



# CODES OF CONDUCT

For more information about Wesley's Codes of Conduct, please contact  
Community Relations on **08 9368 8061** or [communityrelations@wesley.wa.edu.au](mailto:communityrelations@wesley.wa.edu.au)



**WESLEY COLLEGE**  
By daring & by doing

# A UNITED COMMUNITY

Three Codes of Conduct for staff, students and parents of the College have been established in consultation with both parent and staff bodies. It is a condition of enrolment for parents and students, or employment for staff, that they uphold the principles outlined below, to ensure our community is united in providing a safe, respectful learning environment for our children.

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## 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 their College community. Members of the Wesley community are expected to act in accordance with our Core Values of Respect, Integrity, Courage and Compassion, upholding the ethos and reputation of the College.

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

The **College Council** is responsible for endorsing the Codes of Conduct.

The **Head of College** is responsible for ensuring all members of the College community are aware of the Codes of Conduct upon arrival and for implementing the standards of conduct as set out within these Codes.

**Staff members** are responsible for respecting diversity, individual needs, cultural practices and beliefs of community members; providing an environment that encourages positive interactions; supporting constructive feedback; and providing guidance through positive role modelling and when appropriate, clear and respectful directions. Given that volunteers and contractors may not have access to the Staff Code of Conduct, staff are obligated to ensure that the activities of volunteers and contractors comply with the Code.

**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** are responsible for ensuring that the aims of their group and its practices are consistent with the Codes of Conduct.

**Members of the wider College community** are expected to comply with the Codes 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.

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 following Codes of Conduct set out expectations of the standard of behaviour required by parents and students as a condition of enrolment at this College. The Staff Code of Conduct can be found on Schoolbox.**





# PARENT CODE OF CONDUCT

At Wesley, we understand that parents (including guardians, step-parents and carers) are, and always will be, the primary educators of their children. We know that family involvement in the College community, including supporting and upholding the College values, standards and policies, has a positive correlation with student learning and behaviour. Therefore, we recognise that the work we do as a College is most successful when we operate in a true partnership between home and College.

## 1. GENERAL EXPECTATIONS

- a) Members of the Wesley community will respect diversity in people, their ideas and opinions, their legal and moral rights and treat others fairly, with dignity and respect at all times regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, gender, sexual orientation, age or disability.
- b) Volunteers are highly regarded in our community and will be thanked, respected and valued by fellow members of the community for giving of their time.
- c) When hospitality is provided to members of the College community it will be in keeping with appropriate legal and hospitality regulations.
- d) Smoking is not permitted anywhere on the College grounds or at College functions, nor will it be tolerated for community members to be in possession of, under the influence of, or provide others with, illegal drugs.

## 2. COMMUNICATION

We ask that written and spoken language, whether in person, via telephone or online, will be courteous. In the spirit of mutual respect, parents will aim to provide constructive and specific feedback for continuous improvement, rather than using negative or disparaging language. The use of profane, insulting, harassing, aggressive or otherwise offensive language (including swearing, derogatory terms, inappropriate jokes or innuendo) in the College environment and/or around students will not be tolerated. We also ask that parents find an appropriate time and context to approach staff regarding their feedback.

## 3. CO-CURRICULAR ACTIVITIES

Parents are asked to support the following principles when attending or participating in College activities, whether in sports, arts or other co-curricular realms.

Students are involved in College activities primarily for their enjoyment and developing life-long, healthy habits and social connections. Therefore, parents should reinforce a healthy attitude towards their child's

participation by demonstrating a controlled and disciplined approach to relevant events, competitions and activities.

Students learn by example. Encourage students to observe the rules, behave appropriately and applaud the opposition at the end of each activity.

Behave respectfully and courteously towards players, participants, coaches, opposition supporters and officials, showing respect for the rules, authority and spirit of the competition by word and example.

Assist and encourage students to work towards skill improvement and to play and perform within the spirit of the event, activity or competition. The referee or official's judgement or honesty must not be questioned in a confrontational manner in front of other people.

Recognise the value of volunteers, including coaches, managers and officials, as they give their time and resources to provide co-curricular activities for all students.

## 4. BREACHES OF THIS CONDUCT

The consequences for breaching this Code of Conduct will be determined at the discretion of the Head of College, Deputy Head and/or Chair of Council and may result in the member(s) of the College community being:

- a) Directed to restrict communications with members of staff through a nominated College representative;
- b) Banned from attending an activity;
- c) Banned from being on the College grounds in general; or
- d) In the case of an extreme or prolonged breach of this Code of Conduct by a parent, the College may terminate the enrolment of the child of that parent.

