



COMMUNITY CODE OF CONDUCT

Esslemont College recognises that most interactions within the College community are overwhelmingly positive and productive. The College remains very grateful for the ongoing support from and partnership with the College community in the care and development of your child.

Esslemont College seeks to provide a caring and supportive learning environment, where students are encouraged and enabled to reach their potential.

The College 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 College community have the right to be safe and feel safe. With this right comes the responsibility to be law-abiding citizens and to be accountable for actions that put at risk the safety and comfort of others or oneself.

All adult members of the College community have an obligation to model appropriate and responsible behaviour to our 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 College community, and to assist in promoting the values that are aligned with the College's vision and mission.

The Code of Conduct sets clear standards of behaviour which are acceptable in the school environment and when attending any function or activity of, or relating to, the College or in any location at which the College is represented. It specifies the consequences for any member of the College community who does not comply with those standards of behaviour.

For the purpose of this Code of Conduct, the 'College community' comprises the Principal, 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.

Parents agree to be bound by the Esslemont College Community Code of Conduct when they sign the 'Conditions of Enrolment' agreement with the College.

Although other members of the College community are not party to these conditions, this Code of Conduct will serve as a guide to them on the expected



Guiding Principles

1. All members of the College 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 College 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 College activities and are in direct conflict with the College's values, mission and vision. Members of the College community have a responsibility to maintain an environment where conflict and differences can be addressed in a manner characterised by respect and consultation.
5. Parents play an important role in the education of their children and have a responsibility to support the efforts of the College 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 neat, appropriately dressed and prepared for school.
- Ensure that their child attends school punctually each day.
- Report absences or late arrivals to the College promptly.
- Become familiar and comply with the College Community Code of Conduct and College rules.
- Encourage and support their child in following the rules of behaviour.
- Work with College staff in dealing with disciplinary issues involving their child.

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, this will require:

- Respecting and complying with all applicable Commonwealth and State laws.
- Demonstrating honesty and integrity.
- Respecting differences in individuals, their ideas and opinions.
- Always treating each other with dignity and respect, 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.



Generally, community members are expected to:

- Support the Principal and the College staff in the development of a unified learning community.
- Support the College'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. Please note that it may be impractical for us to address your concerns if you communicate anonymously.
- Work in partnership with the teaching staff to deal promptly with areas of concern.
- Treat all members of the College community with respect and courtesy. Acknowledge and affirm success in individual and College achievements.

Maintaining Physical Safety

All College community members must seek assistance from staff, if required, to resolve conflict peacefully. College 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.
- Cause, inflict or encourage others to verbally abuse, threaten or inflict bodily harm on another person by any physical aggression.

Conduct at Co-Curricular, Sporting or Other Activities

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

- Students are involved in College 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 College 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.

Responsibility for Other Community Members

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

Breach of Code of Conduct

The consequence for breaching this Code of Conduct will be as determined at the Principal's absolute discretion. As a consequence of a breach, the member(s) of the College community may be:

- Banned from attending any College activity; and/or
- Banned from being on the College grounds; and/or
- Directed to restrict communications with members of the teaching staff through a nominated College representative; and/or
- Informed that the enrolment of the student of the member(s) is terminated, for an extreme, multiple or prolonged breach or breaches.

The College may take such other steps as it may in its reasonable discretion determine appropriate, according to the nature of the breach.

The member of the College community has the right to appeal the College's decision, as per the College's grievance policy and procedures.

Reporting a Breach of the Community Code of Conduct

If a member of the College community witnesses a breach of the Community Code of Conduct, they should report this to the College Principal.