



SILVER TREE STEINER SCHOOL

Code of Conduct for Parents

2026

This policy applies to: All parents and guardians.

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Silver Tree Steiner School is committed to being a Child Safe Organisation, taking a preventative and participatory stance on child protection issues and promoting a child safe environment based on the National Principles for Child Safe Organisations.

Background

At Silver Tree Steiner School we believe parents play a crucial role in the academic, social, emotional, physical and spiritual development of their children and we value their participation and input. As a community guided by goodness, beauty and truth, our shared values enable our members to work together and enjoy the fellowship that arises from our collaborative efforts. We are blessed to be a diverse community that embraces different faiths and cultures and supports the right to choose how we express our personal identities, opinions and beliefs.

Every community member has the right to feel valued and be treated as a person of worth and to feel safe, secure and supported in the School community. With this right comes the responsibility to be accountable for actions that put at risk the safety or wellbeing of others. The Code of Conduct – Parents places an obligation on all parents to take responsibility for their own conduct and to work with the School and its staff in the spirit of collaboration and respect. Staff and students at our School are guided by similar codes.

In accordance with the National Principles for Child Safe Organisations, Silver Tree Steiner School is committed to providing a child-safe environment which safeguards all students and is committed to promoting practices which provide for the safety, wellbeing and welfare of our children. Our *Child Safe Statement of Commitment* serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the school environment. It is intended to complement child protection legislation, school policies and is an adjunct to the School's Code of Conduct for Parents. We expect all school community members including staff, parents, Governing Board members, students, volunteers, visitors and contractors to share this commitment. Silver Tree Steiner School explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment, as defined in our *Child Protection Policy*.

Intended Use

Alongside the *Code of Conduct for Staff, Board of Governors, Contractors and Volunteers*, the aim of this Code of Conduct is to outline the standards of behaviour expected of all parents and guardians when dealing with the School, its staff and children.

This Code of Conduct provides parents and guardians of the School Community with comprehensive guidelines for the effective development of positive relationships within the School Community and assists in promoting the values that are in keeping with the School's purpose and values. This Code does not attempt to provide a detailed and exhaustive list of what to do in every aspect of your involvement with the school. Instead, it sets out general expectations of the standards of behaviour required by parents in their dealings with staff, other parents, students and the wider community when in the School environment or when attending any School related function or activity at any other location.

The Code places an obligation on all parents and guardians to take responsibility for their own conduct and to work with the school and its staff cooperatively to achieve a consultative and collaborative place where people are happy and proud to be associated. This Code of Conduct stands beside, but does not exclude or replace, the rights and obligations of individuals under common law.

This Code of Conduct will be made available to Silver Tree Steiner School's parents and guardians as part of the enrolment process.

Who Has to Comply with The Code of Conduct?

This Code of Conduct applies to parents who have children enrolled in Silver Tree Steiner School. Parents agree to follow this Code of Conduct when they sign the Enrolment Agreement with the School. Although relatives, friends and supporters of students at the School are not a party to that Enrolment Agreement, this Code of Conduct is a guide for them about expected standards of behaviour. For the purpose of this policy 'parent' includes stepparents, foster parents, legal guardians, carers and grandparents.

Parents and guardians who have a child/ren enrolled in the School must be aware of this Code and conduct themselves in a manner consistent with the conduct described in it. Conduct that is not consistent with the conduct set out in this Code may result in specific sanctions, as described on page 10, taking place.

Review And Dissemination

This Code of Conduct is made available to parents at the commencement of their child's enrolment at Silver Tree Steiner School and can be accessed via the School website. Current parents are regularly reminded of their responsibilities to remain up to date on relevant School policies via the School Newsletter.

This Code of Conduct is available to staff via the School website and in the Policies and Procedures folder in the School Reception. The School may, at any time, make amendments to this Code of Conduct to ensure continuous improvement. The Code of Conduct will be reviewed at least every 2 years by the Head of School.

What Is Expected of You as a Parent or Guardian at Silver Tree Steiner School?

Parents have a right to:

- Be treated with respect and courtesy by staff, students and other parents.
- Be treated with professionalism from all staff members.
- Have a voice in matters relating to their child's education and welfare.
- Be listened to, and clearly communicated with by the School, in regard to their child's learning and development.
- Have sensitive issues, concerns or complaints treated in a serious and confidential manner and responded to in a timely manner.
- Expect that complaints made by parents will not adversely impact their children.

