



"We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning."

PARENT/ CARER AND SCHOOL COMMUNITY CODE OF CONDUCT

HELP FOR NON ENGLISH SPEAKERS



If you need help to understand this policy please contact the school office on 9882 4663.

STATEMENT

Camberwell Primary School (CPS) is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. We recognise the importance of the partnership between the school and parent/carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students and value the many and varied contributions made by parents and carers to enhance the culture and community of our school.

The programs and teaching at Camberwell Primary School support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

We acknowledge that parents/ carers and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and to raise concerns, as long as we do this respectfully and as a community working together.

RATIONALE

This Code of Conduct has been developed to clearly outline CPS's expectations with regard to parents' and others' interactions with the School, its staff and all other members of the School community. Adherence to this Code of Conduct is important to promote positive and productive relationships within the school community and to maintain a child safe environment and culture.

SCOPE

This document applies to the following people:

- Parents/ carers: defined as any adults with parental responsibility or legal guardianship for

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students enrolled at Camberwell Primary School.

- All other adults who participate in the school community who are not staff members

SCHOOL VALUES

Camberwell Primary School's values are:

- be respectful: we consider the needs, feelings, wishes, and rights of others and the environment
- be kind: we are kind and generous to each other
- be perseverant: we do our best and keep trying even when things are challenging.
- be a curious bilingual learner: we seek to better understand our learning and make links across languages.

The school accepts that universal values apply:

- Every member of the school community has a right to fully participate in an educational environment that is safe, supportive and inclusive.
- Everyone deserves to be treated with respect and dignity.

BEHAVIOUR EXPECTATIONS

To support the school in promoting a safe, supportive and inclusive learning environment, parents and carers are expected to:

- model positive behaviour to our child and other children
- communicate politely and respectfully with all members of the school community, in line with the Department's [Respectful Behaviours within the School Community Policy](#).
- Support the school in implementing its policies and procedures, including those required by the Victorian Department of Education and Training (DET). This involves:
 - encouraging students to adhere to school requirements
 - supporting decisions made by the school which align to these policies and procedures
- ensure our child attends school on time, every day the school is open for instruction unless a valid reason for non-attendance exists
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for our child
- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- treat all school leaders, staff, students, and other members of the school community fairly, with dignity and respect and behave with courtesy and consideration at all times regardless of race, ancestry, place of origin, ethnic origin, citizenship, religion, sex, gender identity, sexual orientation, age or disability.

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As community members, we will:

- model positive behaviour to the school community
- treat other members of the school community with respect
- support school staff to maintain a safe and inclusive learning environment for all students
utilise the school's processes for communication with staff and submitting complaints.

CONSEQUENCES FOR FAILING TO UPHOLD THE CODE OF CONDUCT

Unreasonable Behaviours

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see our Visitors to the School Policy).

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school, or during school activities.

Unreasonable behaviour includes:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- sending demanding, rude, confronting or threatening letters, emails, text/instant messages or social media communications
- discriminatory or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Code of Conduct* may lead to further investigation and the implementation of appropriate consequences by the Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to school grounds or school activities

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- exclusion from school grounds or attendance at school activities
- reports to Victoria Police
- legal action.

EXPECTATIONS FOR SCHOOL STAFF

Expectations for school staff including teachers, non-teaching staff and contractors engaged by the school are outlined in our Statement of Values and School Philosophy Policy, which is available on our school website. Staff employed by DET are also required to abide by the Code of Conduct for Victorian Public Sector Employees, DET Values and, for teaching staff, the Victorian Institute of Teaching Code of Conduct and Ethics.

FURTHER INFORMATION AND RESOURCES

This document should be read in conjunction with the following school policies- all available on the [CPS Website](#):

- CPS Child Safety & Wellbeing Policy
- CPS Child Safety Code of Conduct
- CPS Complaints Policy
- CPS Respect for School Staff Policy
- CPS Statement of Values and School Philosophy Policy

For further information please see also:

- [DET Respectful Behaviours within the School Community Policy](#)
- [DET School Community Safety Orders Policy](#)

APPROVAL AND REVIEW

Created date	Draft created 20 January 2025
Consultation	CPS School Council - January 2025 CPS Parent & Carer Community Survey - February 2025
Endorsed by	Principal
Endorsed on	18 March 2025
Next review date	2027

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