KINROSS WOLAROI SCHOOL
PARENTAL CODE OF CONDUCT

1. POLICY STATEMENT

1.1 Kinross Wolaroi School (**the School**) places tremendous value on the relationship it has with parents and carers. The School recognises that parent/carer participation in the education of their child or children is crucial for student success across all aspects of their life.

1.2 Effective partnerships between the School and families contributes to the culture and success of the School, with mutual respect and collaboration being hallmarks of this partnership.

1.3 The Parental Code of Conduct (**Code**) has been developed so that parents and those with parental responsibilities are aware of and meet the School's expectations regarding their interaction with the School, its staff, other parents, students, and other members of the School community. Adherence to this Code is important to promote positive and productive relationships within the School community.

1.4 The Code applies to all parents and those with parental responsibilities (referred to as 'Parents' in this Code).

1.5 The Code applies to behaviour or conduct of Parents:

- at the School;
- while engaging in School-related activities or representing the School, both at the School and at other venues, such as sporting grounds; and
- in communications with School staff, other parents, students, and other members of the School community including on social media, online forums, or other digital platforms.

2. CONTEXT

2.1 The School aims to establish and promote an environment that welcomes and encourages all parents and carers to raise questions, participate in School activities and volunteer their assistance or service in a variety of ways.

2.2 The School is responsible for establishing and administering the policies, procedures and rules which govern the day-to-day operations of the School. By extension, Parents are expected to comply with all relevant policies, procedures, and guidelines, including the directions of the Principal, when they are welcomed onto School grounds or in attendance at School related functions.

3. GUIDING PRINCIPLES

3.1 At all times, the School, staff, Parents, and any other person working or engaged with students must always place the safety, welfare and wellbeing of students and children as a priority in decisions made or action taken.

3.2 Underpinning our Christian beliefs as a Uniting Church School, the following five core values sustain the School community and are the key guiding principles of the Code:

- Courage
- Respect
- Inclusiveness
- Resilience
- Commitment

4. DISCIPLINE

4.1 Students of all ages grow and learn more successfully in all areas of School life when the significant adults in their lives - Parents, teachers, and other family and community members - work together to encourage and support them. This applies when the student is identified for taking positive action, and equally the same support is required when a student's behaviour becomes a matter of concern.

4.2 The School expects all students will comply with its Positive Behaviour Policy, which outlines clear expectations for student conduct both on and off school grounds, during and outside of school hours, and in all school-related activities and events.

4.3 In the case of minor disciplinary matters, the School will determine what took place and decide on a fair outcome for the student, focusing on restorative practices to help students learn from their mistakes. Generally, the School does not engage in debate about the details of the conduct or the appropriateness of the disciplinary outcome with Parents.

4.4 For disciplinary matters that may result in suspension or expulsion, the School will inform parents of the matter and will generally deal with these matters in accordance with the School's Positive Behaviour Policy, ensuring fair and transparent processes with appropriate parental involvement.

5. INTERACTION WITH STAFF

5.1 Strong cooperation between teachers and Parents both in and outside of the classroom promotes significant benefits for students. With this in mind, it is important that Parents show courtesy and respect to staff. Parents should role model respect for staff and not criticise them in front of students or seek to undermine their authority.

5.2 This does not mean that a Parent cannot raise a concern about a teacher's conduct (see below) but should use appropriate avenues and observe the general rules of conduct in this Code when doing so. Parents are encouraged to provide constructive feedback in a respectful and courteous manner, ensuring that their communication fosters a positive and collaborative relationship with the School and its staff.

5.3 The School conducts regular meetings between staff and Parents at which a student's progress can be discussed. There may be other times when a Parent or staff member requests a meeting to discuss issues that may arise during the course of a student's schooling. If a Parent wishes to meet with a staff member, they should make an appointment so that a mutually convenient time can be arranged.

5.4 If a Parent has a particular concern about a member of staff, if they feel comfortable doing so, they can raise it with the staff member concerned, or, alternatively, follow the *Complaint Handling Policy and Procedure* available on the School website.

5.5 Parents should only contact staff members through official school channels and never attempt to contact a staff member at their home, on their personal phone, private email or via social media.

5.6 The School has obligations regarding the health, safety, and welfare of staff and, for this reason, aggressive, abusive, threatening, or intimidating behaviour towards staff will not be tolerated. Such behaviour may include:

- persistent or unreasonable phone calls to staff members;
- repeated or unreasonable emails to staff members;
- pressuring staff to immediately respond to communications or to make a decision about a School matter;
- insisting on meeting with a member of staff without having a prior appointment;
- using raised voices or offensive language towards a staff member including the use of all capitalised typed messages; and/or
- threatening a staff member physically or verbally.

