

CODE OF BEHAVIOUR FOR THE SCHOOL COMMUNITY

CONTENTS

1. PRINCIPLE
2. POLICY
3. PROCEDURE
4. IMPLEMENTATION

1 PRINCIPLE

Freshwater Creek Steiner School (the School) is a vibrant community with a diverse student, family and staff body.

We are committed to the core principles for Australian Steiner Schools which include the conscious establishment of healthy relationships and communication with all members of our community.

In this context all members of our community must feel recognised and respected; be able to uphold their rights, meet their responsibilities, and allow all others to do the same.

Freshwater Creek Steiner School asks all its members to provide a living example of our school's values:

Warmth Integrity Balance Inclusivity Vitality

POLICY

The policy below applies to behaviour in person, online and in any other media.

At all times students, staff, parents, carers and school community members will:

- Treat all members of the School with dignity, respect, courtesy and consideration.
- Create an environment that is warm, integrated, balanced, inclusive and vital and free from harassment, discrimination, fear and intimidation.
- Demonstrate, at all times, behaviour that builds confidence and trust amongst members of our community
- Act in the best interests and welfare of students, their families, and staff members.
- Approach staff, students and other parents or carers in a manner that invites positive communication, and avoid malicious or judgemental speech, and gossip.
- Use courteous and clear language in all communications, demonstrating respect for the receiver of your message, and other members of the community.
- Accept reasonable staff requests and guidance in relation to your child's behaviour whilst on school grounds or attending school activities , in acknowledgement that the School's staff are responsible for the students that are enrolled in the School when they are on the school site or during school activities offsite.
- Comply with reasonable requests and directions from members of staff and be always mindful of school policies and safe practices

- Avoid any interruption to the learning environment including interrupting or distracting a teacher while classroom or learning activities are underway or about to commence.

PROCEDURE

Most concerns can be addressed by following the “Who Do I talk With?” guide that is published in the Family Guide and each week in the newsletter.

It would be a rare and unfortunate event if a breach of this code of behaviour required formal follow up.

However, if a situation occurs where a member of the FWCSS community considers this code to have been breached, they should follow this procedure.

- 1) Report the incident in writing to the Head of School, or their delegate.
- 2) If the Head of School is involved in the breach, they should report the breach to the Chair of School Council.
- 3) If the breach is more minor, the Head of School, or their delegate, will seek further information regarding the situation, and possible mediation between the parties.
- 4) If the breach is of a nature that requires a formal complaint, the Head of School will direct the person reporting the breach to the Complaint procedure. Parties to the complaint will be reminded that they signed a commitment to the Code of Behaviour when they enrolled their child.
- 5) Repeated breaches, that are causing harm to the community, will be discussed in College, and at School Council. Adherence to this Code of Behaviour by all members of the FWCSS community is a condition of enrolment and employment in the school
- 6) If the breach is with the FWCSS association, the community member should follow the Grievance procedure outlined in the Rules of the Association
- 7) If the breach is potentially in violation of the law, the Head of School will seek further advice.
- 8) The Complaints procedure, and the Rules of the Association are published on the FWCSS website.

IMPLEMENTATION

This policy is implemented through a combination of:

- Signed commitment to comply in the school's enrolment form
- Publication on the School website
- Effective communication procedures;
- Effective record keeping procedures; and
- Initiation of corrective actions where necessary.

Approval and Review	Details
Approval authority	School Council
Administrator	Head of School

FWCSS School Community Code of Behaviour

Once PRINTED, this is an UNCONTROLLED DOCUMENT. Refer to Policy Folder for latest version. Freshwater Creek Steiner School

Original approval date	27 th October 2022
Approval and amendment history	
Next review date	October 2023