouritism or amount to 'grooming' behaviour (for example, offering gifts)
- exhibit behaviours or engage in activities with students which may be interpreted as abusive and not justified by the educational, therapeutic, or service delivery context

- ignore behaviours by other adults towards students when they appear to be overly familiar or inappropriate
- discuss content of an intimate nature or use sexual innuendo with students, except where it occurs relevantly in the context of parental guidance, delivering the education curriculum or a therapeutic setting
- treat a child unfavourably because of their disability, age, gender, race, culture, vulnerability, sexuality or ethnicity
- communicate directly with a student through personal or private contact channels (including by social media, email, instant messaging, texting etc.) except where that communication is reasonable in all the circumstances, related to school work or extra-curricular activities or where there is a safety concern or other urgent matter
- photograph or video a child in a school environment except in accordance with school policy or where required for duty of care purposes
- in the school environment or at other school events where students are present, consume alcohol contrary to school policy or take illicit drugs under any circumstances

### **Principal and staff**

The principal and staff are committed to the Brunswick South Primary School --- Community Code of Conduct. In addition, the principal and staff will adhere to the Department of Education (DE) Victorian Institute of Teaching--- The Victorian Teaching Profession Code of Conduct.

### **Breach of this Code of Conduct**

#### **General:**

Where appropriate or necessary, any teacher in breach of the Victorian Teaching Profession Code of Conduct will be investigated accordingly either internally or by DE.

The consequences to a member of the School Community for breaching this Code of Conduct will be determined at the Principal's discretion. These consequences include any one or more of the following:

- The Principal or their delegate may request that the school community members leave the school grounds
- Where circumstances warrant, the Principal may direct that any community member may only communicate or interact with community members or teaching staff through a nominated School representative.

### **Serious Breaches**

Legal processes will be engaged, in line with DE guidelines and policies, if any of the following occur:

- Actual physical assaults or threatened physical assaults on students, staff, parents or community members at the school during the course of school activities
- Behaviour in the presence of students, staff, parents or other visitors to the school that cause alarm or concern to the students, staff, parents or other visitors to the school
- Any interruption to the learning environment of the school such as entering classrooms without permission

**Alignment with related school policies**

- Student Engagement Policy
- Access to School Premises
- Parent Communication Procedure
- Volunteers Policy
- Child Safety Policy
- Photographing and Filming Students Policy

**Ratification and Implementation**

Upon ratification by School Council of this policy, it will be distributed via the newsletter and made available on the BSPS website for the whole school community

**Review**

This policy will be reviewed in three years