



Code of Conduct Parent

At Carey, we value courage, respect, and humility. We are committed to acting with integrity and kindness. We believe that all people are made in God's image, have equal value, and have the right to be treated with dignity and respect.

As parents (including guardians/caregivers), you are the most important educator and first role models for your children. The choices you make and the behaviours you exhibit significantly influence your children. The work we do as a College for the benefit of your child is most successful when we operate as a true partnership between home and the College.

This Code of Conduct provides you with our expectations regarding your conduct at College, off-site (e.g., at sporting events), and at all College events. It is intended to develop positive relationships within the College community effectively.

Dealing with the College

Parents are expected to treat our teaching and non-teaching staff courteously and respectfully. Parents and guardians should not approach or interact with the children of other parents in regards to a grievance.

Child Safe Statement

The College is committed to ensuring the safety, welfare, and well-being of all children and young people. We are dedicated to protecting them from abuse and grooming by implementing robust policies and procedures to deter these behaviours and facilitate detection and reporting. Parents are expected to ensure that all their actions are aimed at keeping young people safe.

College Policies

Parents should support their children so that they can comply with College policies. As members of the College community, parents are also expected to comply with relevant College policies and reasonable directions, including those relating to health and safety and communications with the college. Please refer to the relevant parent Handbook for more information.

Separated Parents

The College aims to provide a positive environment for all students and parents. The College will observe any orders made by a Court that specifically reference Carey Baptist College in relation to a student or communications with parents. The College will not be involved in any parental disputes. Parents are requested to advise the College in writing of changes in living circumstances.

Complaints and Feedback

If a parent or guardian cannot resolve an issue informally, they may lodge a complaint with the College. We commit to handling complaints according to our Complaints Resolution Policy, which is available on the College website.

Values

Parents/guardians are always expected to support staff and students in adhering to Carey Baptist College's values.

These values are:

Kindness

- We choose to be kind in our interactions with others.
- We act appropriately to keep ourselves and others safe.
- We respect the privacy and confidentiality of others.
- We do not engage in any form of harassment or violence; online, at school or at College events.
- We do not share others' personal information without their agreement.

Courage

- We persevere in our learning to develop our strengths and overcome our weaknesses.
- We protect ourselves and others from harm.
- We take care of our environment.
- We do not stand by and allow others to be mistreated.
- We report unsafe behaviour to trusted staff members.

Integrity

- We speak with truthfulness and act honestly.
- We attend school and all appropriate College events.
- We use technology in ways that are consistent with College policy.
- We do not cheat or plagiarise.
- We do not steal or damage property belonging to others or the College.
- We do not create, share or look at harmful content such as offensive, pornographic or violent text messages, images or digital content.
- We only put ourselves in supervised locations around the College.
- We uphold the values of Carey Baptist College.

Humility

- We accept responsibility for our actions and celebrate our achievements with grace and humility.
- We behave in a way that honours others and does not offend.
- We do not behave in a way that discriminates, belittles or abuses others.
- We treat others in a manner we believe they would appreciate.

Respect

- We treat everyone with respect, courtesy and professionalism.
- We encourage teamwork to achieve common goals.
- We wear the College uniform with a sense of respect and honour.
- We do not touch, push or otherwise physically engage with others in a harmful manner.
- We do not engage in romantically physical displays of affection at school or College events.
- We do not engage inappropriately in a sexual manner online, at school or at College events.
- We do not use any harmful or illegal substances, including narcotics, drugs or alcohol, on campus or at any College-related activity.
- We respect the laws of the land.
- We are punctual and come expecting to engage and learn.

Parent Expectations in Conjunction with the School Values

All parents, guardians and members of the Carey community are expected to:

