



## FAMILY CODE OF CONDUCT

This Version:

Policy Reference	TNS-013
Prepared by	Head of School
Approved by	TNS Board of Directors
Approval date	5 April 2023
Page numbers	3
Next review	March 2025

Version history:

1.0	November 2019	Proposed policy
1.1	27 March 2020	Final
1.2	February 2022	Proposed amendment
1.3	5 April 2023	Update to include Secondary

### 1. Purpose

The purpose of this Code of Conduct (the Code) is to communicate directions and expectations about the standard of behaviour of families at The Nature School Inc. (TNS).

### 2. Context

Families are an important part of our community, and we value relationships with parents, carers, and extended family members. We recognise that a positive partnership between TNS and families is essential in providing a mutually supportive environment that enables children to reach their full potential.

This Code is relevant to all families in all programs within The Nature School community and extends to adults who have other associations with TNS such as, but not limited to, working on the Board of Directors or its subcommittees.

We expect adults to uphold a standard of behaviour that allows children to learn and play, teachers to teach, and all community members to interact positively and safeguard the reputation of the School, all its staff including those of Early Years and Play, Primary and Secondary, and children at all times.

Relevant legislation	
Related TNS policies	TNS Grievance Resolution Policy TNS Communication Policy TNS Bullying Prevention Policy - Students

### 3. Definitions

**Adults** includes parents, guardians, caregivers, step-parents, grandparents, extended family members, advocates, volunteers and parent helpers, and any others involved in activities or communication related to TNS.

**Children** includes students across all TNS programs, and siblings, friends or extended family members who are school age or younger.

## 4. Code of Conduct

This Family Code of Conduct covers all forms of communication whether written, spoken or through social media.

### 4.1 Adults

Adults are expected to model appropriate behaviour including but not limited to the following:

- Contribute to building a warm, welcoming, inclusive and positive community.
- Engage with teaching and non-teaching staff in a way that is courteous and respectful at all times.
- Engage with staff at appropriate times so as not to interfere with student learning or staff responsibilities.
- Respect staff personal time outside work hours, particularly with regard to emails, phone calls and meetings.
- Approach the class teacher to seek resolution to any concerns. If the situation remains unresolved, parents should then request a meeting with the Head of School.
- If a situation arises with another parent, family or child, approach the Head of School to seek resolution.
- Refer to our Grievance Resolution Policy (available on the website) should any issue remain unresolved or further action be required by the Board.
- Be mindful not to discipline children other than their own while at TNS.
- Refrain from public criticism about TNS Inc Board, staff or students in any public forum, including social media sites.
- Refrain from sending any unsolicited communications, in any public forum, to other families which criticises the school, its policies, staff or the TNS community more broadly.
- Refrain from representing personal views as those of the school.
- Refrain from representing TNS in any forum without express permission from the Head of School.
- Take only photos of their own children unless permission has been granted by other parents or TNS staff.
- Post only pictures of their own children on social networking sites unless they have been granted permission from the other child's parents, or where they are resharing photos made publicly available by TNS.

- Support their children to uphold TNS values, adhere to any rules, and participate fully in all activities.
- Demonstrate the rules regarding safety, learning and respect which are expected of children and staff at TNS (see 4.2).

## **4.2 Children**

Children are expected to uphold The Nature School rules, which are relevant across all of our programs:

- Safety
  - Keep yourself safe
  - Keep others safe
- Learning
  - Never stop learning
  - Never stop others from learning
- Respect
  - Respect yourself
  - Respect others
  - Respect the environment

Serious breaches of this Family Code of Conduct may be referred to the Board of Directors and consequences may include one or more of the following:

- Banning a parent from entry to all TNS sites or from attending TNS activities or other events.
- Directing that a parent may only communicate with members of staff through a nominated school representative.
- Involving other authorities, where appropriate.
- Withdrawal of children from our programs at TNS.
- Termination of enrolment and withdrawal of children from TNS.