



Marian College

Myrtleford

College Code of Conduct

Introduction

At Marian College we are committed to nurturing respectful relationships and active partnerships amongst all members of the College community. We believe that our students' learning journeys are enriched through positive and reciprocal home and school relationships.

Parents/carers/guardians, act as one of the most influential role models in their child's life. We therefore seek your support in promoting and upholding the core values of the College community and its culture of respectful relationships within a Catholic faith tradition.

This Code of Conduct will guide interactions and communications amongst staff, parents/carers/guardians, students and the wider school community. It articulates the school's key expectations of staff, students and parents/carers/guardians with regard to respectful relationships and behaviours. It also specifies the school's position with regard to unacceptable behaviours that breach our culture of respect.

This Code of Conduct is to be read in conjunction with the school's other policies and procedures.

Our Culture of Respectful Relationships

Among students, staff, students and parents/carers/guardians we strive to develop the following:

- Respect for the innate dignity and worth of every person
- An ability to understand the situation of others
- A cooperative attitude in working with others
- Open, positive and honest communication
- The ability to work respectfully with other people
- Trusting relationships and
- Responsible actions

In promoting and upholding this culture we expect that staff will	In promoting and upholding this culture we expect that students, parents/carers/guardians will
<ul style="list-style-type: none">• Communicate with parents/carers/guardians regularly regarding their child's learning, development and wellbeing• Provide opportunities for involvement in their child's learning	<ul style="list-style-type: none">• Support the school's Catholic ethos, traditions and practices• Treat staff, other students and parents/cares/guardians with respect and courtesy

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| <ul style="list-style-type: none"> • Maintain confidentiality over sensitive issues • Relate with and respond to parents/carers/guardians in a respectful and professional manner and • Ensure a timely response to any concerns raised by parents/carers/guardians | <ul style="list-style-type: none"> • Support the school in its efforts to maintain a positive teaching and learning environment • Understand the importance of healthy parent/teacher/child relationships and strive to build these relationships • Adhere to the school's policies and procedures, as outlined on the school website |
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Raising Concerns & Resolving Conflict

In raising concerns on behalf of their child, or making a complaint about the school's practices or treatment of their child, we expect that parents/carers/guardians will:

- Listen to their child, but remember that there may be other perspectives that must be considered
- Observe the school's stated procedures for raising and resolving a grievance or complaint
- Follow specified protocol for communication with staff members, including making appointments at a mutually convenient time and communicating concerns in a constructive manner and
- Refrain from approaching another child while in the care of the school to discuss or chastise them because of actions towards their child.
- Refer the matter directly to their child's teacher for follow-up and investigation by the school

In responding to concerns or a complaint we expect that staff will:

- Observe confidentiality and a respect for sensitive issues
- Ensure the views and opinions of parents/carers/guardians are heard and understood
- Communicate and respond in ways that are constructive, fair and respectful
- Ensure a timely response to concerns or complaints and
- Strive for resolutions and outcomes that are satisfactory to all parties

Safety & Wellbeing

The school places high value and priority on maintaining a safe and respectful working environment. We regard certain behaviours as harmful and unacceptable if they compromise the safety and wellbeing of a member of our school community. These behaviours include, but are not limited to:

- Shouting or swearing, either in person or by other means
- Physical or verbal intimidation and or threats
- Aggressive hand gestures
- Writing rude, defamatory, aggressive or abusive comments to or about a member of the school community in emails or on social media
- Racist, sexist or other denigrating comments or images

- Acts of violence or
- Damage or violation of possessions or property
- Use of illicit drugs, smoking or attending a College function under the influence of alcohol

When a member of the College community behaves in such unacceptable ways, the Principal or Principal's nominee will seek to resolve the situation in one or more of the following ways:

- Repair relationships through discussion and/or mediation
- Exercise our legal right to impose a temporary restriction or permanent ban from the school premises
- Report the incident to the police.

This Code of Conduct is endorsed by Catholic Education Sandhurst.

Date of Implementation: 2019

Date for Review: 2022