



FAMILY CODE OF CONDUCT

This Version:

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1.0	November 2019	Proposed policy
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1.2	February 2022	Proposed amendment
1.3	5 April 2023	Update to include Secondary
1.4	November 2024	Review and update
1.4a	20 November 2024	Family friendly format

FAMILY CODE OF CONDUCT

What is the purpose of the Family Code of Conduct?

At The Nature School, we aim to provide an open, inclusive, welcoming, and safe environment for all.

The Family Code of Conduct has been developed so that parents and adults are aware of and meet the expectations of the school regarding their interactions with the School, other parents, adults and children as members of the School's community.

Families are an important part of our community, and we believe children benefit greatly from positive, productive and respectful relationships. We expect parents and adults to uphold a standard of behaviour that ensures the safety of the children and safeguards the reputation of the School and staff.

Definitions:

- **Adult** means all parents, advocates, volunteers, and agents representing an enrolled student within the School's context.
- **Child or children** means all students enrolled at the School or enrolled in programs facilitated by the School, and siblings, friends, or extended family members of the age of eighteen (18) or younger.
- **Code** means this Family Code of Conduct.
- **Head of School** means the person responsible for the day-to-day management of the School.
- **Parent** means all parents, step parents, guardians, carers, grandparents, family members, family friends and other persons representing an enrolled student within the School context.
- **School** means The Nature School.
- **Staff or staff member** means all teachers, employees, volunteers, contractors, and agents as representatives of the School.

Who does this Code apply to?

This code is applicable to all adults and parents within the School's community or as otherwise associated with the School.

This code covers all forms of behaviour and communication, whether written or verbalized, both in person and via the use of online communication or social media.

What is the responsibility of the School?

The School is responsible for establishing and administering the policies, procedures and rules which govern the day-to-day operation of the School. It is important that parents and adults recognise and respect this, adhere and have their children adhere to the School's requirements, and support these decisions.

What is the responsibility of Parents?

In general, parents are expected to:

- Contribute to building a warm, welcoming, inclusive, and positive community.
- Refrain from representing their personal views as being those of the School.
- Support their children in upholding the School's values and rules and participating fully in all school activities.
- Demonstrate the rules regarding safety, learning and respect.

The parent acknowledges the School can amend the provisions of this Code without notice.

Parent Communication with Staff

- Parents must use courteous and acceptable written and spoken language in all communications with staff at all times. No profane, insulting, harassing, aggressive, intimidating, threatening or otherwise offensive language or gestures or other acts may be used, insinuated, or intimidated.
- Parents must show respect to staff and not publicly criticise them or seek to undermine their authority.
- Parents should never attempt to contact staff at their home. Communication is not expected outside of normal working hours or during school holidays.
- At all times, the privacy of staff must be respected. The private details of staff must not be published or distributed to other persons without direct consent from the staff member.
- If a parent has a particular concern about a member of staff, the parent can raise the issue with the staff member concerned or the Head of School. When doing so, the parent should observe the general rules as set out in this Code. If the situation remains unsolved, the parent may contact the Head of School to seek resolution.

Parent Communication on Social Media

- Should the parent wish to make a complaint or grievance, the parent must abide by the School's Grievance Policy (available on the School website), and not resort to the use of social media.
- Any social media involving the School should not be used to criticise the schools policies, procedures, events, individual staff or other members of the School's community.
- Parents are not permitted to represent the School in any forum without express permission to do so from the Head of School.
- Parents are not permitted to take or post images, video or film of another child or student without their parent's expressed permission.
- Parents are not permitted to create a website, social media page (i.e. Facebook, Instagram, X, etc.), podcast, blog, or any other social media that represents the School in any way without written permission from the Head of School.

Parent Communication with Other Parents

- Parents must respect the privacy of other parents and their children, both in person and through other communication means.
- Parents must not discipline children of other parents.
- Parents must not approach children of other parents with the intent to negotiate conditions of peer interaction. If a parent is concerned about specific interactions of other children, they must direct their concern to a staff member or the Head of School.
- Parents must not approach other parents to complain about their child's interactions.
- Parents must refrain from sending unsolicited communications to other parents in any forum, criticising either the School, its policies, staff, or the School's community as a whole.

Separated Families

- Where a child has parents that are separated or divorced, parents should not attempt to involve the School in any parental or family dispute that may exist or arise.
- The School is not able to make judgements on the merits of claims made by one parent against another and should not be asked to do so.
- The School will observe any orders made by the Court in relation to a parenting plan or the child and their schooling where doing so remains appropriate.

What is the responsibility of TNS Children?

- Children are expected to uphold the School's rules, policies and procedures at all times.
- Children are expected to keep themselves and other children safe.

- Children are encouraged to never stop learning. Children must never impact another child's ability to learn.
- Children are encouraged to respect themselves. Children must show respect to others, including children, parents, and adults, as well as the environment and the School.

Breaches of this Code of Conduct

- Where a parent breaches this code, a written warning may be issued to the parent from the Head of School.
- Serious breaches of this Code may be referred to the Board of Directors.
- Consequences of a breach of this Family Code may result in disciplinary action including but not limited to:
 - a) Banning a parent from entry to the School's premises, either for a specified period of time indefinitely.
 - b) Banning the parent from attending the School's activities or events.
 - c) Directing that a parent may only communicate with staff via a nominated school representative or method.
 - d) Where appropriate, involving other authorities.
 - e) Withdrawing the child from school programs, events, or activities.
 - f) Terminating the child's enrolment at the School.