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## COMMUNITY CODE OF CONDUCT POLICY

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### 1. Purpose

Members of the St Catherine's School Community are required to conduct themselves in a manner that respects other members of the Community and behave in a manner that is consistent with the School Values of integrity, curiosity, perseverance and empathy.

The Community Code of Conduct Policy outlines clear standards of behaviour that are expected of all members of the School community in the school environment or when attending any official, social or sporting event or activity relating to the School or in any location at which the School is represented.

All members of the St Catherine's School Community have the right to be safe, and feel safe in their School Community.

### 2. Scope

This policy applies to all members of the St Catherine's School Community, including students, volunteers, parents and guardians.

The School has in place a Staff Code of Conduct that specifically deals with matters related to staff in their employment with St Catherine's School.

### 3. Definitions

**[Bullying]:** [Bullying is characterised by persistent and repeated negative behaviour directed towards a person that creates a risk to health and safety. Bullying does not include reasonable management action such as, performance management processes, disciplinary action, and allocation of work in compliance with systems]

**[Discrimination]:** [Discrimination is unfavourable treatment of a person in an area of public life (for example, at work) due to one of their personal characteristics. Discrimination can be either Indirect or Direct]

**[Direct Discrimination]:** [Direct Discrimination occurs if a person treats, or proposes to treat, someone unfavourably because of a personal characteristic protected by law.]

**[Indirect Discrimination]:** [Indirect Discrimination will occur where a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have the effect of disadvantaging people with a protected attribute, and that is not reasonable.]

**[Sexual Harassment]:** [Sexual Harassment is unwelcome sexual behaviour which could be expected to make a person feel offended, humiliated or intimidated.]

**[Victimisation]:** [Victimisation includes any unfavourable treatment of a person who has been involved with a discrimination or sexual harassment complaint]

### 4. Policy Statement

#### Standards of Behaviour

All members of the School Community are expected to behave with respect and in the manner of a responsible citizen.



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The following standards of behaviour are expected for members of the St Catherine's School Community:

- Respect and comply with all applicable Commonwealth and State laws
- Adhere to the School's policies and procedures
- Demonstrate honesty and integrity
- Respect differences in people, their ideas and opinions
- Relationships with students must occur in accordance with appropriate roles and favouritism and special treatment must be avoided
- Ensure physical contact with students is appropriate given the age of, and relationship with, the student such that questions of impropriety do not arise
- Respect and treat others fairly, regardless of their race, ancestry, place or origin, colour, ethnic origin, citizenship, gender, religion, sexual orientation, age or disability
- Respect the moral and legal rights of others
- Show proper care and regard for School property and the property of others
- Swearing, derogatory terms, sexual jokes, innuendo or inappropriate language in the School environment or around students will not be tolerated
- Members of the School Community who invite a relative, friend or other person to an official School event or co-curricular activity held by or for the benefit of the School must be at all times responsible for that person and ensure they behave in a manner consistent with the Community Code of Conduct
- Support the School's Policies and procedures
- Acknowledge the Principal is responsible for implementing the School's Policies

### **School Community members must not:**

- Bully, harass or discriminate against any other member of the School community
- Cause, inflict or encourage others to verbally abuse, threaten or inflict physical bodily harm on another person. Violence of any form will not be tolerated
- Be in possession of, or under the influence illegal drugs whilst attending the School or School related events and activities
- From time to time the School provides hospitality to members and guests of the School Community in keeping with appropriate legal requirements. The School will not tolerate parents attending the School or School related events and activities whilst intoxicated.

### **Co-Curricular Activities**

School Community members are expected to comply with the following standards of behaviour when attending co-curricular activities:

- Students participate in co-curricular activities principally for their enjoyment
- Students should always be encouraged to abide to guidelines and rules for the co-curricular activity



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- Students efforts and performance should be encouraged rather than whether they win or lose
- Students should never be ridiculed or yelled at for making a mistake or failing to win
- Students learn by example, School Community members should role model good sportsmanship and acknowledge good performance and efforts of all participants
- School Community members must respect the professional judgement of staff, referees or officials
- Be courteous in your communication with players, team officials, game officials and staff
- Inappropriate language, sledging or harassment of coaches, staff, players or officials will not be tolerated at any time
- Recognise the efforts of staff involved in co-curricular activities
- Respect the rights, dignity and worth of every student participating regardless of their ability, gender, cultural background or religion

### Breaches of Policy

The consequences of a breach of this policy by a member of the School Community will be determined at the discretion of the Principal. Potential outcomes include;

- The School may ban any member of the School Community from attending at any co-curricular event
- The School may ban any member of the School Community from being on the School grounds
- The School may direct that any parent or community member may only communicate with staff through a nominated School representative
- In the case of extreme or prolonged breach of this Code of Conduct by a parent the School may terminate the enrolment of the child of that parent
- The School may determine other reasonable action according to the nature of the breach

### 5. Compliance requirements

#### Federal

- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004

#### State

- Equal Opportunity Act 2010
- Occupational Health and Safety Act 2004
- Charter of Human Rights and Responsibilities Act 2006
- Crimes Act 1958



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### 6. Associated Documents

- Staff Code of Conduct
- Community Grievance Policy
- Australian Government Junior Sport Codes of Behaviour