

## Introduction

Parents and carers are an integral part of the Noosa Pengari Steiner School community, working alongside teachers and staff to maintain a safe and respectful learning environment for all pupils. The school actively encourages a close association and interaction amongst the parents and carers, teachers, pupils and staff and expects them to display standards of behaviour that will uphold a harmonious school culture.

## Purpose

Noosa Pengari Steiner School's Community Code of Conduct seeks to provide clear guidelines to all students, parents, Association members and visitors to our school and community, regarding the conduct expected of them whilst at School, engaging in School related activities or representing the School. Students, parents, Association members and visitors are expected to uphold the School's values at all times, and to comply with the school's policies and all relevant Australian legislation.

## Noosa Pengari Steiner School Interpersonal Values

- Respectful and trusting relationships.
- All children being held in a healthy, safe and inclusive space, regardless of difference or ability.
- Open, respectful, and warm communication - and the courage to engage in these conversations.
- Teachers and Parents working collaboratively in the best interests of the child.
- Teachers as leaders.
- Boundaries, personal responsibility and free thinking.
- A community that is culturally and socially responsible – that understands and respects the Anthroposophical foundations of the school.
- Working out of gratitude, kindness, love, creativity, and truth.

## Scope

This code of conduct applies to all Noosa Pengari Steiner School students, parents, Association members, employees, volunteers and visitors to the school. The application of this Code is not limited to the school site and school hours. It extends to all activities and events that are school-related and when representing or acting on behalf of the school. The Code also requires that students, community and Association members actions do not bring the school into disrepute at any time regardless of whether the action occurs within or outside of school activities.

The Community Code of Conduct forms part of our information package for new families of Noosa Pengari Steiner School and is available on the school website.

Noosa Pengari Steiner School students, parents and Association members will:

- Uphold the Values of Noosa Pengari Steiner School at all times by:
  - Being respectful and supportive of the school's beliefs and values;
  - Taking responsibility for their actions;
  - Respecting a practice of confidentiality, where necessary and appropriate;
  - Communicating with clarity, honesty and integrity at all times;
  - Contributing to a healthy and unified school culture, aligned with the school's Values, Vision and Mission Statement;
  - Behaving with dignity and providing a model worthy of imitation for children, members and visitors at all times;
  - Actively contributing to a culture in which consent and boundaries are sought and respected;
  - Acknowledging Kabi Kabi people as the Traditional Owners of the land on which we teach, learn and grow;
  - Listening to all voices;
  - Disclosing and taking reasonable steps to mitigate any conflict of interest in connection with their engagement or role at school

- Behave in a manner that does not endanger the health, safety and wellbeing of themselves or others by:
  - Adhering to school policies and procedures;
  - Seeking appropriate support for self or others, when concerns arise;
  - Behaving with courtesy and consideration for others and refrain from all forms of bullying and harassment.
  
- Uphold the reputation of the School by
  - Ensuring their actions do not bring the School into disrepute;
  - Refrain from activities, conduct or communication that would reasonably be seen to undermine the reputation of the school, employees of or students of the school (including activities online and on social media);
  
- Accept reasonable direction from leadership, including:
  - Following instructions by members of staff;
  - Observing school rules;
  - Abiding by rules and procedures operating within the school and other locations;
  
- Support teaching and learning at Noosa Pengari Steiner School by
  - Supporting the work of all teachers and upholding the principles, values and educational philosophy which guides them;
  - Refraining from behaviour which would interrupt the work of any class or hinder the teaching and learning opportunities of other students or members;
  - Refraining from behaviour which inhibits the work of others at Noosa Pengari Steiner School;
  - Holding the needs of the child at the centre of decisions;
  
- Take care of the people, property and the environment of Noosa Pengari Steiner School by:
  - Remaining in designated areas on the school grounds during the school/work day unless otherwise approved by the Principal;
  - Respecting school property and the property of staff, contractors, visitors and other students;
  - Dressing with due regard for health, hygiene, safety, cultural awareness and respect, and in accordance with the school's dress code;
  - Contributing to and care of the physical and natural environment surrounding Noosa Pengari Steiner School, with attention to Sustainability, Learning and Growth

**Unacceptable conduct** includes, but is not limited to:

- Touching, handling, pushing or otherwise physically or sexually engaging with others in a manner which is not appropriate and may endanger the health, safety and wellbeing of that person;
- Any form of physical or verbal violence including fighting, assaults or threats of violence;
- Any form of bullying, abuse or harassment, including online/cyber bullying, abuse and harassment, including language or conduct which is likely to offend, harass, bully or unfairly discriminate against any student, parent, Association member, volunteer, visitor or member of the public
- Sending or putting online inappropriate, offensive or explicit electronic or physical messages, notes, photos or videos;
- Taking recordings, including but not limited to photography, video and audio recordings, without the school approval of the Principal at Noosa Pengari Steiner School
- Theft, fraud or misuse of School resources;
- The use of inappropriate, offensive or profane words, gestures and images;
- Smoking, consuming or being under the influence of alcohol or illicit drugs at School
- Posting on social media material that disparages or undermines the School or specific staff.

## **Roles and Responsibilities**

Parents, carers, community and Association members should act in good faith, in line with the school values. They have a responsibility to:

**1. Support the ethos of the school -**

Parents and Carers should support the work of all teachers and uphold the principles, values and educational philosophy which guide them.

**2. Support and comply with all policies of the school -**

Parents and Carers are expected to comply with school policies and reasonable directions including those related to health and safety and communications within the school community. They should actively encourage their children to follow school rules.

**3. Maintain an active interest in their child's school life -**

Parents and carers should work in partnership with teachers to encourage their children to be positive members of their class community, following instructions and working co-operatively with other pupils to enhance the best learning outcomes for everyone.

**4. Treat all members of the school community with respect and dignity -**

Parents and carers should always act in a respectful manner by supporting teachers and staff in maintaining a safe, secure and respectful learning environment for everyone. They must act appropriately on school grounds and not contribute to the inappropriate behaviour of others. Threatening behaviour and harassment of staff, students, parents and community members is unacceptable and will not be tolerated.

Where there is or has been a school-based incident or conflict, between students, the parents should work directly with the teacher or faculty coordinator responsible, in line with the school's communication pathway. Parents should not raise these matters directly with other parents or students and should be mindful of the inherent power imbalance when speaking to any student on school grounds.

The Principal is responsible for:

Reviewing and distributing the Community Code of Conduct in ways that are accessible to all students, parents, Association members, employees and volunteers.

Responding to Community Code of Conduct breaches: The Principal is responsible for safety and well-being at Noosa Pengari Steiner School and has discretion to take action against any Community Code of Conduct breach in accordance with all relevant NPSS policies and legislation.

In accordance with legislation and the School's policies and procedures, the NPSS Board, Police and Child Protection agencies may be informed of any unlawful breaches of this Code.

## **Breaches of the Code of Conduct**

All parents and carers are expected to follow this Community Code of Conduct. Serious breaches of this code, or repeated breaches of a less serious nature, which constitute a breakdown in the relationship between the family and the school, may lead to a discontinuation of the enrolment, or termination of Association membership, or limited access to school surroundings.