

COLLEGE COMMUNITY: CODE OF CONDUCT

PURPOSE

The purpose of this Code of Conduct is to outline the expected standards of behaviour for all stakeholders involved at Matthew Flinders Anglican College (the College) and to provide members of the College Community with guidelines for the effective development of positive relationships within the College Community . Matthew Flinders Anglican College promotes the values recognised in the College's Mission.

SCOPE

For the purpose of this Code of Conduct 'College Community' comprises the Principal, members of the Board of Directors and its committees, staff, coaches, parents, guardians, step-parents, relatives, friends, supporters, carers and invitees of the College, who attend at the College, 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 College and its students.

All members of the College community have the right to be, and feel, safe in the College community. 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. This includes behaviour that may be considered anti-social.

This Code specifies the consequences for any member of the College Community who does not comply with those standards of behaviour, whether those persons are on the College's property, in transit or at another location for the purpose of any College-authorized events or activities.

Whilst guardians, step-parents, relatives, friends, supporters and carers of students at the College may not be a party to the College's Enrolment Agreement, this *Code of Conduct for College Community* is a guide for them about expected standards of behaviour.

RESPONSIBLE PERSON

Principal

ADDITIONAL AUTHORITY

Complaints Management Policy & Procedure
Anti-Bullying Policy (Students)
Student Protection in Anglican Schools Policy & Procedures
Code of Conduct (Staff)

POLICY

The following are the principles, which provide the framework for this Code of Conduct:

- all members of the College Community are to be treated with respect and dignity.
- College Community members must not cause harm to another person. Harm includes anything that has a detrimental effect of a significant nature on a student's physical, psychological or emotional well-being, however caused.
- responsible citizenship involves appropriate participation in the civic life of the College Community. Members are aware of their rights but, more importantly, they accept responsibility for protecting their rights and the rights of others.
- members of the College Community are expected to use non-violent means to resolve any conflict.
- insults, disrespect, and other hurtful acts disrupt learning and teaching in the College Community, and are a direct contradiction to the College's Mission and Values. Members of the College Community have a responsibility to maintain an environment where conflict and difference can be addressed in a manner characterised by respect and civility to all others.

Parents play an important role in the education of their children and have a responsibility to support the efforts of College staff in maintaining a safe and respectful learning environment for all students. Parents fulfil this responsibility when they:

- show an active interest in their child's school work and progress
- communicate regularly with the College
- assist their child in following all College policies including the Uniform Policy
- ensure that their child attends College regularly and on time

- promptly report to the College their child's absence, late arrival or early departure
- become familiar with the *College Community: Code of Conduct*
- encourage and assist their child in following the College rules as set out in the Student Diary
- work with College staff in dealing with pastoral care, disciplinary and social issues.

Standards of Behaviour

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

As a minimum, College Community members must:

- respect and comply with all applicable Commonwealth and State laws;
- comply with all relevant College policies;
- demonstrate honesty and integrity;
- respect differences in people, their ideas and opinions;
- treat one another with dignity and respect at all times, and especially when there is a disagreement;
- respect and treat others fairly, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability;
- respect the legal and moral rights of others;
- show proper care and regard for College property and the property of others;
- take appropriate measures to help those in need;
- respect the needs of others to work in an environment of learning and teaching.

General Conduct

College Community members are expected to:

- support the Principal and College staff in the development of a Christ-centred learning community based upon an Anglican ethos;
- support the College's policies;
- acknowledge that the Principal has the ultimate responsibility to implement these policies;
- work with the College teaching staff to deal promptly with areas of concern;
- treat all members of the College Community with respect and courtesy; and
- acknowledge and affirm success in individual and College achievement.

Physical Safety

In particular College Community members must not:

- use any object (whether as a weapon or otherwise) to threaten or intimidate any other person;
- cause injury to any person by the use of any such object.

College Community members must not:

- be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs. The exceptions are when, in the normal course of events, the College is providing hospitality to members or guests of the College community and is in keeping with the appropriate legal and hospitality regulations, or when a gift is provided by a member of the community to a staff member.
- cause or inflict harm, verbally abuse, threaten or inflict bodily harm on another person;
- encourage others to cause or inflict harm, verbally abuse, threaten or inflict bodily harm on another person.

College Community members must seek staff assistance, if necessary, to resolve conflict peacefully.

Co-curricular Activities

This part of the *College Community: Code of Conduct* deals specifically with attendance at co-curricular activities. The following are statements of principle with which College Community members are expected to comply:

- Remember, young people are involved in co-curricular activities principally for their enjoyment.
- Students should always be encouraged to play by the rules.
- Young people should be taught that honest effort is as important as victory, so the results of each game are accepted without undue disappointment.
- Turn defeat into victory by helping young people work towards skill improvement and good sportsmanship. Never ridicule or yell at any student for making a mistake or losing a game.
- Remember that young people learn best by example. Applaud good play by both the College team and by members of the opposing team.
- Do not publicly question the referee or game official's judgement and never his/her honesty.
- Support all efforts to remove verbal and physical abuse from co-curricular activities.

- Recognise the value and importance of volunteer coaches, managers and referees. They give of their time and resources to provide recreational activities for all students.
- Do not approach a referee or game official any stage during or immediately after a fixture.

Responsibility for other Community Members

Any parent or College Community member who invites a relative, friend, supporter, carer or other person to be present at any official sporting or social activity held by or for the benefit of the College and its students must at all times be responsible for that person and ensure they act at all times in a manner consistent with this Code of Conduct.

Breach of this Code of Conduct

The consequences to a member of the College Community for breaching this Code of Conduct will be as determined at the Principal's absolute discretion. These consequences include any one or more of the following:

- the College may ban any member of the College Community from attending at any co-curricular activity
- the College may ban any member of the College Community from being on the College grounds in general
- the College may direct that any parent may only communicate with members of teaching staff through a nominated College representative
- in the case of extreme or prolonged breach of this Code of Conduct by a parent, the College may terminate the enrolment of the child/children of that parent
- the College may take such other steps as it may in its reasonable discretion determine appropriate according to the nature of the breach.

Right of Appeal

The College's Policy will apply to any decision made by the Principal under this Code of Conduct. The *Complaints Management Policy*, is accessible from the College's website.

Approved By: Principal
Date Approved: July 2018

Policy Reference Code: COM-026-POL-005
Next Review Due: July 2019

This policy may be updated or revised from time-to-time. The College will not notify you each time the Policy is changed. If you are unsure whether you are reading the most current version, you should contact the Human Resources Department.