6. RAISING CONCERNS

6.1 It is normal in any relationship that, from time to time, misunderstandings or grievances will arise. When this happens, it is the manner in which they are addressed, as opposed to the nature of the issue, that is critical in maintaining the relationship and promoting a positive outcome. The School takes concerns raised by the School community seriously. However, the School also has a duty of care to protect all staff. In those circumstances any aggressive or abusive behaviour when raising concerns will not be tolerated.

6.2 If a Parent wishes to raise a concern about an issue, they should do so respectfully and courteously. Concerns should be raised as outlined in the School's *Complaint Handling Policy and Procedure* which can be found on the School's website.

7. INTERACTIONS GENERALLY

7.1 The School values the importance of open interpersonal communication with Parents to create and maintain meaningful relationships. The School will always take the time to respectfully communicate so as to ensure a Parent is able to communicate their potential concerns clearly. The School expects that parents or carers will respond in kind and that all parties are courteous and demonstrate care through active listening.

7.2 Communication, whether verbal or in writing with other members of the School Community whether they be staff or other parents should

- show respect, courtesy, and consideration;
- not harass or bully another person;
- not use intemperate language; and
- not be confrontational.

7.3 Parents should not approach students (or the Parents of other students) in relation to concerns or disputes about actions toward their child at School. Parents are reminded to maintain confidentiality and exercise discretion when discussing concerns, ensuring that sensitive information is shared only with appropriate School personnel and not with other parents or students.

8. ONLINE CONDUCT

8.1 The expected behaviour of Parents as outlined in this Code is applicable to interactions online.

8.2 It is expected that social media will be used to build community and contribute to a positive dynamic amongst Parents and not be used to criticise or denigrate others in the School community or the School.

8.3 Parents should not:

- take or post photographs or recordings of other students without the express consent of the other student and the student's Parents.
- initiate online communication with students (other than their own child);
- post comments or speak about students publicly;
- encourage their child to exclude or criticise other students on social media; and
- share email addresses and social media contact details of Parents or other members of the School community without their express consent.

Such actions may not only place parents at risk of breaching this Code but may also expose them to potential legal ramifications if the behaviour breaches state or federal laws.

9. SPORT & CO-CURRICULAR ACTIVITIES

9.1 The School operates an extensive sporting and co-curricular program which offers students the opportunity to excel in pursuits outside of the classroom. In participating in these activities, the School and Parents will aim to operate in partnership to foster student effort, respect, and fair play rather than the overall outcome of any event with the aim of enhancing enjoyment of the activity and personal growth through skills development.

9.2 Parents are welcome and encouraged to attend sporting events. Parents should behave appropriately and respectfully while attending co-curricular and sporting events. In particular, Parents should not abuse, threaten, criticise or otherwise seek to intimidate an umpire, referee, a player, or any School representatives or member of the School community.

9.3 Parents should encourage students to give their best effort and applaud good play and performance regardless of which team, group or child produces it.

9.4 Complaints concerning the conduct of games or other activities should not be made during or after the game/activity, and especially not in front of students, but should be referred to the Director of Co-curricular and any action will be left to his/her discretion.

9.5 Under no circumstances should Parents approach or make contact with the opposition's coaches, parents, students, or School directly with a complaint. If a Parent or participant wishes to bring a complaint or express a concern about any aspect of a sporting or co-curricular event, they may do so by contacting the Director, Co-Curricular Learning.

9.6 For serious complaints, Parents or participants should follow the School's *Complaint Handling Policy and Procedure.*

10. FAILURE TO OBSERVE THIS CODE

10.1 In the unlikely event that a Parent fails to observe this Code, and taking into account the severity of the breach, the School may consider:

- limiting access to a teacher or teachers
- limiting access to the School premises or sporting or other School events
- termination of the enrolment of the Parent's children at the School.

10.2 The School will apply the principles of procedural fairness, ensuring fair and transparent processes related to alleged breaches of this Code.

11. SUPPORTING PROCEDURES AND RELATED POLICY

- Child Protection Policy
- Privacy Policy
- Staff Code of Conduct
- Positive Behaviour Policy
- Complaints Handling Policy and Procedures
- Separated Parents Policy

12. LEGISLATION AND REGULATIONS

- *Children and Young Persons (Care and Protection) Act 1998* (NSW)
- *Crimes Act 1900 (NSW)*
- *Education Act 1990* (NSW)
- *Family Law Act 1975* (Cth)
- *Privacy Act 1988* (Cth)

13. CODE HISTORY

Original code of conduct adopted by School on 25 October 2022. Approved by SMT on 13 October 2022 and endorsed by the School Council on 25 October 2022.

Amendments to this Code were reviewed and adopted by the School's Executive Leadership Team on 19 May 2025.