



OUR LADY OF THE NATIVITY SCHOOL PARENT CODE OF CONDUCT

Our Lady of the Nativity School is a faith-filled community that gives witness to, and proclaims, the Gospel

Through a holistic approach to education we aspire to develop life-long learning.

With a commitment to social justice, a sense of purpose and hope, we encourage our learners to be active participants in the global community.

Introduction

Our Lady of the Nativity school considers all staff, students, parents, clergy and volunteers as members of the school community. Every member of our community has a role to play in ensuring that our vision is lived and strengthened. This Parent Code of Conduct Policy should be read in conjunction with the schools Mutual Respect Policy and Complaint Handling Policy. Furthermore, this policy is reflective of the Occupational Health and Safety legislation and policies and CECV policies.

At Our Lady of the Nativity school we are committed to nurturing respectful relationships and active partnerships with parents and caregivers. We believe that our students' learning journeys and wellbeing are enriched through positive and reciprocal home and school relationships.

As parents and caregivers, you act as one of the most influential role models in your child's life. We therefore seek your support in promoting and upholding the core values of the school community and its culture of respectful relationships.

This Code of Conduct is intended to guide you in your dealings with staff, other parents, students and the wider school community. It articulates the school's key expectations of both staff and parents with regard to respectful relationships and behaviours. It also specifies the school's position with regard to unacceptable behaviours that breach our culture of respect.

This Code of Conduct is to be read in conjunction with the school's:

- Mutual Respect Policy
- Complaint Handling Policy
- Child Safety Policy

Our Culture of Respectful Relationships

Among students, staff and parents we strive to develop the following:

- a respect for the innate dignity and worth of every person
- an ability to understand the situation of others
- a cooperative attitude in working with others
- open, positive and honest communication
- the ability to work respectfully with other people
- trusting relationships
- responsible actions

In promoting and upholding this culture, we expect that parents will:

- support the school's Catholic ethos, traditions and practices
- support the school in its efforts to maintain a positive teaching and learning environment
- understand the importance of healthy parent/teacher/child relationships and strive to build the relationships
- adhere to the school's policies, as outlined on the school website
- treat staff and other parents with respect and courtesy

In promoting and upholding this culture, we expect that staff will:

- communicate with you regularly regarding your child's learning, development and wellbeing
- provide opportunities for involvement in your child's learning
- maintain confidentiality over sensitive issues
- relate with and respond to you in a respectful and professional manner
- ensure a timely response to any concerns raised by you

Raising Concerns and Resolving Conflict

(Refer also to our Complaints Policy)

In raising concerns on behalf of your child, or making a complaint about the school's practices or treatment of your child, we expect that you will:

- listen to your child, but remember that a different 'reality' may exist elsewhere;
- observe the school's stated procedures for raising and resolving a grievance/complaint;
- follow specified protocol for communication with staff members, including making appointments at a mutually convenient time and communicating your concerns in a constructive manner;
- refrain from approaching another child while in the care of the school to discuss or chastise them because of actions towards your child. Refer the matter directly to your child's teacher for follow-up and investigation by the school

In responding to your concerns or a complaint, we expect that staff will:

- observe confidentiality and a respect for sensitive issues
- ensure your views and opinions are heard and understood
- communicate and respond in ways that are constructive, fair and respectful
- ensure a timely response to your concerns/complaint
- strive for resolutions and outcomes that are satisfactory to all parties

Staff Safety and Wellbeing

The school places high value and priority on maintaining a safe and respectful working environment for our staff. We regard certain behaviours as harmful and unacceptable insofar as they compromise the safety and professional wellbeing of our staff. These behaviours include, but are not limited to:

- shouting or swearing, either in person or on the telephone
- physical or verbal intimidation
- aggressive hand gestures
- writing rude, defamatory, aggressive or abusive comments to/about a staff member (emails/social media)
- racist or sexist comments
- damage or violation of possessions/property

When a parent behaves in such unacceptable ways, the principal or a senior staff member will seek to resolve the situation and repair relationships through discussion and/or mediation.

Where a parent's behaviour is deemed likely to cause ongoing harm, distress or danger to the staff member and others, we may exercise our legal right to impose conditions of engagement or a temporary or permanent ban from the parent entering the school premises. In an extreme act of violence that causes physical harm to the staff member and his/her property, the matter may be reported to the police for investigation.

At the core of our vision is living and witnessing the Gospels according to our Lord Jesus Christ. This is central to our Franciscan charism. We strongly believe, in accordance with the Gospels and Catholic social teaching, that upholding the dignity of the human person is integral to creating and maintaining positive relationships and the functioning of a strong community.

At the centre of all that we do is the Child. This is why our school exists – to educate children in the lived Catholic faith, to model positive, respectful relationships, to attend to their academic, spiritual, emotional and physical growth within a nurturing environment. We, school and families in partnership, are committed to the same aims for our children: a good education, to be happy at school, to learn how to get along with people, to have good friends, to be safe and to be challenged and supported so that they become the best person they can be. We strongly encourage each and every member of our community to ‘think of the other’ and treat others as we would like to be treated. This is what Jesus asks of us.

Strong relationships between home and school, parents and teachers, adults and children, that are based on mutual respect and a willingness to work together are essential for our children’s well-being and the health of the community.

Date of policy October 2018

Review of Policy October 2021