



FRASER COAST  
ANGELICAN COLLEGE

## COMMUNITY CODE OF CONDUCT

*Enriching Body, Mind & Spirit*

# FRASER COAST ANGLICAN COLLEGE COMMUNITY CODE OF CONDUCT

## 1. POLICY STATEMENT

Fraser Coast Anglican College is a place, which promotes values that are in keeping with the College's Mission

All students, parents, teachers and staff have the right to be safe, and feel safe, in our College community. With this right comes the responsibility to be law-abiding citizens and to be accountable for actions that intimidate or put at risk the safety of others or oneself. This includes behaviour that may be considered anti-social.

For the purpose of this Code of Conduct, "College Community" comprises of the Principal, staff, coaches, parents, guardians, step-parents, relatives, friends, supporters, carers and invitees of the College, who attend at the College, or elsewhere, for the purposes of visiting, viewing, participating, supporting or being present for any official, sporting or social activity held by, or for the benefit of, the College and our students.

The FCAC Community Code of Conduct sets clear standards of behaviour, which are expected of members of the College Community. It specifies the consequences for any member of the College Community who does not comply with those standards of behaviour, whether those persons are on the College property, in transit, or at another location for the purpose of any FCAC-authorized events or activities.

## 2. BACKGROUND

The following are the principles, which provide the framework for this Code of Conduct:

1. All members of the College Community are to be treated with respect and dignity.
2. Responsible citizenship involves appropriate participation in the civic life of the College Community. Active and engaged members are aware of their rights but, more importantly, they accept responsibility for protecting their rights and the rights of others.
3. Members of the College Community are expected to use non-violent means to resolve any conflict.
4. Insults, disrespect, and other hurtful acts disrupt learning and teaching in the College Community, and are a direct contradiction to the College's Mission and Values. Members of the College Community have a responsibility to maintain an environment where conflict and difference can be addressed in a manner characterised by respect and civility to all others.

Parents play an important role in the education of their children and have a responsibility to support the efforts of College staff in maintaining a safe and respectful learning environment for all students. Parents fulfil this responsibility when they:

1. Show an active interest in their child's school work and progress;
2. Communicate regularly with the College;
3. Help their child be neat, appropriately dressed and prepared for school;
4. Ensure that their child attends the College regularly and on time;

5. Promptly report their child's absence, late arrival or early departure to the College in the correct manner;
6. Become familiar with the College Community Code of Conduct;
7. Encourage and assist their child in following the College rules of behaviour as set out in the Behaviour Management Policy; and
8. Work with College staff in dealing with disciplinary issues.
9. Demonstrate respectful communication with College staff.

### 3. STANDARDS OF BEHAVIOUR

As a minimum, all members of the College Community are expected to behave with respect, civility and in the manner of a responsible citizen. As a minimum, all College Community members must:

1. Respect and comply with all applicable Commonwealth and State laws;
2. Demonstrate honesty and integrity;
3. Respect differences in people, their ideas and opinions;
4. Treat one another with dignity and respect at all times, especially when there is a disagreement;
5. Respect and treat others fairly, regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability;
6. Respect the legal and moral rights of others;
7. Show proper care and regard for College property and the property of others;
8. Take appropriate measures to help those in need;
9. Respect persons who are in a position of authority; and
10. Respect the need of others to work in an environment of learning and teaching.

### 4. SCOPE

The FCAC Community Code of Conduct is intended to provide members of the College Community with guidelines for the effective development of positive relationships within the College Community and, as expressed in the introduction, to assist in promoting the values that are in keeping with the College Mission. This document is then essentially a guide for all members of the College Community about the standards of behaviour which are acceptable in the College environment or when attending any official, religious, social or sporting function or activity of or relating to the College or in any location at which the College is represented. Although guardians, stepparents, relatives, friends, supporters and carers of students at the College are not party to the FCAC Enrolment Agreement, this College Community Code of Conduct is a guide for them about expected standards of behaviour.