Parents have a responsibility to:

- 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 others and treat them with dignity, civility and respect especially when there is a disagreement.
- Refrain from actions and behaviour that constitutes harassment or discrimination, including inappropriate use of social media, emails or texts.
- Interact respectfully and positively with all members of the School community and use courteous and acceptable written and spoken language. The use of insulting, aggressive, derogatory or otherwise offensive language or behaviour in the School environment will not be tolerated.
- Refrain from consuming alcohol, illegal drugs, tobacco and vaping whilst on the school grounds or at school functions (i.e. festivals, events, camps and excursions).
- Accept that staff responses to emails and telephone calls are not expected to be instantaneous or out of normal working hours, unless of an urgent nature.
- Respect that the time before class is set aside for the teacher to prepare for the day and that he/she may have another appointment to attend after class. To enable the teacher to dedicate his/her attention to your communication about your child, please make an appointment.
- Respect that the staff car park is for staff use only and follow the parking rules when delivering and collecting children from school, ensuring the safety of yourself and others.
- Accept that discipline of students is the responsibility of staff and therefore any matters or concerns related to managing students' behaviour should be referred to staff immediately. Parents should not approach another child whilst in the care of the School to address or chastise them because of actions towards your own child. Parents should raise any behavioural or peer issues, or concerns around a student's wellbeing with a member of the teaching staff. Should you wish to discuss a sensitive or emotive matter, ensure the matter is not raised when children are present.
- Understand that parents/guardians, and other persons attending with children not enrolled in the School are responsible for supervising the behaviour of children in their care.
- Value and champion the School and its reputation, including refraining from public criticism of the School, its activities and events and the children and staff at the School. Please read and comply with the '*Social Media Policy*'. To protect our children, do not discuss any grievances or perceived failings regarding the School or its staff in front of them. Give encouraging and constructive feedback rather than negative criticism.

- Support the School's commitment to providing a child-safe environment by not engaging in inappropriate interactions with students, immediately informing the Principal of any disclosures a child has made in terms of grooming or abuse, and attending School community learning on child protection. Please read and comply with the School's *Child Protection Policy*.
- Work in partnership with the School for the common goal of achieving what is best for all. The School acts in the best interests of the whole community and all parents are asked to be supportive of the often difficult decisions the Board of Governors and Head of School are required to make, even though they may be contrary to an individual's own point of view.
- Adhere to the School's policies and guidelines, as outlined on the School website or official communication. This includes policies that the School must implement at the direction of the Federal or WA State Government. These may include, but are not limited to, topics concerning public health and safety and other possibly contentious issues that may be at odds with an individual's own perspective.
- Comply with safety and emergency procedures in place at the School and in the event of an emergency follow the instructions given by a member of staff.
- Co-operate where your child's behaviour has overstepped accepted School standards, as outlined in the *Code of Conduct for Students*, and follow specified protocols for communicating with staff.
- Follow the correct procedures to resolve a conflict or make a complaint, as described in the School's *Concerns and Complaints Policy*.
- Maintain clear, timely and respectful communication with staff. Procedures for communicating with teachers and other staff members, whether by phone, email or in person, are clearly outlined in the *Communications Policy*.
- Defer to the teacher and follow their instructions when visiting class or volunteering to assist with class activities, excursions or camps. Teachers are in charge and have ultimate responsibility within the classroom for the safety, welfare, discipline and care of the students. Please read the *Code of Conduct for Staff, Board of Governors, Contractors and Volunteers* prior to volunteering at School.

Show respect for the privacy of others:

- Respect the privacy of other parents' personal details, including home and email addresses and phone numbers. Parents will not forward other parents' contact details without their permission or misuse class contact lists. Please read and comply with the Privacy Policy.
- Class contact lists are distributed expressly for the purpose of personal communication, i.e. play dates and connecting with other families on a personal basis.
- Class lists and contact details may not be shared with anyone outside of the parents of the relevant class.
- Class contact lists and personal information may not be used for the benefit of others and specifically, must not be used for business pursuits or networking opportunities.
- Class contact lists may not be used for bulk e-mails relating to school business, unless the e-mail has been approved by the teacher and arrives through the class carer.
- If you have a concern or grievance, the appropriate method of communication is listed in the Concerns and Complaints Management Policy. Class lists or WhatsApp groups are not an appropriate channel for concerns or grievances related to the School and may not be used for this purpose.

Sanctions For Any Breaches of This Code of Conduct

Any parent, member of staff or student may notify the Head of School of a possible breach of this Code of Conduct. The breach will be investigated by the Head of School or delegate and the parent informed of the outcomes resulting from this breach.

The consequences to a member of the School Community for breaching this Code of Conduct will be determined by the Head of School in accordance with the School's Concerns and Complaints Policy.

