



**Immanuel  
Lutheran  
College**

## **Code of Conduct Policy (College Community)**

**Contact Person/s:** The Principal

**Approval Date:** TBC

**Approval Authority:** College Council

**Publicised:** Staff Portal, ERM, College Website

**As at February 2023**

**Date of Next Review:**

February 2026



# Immanuel Lutheran College

## 1 Revision History

Date	Title	Status	Revision no	Author	Approver
August 2019	Code of Conduct (College Community)	Draft	1	Principal	Principal
November 2019	Code of Conduct (College Community)	Approved	2	Principal	College Council Resolution 57/19
February 2023	Code of Conduct (College Community)	Approved	3	Principal	College Council Resolution 5/23





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## 1 Purpose

Immanuel Lutheran College believes that community members play a valuable role in the life of the College and all students, parents, teachers, support staff and volunteers have the right to be safe and feel safe in their College community.

This Code of Conduct:

- Provides members of the College Community with guidelines which promote desirable and appropriate behaviour to ensure that all interaction with students and adults is respectful, honest, courteous and considerate.
- Assists in promoting the values that are in keeping with the College's Vision, Mission and Values; and
- Specifies the consequences for any member of the College Community who does not comply with these standards of behaviour.

## 2 Scope

This Code of Conduct applies to staff, contractors, tutors, consultants, volunteers, Council Members, coaches, students, parents (includes guardians, step-parents, carers), relatives, friends, supporters and invitees of the College ("Members of the College Community"), whether in the College or attending any College-related function, event or activity at any other location.

## 3 References

Valuing Safe Communities Framework.

## 4 Definitions

College Community includes all individuals with a direct or indirect relationship with Immanuel Lutheran College. This may include but not limited to staff, contractors, tutors, consultants, volunteers, Council Members, coaches, students, parents (includes guardians, step-parents, carers), relatives, friends, supporters and visitors to the College

## 5 Responsibilities

The College Council is responsible for endorsing this Code of Conduct.

### 5.1 The Principal is responsible for:

- Ensuring all parents/guardians, staff, volunteers, students and visitors are aware of this policy upon arrival, employment and enrolment.
- Maintaining currency and relevancy of the Code of Conduct Policy.
- Implementing the standards of conduct as set out in this policy.

### 5.2 Staff members are responsible for:

- Respecting the individual needs, cultural practices and beliefs of families in all interactions, both verbal and non-verbal.
- Working with colleagues, the College Council and parents/guardians to provide an environment that encourages positive interactions and supports constructive feedback.
- Providing guidance to parents/guardians and volunteers through positive role modelling and when appropriate, clear and respectful directions.

**5.3** Parents/guardians are responsible for supporting the efforts of the College in maintaining a safe and respectful learning environment for all students. Parents fulfil this responsibility when they:



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- Show an active but non-invasive interest in their child's College work and progress;
- Communicate regularly with the College;
- Encourage and support their child in meeting the standards and expectations of the College;
- Familiarise themselves with this College Community Code of Conduct; and
- Work with the College in dealing with disciplinary issues involving their child.

**5.4** Members of affiliated and support groups are responsible for ensuring that the aims of their group and its practices are consistent with the Code of Conduct.

**5.5** Members of the wider College community are expected to comply with this Code of Conduct in all their interactions with the College whether in the College or attending a College-related function, event or activity at any other location.

## **5.6 Responsibility for Guests**

Any College community member who invites a relative, friend, supporter, carer or other person (adult or child) to be present at a College-related function or activity at any location is responsible for that person and must ensure that they act at all times in a manner consistent with this Code of Conduct.

## **5.7 Standards of Behaviour**

Members of the College Community will act according to these guidelines: Communication

- Use courteous and acceptable written and spoken language;
- The use of profane, insulting, harassing, aggressive or otherwise offensive language (including swearing, derogatory terms, sexual jokes and innuendo) in the College environment and/or around students will not be tolerated; and
- Give encouraging and constructive feedback rather than negative criticism.

Relationships

- Ensure that relationships with students are strictly in accordance with appropriate roles and no favouritism or special treatment is displayed;
- Ensure that physical contact with students is appropriate given the age of and relationship with the student such that questions of impropriety do not arise;
- Respect diversity in people, their ideas and opinions and treat others fairly regardless of their race, ancestry, place of origin, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability;
- Respect the legal and moral rights of all members of the community and treat them with dignity, civility and respect at all times, and especially when there is a disagreement;
- Respect the value and importance of volunteers within the College community;
- Refrain from public criticism of College activities, events, children or staff of the College; and
- Refrain from actions and behaviour that constitute harassment or discrimination, including inappropriate use of emails or social media such as Facebook within the College Community.

