

OVERARCHING STATEMENT

Wesley College believes that all community members play a valuable role in the life of the College and have the right to feel safe, secure and supported in the community. The College also strives to nurture and uphold an inclusive culture where everyone feels a meaningful sense of belonging and connection.

Members of the Wesley community are expected to act in accordance with our Core Values, upholding the ethos and reputation of the College.

The Codes of Conduct apply to Council Members, staff, contractors, consultants, volunteers, coaches, students, parents, members of affiliated and support groups, relatives and guests of the College, whether in the College or attending any College-related function, event or activity at another location.

Parents (includes guardians, step-parents and carers) are responsible for supporting the efforts of the College in maintaining a safe and respectful learning environment for all students and in modelling the College's core values. Parents fulfil this responsibility through respectful communication and engagement with College teachers and staff around their child's progress at school (includes supporting the College in matters of punctuality, absence, late arrival or early departure, behaviour and dress standards) and with staff and other parents around College events, activities and otherwise.

Students are responsible for treating all members of the College community with respect; upholding the rights of their peers to be educated in a safe learning environment; maintaining the highest of standards (dress, behaviour, punctuality, engagement, achievement, participation); representing the College in all activities in a manner that is consistent with the College's core values.

Members of affiliated and support groups (i.e., P & F, Wesleyanas, PSGs) are responsible for ensuring that the aims of their group and its practices are consistent with the Codes of Conduct.

OWCA Members are expected to support the College in upholding the ethos, reputation and values of the College. In doing so, members are required to comply with the Codes of Conduct in all their interactions with the College whether on campus or when attending a College-related function, event or activity at any other location.

Any College Community member who invites a *relative, friend, supporter, carer or other person (adult or child)* to be present at a school related function or activity at any location is responsible for that person and must ensure that they are aware of the expectations outlined in the Codes of Conduct.

The consequences for breaching this Code of Conduct will be determined at the discretion of the Head of College, Deputy Heads and/or Chair of Council and may include mediation, formal caution or termination of enrolment or membership.

FULL DETAILS OF THIS POLICY CAN BE FOUND ON THE WESLEY COLLEGE WEBSITE:
[WESLEY.WA.EDU.AU/ABOUT-US/COLLEGE-POLICY/](https://www.wesley.wa.edu.au/about-us/college-policy/)



WESLEY COLLEGE

By daring & by doing

As members of the Wesley College community the following behaviours and standards are expected:

Respectful conduct

- Respect the diversity that exists within our community, treating people fairly and with dignity and respect at all times. This includes respecting other people's ideas and opinions, their legal and moral rights and differences in other's race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender identity, sexual orientation, age and/or disability.
- Comply with the College's policies, procedures and guidelines, including without limitation to this Code of Conduct.
- Be a positive role model, and in doing so, uphold the ethos and values of the College.
- Not use profane, insulting, harassing, aggressive, overly personalised and/or otherwise offensive language (including swearing, derogatory terms, vilification, inappropriate jokes and/or innuendo) in the College environment, at any College Activity and/or around students.
- Understand the negative impact that gossip can have within a school community, and avoid commentary which is damaging and unconstructive (including uninformed rumour or speculation) with other members. This includes verbally and through social media or other forms of digital communication.
- When attending College sporting events, performances and/or other events, demonstrate appropriate conduct. This includes behaving respectfully and courteously towards players, participants, coaches, opposition (participants, supporters, officials, visitors) and showing respect for the rules, authority and spirit of the competition by word and example.

Communication with the College and Staff

- Be responsive to concerns raised by the College and College staff members, including being cooperative and being open to invitations to discuss matters. When constructive feedback is provided, accept that it is being given with the intention of alleviating or resolving concerns and ultimately making the College a better place for all community members.
- Respect the rights, safety and wellbeing of all community members. This requires members of the College community to be mindful of

maintaining appropriate professional and personal boundaries when interacting with staff. It is also essential that all community members are treated with dignity and respect at all times.

- Communicate with other members of the College community in a manner that is courteous and respectful. This includes written and spoken language, whether in person, via telephone, email or in online forums. When providing feedback, it should be constructive in nature with consideration given to appropriate format, timing and context.

College Property, Health and Safety

- Comply with all reasonable directions given by the College staff or other duly authorised College delegate(s).
- Comply with occupational health and safety and risk-management policies and procedures. This includes the use of College facilities and resources as per applicable booking and usage policies and procedures.
- Demonstrate appropriate care and regard for College facilities and property. Visitors and users should promptly report any damage to the College. Users may be liable for costs associated with damage to facilities and property.
- Not smoke (including vaping) on College premises or at College Events and not use, carry or be under the influence of illicit drugs.
- Comply with College policies and legislation regarding the consumption and service of alcohol. This includes not bringing or drinking alcohol on campus or at a College event, unless approved. When alcohol service is provided, community members are expected to role model responsible consumption and behaviour.
- When attending or visiting the campus, be mindful and respectful of the College's residential and business neighbours. This includes abiding by all applicable laws.
- **Privacy and use of College information**
- Not set up any online website, forum or group which features the College's name or any derivative of its title unless formally approved by the College.
- Not use or share any personal or private information that is provided by the College, the P & F, PSGs, OCWA or the Wesleyanas, except as expressly authorised.