- Partner with the School, our staff, volunteers and others in our provision of education for your child/ren.
Show respect, support and courtesy for all staff, students and members of the Carey community.
- Support and respect the leadership, authority and decisions of the Principal and School Leadership.
- Set a positive example for your child/ren through your speech, actions, attitude and engagement with the college.
- Ensure your child/ren complies with the School rules, policies and procedures at all times.
- Support your child/ren in their learning, growth and development.
- Conduct yourself in ways that promote and protect the health, safety, welfare and well-being of all members of the Carey community.
- Treat all others fairly, courteously and with respect, regardless of age, race, background, gender, religion, citizenship, disability or any other factor.
- Show inclusivity and respect for the diversity of people in our Carey community.
- Refrain from actions or speech that may intimidate, undermine, bully, abuse, harass, threaten or negatively impact others; Conduct yourself in support of every person's right to be free from harassment, bullying, intimidation, discrimination or aggressive behaviour.
- Refrain from interfering with the ability of teachers or staff to perform their duties.
- Show respect and thanks to all volunteers in our community for giving their time for the benefit of your child/ren.
- Represent Carey in a manner that upholds the School Values, atmospheres and reputation of the college.
- Be responsible and accountable for your actions, words, decisions and consequences.

Extra Curriculars

We recognise that parents and guardians are often actively involved in your child/ren's extracurricular events, such as sports, arts, or otherwise. We encourage parents to participate and support their child/ren in everything they do.

All Carey parents and guardians are expected to comply with the following standards of behaviour when attending the college or college-related, extracurricular or sporting events:

- Allow your child/ren to participate in the events, activities, experiences and life of the college community.
- Encourage your child to participate, learn the rules and behave appropriately.
- Encourage your child to uphold our College values and show good sportsmanship, fair play and a positive attitude.
- Observe but never interfere with an activity or your child or another child's participation; Behave respectfully and courteously towards players, participants, coaches, opposition supporters and officials.
- Show respect for the rules and authority; Demonstrate a controlled and disciplined approach to events and activities.
- Display a healthy attitude towards your child's participation and experience.
- Show support and appreciation to volunteers, including coaches, managers and officials, who give their time and resources to provide extracurricular activities for all students.
- Always represent Carey Baptist College well.

All Carey parents and guardians are required to refrain from conduct or speech that may:

- Discourage, put down, ridicule, criticize or otherwise interfere with your child or others in any negative way.
- Involves swearing, raised volumes, aggressive tones, or the use of foul, profane, inappropriate, offensive, insulting or abusive language; intimidate, undermine, bully, abuse, harass, threaten, confront or negatively impact others.
- Confront, question or interfere with a sporting official, referee, coach, staff, volunteer or others.
- And incite, encourage, threaten or commit acts of violence, break rules or inappropriate conduct.

Breach of Code of Conduct

The college will determine the consequences of breaching this Code of Conduct. The first step is a discussion intended best to support the parent as a community member.

Consequences for Breach of Code of Conduct

Every member of the Carey community is responsible and accountable for their actions.

Parents and guardians are expected to follow this Code of Conduct at all times and act in a way that meets the expectations outlined in this code.

Staff may communicate to the principal when a parent or guardian does not comply with this Code. The Principal and Leadership will determine what disciplinary action and consequences are appropriate and required in the circumstances on a case-by-case basis.

The college will always use restorative justice and work with parents to resolve breaches. We aim to consider the 'whole picture', address underlying issues, restore the relationship, and respond with understanding, love, and compassion.

Serious breaches of the Codes of Conduct by students, parents, or guardians may result in Appropriate directions will be given to restrict communication with relevant individuals to prevent further misconduct and ensure a respectful and safe environment.

Process for Investigating when Breaches Occur

The following process will be followed when dealing with an alleged breach of the Parent Code of Conduct:

The consequences of a breach of this policy by a member of the College community will be determined at the discretion of the Principal. In the case of extreme, repeated or prolonged breach of this Code of Conduct by a parent, the College may terminate the enrolment of the student(s) of that parent.

In the instance of a first breach, the appropriate member of the Senior Leadership will contact the parent and discuss the incident. A range of sanctions may be considered and imposed.

The College may:

- (a) Direct that any member of the College community may only communicate with staff through a nominated medium of communication
- (b) Ban any member of the College community from attending any co-curricular event
- (b) Ban any member of the College community from being on College grounds
- (c) Direct that any member of the College community may only communicate with staff through a nominated representative
- (e) Involve other authorities, where appropriate.

The College may determine other reasonable action (e.g. mediation) according to the nature of the breach.

If a second breach occurs the parent will be required to attend a meeting with the Principal and the Director of Education notified. A range of sanctions may be considered and, depending on the context of the situation.

A third will result in the parent being required to attend a meeting with the Principal, and the DoE and/or Council Chair being notified. A range of sanctions may be considered and depending on the context of the situation.