The College may take other steps as determined appropriate, according to the nature of the breach. This could include mediation between the parties involved.

## 5. COMPLAINTS AND GRIEVANCES

Parents with a complaint or grievance are asked to address it by following the process outlined in the Complaint and Grievance Resolution Policy.



# STUDENT CODE OF CONDUCT

Students are a central focus of Wesley College's heritage, purpose and mission. All that we do is motivated by a commitment to provide the best possible learning, pastoral and social environment for students. This will assist them to develop into strong thinkers, purposeful doers, powerful self-activators and positive connectors. Each student has a reciprocal duty, in partnership with all members of the Wesley community, to actively contribute to this undertaking.

The Student Code of Conduct sets out the responsibilities and expectations for every student at Wesley College. It also informs key policies and procedures that outline important College's principles, approaches and day-to-day operations.

## 1. WHAT IS EXPECTED OF STUDENTS?

All students at Wesley College are expected to:

- a) Uphold and actively demonstrate the right of every individual to be free from harassment, bullying, intimidation, discrimination or aggressive behaviour;
- b) Achieve to his or her full academic potential by cooperating with staff in diligent preparation and thorough completion of all tasks;
- c) Refrain from interfering with or inhibiting the learning of others;
- d) Meet his or her co-curricular commitments through full participation in training, practice, performance, matches, competitions and in the support of others. This includes School Camps.
- e) Represent Wesley College in a manner that upholds the core values, ethos and reputation of the College. This includes both within and outside of school hours, while on and off the school campus;
- f) Maintain a full involvement in the College community through service, House activities, Chapel, assemblies, group meetings and other school activities;
- g) Be in attendance on all school days and at all scheduled timetabled and co-curricular obligations, except in cases of illness, accident or approved leave;
- h) Follow the prescribed approval and registration procedures if arriving late or needing to leave the campus during the school day;
- i) Take pride in their personal appearance and in the wearing of the correct school uniform and sporting attire;
- j) Demonstrate respect for the local community and use courtesy and appropriate language when with other members of the College and when in the broader community;
- k) Show respect for College buildings, contents and grounds and the possessions of other students, staff and the College;
- l) Demonstrate appropriate ILT, personal device and internet usage. In particular students should practise appropriate personal, legal and ethical use of social media and digital communications; and
- m) Not partake in the use of non-medically prescribed substances (including tobacco, alcohol and other illicit substances) on the campus of the College, whilst wearing any item of school uniform or whilst participating or representing the College in any activity off the campus.

## 2. WHAT HAPPENS IF A STUDENT BREACHES THIS CODE OF CONDUCT?

As a member of Wesley College, students hold a representative position of trust and are accountable for their actions. The

consequences to a student for breaching this Code of Conduct will be determined at the discretion of the Head of College, Deputy Head and/or relevant Head of School. This may result in a student receiving a sanction such as a written warning, detention, suspension, probationary enrolment, removal of leadership position/office, exclusion (i.e., activity, program, excursion, trip, camp, tour) and/or termination of enrolment. Other relevant policies may be referred to in such cases.

## 3. CONDUCT OUTSIDE OF SCHOOL HOURS

The Student Code of Conduct may also apply to students outside of school hours and/or while off-campus. As such, students need to be mindful of the manner in which they conduct themselves at all times, to ensure that they are not acting or representing themselves in a way that could see them in breach of the Student Code of Conduct. If the College is made aware that a student may be behaving in a way that is counter to the Student Code of Conduct and/or the values of the College, it reserves the right to investigate, report the matter externally, intervene and/or take appropriate disciplinary actions.

## 4. REQUIRED REPORTING

If a breach of the Student Code of Conduct is deemed to be of a serious criminal nature Wesley College reserves the right to seek legal advice, report the matter to police and/or other external agencies. Please note that teachers and some other employees have mandatory reporting obligations under the Children and Community Services Act 2004 (WA) where they have reasonable grounds to suspect a child is at risk of sexual harm and have current concerns about the wellbeing of the child. These obligations are fully detailed in the College's Student Protection Policy.

## 5. COMPLAINTS AND GRIEVANCES

Students with a complaint or grievance are expected to follow the procedures and processes outlined in the Student Complaints and Grievances document.

## 6. ACKNOWLEDGEMENT

Acknowledgment of this Code of Conduct forms a condition of a student's enrolment.