



VICTORY
Lutheran College



**CODE OF
CONDUCT**



Our College **Mission**

To provide excellence for all in a Foundation to Year 12
Christ-centred community, inspiring tomorrow's leaders.

Our College **Vision**

A Christian Community – Together in Excellence
Learning today – Leading tomorrow

The College acknowledges that the vast majority of interactions within the College community are overwhelmingly positive and productive. The College remains very grateful for the on-going support and partnership with the College's parents/guardians in the care and development of our students.

Victory Lutheran College recognises the importance of the partnership between the College and parents/guardians to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring an inclusive, safe and orderly environment for all community members.

Our College's Code of Conduct sets out the behavioural expectations of all members in the College community, including the Principal, College Staff, parents/guardians, students and visitors when attending any College related function or activity within or outside the College. It respects the diversity of individuals in our College community and addresses the shared responsibilities of all members in building a safe and respectful College community.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in the College.

This Code of Conduct must also be read in conjunction with the College's 'Child Safety Code of Conduct' as part of the College's Child Protection Program. Victory is a child safe community.

Our Code of Conduct acknowledges that parents/guardians and College staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully and as a community working together.

Parents/Guardians and students agree to be bound by the College's Code of Conduct when parents/guardians sign the Enrolment Agreement with the College. Although step-parents, relatives, friends, supporters and carers of students at the College are not a party to that Enrolment Agreement, the College's Code of Conduct is a guide for them about expected standards of behaviour.



Responsibilities

AS PRINCIPAL & COLLEGE LEADERSHIP, WE WILL:

- work collaboratively to create a College environment where respectful and safe conduct is expected of everyone;
- behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments;
- plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the College is protected;
- identify and support students who are or may be at risk;
- do our best to ensure every student achieves their personal and learning potential;
- work with parents/guardians to understand their child's needs and, where necessary, adapt the learning environment accordingly;
- actively seek feedback from parents/guardians as required;
- respond appropriately when inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required;
- make known to parents/guardians the College's communication and complaints procedures; and
- ask any person who is acting in an offensive or disorderly way to leave the College grounds.

AS TEACHING & NON-TEACHING STAFF, WE WILL:

- model positive behaviour to students and parents/guardians consistent with the standards of our profession;
- proactively engage with parents/guardians about student outcomes;
- work with parents/guardians to understand the needs of each student and, where necessary, adapt the learning environment accordingly;
- work collaboratively with parents/guardians to improve learning and wellbeing outcomes for students with additional needs;
- communicate with the Principal and College Leadership in the event we anticipate or face any tension or challenging behaviours from parents/guardians; and
- treat all members of the College community with respect.

AS PARENTS/GUARDIANS, WE WILL:

- support the Principal and College Staff in the development of a Christ-centred learning community based upon our Lutheran ethos;
- model positive behaviour to our child;
- encourage and assist our child in following the standards of behaviour;
- work with the College in dealing with disciplinary issues involving our child;
- ensure our child is punctual, consistently attending and thoroughly prepared to maximise learning;
- show an active but non-invasive interest in our child's school work and progress;
- work with the College to achieve the best outcomes for our child;
- communicate constructively and respectfully with College Staff and use acceptable processes and protocols when raising concerns;
- work in partnership with the College Staff to deal promptly with areas of concern;
- support College Staff to maintain a safe learning environment for all students and allowing College Staff to teach, supervise and manage students without interference;
- arrange parent and teacher meetings at a mutually convenient time by prior arrangement with a clear understanding of the focus of the meeting;
- disclose fully and accurately any information required by the College in its enrolment process, such as medical, psychological or learning needs and committing to further update this information as required; and
- observe confidentiality in respect of all information gained through participation in College camps, excursions and in-class assistance.

AS STUDENTS, WE WILL:

- model positive behaviour to other students;
- comply with and model school values;
- behave in a safe and responsible manner;
- respect ourselves, other members of the College community and the College environment;
- actively participate in school;
- not disrupt the learning of others and make the most of our educational opportunities; and
- seek staff assistance, if necessary, to resolve conflict peacefully.

AS COMMUNITY MEMBERS, WE WILL:

- model positive behaviour to the College community;
- treat other members of the College community with respect;
- support College staff to maintain a safe and orderly learning environment for all students; and
- utilise the College's communications policy to communicate with the College.

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

Processes for failing to uphold the values of this Code of Conduct

UNREASONABLE BEHAVIOURS

Behaviours that are considered inappropriate on and adjacent to the College grounds or in relation to College activities and that do not uphold the values of the College's Code of Conduct include, but are not limited to, when a person:

- is rude, aggressive or harasses others;
- sends rude, confronting or threatening letters, emails or text messages;
- is manipulative or threatening;
- speaks in an aggressive tone, either in person or over the telephone;
- makes sexist, racist or derogatory comments;
- inappropriately uses social media as a forum to raise concerns/make complaints against the College;
- is physically intimidating, e.g. standing very close;
- use any object (whether as a weapon or otherwise) to threaten, intimidate or cause injury to another person;
- be in possession of, or under the influence of, or provide others with, alcohol or illegal drugs. The exception(s) is when, in the normal course of events, the College is providing hospitality to members or guests of the community and is in keeping with appropriate legal and hospitality regulations; and
- cause, inflict or encourage others to verbally abuse, threaten or inflict bodily harm on another person by any physical aggression.

CONSEQUENCES

The Principal is responsible for determining what constitutes reasonable and unreasonable behaviour.

Unreasonable behaviour and/or failure to uphold the College's Code of Conduct may lead to further investigation and the implementation of appropriate consequences. This may include, but are not limited to:

- utilising mediation and counselling services;
- alternative communication strategies being applied;
- formal notice preventing entry onto College premises or attendance at College activities. Written notice will follow any verbal notice given;
- the College may direct that any parent/guardian may only communicate with members of staff through a nominated College representative;
- an intervention order being sought; and
- informing the police which may result in a charge of trespass or assault.

In the case of extreme or prolonged breach of this Code of Conduct by a parent/guardian, the College may terminate the enrolment of the child of that parent/guardian. The College may take such other steps as it may in its reasonable discretion determine appropriate according to the nature of the breach.

By agreeing to meet specified standards of positive behaviour, everyone in our College community can be assured that they will be treated with fairness and respect. In turn, this ensures that the College is a safe and orderly community, where everyone is empowered to participate and learn.



VICTORY

Lutheran College
FOUNDATION TO YEAR 12

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