



## COMMUNITY CODE OF CONDUCT

### Overview

At St Mark's we aim to provide an open, welcoming, inclusive and safe environment for all. This Code of Conduct has been developed to clearly articulate the expectations and aspirations for all. St Mark's recognises that effective learning occurs best in a secure environment where the dignity, rights and responsibilities of others are known and respected and where standards of behaviour and rules are fairly and consistently applied.

To balance the rights and responsibilities of parents/ caregivers, students, teachers and staff, we require the community as a whole to uphold a high standard of behaviour. This standard helps children to learn, teachers to teach, and other community members to participate in education, free from harassment, intimidation, vilification or violence.

### Expectations

We recognise parents/ caregivers are integral to our school community and we encourage their participation as an indispensable part of their child/ren's education.

As a parent/ caregiver, we require you to:

- Understand that teachers and parents/ caregivers must work together for the benefit of your child/ren,
- Support your child/ren in all educational endeavours by offering encouragement and demonstrating an interest in school activities,
- Ensure your child/ren attend the school regularly and punctually, in correct uniform and with the equipment necessary to support their learning,
- Correct your own child's behaviour especially when it could lead to conflict, aggression or unsafe behaviour,
- Clarify your child/ren's version of events and provide support to work with the school towards resolution,
- Be aware that events have many perspectives,
- Understand that interpretation of facts can vary. This may include the intent, extent and impact of an individual's or group's actions,
- Utilise the implementation guidelines steps within the Parent Grievance Policy if an issue arises.
- Make a personal or telephone appointment with the relevant person at a mutually convenient time if you wish to discuss your child/ren's learning or any other area of concern,
- Demonstrate that all members of St Mark's community are treated with respect and provide a good example in your speech and behaviour,
- Remain calm, polite and respectful at all times when communicating with staff and other members of the school community,
- Respect teachers' preparation and personal time before and after school hours, including weekends,
- Understand that teachers will endeavour to respond to any written communication within 24 – 48 hours,
- Contact the school to help resolve any underlying matters and not use social

media or engage other parents to convey matters of concern, unless that is their appointed role,

- Be mindful of words and actions in order to respect the reputation of teaching staff,
- Respect the school, decisions that it makes as an organisation and policies/procedures including the use of restorative practices,
- Be cognisant that after all facts, opinions and understandings of involved parties have been considered, particularly in relation to any dispute or disagreement, any outcome will align with the aims, values and expectations of the school, and
- Provide the school with any formal and/or informal changes to parenting situations or parenting plans in writing as soon as practicable to enable appropriate support to be provided.

To work in an educational community guided by Christian values, Staff have a right to\*:

- Be treated with respect and courtesy by all members of our community,
- Request that a member of the community ceases inappropriate communication in order to allow effective communication to proceed,
- Put an end to a phone call, meeting or discussion if a member of the community engages with inappropriate communication,
- Request another staff member be present during a meeting,
- Lodge a complaint with the school against an offending community person,
- Engage in a restorative approach to repair injured relationships.

\*-referring to Clause 45 of the Lutheran Schools SA Enterprise Agreement; Charter for Teachers in Lutheran Schools articulates the shared values and principles that teachers hold about their profession and the nature of their work. Lutheran Teachers employed in an educational community are guided by Christian values, especially love, justice, compassion, forgiveness, service, patience, courage and hope.

As a shared responsibility to children, parents, caregivers; St Mark's staff ensure that the school's expectations in terms of student responsibilities and relationships are able to be met.

Students have the responsibility to:

- Enable others to learn in a safe and supportive environment,
- Follow school policies, procedures & directions of teachers,
- Treat others with respect, courtesy and kindness,
- Represent the school well in the community,
- Accept and consider the consequences of your actions,
- Respect the human rights and legal rights of others.

St Mark's has a legal and moral responsibility to provide a safe, engaging and productive environment for all students, their parents, caregivers and staff. Thank you for assisting us by adopting this Code of Conduct.

**Breaches of the Code of Conduct**

The consequences of a breach of this Code of Conduct will be determined by the Principal and may include the following:

- The school may issue a first and final warning that a breach of the Code of Conduct has occurred and that a further breach will not be tolerated,
- The school may direct that a community member may only communicate

- with members of staff through a nominated school representative,
- The school may ban a community member from entry to the school grounds or from attending co-curricular activities or other events,
- In cases of extreme or prolonged breaches of this Code of Conduct by a community member, the school may either terminate enrolment of the student/s, as determined by the Principal, or ban community member's engagement with the school,
- The school, where appropriate, may involve external authorities,
- The school may take such other steps as it deems appropriate according to the form and severity of the breach.

**Declaration** I/We \_\_\_\_\_  
 have read and understand the conditions outlined in this Code of Conduct as a condition of my interactions at St Mark's Lutheran School.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**Review** This procedure will be reviewed at least every 3 years.

Version	Date	Proposed review	Author/ Responsible Person
New	Implemented 26 October 2023	26 October 2026	School Council