The sanctions which may be employed include:

- Issue a reminder of their agreement to this Code.
- A first and final warning meeting, and subsequent letter being issued to inform the relevant person/s of the outcome of the investigation and that another breach of the Code of Conduct will not be tolerated.
- A ban from being on the School grounds or attending any extra-curricular activity.
- A direction, in the case of a parent/guardian, that they may only communicate with members of staff through a specified School representative.
- A restraining order being sought against the relevant person through the legal system.
- The School taking such other steps as it may in its reasonable discretion determine appropriate according to the nature of the breach.
- The discontinuation of your child/ren's enrolment at the school, effective immediately.

Other Notes

Management of the School

Silver Tree Steiner School places a high value on parents' engagement and support of each other as part of our community. Management of the school, including staffing decisions, is carried out by the Head of School with the support of the Leadership Team and the Board of Governors and depending on the level of decision, in consultation with Faculty.

Child Safe Statement of Commitment

In accordance with the National Principles for Child Safe Organisations, Silver Tree Steiner School is committed to providing a child-safe environment which safeguards all students and is committed to promoting practices which provide for the safety, wellbeing and welfare of our children.

The Child Safe Statement of Commitment serves to protect students, reduce any opportunities for abuse or harm to occur, and promote child safety in the Silver Tree Steiner School environment. It is intended to complement child protection legislation, school policies and is an adjunct to the School's *Code of Conduct for Staff, Board of Governors, Contractors and Volunteers* and *Code of Conduct for Parents* and forms part of the contract between the School, and any visitors, volunteers or contractors.

All adults (18 years and over) who are visiting Silver Tree Steiner School or who work with or supervise children at the School or on school related activities off campus, are expected to support and honour our *Child Safe Statement of Commitment*. This includes all visitors, employees, Board members, practicum students, parents, volunteers and contractors of Silver Tree Steiner School.

Silver Tree Steiner School explicitly forbids the use of any form of child abuse, corporal punishment or other degrading punishment, as defined in our Child Protection Policy.

You are expected to:

- Be a positive role model to students.
- Promote the safety, welfare, and wellbeing of students.
- Be vigilant and proactive regarding student safety and child protection issues.
- Provide age-appropriate supervision for students.
- Act in accordance with the School's child protection and safety policies at all times.
- Consider and respect the diverse backgrounds and needs of children.
- Help create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children and their families.
- Use positive and affirming language towards students.
- Encourage students to 'have a say' and participate, and then listen to them with respect
- Respect cultural, religious, and political differences.
- Help provide an open, safe, and supportive environment for all students to interact, and socialise.
- Comply with Privacy laws and the School's policies and procedures on privacy, confidentiality, information sharing and record keeping.

You are expected NOT TO:

- Engage in any inappropriate behaviour towards students or expose students to such behaviour.
- Use prejudice, oppressive behaviour, or inappropriate language with students.
- Express personal views on culture, race, or sexuality in the presence of students or discriminate against any student based on culture, race, ethnicity, or disability.
- Engage in open discussions of an adult nature in the presence of students.
- Engage in any form of sexual conduct with a student including making sexually suggestive comments, sharing sexually suggestive material or grooming.
- Engage in inappropriate or unnecessary physical conduct or behaviours including doing things of a personal nature that a student can do for themselves, e.g. toileting or changing clothes.
- Engage in any form of physical violence towards a student including inappropriately rough physical play.
- Use physical means or corporal punishment to discipline or control a student
- Engage in any form of behaviour that has the potential to cause a student serious emotional or psychological harm.
- Develop 'special' grooming relationships with students that could be favouritism (e.g. the offering of gifts or special treatment for specific students).
- Engage in undisclosed private meetings with a student that is not your own child.
- Engage in meetings with a child that is not your own, outside of school hours and without permission from the School or the child's parent.
- Engage in inappropriate personal communications with a student through any medium, including any online contact or interactions with a student.
- Take or publish (including online) photos, movies, or recordings of a student without parental/carer consent.
- Post online any information about a student that may identify them such as their: full name; age; e-mail address; telephone number; residence; school; or details of a club they may attend.
- Ignore or disregard any suspected or disclosed child abuse.
- Consume alcohol or take illicit drugs under any circumstances in the school environment or at other school events where students are present.
- Share or provide illicit drugs or alcohol to students on and off campus.

If you think this Child Safe Statement of Commitment has been broken by another person at Silver Tree Steiner School, you are expected to:

- Take action promptly to ensure that children are safe.
- Promptly report concerns about child safety, or breaches of this agreement, to the Head of School.
- Follow School policies and procedures regarding complaints and concerns.

Breaches of the *Child Safe Statement of Commitment* may lead to you being asked to leave the School site, may include disciplinary action or the termination of engagement with Silver Tree Steiner School. If you have any concern that a child has been harmed, is at risk of harm, or you receive a disclosure, please contact the Head of School immediately.