



# PARENT CODE OF CONDUCT POLICY

ISSUE DATE: OCTOBER 2019 | REVIEW DATE: OCTOBER 2021

## PURPOSE

To ensure that members of our community understand Coburg North Primary School's expectations for appropriate interactions with school staff and all community members.

## POLICY

Staff at CNPS, including teachers, education support staff, out of school hours care staff, office staff, the assistant principals and principal are committed to providing a supportive learning environment for all our students. Our staff take their work very seriously and feel privileged to be able to play an important role in each child's education.

All staff at CNPS have a right to a safe and supportive work environment.

All students at CNPS have a right to a safe and supportive learning environment.

CNPS expects that all parents/carers and visitors to our school behave in an appropriate and respectful manner to school staff, students and other community members, for example School Council or external providers, at all times.

There will be a zero-tolerance approach to any aggression, intimidation, threats or harassment of school staff or students, by any means (e.g. in person, by phone, by email, on social media, or through third parties etc). These behaviours may lead to exclusion from school grounds and school activities.

The principal may report aggressive, intimidating, threatening or otherwise inappropriate conduct towards any staff member, to Victoria Police. The Department of Education and Training may also take legal or other appropriate action against community members or parents/carers who pose a threat to the safety and wellbeing of school staff.

CNPS expects all members of our community to act consistently with our School Values. We are committed to ensuring that staff, parents/carers and students are able to work together in an appropriate and respectful way.

## BEHAVIOURAL EXPECTATIONS

CNPS acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.

As parents and carers, we will:

- model positive behaviour to our children
- communicate politely and respectfully with all members of the school community
- take an interest in our children's school and learning
- work with the school to achieve the best outcomes for our child

- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- treat all school leaders, staff, students, and other members of the school community with respect.

## UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds.

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school, online, or during school activities.

Unreasonable behaviour includes:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- raising your voice or swearing
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Parent Code of Conduct* may lead to further investigation and the implementation of appropriate consequences by the school Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in accordance with our school's behaviour policies.

*Parent Code of Conduct* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate.