

DSM Policy

Code of Conduct

Deutsche Schule Melbourne Inc, ABN 52 936 931 854



Rationale

Deutsche Schule Melbourne is an English-German bilingual school in North Fitzroy, Melbourne. The school caters to German, Australian and international students with an interest in early bilingual education.

The cultural diversity of the school leads to a vibrant community that is based on mutual respect and friendliness. To create a nurturing and supportive learning environment, Deutsche Schule Melbourne promotes clear ethical guidelines of conduct for all members of the whole school community - students, parents and staff.

The Code of Conduct applies to the whole school environment. The school environment is defined as any physical or virtual space made available or authorised by the school for use by a child during or outside of school hours.

Principles

It is expected that all members of the school community:

- Advance the school's vision and mission
- Uphold the school's core values and school ethos
- Cultivate a positive school environment and reputation
- Provide a child safe environment

Standards of Behaviour

- Students have a right to learn in a secure environment where, without intimidation, bullying or harassment, they are able to fully develop their talents, interests and ambitions.
- Parents have a right to expect that their children will be educated in a secure environment in which care, courtesy and respect for the rights of others are encouraged.
- Teachers have a right to expect that they will be able to teach in an orderly and cooperative environment.
- Parents have an obligation to support the school in its efforts to maintain a positive teaching and learning environment.

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In the dealings of members with each other, it is expected of all members to:

- Behave in a friendly and approachable manner
- Act responsibly toward others and oneself
- Act in the best interest of the school
- Act in the best interest of the students
- Respect differences in individuals, their ideas and opinions.
- Treat each other with dignity and respect at all times
- Demonstrate fairness and respect to others, regardless of their ethnicity, religion, gender, sexual orientation, age or disability.
- Show courtesy and consideration for others
- Communicate respectfully whether by email, phone, letter or face-to-face.

In the day-to-day school operation, it is expected of all members that they:

- Respect the authority of members of staff
- Support and abide by the school's policies and procedures and encourage and help others to follow them
- Honour agreements and commitments
- Demonstrate respect for school hours, rules and discipline
- Display care for the property of the school and its members
- Demonstrate respect for the privacy of all school members and their personal data as per the school's privacy policy
- Display respect and support of the school or its members by preventing and refraining from defamatory actions
- Display respect on teaching, sporting events and discipline by supporting and not interfering or disrupting
- Use proper complaint channels

Unacceptable Conduct

Behaviour that is considered unacceptable according to the Code of Conduct include actions that endanger health, safety and wellbeing of oneself and others (including bullying and cyber-bullying); actions that damage the possessions of the school and others; unlawful, disorderly, discriminatory and disrespectful behaviour; actions that disrupt the operation of the school and actions and communications that put the school in disrepute.

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Transgression

Transgression of the Code of Conduct may have a variety of consequences depending on the nature of the transgression and may include, but are not limited to, formal and informal measures taken under the Behaviour Management Policy, the Child Safety Policy, the Complaints and Grievances Policy, the Serious Incident and Mandatory Reporting Policy and the Enrolment Policy.

The school aims to resolve disputes without delay to maintain a harmonious school environment and facilitates the complaints and grievances procedures. Where a dispute cannot be resolved, the Principal has full discretion to take action, including a warning system, consequences such as apologies and trespass notices, suspension and expulsion of the staff member, student/student family as deemed appropriate.

Related Policies & Documents

Behaviour Management Bullying
and Harassment Child Safe Policy
Critical Incident Plan Complaints and
Grievances
HR related documents and procedures Inclusion
Concept
School Access Policy
Serious Incident and Mandatory Reporting Staff
Awareness
Student Welfare Welfare
Communication
Working with Children Policy Use of IT and
media equipment

Privacy Policy – the issue of bulk emails. Social media etc should be covered in the Privacy Policy. I noted also that the link to that on the website is broken so I couldn't review it.

Revised June 2017