### 5. GENERAL CONDUCT

FCAC Community members are expected to:

1. Support the Principal and FCAC staff in the development of a Christ-centred learning community based upon an Anglican ethos,
2. Support the College's policies,
3. Acknowledge that the Principal has the ultimate responsibility to implement these policies,
4. Work with FCAC teaching staff to deal promptly with areas of concern,
5. Treat all members of the College Community with respect and courtesy,

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6. Acknowledge and affirm success in individual and College achievement.

## 6. PHYSICAL SAFETY

In particular, all FCAC Community members must not:

1. Use any object (whether as a weapon or otherwise) to threaten or intimidate any other person or
2. Cause injury to any person by the use of any such object.
3. Be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs. The exception(s) is when, in the normal course of events, the College is providing hospitality to members or guests of the College community and is in keeping with appropriate legal and hospitality regulations.

All FCAC Community members must not:

1. Cause, inflict or encourage others to verbally abuse, threaten or inflict bodily harm on another person by any physical aggression.
2. Make negative comments about College or staff or other College related issues, in the public domain, including social media.
3. Share private and confidential information about staff or students in the public domain, including social media.

Should a FCAC community member find themselves in a conflict situation, they should undertake to resolve the conflict peacefully or, seek staff assistance to facilitate peaceful resolution.

## 7. EXTRA-CURRICULAR ACTIVITIES

This part of the FCAC Community Code of Conduct deals specifically with attendance at co-curricular activities. The following are statements of principle with which College Community members are expected to comply:

1. Remember, young people are involved in co-curricular activities principally for their enjoyment.
2. Students should always be encouraged to play by the laws and within the spirit of the laws.
3. Young people should be taught that honest effort is as important as victory, so the results of each game are accepted without undue disappointment.
4. Turn defeat into victory by helping young people work towards skill improvement and good sportsmanship. Never ridicule or yell at any student for making a mistake or losing a game.
5. Remember that young people learn best by example. Applaud good play by both the FCAC team and by members of the opposing team.
6. Do not publicly question the referee or game official's judgement and never his/her honesty.
7. Support all efforts to remove verbal and physical abuse from co-curricular activities.
8. Recognise the value and importance of volunteer coaches, managers and referees. They give of their time and resources to provide recreational activities for all students.
9. Do not approach a referee or game official any stage during or immediately after a fixture.

## 8. RESPONSIBILITY FOR OTHER COMMUNITY MEMBERS

Any parent or College Community member who invites a relative, friend, support, carer or other person to be present at any official sporting or social activity held by, or for the benefit of the College, and its students, must at all times be responsible for that person and ensure they act at all times in a manner consistent with this Code of Conduct.

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## 9. BREACH OF THIS CODE OF CONDUCT

Any breaches in the code of Conduct will be referred to the Principal for investigation.

### A) PROCEDURAL FAIRNESS

Procedural fairness is a basic right of all when dealing with authorities. Procedural fairness refers to the 'right to be heard' and the 'right to an unbiased decision'.

The right to be heard includes the right of the person against whom an allegation has been made to:

- know the allegations related to a specific matter and any other information which will be taken into account in considering the matter
- know the process by which the matter will be considered
- respond to the allegations
- know how to make an appeal (as per the College's Right of Appeal Policy).

### B) CONSEQUENCES

The consequences to a member of the College Community for breaching this Code of Conduct will be determined at the Principal's discretion based on the conclusion of the investigation.

These consequences include any one or more of the following:

- FCAC may ban any member of the College Community from attending at any co-curricular or extra-curricular activity.
- FCAC may ban any member of the College Community from being on the College grounds in general.
- FCAC may direct that any parent may only communicate with members of teaching staff through a nominated College representative.
- In the case of extreme or prolonged breach of this Code of Conduct by a parent, FCAC may terminate the enrolment of the child of that parent.
  - FCAC may take such other steps as it may in its reasonable discretion determine appropriate according to the nature of the breach.

## 10. RIGHT OF APPEAL

This College Policy will apply to any decision made by the Principal under this Code of Conduct. This Complaints Management in Anglican Schools Policy, is accessible from the School's website.

## 11. EVALUATION

This Policy will be reviewed every three years.