Ethical Conduct

- Support the College in the development of a Christ-centred learning community based on the Lutheran ethos;
- Always act in the best interests of students, their families, and staff members;
- Demonstrate honesty and integrity;
- Show proper care and regard for College property and the property of others;



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- Avoid conflicts of interest which create personal benefit or compromise judgement; and
- Take appropriate measures to help those in need.

## Safety

- Respect and comply with all applicable Commonwealth and State laws;
- Support the College's policies and acknowledge that the Principal is responsible for implementing them;
- Be aware of student protection protocol and in particular the College's Child Protection Strategy which aims to ensure the safety and wellbeing of students; and
- Be aware of the emergency evacuation procedures.

## Confidentiality

- Comply with the College's Privacy Policy;
- Class list and personal information should not be used for the benefit of others, (specifically, must not be used for business pursuits or networking opportunities); and
- Staff and volunteers are not to use information regarding the affairs of the College for personal gain, or for the benefit of other such as friends, relatives or associates.

## Conflict Management

- Work with the College to deal promptly with areas of concern, referring in the first instance to the relevant policies and guidelines;
- Seek staff assistance, if necessary, to resolve conflict peacefully; and
- Accept staff decisions and follow their directions. Speak with the staff member if there is a problem complying with any directions.

## Maintaining Physical Safety

In particular, members of the College Community must not:

- Use any object (whether as a weapon or otherwise) to threaten, intimidate or cause injury to any other person by the use of any such object;
- Verbally abuse, threaten or inflict bodily harm on another person by any physical aggression or encourage others to do so;
- Be in possession of, or under the influence of, or provide others with, alcohol. The exception is when, in the normal course of events, the College provides or permits hospitality to members of the College Community in keeping with appropriate legal and hospitality regulations;
- Be in possession of, or under the influence of, or provide others with, illegal drugs; and
- Carry out duties or represent that they act on behalf of the College if under the influence of alcohol, drugs or medication which impairs their judgement.

## Extra-Curricular Activities

When attending or participating in College activities, Members of the College Community are expected to support the following principles:

- Accept that students are involved in College activities primarily for their enjoyment and therefore reinforce a healthy attitude towards winning and losing by demonstrating a controlled and disciplined approach to competition;
- Students learn best by example. Encourage students to play by the rules, behave appropriately and applaud the opposing team at the end of each activity;
- Behave respectfully and courteously towards players, coaches and officials, showing respect for the rules

and authority by word and example (avoid ridicule or chastising a student for making a mistake, losing a game or failing to achieve a certain level);

- Assist and encourage students to work towards skill improvement and good sportsmanship;.
- The referee or official's judgement or honesty must not be questioned in a confrontational manner in front of other people; and
- Recognise the value of volunteers, including coaches, managers and officials, as they give their time and resources to provide recreational activities for all students.

## **6 Breaches of this Code of Conduct – Parents**

The consequences to a member of the College Community for breaching this Code of Conduct will be determined at the Principal's absolute discretion and may result in the Member/s of the Parent Community being:

- Banned from attending any extra-curricular activity;
- Banned from being on the College grounds in general;
- Directed to restrict communications with members of the teaching staff through a nominated College representative;
- In the case of extreme or prolonged breach of this Code of Conduct by a parent, the College may terminate the enrolment of the child of that parent; and
- The College may take other steps as it may in its reasonable discretion, determine appropriate, according to the nature of the breach. This could include mediation between the parties involved.

## **7 Breaches of this Code of Conduct – Staff and Volunteers**

Staff and volunteers must be accountable and responsible for their own actions. If Staff and volunteers breach this Code of Conduct, corrective and/or disciplinary action may result. In some instances, such as issues relating to child protection, criminal proceedings could also be instigated.

In the first instance, the process is designed to genuinely help the employee to improve their behaviour, conduct, capacity or performance. In cases of serious breaches, where the conduct of the employee is of such a kind that it would be unreasonable to require the employer to continue the employment with the College, the College may decide to instigate summary dismissal or to cease the employee's position as set out in the College's current Enterprise Bargaining document. Serious misconduct which may warrant such action could include:

- The commission of a crime in the course of employment
- Drunkenness or drug abuse
- Sexual or physical abuse
- Any conduct at the workplace which endangers the safety of students, colleagues or the public

## **8 Associated Documentation and Links**

- Valuing Safe Communities framework and reference material
- Staff, Parent, Wider Community – Complaint Policy
- Annexure C – Complaints Handling Policy and Procedures, Queensland Lutheran Schools Single Enterprise Agreement 2020
- Anti-Discrimination Statement

