



## Annesley Junior School

### Code of Conduct Policy

This Code of Conduct promotes positive interactions within the Annesley School community.

Annesley Junior School is committed to a positive, supportive culture and protecting the safety and welfare of all at the school. Annesley staff, students, parents, carers and visitors have a right to be treated with courtesy and dignity and to participate in an environment that is safe, secure, supportive and free from bullying, harassment, discrimination and violence.

The Code of Conduct outlines the responsibilities of community members, staff and students to promote appropriate and positive conduct and to prevent or minimise non-compliant and aggressive behaviours. Annesley does not tolerate purposeful antisocial behaviour on its premises or towards its staff or students. It is unacceptable to behave in a disorderly, violent or offensive way on School premises or fail to leave the premises. Visitors must leave the premises if directed to do so by the Principal or a member of staff.

#### Values

We all need to take **RESPONSIBILITY** for our actions and the impact we have on others. We need **COMPASSION** to empathise with people who live with disadvantage.

**CIVILITY** leads to the cultivation of personal behaviours that benefit the communities in which we live.

A concept of **JUSTICE** teaches us fairness in our dealings and actions.

As does **RESPECT**, which suggests that we can learn from the wisdom and experience of others.

**INTEGRITY** comes from learning the importance of honesty, truthfulness and consistency in our actions.

**COURAGE** gives us the ability to confront the unknown and to resist intimidation or discouragement.

**RESILIENCE** is an ability to cope with setbacks or adversity.

**GRATITUDE** is an ability to appreciate and be thankful for what we have or are given.

And finally, **HUMILITY** teaches us self worth, without the need to openly display it to others.

#### Responsibilities

All members of the Annesley community are expected to:

- Conduct themselves in a responsible manner that recognises and respects the rights of others and reflects the values and culture of Annesley Junior School
- Comply with this Code of Conduct when on the premises of Annesley Junior School or at a function held in the name of or representing the school
- Uphold the values of Universal Declaration of Human Rights

Principal:

- Leads the implementation of the Code of Conduct
- Model exemplary conduct by demonstrating the values of Annesley Junior School
- Communicate high expectations for the way in which staff, students, visitors and community members conduct themselves
- Facilitates a safe, secure and supportive environment

- Advise parents, carers and other members of the community of the appropriate mechanisms for lodging and dealing with complaints at Annesley Junior School
- Requests any person acting in an offensive or disorderly manner to leave the premises and if necessary, direct them to do so
- Calls the police if a person fails to follow a direction to leave the premises

All Staff are expected to:

- Work in partnership with parents and carers to enhance the learning outcomes and support the wellbeing and conduct of students
- Communicate high expectations for the learning, achievement and conduct of all students
- Ensure that personal behaviour does not contribute to the inappropriate conduct of others
- Identify factors that may contribute to inappropriate conduct and actively devise strategies to minimise these
- Report and manage all incidents of bullying, harassment or violent conduct in accordance with Annesley Junior School policies
- Ensure compliance with the core expectations that Annesley Junior School has of its staff as set out in the Workplace Agreement and employment contracts

Parents, Caregivers and Community Members are expected to:

- Work in partnership with the school to enhance the learning outcomes and support the well-being and conduct of its students
- Support the staff at Annesley Junior School in maintaining a safe, secure and respectful learning environment for all students
- Support the policies of Annesley Junior School
- Contribute positively to behaviour, health, academic and other personalised support plans that relate to students
- Act appropriately on Annesley School premises, at Annesley Junior School functions and ensure that personal behaviour does not contribute to inappropriate conduct of others
- Be aware that threatening behaviour and harassment of staff or students is unlawful and unacceptable
- Respect and comply with requests or directions of Annesley School staff

Students are expected to:

- Participate actively in their education program
- Take responsibility for their conduct and learning
- Demonstrate respect for themselves, others and their learning environment
- Learn and interact in a co-operative and courteous manner
- Respect and comply with requests made by the Principal or school staff
- Abide by the requirements for access and acceptable use of information communication technology
- Counter racism and value and respect difference