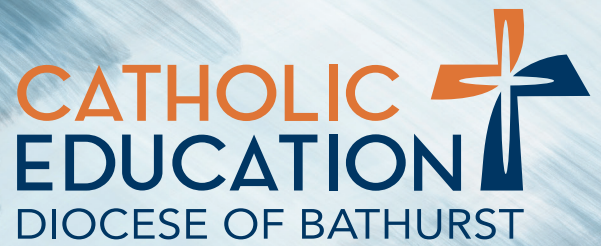


Our Catholic Community Working Together

A Charter for Schools, Parents and
Volunteers in the Catholic Schools
of the Diocese of Bathurst



This Charter outlines the responsibilities of all members of our Catholic School community- parents, carers, volunteers, educators and school staff - which will enable us to work together to ensure that our schools are collaborative, safe and supportive environments.

All members of the community are expected to support the Mission and Vision of Catholic Education in the Diocese of Bathurst, and the values that underpin this, model acceptable behaviour at all times within the school and at school sponsored activities, and strive to build a harmonious community where students can flourish.

Mission: *Excellence in education within a Christ-centred environment in which all flourish.*

Vision: *An inclusive, innovative system of Catholic schools where lives are transformed through witness to Christ.*

Our Catholic Values:

Positive View of Life

Community and Common Good

Freedom from Oppression

Search for Truth and Wisdom

God's Presence in the World

Reconciliation

Hope and Resurrection

As a parent/carer/volunteer of our school we ask that you:

- Support in words and actions the philosophy of Catholic Education
- Work in partnership with the school for the common goal of achieving what is best for all
- Support and adhere to the school's policies as outlined on the school website
- Understand the importance of a healthy parent/teacher/child relationship and communicate any concerns to your school in a constructive and appropriate manner
- Support the school in its efforts to maintain a positive teaching and learning environment
- Co-operate where your child's behaviour has overstepped accepted school standards, as outlined in school documents and follow the school protocol for communication with staff members
- Discourage gossip and hearsay by communicating your concerns directly with the school and always model good manners for your child
- Maintain a positive and co-operative attitude and interact positively with other parents and members of the school community
- Value the school community and its reputation especially when engaging with social media.

Parents accept this Charter when signing and accepting the school's policies in the Enrolment Application Form and by the act of accepting enrolment at a Catholic Education Diocese of Bathurst School.

Parents and carers of our schools can expect:

- To be welcomed in our schools as partners in student faith and learning
- To be treated with respect and courtesy by staff, students and other parents
- To be listened to, and clearly communicated with by the school, in regard to your child's education and development
- To have confidentiality over sensitive issues respected by staff
- To be treated fairly, with tolerance and understanding
- To have a timely response to concerns raised (an initial response normally within 48 hours)
- To be treated with professionalism by all staff members.

Parent/carer/volunteer responsibilities:

- Value and champion your school and its reputation. Be mindful of the hurt and damage social media may cause to staff members and other parents
- Respect the rights of staff members and other individuals, including children
- Follow the correct procedures to resolve a conflict or make a complaint
- As valued members of the school community, attend and participate appropriately in school liturgies or special events including sporting carnivals, interschool sport, academic and cultural events.

Unacceptable Behaviour

To ensure the wellbeing of students, staff and the community in our schools, steps will be taken to address unacceptable behaviour. This may include restricting contact with the school community or, in more serious cases, referral to NSW Police.

Unacceptable behaviour may include but is not limited to:

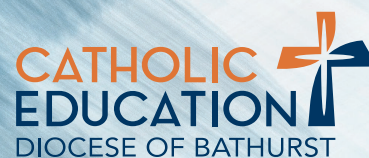
- Aggressive or intimidating actions, such as violence, threatening gestures or physical proximity
- Aggressive or intimidating language, including the use of obscenities, making sexist, racist or derogatory comments
- Inappropriate, time wasting communication or vexatious complaints
- Inappropriate, aggressive or intimidating posts on social (or other) media that denigrate the CEDB, school, school staff or students
- Unauthorised association with the school, use of the school's name, logo or other identifying material in social (or other) media posts to bring disrepute on the name of the school, or any staff member
- The unauthorised use of images of students or staff of the school in social media posts
- Entering the school grounds affected by alcohol or illicit substances.

Complaints Procedure

Complaints are managed according to the Complaints Management Policy available on the CEDB website.

Catholic Education Diocese of Bathurst will adopt the principles of procedural fairness and natural justice throughout the complaint management process. This requires a fair and proper procedure to be used, which involves disclosure, a reasonable opportunity to respond and impartiality to reach a fair and correct decision. It is important that all complaints:

- Are handled in a positive and transparent way
- Are recorded at every level, properly documented and reported to the Principal or delegated person as soon as practicable
- Documents related to the complaint are kept and stored in accordance with CEDB procedures
- Are resolved with mutual respect and clear communication.



Related Policies and Guidelines:

- Enrolment Policy*
- Policy for the Conduct of Schools, Parents and Volunteers*
- Challenging Behaviours Policy*
- Guidelines for the Management of Complaints*
- Staff and Student Acceptable Use of Technology Policy*
- Social Media Policy*
- Suspension, Expulsion and Termination of Enrolment Policy*
- Employee Code of Conduct - Catholic Diocese of Bathurst*

This charter is distributed with enrolment packs and at the start of each school year. Parents are required to sign their agreement to this charter as a condition of enrolment.