

School Community Code of Conduct

I. Preamble

The German International School Sydney seeks to provide a caring and supportive learning environment, where students are encouraged and enabled to reach their potential. The School is committed to the achievement of the highest standards of education, in which the security, protection and comfort of our students is a high priority.

All members of the School community have the right to be safe, feel safe and feel respected. With this right comes the responsibility to be law-abiding citizens and to be accountable for actions that intimidate or put at risk the safety of others or oneself.

For the purpose of this Code of Conduct, the 'School community' comprises the members of the Board, Principal, staff, coaches, parents, guardians, step-parents, relatives, friends, supporters, carers and invitees of the School, who attend at the School or elsewhere, for the purposes of visiting, viewing, participating, supporting or being present for any official, sporting or social activity held by or for the benefit of the School and its students. The Code of Conduct also extends to the use of online platforms, such as social networks.

All adult members of the School community have an obligation to model appropriate and responsible behaviour to the students in all circumstances. The Code of Conduct seeks to provide members of the community with guidelines for the effective development of positive relationships within the School community, and to assist in promoting the School's values that are aligned with the School's vision and mission. The Code of Conduct sets clear standards of behaviour which are acceptable in the school environment or when attending any function or activity of, or relating to, the School or in any location at which the School is represented. It specifies the consequences for any member of the School community who does not comply with those standards of behaviour.

The School Community Code of Conduct is something by which parents agree to be bound by when they sign the 'Terms and Conditions' with the School. Staff members and coaches agree to be bound by when they sign the employment contract. Although other members of the School community are not party to these conditions, this Code of Conduct will serve as a guide for them about expected standards of behaviour.

Further expectations about one's conduct may be specified in a Code of Conduct or Policy specific to a group of the School community.

II. Guiding Principles

1. All members of the School community are to be treated with dignity and respect.
2. Responsible citizenship involves appropriate participation in the civic life of the community. Active and engaged members are aware of their rights but more importantly, they accept responsibility for protecting their rights and the rights of others.
3. Members of the School community are expected to use non-violent means to resolve any conflict.
4. Insults, disrespectful behaviour and other hurtful acts disrupt teaching, learning and other School activities and are in direct conflict with the School's values, mission and vision. Members of the School community have a responsibility to maintain an environment where conflict and differences can be addressed in a manner characterised by respect and civility to others.
5. Parents play an important role in the education of their children and have a responsibility to support the efforts of the School staff in maintaining a safe and respectful learning, social and sporting environment for all students. Parents fulfil this responsibility when they:
 - display an active interest in their child's schoolwork and progress
 - communicate honestly about student needs, such as medical, psychological or learning needs
 - encourage their child to be appropriately dressed and prepared for school
 - ensure that their child attends school punctually each day
 - report absences or late arrivals to the School promptly
 - become familiar (and comply) with the School Community Code of Conduct and School rules
 - encourage and support their child in following the rules of behaviour
 - work with School staff in dealing with disciplinary issues involving their child.

III. Standards of Behaviour

All members of the school community are expected to behave with respect, civility and in the manner of a responsible citizen. As a minimum, this will involve:

- respecting and complying with all applicable Commonwealth and State laws
- demonstrating honesty and integrity
- respecting differences in individuals, their ideas and opinions
- treating each other with dignity and respect at all times, especially when there is a disagreement

- demonstrating fairness and respect to others, regardless of their ethnicity, religion, gender, sexual orientation, age or disability
- respecting the legal and moral rights of others
- displaying proper care and regard for school property and the property of others
- taking appropriate measures to help those in need
- respecting those who are in positions of authority.

IV. General Expectations of Conduct

School community members are expected to:

- support the Principal and the School staff in the development of a caring learning community, based upon the School's mission and values
- support the School's policies
- acknowledge that the Principal has the ultimate responsibility to implement these policies
- communicate respectfully with the Principal and staff, whether by email, phone, letter or face-to-face. Anonymous communications are unhelpful
- work in partnership with the teaching staff to deal promptly with areas of concern
- treat all members of the School community with respect and courtesy
- acknowledge and affirm success in individual and School achievements.

V. Maintaining Physical Safety

All School community members must not:

- use any object (whether a weapon or otherwise) to threaten or intimidate or cause injury to another person
- be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs; the exception(s) is when, in the normal course of events, the School provides hospitality to members or guests of the school community while keeping to appropriate legal and hospitality regulations
- cause, inflict or encourage others to verbally abuse, threaten or inflict bodily harm on another person by any physical aggression.

All school community members must seek assistance, if required, to resolve conflict peacefully.

VI. Conduct at Co-Curricular, Sporting or Other Activities

When attending or participating in school activities, members of the school community are expected to support the following principles:

- Students are involved in School activities primarily for their enjoyment. Spectators should therefore reward the effort of players rather than the outcome, so that the results in competitions are accepted without undue disappointment.
- Students are expected and encouraged to play by the rules and to behave appropriately. Spectators should reinforce a healthy attitude towards winning and losing by demonstrating a controlled, disciplined approach towards competition.
- Spectators should behave respectfully and courteously towards players, coaches and officials, showing respect for the rules and authority by word and example.
- Students are helped to work towards skill improvement and good sportsmanship. Spectators should not ridicule or yell at a student for making a mistake, losing a game or failing to achieve a certain level.
- Students learn best by example. Good play and participation by both the school team and the opposing team should be applauded.
- The referee or official's judgement or honesty should not be questioned.
- The value of volunteers, including coaches, managers and officials should be recognised, as they give of their time and resources to provide recreational activities for all students.

VII. Responsibility for Other Community Members

Any parent or school community member who invites a relative, friend, support, carer or other person to be present at any school sporting or social activity must at all times be responsible for that person and ensure that they act at all times in a manner consistent with this Code of Conduct.

VIII. Breach of Code of Conduct

The consequence for breaching this Code of Conduct will be as determined at the Principal's absolute discretion with the forming of a committee for more serious breaches. As a consequence of a breach, the member(s) of the school community may be:

- banned from attending any School activity and/or
- banned from being on the School grounds and/or
- directed to restrict communications with members of the teaching staff through a nominated School representative and/or
- informed that the enrolment of the student of the member(s) is terminated (subject to approval of the Board), in an extreme, multiple or prolonged breach
- facing disciplinary action (applies to staff only).

The School may take such other steps as it may in its reasonable discretion determine appropriate, according to the nature of the breach. This could be mediation between the parties involved.

The members of the school community have the right to appeal the School's decision, as per the School's grievance policy and procedures.

In case of bullying of a school community member against a staff member, the staff member may apply for an order to stop the behaviour with the Fair Work Commission under the Fair Work Act.

The School recognises that the vast majority of interactions within the school community are overwhelmingly positive and productive. The School remains very grateful for the ongoing support from and partnership with the school community in the care and development of your children.

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