A fourth breach may result in all enrolment contracts associated with the parent being cancelled, given the ongoing impact of the behaviour.

Prior to any meeting, the parents will be informed in writing of:

- a) The full details of the alleged breach
- b) The date, time and location of the meeting
- c) Who will be in attendance
- d) That they may be accompanied by a support person.

Should the parent not attend the arranged meeting, without advising the College or seeking an adjournment of the meeting, the College and the Principal may, at their discretion, either reschedule the meeting to a later date or continue to act on the information they have and take what steps it considers appropriate including imposing whatever sanction the Principal considers appropriate.

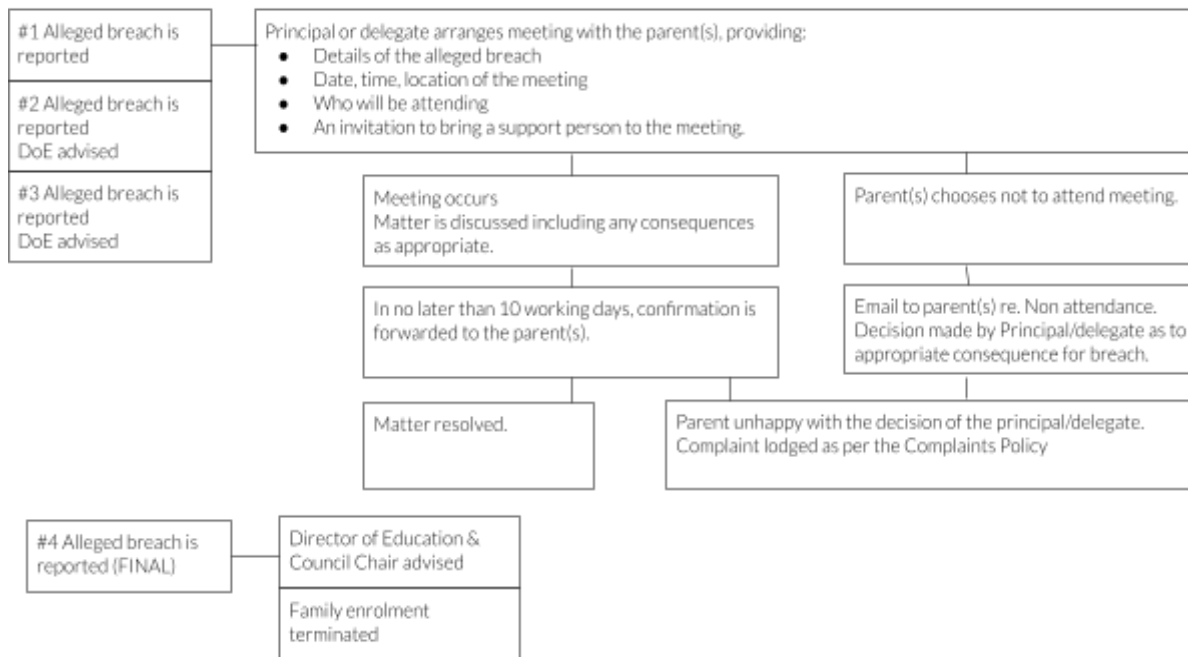
The imposition of a sanction is a matter for the exercise of discretion by the Principal. In considering a parent's alleged breach and the nature of any sanction to be imposed the Principal will have due regard to the rules of natural justice and confidentiality at all times.

The Principal, will not later than 10 business days after the decision is made, will write to the parent advising them of their decision and the details of any sanction to be imposed.

The parent may, no later than 10 days after receiving written notice of the Principal's decision, submit a complaint through the prescribed process, to the DoE and/or CEO challenging the Principal's decision and setting out the reasons for this challenge. The DoE and/or CEO will review the Principal's decision, taking into consideration the issues raised by the parent and whatever other information the DoE/CEO considers relevant. Any further engagement will be according to the Complaints process.

Diagram below: NB. If a serious breach occurs, parties will be given a context-specific process for investigating and dealing with the alleged breach.

PROCESS FOR INVESTIGATING A BREACH OF THE PARENT CODE OF CONDUCT



Please note: This process may be escalated due to the severe nature of a breach of the Code of Conduct