Parent Code of Conduct

Related Documents	• Enrolment policy • Complaints policies • Unreasonable complainant policy • Behaviour management policy • Work health safety policy and procedure • Continuous improvement procedure – incident, hazards and feedback • Privacy policy • Bullying, harassment and discrimination policy • Staff code of conduct • Student code of conduct • Volunteer code of conduct
Relevant legislation/guidelines	• Anti-Discrimination Act 1977 (NSW) • Australian Human Rights Commission Act 1986 (Cth) • Children and Young Persons (Care and Protection) Act 1998 (NSW) • Community Services (Complaints, Appeals and monitoring) Act 1993 (NSW) • Freedom of Information Act 1989 (NSW) • Privacy Act 1998, Privacy Regulation 2013, and National Privacy Principles (Cth) • Children's Guardian Act 2019 (NSW) • Work Health and Safety Act 2011 (Cth) • Work Health and Safety Regulations 2017 (NSW)
Date of approval	21 May 2024
Authorisation	Principal
Feedback	Feedback on this policy can be emailed to communityquestions@tasg.nsw.edu.au

Commitment

The Anglican School Googong strives to work together to educate students in their care. The school undertakes all its actions with good intent. On enrolment, parties enter into an agreement and a relationship. It is important that parents and guardians are aware of the school's requirements, expectations of support and behaviours to maintain a positive relationship.

Scope and purpose

This Code applies to all adults including parents, guardians, stepparents, extended family, caregivers and any others while involved in activities or communication related to the School. For this Code, the term "parent" refers to all caregivers as listed above.

This Code is intended to:

- provide a set of general principles to guide parents in their interaction with staff, students and other parents;
- communicate the school's expectation as to how parents conduct themselves when on School grounds or at School events; and
- explain how parents can direct their concerns.

Parental conduct

The School values its diverse community and respects the rights, beliefs and practices of individuals and their families.

Parents play a key role in the education of their child and should act in the best interests of students, their families, staff and the school community. Parents are students' most significant role models.

Accordingly, the School expects a high standard of personal behaviour from parents when they are on School grounds, attending events or communicating with staff or other students. For example:

- refraining from engaging in malicious or judgmental gossip (either directly or online), and ensuring that anything they say about others is fair and truthful;
- refraining from actions and behaviour that constitutes bullying, harassment, discrimination or vilification;
- refraining from offensive, insulting or derogatory language or conduct. This includes wearing clothing or displaying tattoos with offensive language or insignia;
- dressing appropriately according to the occasion;
- not smoking or possessing alcohol on School grounds, unless the consumption of alcohol has been sanctioned by the School;
- not attending School events if affected by alcohol or any other intoxicant;
- showing proper care and regard for School property and the property of others;
- following reasonably practicable directions to ensure occupational health and safety of themselves and others;
- showing respect, courtesy and consideration;
- not be confrontational; and
- not sharing email addresses of parents, staff and students with others without their express consent.

Support of disciplinary measures

The School expects students to comply with its rules and not engage in behaviour which is harmful to others or is contrary to the ethos and philosophy of the School. The School understands compliance will be age and stage appropriate. Parents are expected to support the School in relation to the application of its policies and not undermine its authority. In the case of minor disciplinary matters, the School will be the arbiter of what is a fair disciplinary measure and will not engage in debate about its appropriateness.

In relation to more serious disciplinary matters, which may result in suspension or expulsion, the School will inform parents of the matter in accordance with the School's *Behaviour management policy*. While parents will be consulted, the final decision will be the School's.

Interaction with staff, other parents and students

Parents are expected to interact civilly with staff, students and other parents at all times. Written and spoken communication should be courteous and respectful. Abusive language, raising your voice, insulting or violent behaviour to anyone on School grounds or at any School event will not be tolerated. Staff are required to report such behaviours and the School will maintain its Duty of Care as an employer to its staff.

Parents are expected to ensure that physical contact with students is appropriate given the age of, and relationship with the student such that questions of impropriety do not arise.

It is not appropriate to discipline another parents' child whilst on School grounds, nor initiate physical contact, unless there is a reasonable health and safety concern.

If a parent wishes to meet with a staff member, they should make an appointment so that a mutually convenient time can be arranged. This can be done through Reception or via email with the teacher. Parents can make an appointment to see the appropriate Head of Junior or Senior School or Principal about any concerns they may have relating to their child.

Parents should never attempt to contact a staff member at their home unless the staff member requests this.

Complaints

If a parent has a complaint about an issue, this should be directed to the staff member responsible for the activity. The *Compliant policy* is available on the School website.

Social media

Parents can preserve their relationship with the School and its community as well as protect themselves against defamation and reputational damage by complying with the following:

- not mentioning or discussing, in a negative or defamatory way, the School, its staff and members of its community;
- images of students in School uniform represent the School and should not be posted if they have the potential to bring negative connotations towards the School or its staff and students;
- images containing other students should not be posted without the express consent of the other child/children's parents; and
- parents are not permitted to contact other students via any form of social media without the express consent of the student's parents.

Sport

The points made above in *Parental Conduct* apply to School sporting events. In particular, they should not abuse, threaten or otherwise seek to intimidate an umpire / referee or direct abuse against a player or representatives from another school.

Sports coaches at the School pick teams based on their view of the most appropriate selection at the relevant time. It is not appropriate for parents to complain about the failure of their child to be picked for a particular team.

Separated parents

In certain circumstances parents are required by law to advise the School of areas of potential conflict, such as family court orders. The School expects parents to behave lawfully on School grounds and observe the terms of any order, obligation or undertaking they may be subject to.

Aggrieved parents should not attempt to involve the School in any parental dispute that may arise. The School will not make judgments on the merits of claims made by one parent against another. It should not be asked to take any action which is designed to disadvantage another party.

Breaches of this code

The consequences for breaches of this Code will be determined by the Principal and may include one of the following:

- banning a parent from entry to School grounds, attending co-curricular activities or other School events;
- directing a parent may only communicate with members of staff through a nominated School representative;
- termination of enrolment of the child of that parent;
- where appropriate, involve other authorities; and
- take other such steps as the School deems appropriate according to the nature of the breach.