

POLICY FOR THE CONDUCT OF SCHOOLS, PARENTS AND VOLUNTEERS

1. MISSION AND VISION

Mission: Excellence in education within a Christ-centred environment in which all flourish.
Vision: An inclusive, innovative system of Catholic schools in which lives are transformed through witness to Christ.

2. PURPOSE

The document **Our Catholic Community Working Together - A Charter for Schools, Parents and Volunteers in the Catholic Schools of the Catholic Education Diocese of Bathurst** ([ECM LINK](#)) has been developed so that parents and carers are aware of and meet the Catholic Education Diocese of Bathurst's expectations with regard to their interaction with the CEDB, the school, its leaders, teachers and other staff, other parents and students. Adherence to this Charter is important to promote positive and productive relationships within the school community.

There are other policies that set out clear standards of behaviours that are specific to school staff, including volunteers and contractors, and students.

The Charter is distributed in enrolment packs and at the beginning of each school year. It is provided to and discussed with staff. It is discussed with the P&F or other parent body. Parents may be reminded of its contents in school newsletters or prior to meetings with school personnel.

3. POLICY STATEMENT

Schools are positive places of faith and learning where students have a right to a safe and healthy learning environment. Schools are also workplaces, and school staff deserve to work in a professional environment where they feel safe.

EXPECTATIONS

The expectations of parents are as follows:

1. Support the educational ethos and values of the school (System of schools)
2. Behave respectfully towards all members of the school community
3. Use technology and social media appropriately
4. Raise grievances appropriately and productively using the CEDB Complaints Management Policy.

UNACCEPTABLE BEHAVIOURS

Staff, students and other community members should not be subject to unacceptable or unreasonable behaviours. Unacceptable or unreasonable behaviours include, but are not limited to:

- Aggressive or intimidating actions, such as violence, threatening gestures or physical proximity
- Aggressive or intimidating language, including the use of obscenities, making sexist, racist or derogatory comments
- Inappropriate, time wasting communication or vexatious complaints
- Inappropriate, aggressive or intimidating posts on social (or other) media that denigrate the CEDB, school, school staff or students
- Unauthorised association with the CEDB or school, use of the school's name, logo or other identifying material in social media posts, or other media, to bring disrepute on the name of the school, or any staff member
- The unauthorised use of images of students or staff of the school in social media posts
- Entering the school grounds affected by alcohol or illicit substances

CONSEQUENCES

If a parent fails to observe the Charter after being warned about a breach, the CEDB may:

- limit access to a teacher or teachers;
- limit access to the school premises or sporting or other school events; or
- refer to the Inclosed Lands Protection Act (1901 NSW); or
- refer the matter to the police*; or
- consider alternate legal action; or
- terminate the enrolment of the student.

** Be aware in certain circumstances where a crime has been committed, there may be a criminal investigation by police over which the school will have no control.*

Parents accept the Charter when signing and accepting the school's policies in the Enrolment Application Form and by the act of accepting enrolment at a Catholic Education Diocese of Bathurst School. Parents will be reminded of their obligation in this regard by signing the Charter annually.

Parent is used in this document as a term to include natural, adoptive or foster parents, guardians and caregivers of students.

FAMILY MATTERS

Where students have parents that are separated or divorced, parents should not attempt to involve the school in any parental dispute that may arise. The school will observe any orders made by a Court in relation to a student or communications with parents, but are unable to enforce such orders on the parties.

4. RELATED POLICIES AND GUIDELINES

Enrolment Policy

Challenging Behaviours Policy

Guidelines for the Management of Complaints

Staff and Student Acceptable Use of Technology Policy

Social Media Policy

Suspension, Expulsion and Termination of Enrolment Policy

Employee Code of Conduct - Catholic Diocese of Bathurst

Inclosed Lands Protection Act (1901 NSW)

5. POLICY ADMINISTRATION

This policy has been approved by the Executive Director of Schools, and implemented. It will be reviewed periodically, or in the event of any information or incident that indicates the need for a review, or following relevant legislative or organisational change.

It is the responsibility of anyone accessing this document to ensure that the current version is downloaded from the Catholic Education Diocese of Bathurst website.

Date of Implementation	2025
Date of Last Review	2024
Date for Next Review	2028
Responsible for Review	Head: HR, Risk & WHS