1. Introduction

AngliSchools are committed to providing a quality, holistic and child-safe education, ensuring learning environments are safe, respectful, positive and supportive for all students of the School.

The best education for a child involves a strong and respectful collaboration between parents and school staff.

To ensure such cooperation and support, the Parent Code of Conduct outlines the School's expectations for all parents with students enrolled at the School.

Parents are expected to uphold the School's core values at all times.

This Code should be read in conjunction with the AngliSchools Communications Guidelines: Parents.

2. Definition of a Parent

For the purpose of this Policy, a parent includes guardians, step-parents, grandparents, extended family, caregivers, people who exercise parental responsibility for a student and any others while involved in activities or communication related to the School.

3. Application

This Parent Code of Conduct applies to all parents. The application of this Parent Code of Conduct is not limited to the School site and school hours. It extends to all activities and events that are school-related. The Parent Code of Conduct also requires that parents' actions do not bring the School into disrepute at any time regardless of whether the action occurs within or outside of school activities.

4. Parent Conduct

Parents are expected to:

- abide by conditions of enrolment;
- be respectful and supportive of the School's Anglican Identity, ethos and values;
- be considerate of the health, safety and wellbeing of themselves and others;
- abide by all health and safety policies and procedures operating within the School and at other locations which they may visit e.g., school excursions;
- refrain from behaviour which would not uphold the positive reputation of the School;
- respect the authority of members of staff and observe School rules as required;
- strictly adhere to the School's policies and procedures;
- refrain from all forms of bullying and harassment;
- communicate politely and respectfully at all times, including in-person, on email and by all other electronic means;
- recognise and respect personal differences;
- ensure their child attends school;
- support the Student Code of Conduct;
- recognise every student is important to the School;
- contribute to positive school culture;
- work together with staff to resolve issues or concerns;

- respect people's privacy;
- support all curriculum activities of the School, including camps.

5. Unacceptable Conduct

Unacceptable conduct includes, but is not limited to:

- language or conduct which is likely to offend, harass, bully or unfairly discriminate against any member of staff, another parent or student;
- the use of inappropriate, disrespectful or profane words or gestures and images;
- any form of physical or verbal violence including fighting, assault or threats of violence;
- referring to staff or the School in a negative manner on social media/slandering or defaming the School or school staff on social media;
- any form of cyber bullying or cyber abuse, sending/sharing inappropriate, offensive or explicit text messages, photos or videos;
- persistent, demanding or aggressive emails;
- smoking, vaping, consumption of alcohol or any illicit drugs or other substances on school grounds, or while attending a school activity e.g., parent helper at a school excursion;
- NB: the consumption of alcohol by adults may be approved at some events, by the Principal;
- attending School, social, sporting or other functions of the School whilst under the influence of alcohol, illicit drugs or other substances;
- not showing proper care and regard for school property, the property of others, and Work, Health and Safety considerations.

6. Reporting Behaviour

Any parents, members of staff or students may report any case of unacceptable behaviour, or behaviour in breach of this conduct, to a teacher or member of staff. Reporting can be verbal, written or by electronic means. All reports will be handled with appropriate confidentiality.

7. Consequence of a Breach of the Code

The School will investigate all reports of unacceptable behaviour and if satisfied a breach of the Parent Code of Conduct has occurred, based on the nature of the breach, they will consider:

- insisting the relevant conduct immediately cease;
- providing a first and final warning that a breach of the Parent Code of Conduct has occurred and that a further breach will not be tolerated;
- banning a parent from the School grounds, either for a period of time or permanently;
- excluding a parent from School activities or events;
- requiring a parent to only communicate with a nominated School representative;
- terminating the enrolment of a student(s).

AngliSchools has a Duty of Care to all staff and volunteers. Staff and volunteers are empowered to take steps to protect their own health and wellbeing. If they feel that a parent is being inappropriate, they are encouraged to indicate this and ask that such behaviour stop. If the concerning behaviour does not, or if a staff member feels a parent's actions are posing a risk to their or someone else's health and wellbeing, they are empowered to remove themselves from the situation. This may include by

immediately concluding a meeting or phone call, or by requiring a parent immediately leave the School grounds (or School event). The staff member must report the matter to their direct Manager/Supervisor.

8. Raising Concerns Appropriately and Productively

If a parent is not satisfied with the School's response, the Dispute and Complaint Resolution Policy and Procedures is available on the School website. This Policy sets out how concerns and grievances may be raised with the School, who they should be raised with, and how the School will deal with these in a respectful and timely manner. Refer to the AngliSchools Communications Guidelines: Parents.

The School respects a parent's rights to formally raise a grievance. However, parents who refuse to engage in constructive processes that may resolve their grievances, or who choose to publicly air their grievances about the School (and in particular about staff or students) on social media or in public, are not behaving respectfully and are in breach of the Parent Code of Conduct.