



ST JOSEPH'S NUDGEE COLLEGE

Parent & Visitor Code of Conduct

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Parent & Visitor Code of Conduct

Introduction

As a Catholic school in the Edmund Rice Tradition, St Joseph's Nudgee College is guided by The Charter for Catholic Schools in the Edmund Rice Tradition, which sets our direction and goals as we seek to make the Gospel a living reality in our community. Further to that, our College's Strategic Plan states that:

"We recognise and affirm our own dignity and respect the dignity of each person through our deeds and actions."

Given this context, at St Joseph's Nudgee College, we are committed to nurturing respectful relationships and active partnerships with parents and guardians. We believe that our boys' learning is enriched through positive and reciprocal relationships at home and school. Parents and guardians are the first educators, and we strive to work with parents in this endeavour. Therefore, the College seeks your support in promoting and upholding the core values of the College community and its culture of respectful relationships.

This Code of Conduct is intended to guide parents and guardians in their dealings with staff, other parents, students and the wider school community. It articulates the College's key expectations of both staff and parents with regard to respectful relationships and behaviours. It also specifies the College's position with regard to unacceptable behaviours that breach our culture of respect.

Application

This Code applies to all Nudgee College parents and visitors to the College. The application of this Code is not limited to the College site and College hours. It extends to all Activities and events that are College-related, as well as when visiting other campuses or representing the College. The Code also requires that parent or visitor actions do not bring the College into disrepute at any time, regardless of whether the action occurs within or outside of College activities.

Definition of a 'Parent or Visitor'

For the purposes of this policy, a 'Parent' or 'Visitor' of Nudgee College includes anyone visiting the College, or attending a related event who is not a current student, employee, contractor or volunteer.

Our Culture of Respectful Relationships

Among students, staff and parents, we strive to develop the following:

- Respect for the innate dignity and worth of every person
- An empathetic and compassionate approach to others
- A cooperative attitude in working with others
- Open, positive and honest communication
- The ability to work respectfully with other people
- Trusting relationships
- Responsible actions

In promoting and upholding this culture, we expect that parents and visitors will:

- Support the College's ethos, rituals and practices as a Catholic school in the Edmund Rice tradition
- Support the College in its efforts to maintain a positive teaching and learning environment
- Understand the importance of healthy parent/staff member/child relationships and strive to build these relationships
- Adhere to the College's policies, as outlined on the College website
- Treat staff and other parents with respect and courtesy
- Treat all students with respect and courtesy at all times

In promoting and upholding this culture, we expect that staff will:

- Communicate with you regularly regarding your child's learning, development and wellbeing
- Provide opportunities for involvement in your child's learning and activities
- Maintain confidentiality over sensitive issues
- Relate with and respond to you in a respectful and professional manner
- Ensure a timely response to any concerns raised by you

Raising Concerns and Resolving Conflict

(Refer also to our Complaints Policy)

In raising concerns on behalf of your son or making a complaint about the College's practices or treatment of your son, we expect that you will:

- Listen to your son as there is wisdom in validating his version of the story with relevant staff at the College
- Observe the College's stated procedures for raising and resolving a grievance/complaint
- Communicate with staff members, including making appointments at a mutually convenient time and communicating your concerns in a constructive manner

- Refrain from talking inappropriately about other students or families at the school
- Refrain from approaching other students while attending school to discuss issues or to chastise them because of their actions towards your child. Refer the matter directly to your son's House Dean or Head of Boarding House for follow-up and investigation by the College

In responding to your concerns or a complaint, we expect that staff will:

- Observe confidentiality and respect for sensitive issues
- Ensure your views and opinions are heard and understood
- Communicate and respond in ways that are constructive, fair and respectful
- Ensure a timely response to your concerns/complaint
- Strive for reasonable resolutions and outcomes that are satisfactory to all parties given the circumstances

Staff Safety and Wellbeing

The College places high value and priority on maintaining a safe and respectful working environment for our staff. We regard certain behaviours as harmful and unacceptable when they compromise the safety and professional well-being of our staff. These behaviours include, but are not limited to:

- Shouting or swearing, either in person or on the telephone
- Physical or verbal intimidation
- Aggressive hand gestures
- Writing rude, defamatory, aggressive or abusive comments to or about a staff member (this includes, but is not limited to, emails, social media, etc.)
- Racist, homophobic or sexist comments
- Damage or violation of possessions or property.

When a parent behaves in unacceptable ways, the Principal or his delegate will seek to resolve the situation and repair relationships through discussion and/or mediation.

Where a parent's behaviour is deemed likely to cause ongoing harm, distress or danger to the staff member and others, we may exercise our legal right to impose a temporary or permanent ban on the parent entering the College premises.

In an act of violence that causes physical harm to the staff member and their property, the matter may be reported to the police for investigation.

Parent-School Relationships Code of Conduct

This statement is considered an addendum to the College's existing Complaints Policy and Enrolment contract with parents. Please Also note:

- Nudgee College's policies are intended to be up-to-date and consistent with all relevant laws
- All members of the College community are expected to comply with all applicable policies
- Various parts of the policies require managers and staff to exercise discretion, and the policies are not intended to be applied in a legalistic or prescriptive manner
- These policies may be varied by Nudgee College from time to time, at its absolute discretion
- The policies do not form part of an employee's contract of employment



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