

Example breaches include but are not limited to:

Specific behaviours: Staff

- < A staff member discussing College business or students in a public forum without authorisation or due regard to confidentiality or respect for others
- < A staff member inappropriately forwarding emails which were intended for one person to another person
- < A staff member neglecting Cb31ET60.00000886()-tir-3(x TÆ)-218(m)4(e)-9(C)-2-5q0.00ss Ct()-218(t)

Conduct Statement 2

We respect the dignity, culture, values and beliefs of each member of the school community.

1. We respect both the person and capacity of each member of the school community, treat them with dignity, show respect for their culture, values, and beliefs.
2. We interact with members of our school community in an honest and respectful manner.
3. We perform our duties and conduct our relations with students and members of the school community with fairness and justice. This includes taking appropriate action to ensure the safety and quality of the education and care of students are not compromised because of harmful or prejudicial attitudes about culture, ethnicity, gender, sexuality, age, religion, disability, spirituality, political, social or health status.
4. In planning and providing education and school support services, we uphold the standards of culturally safe and competent care. This includes according due respect and consideration to the cultural knowledge, values, beliefs, personal wishes and decisions of each member of the school community. We acknowledge the changing nature of families and recognise that families can be constituted in a variety of ways.
5. We do not express racist, sexist, homophobic, ageist and other prejudicial and discriminatory attitudes

Example breaches include but are not limited to:

Specific behaviours: Staff

- ⟨ A staff member using inappropriate language
- ⟨ A staff member engaging in discriminatory, disparaging, abusive, offensive behaviour or any act(s) amounting to bullying or harassment (including sexual harassment)
- ⟨ A staff member categorising or making stereotypical comments referring to a person's physical attributes

Specific behaviours: Students

- ⟨ A student taking inappropriate photos or video of another student and sharing it
- ⟨ A student engaging in, abetting or encouraging bullying, whether at school or online
- ⟨ A student making racist or sexist remarks, or using any abusive language
- ⟨ A student encouraging inappropriate behaviour from students with disabilities
- ⟨ A student not showing respect by asking teachers inappropriate questions

Specific behaviours: Parents

- ⟨ A parent engaging in inappropriate communication with staff
- ⟨ A parent making disrespectful comments about other students
- ⟨ A parent disregarding and being unsupportive of staff in relation to College policies

Specific behaviours: Volunteers

- ⟨ A volunteer making inappropriate comments to students and not respecting different value systems or the educational environment

Specific behaviours: Visitors

- ⟨ A visitor making inappropriate comments to students and not respecting different value systems or the educational environment

13. We perform duties in accordance with wider standards relating to safety and quality in education and student care and responsibility for a safe school, such as those relating to occupational health and safety, mandatory and critical incident reporting, and participation in incident analysis and formal open disclosure procedures.

14. We make decisions about students based on their age, ability, and in the best interests of the student's sense of security, and physical, social, emotional and mental safety.

We seek advice, assistance and second opinions from experts and the Principal as necessary.

Example breaches include but are not limited to:

Specific behaviours: Staff

- ◁ A staff member not utilising data and information about students in their classes

information may compromise law enforcement or other risk management processes, or the privacy and reputation of those involved. We seek legal or other expert advice in resolving such situations, recognising that parents have the right to know about any risk to their children.

Example breaches include but are not limited to:

Conduct Statement 6

Conduct Statement 7

We support all members of the school community in making informed decisions about students.

1. We recognise that parents are the first educators of their children and equal partners in the education of students.
2. We understand that each member of the school community has skills, experience and knowledge that may be a unique resource that can be directed to towards the safety and well-being of students.
3. We actively share information about students with their parents and the Principal so that they may make informed decisions about students. We listen to everyone with courtesy and respect.
4. We treat the opinions of parents and school staff about the education and well-being of students with respect and dignity, even if we do not agree with it or believe it is misinformed or misguided.
5. We use plain language with appropriate style, tone and level in our written or verbal communication, particularly when expressing technical or expert advice, and we actively seek confirmation that we have been understood.
6. We engage with all parents equally and fairly, regardless of their relationship status, mindful that, in the absence of court orders to the contrary, each parent has equal and joint parental responsibility for their child. We do not allow our opinion about the behaviour of parents to prevent us from engaging openly and honestly with each of them about their child's education.
7. We continue to inform and engage with a parent about the education and well-being of their child on the assumption that it is in the student's best interests to do so, regardless of the parent's level of engagement with us or the child. We respect any decision by a parent to disengage with us or their child, and we remain open to re-engage in the

Example breaches include but are not limited to:

Specific behaviours: Staff

- ◁ A staff member not providing parents with administrative, curriculum or pastoral documentation, e.g outlines, note of concern, etc.
- ◁ A staff member not remaining professional when dealing with parents
- ◁ A staff member divulging personal and confidential information about students or a staff member

Specific behaviours: Students

- ◁ A student lying, omitting relevant information, or misrepresenting events or information to staff or parents
- ◁ A student forging notes or communication from parents
- ◁ A student publicly defaming a teacher/parent
- ◁ A student failing to attend compulsory College events without permissible excuse

Specific behaviours: Parents

- ◁ A parent misrepresenting any information that is legally required by the school or authorities
- ◁ A parent not showing respect for school procedures and property

Specific behaviours: Volunteers

- ◁ A volunteer failing to interact with students, staff and parents in a professional manner

Specific behaviours: Visitors

- ◁ A visitor failing to interact with students, staff and parents in a professional manner

Example breaches include but are not limited to:

Specific behaviours: Staff

- ◁ A staff member arriving at work intoxicated or under the influence of substances

Conduct Statement 9

We give and seek the best, honest and most accurate information about the education and care of students.

1. We give and seek accurate advice relevant to the education, safety and well-being of students, based on primary rather than secondary sources.
2. We fully explain the advantages and disadvantages of any options so all involved can participate constructively in decision making to deliver the best results for the student.
3. We accurately represent the role we play in the education, safety and well-being of students.
4. Where the education, safety or well-being of a student requires expert knowledge or experience, we seek these out for the benefit of the student.
5. We seek out first hand sources of information directly from parents, colleagues and experts, or in documents and policies when making decisions or giving advice rather than relying on hearsay, opinion, rumour or assumptions.

Example breaches include but are not limited to:

Specific behaviours: Staff

- ⟨ A staff member not utilising sources of information to enable the effective education and care of students
- ⟨ A staff member not referring students to the relevant staff member when dealing with particular
- ⟨ A staff member misrepresenting their role to students, parents or the community

Specific behaviours: Students

- ⟨ A student not engaging in open, honest communication with staff and not actively supporting and promoting the safety of all

Specific behaviours: Parents

- ⟨ A parent not providing open, honest information regarding a child's learning difficulties, giftedness, social, emotional and medical needs or any other background information that may support the education and care of the child

Specific behaviours: Volunteers

- ⟨ A volunteer supplying fraudulent information to gain access to the school facilities or students

Specific behaviours: Visitors

- ⟨ A visitor not providing accurate information to staff or students

Conduct Statement 10

We allow students to have a voice in their education, safety and well-being.

1. We recognise that while we and all adults have responsibility for the safety and well-being of students, students have

Example breaches include but are not limited to: