



<b>Policy Name</b>	<b>Community Code of Conduct</b>
<b>Policy Document No,</b>	<b>SAF-005.1</b>
<b>Head of Policy</b>	College Principal
<b>Management Responsibility</b>	College Executive
<b>Attention</b>	Members of the College Community
<b>Policy revision at last Review date</b>	<input type="checkbox"/> No amendments <input checked="" type="checkbox"/> Minor amendments <input type="checkbox"/> Significant amendments <input type="checkbox"/> Full review

<b>Date of Introduction</b>	30 March 2016
<b>Last Date Board Endorsed</b>	<b>30 April 2019</b>
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<b>Related College Policies</b>	<ul style="list-style-type: none"><li>• Accident and Incident Policy</li><li>• Anti-Bullying Policies K-2, 3-6, 7-12</li><li>• Attendance Policy</li><li>• Behaviour Management Policy</li><li>• Child Protection Policy</li><li>• Communications Policy</li><li>• Complaints and Grievances Policy</li><li>• Disability Provisions Policy</li><li>• Excursions, Incursions, Camps, Trips/Tours and Special Events Policy</li><li>• Pastoral Care Policy</li><li>• Staff Code of Conduct</li><li>• Staff Guidelines for Resolving Complaints at Moriah College</li><li>• Supervision of Students Policy</li></ul>
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<b>Endorsed By</b>	Board of Directors
<b>Access</b>	<input checked="" type="checkbox"/> College Intranet (Staff & Parents) <input type="checkbox"/> Staff Intranet only <input type="checkbox"/> Restricted - Board and/or College Executive <input type="checkbox"/> Restricted - Staff



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## COMMUNITY CODE OF CONDUCT

*'...On three things the world stands: on Torah, on service and on acts of loving kindness'*  
Avot 1:2

**College Motto** To Learn, To Heed, To Act

**Core College Values** הערכים המרכזיים של בית הספר

Commitment *Mechuyavut* - מחויבות

Responsibility *Achrayut* – אחריות

Respect *Kavod* – כבוד

Integrity *Yoshra* - יושרה

Kindness *Chesed*

### 1. INTRODUCTION

- 1.1. This Community Code of Conduct outlines the expectations and associated responsibilities for all members of the Moriah College Community.
- 1.2. This Community Code of Conduct addresses the shared responsibilities of all members of the College Community, in building a safe and respectful College community. Everyone has the right to differing opinions and views and to raise concerns, as long as they do so respectfully and as a community working together.
- 1.3. The Community Code of Conduct is not meant to be exhaustive. It does not attempt to provide a detailed list of expected behaviours. Rather, the Community Code of Conduct is intended as a guide to assist students, staff, and parents/guardians, by setting out the standards of behaviour expected of them in the College environment, or when attending any function or activity of, or relating to, the College in any location at which the College is represented.
- 1.4. The Community Code of Conduct supports and reinforces the College's mission - to achieve excellent academic standards by promoting the intellectual, spiritual, moral, social and physical development of students underpinned by Jewish values. Moriah strives to foster critical thought, cultural engagement, tolerance, social responsibility and self-discipline. The total development of all our students remains our overall concern – helping them to proudly realise their full potential as Australian Jews.
- 1.5. The Community Code of Conduct also supports and reinforces the College's Ethos and the College's Core Values - commitment (*mechuyavut*), responsibility (*achrayut*), respect (*kavod*) and integrity (*yoshra*) and kindness (*chesed*).

## The College Ethos

Moriah College is a Jewish Day that espouses a Modern Orthodox Zionist Jewish philosophy or Jewish ethos.

In defining itself as Modern Orthodox, the College acknowledges the primacy of Halacha, (Jewish Religious Law), and promotes and practises its observance. The College endeavours to impart to its students a knowledge and love of, and encourages a commitment to, Modern Orthodox Jewish practice, beliefs and texts.

The College intends that its graduates will emerge from their College experience with a strong and sustainable Jewish identity, both motivated and equipped to act: as advocates for Israel; committed members of the Jewish community; and as engaged Australian citizens.

The College's Modern Orthodox orientation means that the College values and promotes full engagement with the secular world, as a way of enhancing the Jewishness of its students. The College believes that knowledge and understanding of science, literature and the arts provides a prism that broadens and extends the meaning of the Jewish practice of the believing Jew.

The pursuit of excellence in secular study, artistic endeavour and sporting performance is central to its secular program and is integral to the College's Jewish ethos.

The College's co-educational structure is a manifestation of its Modern Orthodox ethos, reflecting a firm belief that no distinction ought to be made between the education of boys and girls, other than in the areas of prayer and ritual where Halacha demands a difference.

As an expression of its Zionist orientation, the College strives to imbue its students with a love for the State of Israel and the Modern Hebrew language that is informed by identification with the State of Israel as the spiritual and historic homeland of the Jewish people.

The College's Jewish ethos is manifest in many practical ways. The following comprises a list of some examples as to how the College's Jewish ethos is implemented:

- The wearing of Kippot for boys as part of the College uniform;
- The observance of the Jewish Sabbath, - no Shabbat-prohibited work is undertaken by the College or on behalf of the College on the Jewish Sabbath and on religious holidays. The College does not participate in sporting events or other activities that would conflict with the strict observance of the Sabbath;
- The strict observance of Jewish dietary laws of Kashrut;
- Reliance on the authority of the Sydney Beth Din (Rabbinical Court) in matters of Jewish status;
- Celebration and religious observance of Yom Ha'atzmaut and Yom Yerushalayim;
- Singing of Hatikvah;

- The avoidance of functions and activities that conflict with the atmosphere considered appropriate, during the various periods of mourning in the Jewish calendar; and,
- Daily prayer (davening) for all students.

## **Applying The College Ethos**

While the College has a deliberate and definite religious orientation, it recognises that its students and their families come from a wide range of Jewish backgrounds covering the whole spectrum of religious observance. In striving to provide a comfortable home to this broad congregation, the College adopts an inclusive approach. For those who are not ritually observant, the College encourages greater Jewish commitment and expression of Jewish identity, in a manner that is constructive. Similarly, the College welcomes students who have a stricter level of ritual observance than the College practises, dealing sensitively and supportively with their particular religious needs.

Without detracting from its commitment to its Jewish Ethos described above, the College follows its traditional inclusive practice in continuing to accommodate diverse expectations from its parent body by providing certain specific activities namely: permitting girls to sing in public at College events; the holding of 'co-ed' Swimming Carnivals; and the acceptance of sensitive themes in literature and the performing and visual arts, that are not in keeping with Modern Orthodox practice. The College endeavours to provide constructive alternative programs for, and to treat sensitively, those students whose participation in these activities is precluded by their strict adherence to Halacha.

## **2. SCOPE**

### **2.1. For the purpose of this Community Code of Conduct:**

'College' – comprises the following entities:

- Moriah War Memorial College Association [ABN 98 077 604 961];
- The Moriah War Memorial Jewish College Association Limited [ABN 87 003 214 560];
- Kehillat Moriah Incorporated [ABN 16 284 221 251];
- Moriah College Foundation Limited (ACN 162 505722); and
- Moriah College Parents' & Friends' Association [ABN 55 169 539 714]

'the College community' - comprises the College's employees, contractors or volunteers, students at the College, their parents and guardians and immediate and extended families and alumni of the College.

'parent/s' - includes 'guardian/s'.

### 3. EXPECTATIONS & ASSOCIATED RESPONSIBILITIES

#### 3.1. Students

##### 3.1.1. Students can reasonably expect an environment where everyone is treated with respect, understanding and dignity.

Students have a responsibility to:

- Develop positive and respectful relationships with peers, teachers and all other members of the College community, modelling the College's Core Values in all interactions;
- Speak appropriately and with respect to others;
- Not tease, bully or belittle others;
- Behave in a manner that is empathetic, considerate and inclusive of others;
- Take responsibility for their actions, engaging positively in restorative practices when conflict/disagreement occurs; and
- Behave in a manner that will uphold the good name of the College at all times.

##### 3.1.2. Students can reasonably expect to enjoy the experiences and facilities provided by the College.

Students have a responsibility to:

- Support the maintenance of an orderly learning environment;
- Take care not to damage equipment or facilities of the College;
- Not disrupt the learning of others;
- Work collaboratively with others – demonstrating an understanding that we can all learn from one another;
- Respect and care for the 'environment' of the College, placing rubbish in the appropriate bins, handling equipment carefully, maintaining lockers etc.;
- Not bring gum or any prohibited substance onto the College's grounds; and
- Respect the property of others, ensuring that they do not interfere with the belongings of others.

##### 3.1.3. Students can reasonably expect to be able to participate fully in the College's programs

Students have a responsibility to:

- Attend College punctually each day, wearing the College uniform correctly and respectfully;
- Maintain their appearance in keeping with College expectations;
- Be prepared for class, arriving on time, listening to instructions, contributing appropriately in class and meeting all relevant deadlines;
- Participate in and contribute to *Tefilla* by:
  - bringing the correct materials;
  - maintaining a respectful tone; and
  - participating in *Tefilla*;

- Participate in co-curricular programs, including sporting events, contributing positively /demonstrating positive College spirit; and
- Participate in and contribute to the Experiential Jewish programs including Counterpoint, Shabbatonim and special assemblies.

**3.1.4. Students can reasonably expect an environment, which recognises and caters for their individual learning needs, where they are able to develop their knowledge, skills and interests.**

Students have a responsibility to:

- Be reflective, continuously striving for improvement, and always working towards their personal best;
- Take responsibility for their own learning; and
- Co-operate with, and heed advice from their teachers.

**3.1.5. Students can reasonably expect to contribute ideas and have their views and contributions treated with respect.**

Students have a responsibility to:

- Offer their views in a respectful manner and an appropriate context; and
- Listen to and respect the opinions of others.

**3.2. Members of Staff**

**3.2.1. Members of staff can reasonably expect to work in a satisfying, productive and collegial environment.**

Members of staff have a responsibility to:

- Implement the College's Community Code of Conduct fairly, reasonably and consistently;
- Model behaviours that clearly demonstrate the values of the Moriah College community;
- Dress appropriately and maintain their appearance in keeping with the Staff Code of Conduct;
- Nurture respectful and professional relationships with other members of the Moriah College community;
- Engage in productive, professional dialogue and not humiliate, bully or engage in gossip about others; and
- Intervene and follow up in regard to behaviours that could be classified as harassment or bullying.

**3.2.2. Members of staff can reasonably expect an orderly and cooperative environment, enjoying the facilities and experiences provided by the College and be informed (within Privacy guidelines) about matters pertaining to students that will affect the teaching and learning program for that student.**

Members of staff have a responsibility to:

- Adhere to College policies and procedures;

- Maintain an orderly, supportive and engaging learning environment;
- Work collaboratively with others, demonstrating an understanding that we can all learn from one another;
- Ensure that they maintain their professional distance at all times (including when communicating with students via social media);
- Communicate with parents in a timely manner;
- Respect confidentiality and protect the reputation of both individuals and the College in the wider community; and
- Respect and care for the environment of the College.

**3.2.3. Members of staff can reasonably expect to participate fully in the College's educational program.**

Members of the Teaching Staff have a responsibility to:

- Differentiate instruction and provide students with reasonable adjustments; and
- Involve themselves in the life of the College, participating in, and contributing to academic and co-curricular programs; and camps/activities facilitated by the Experiential Jewish Education Department.

**3.2.4. Members of staff can reasonably expect to engage in ongoing professional learning.**

Members of the Teaching Staff have a responsibility to:

- Participate in the collaborative review and refinement of teaching programs; and
- Pursue activities that are aligned with the strategic imperatives of the College and are designed to enable ongoing growth and development as effective practitioners.

**3.2.5. Members of staff can reasonably expect to contribute ideas and have their views and contributions treated with respect and be respected by students.**

Members of staff have a responsibility to:

- Offer their views in a respectful manner and an appropriate context;
- Respond professionally to opinions expressed by other staff, students and parents; and
- Listen to and engage in positive restorative dialogue with students.

**3.3. Parents & Guardians**

**3.3.1. Parents and guardians can reasonably expect that their children will be educated in a supportive and inclusive environment.**

Parents and guardians have a responsibility to:

- Support the College in the application of the College Ethos, and Core Values;
- Promote positive educational outcomes for their children by taking an active interest in their child's educational progress; and



- Maintain supportive and respectful relationships with members of staff and other members of the College community.

**3.3.2. Parents and guardians can reasonably expect that their children will participate fully in the College’s educational programs and enjoy the experiences and facilities provided by the College.**

Parents and guardians have a responsibility to:

- Comply with and abide by this Community Code of Conduct, the Behaviour Management Policy, the Attendance Policy and all relevant policies of the College.
- Positively support the College and its teaching staff, for example, by interacting respectfully with members of staff at all times;
- Support the College by encouraging their child to uphold the College Ethos during all College activities;
- Support the College by ensuring that their child:
  - attends school punctually each day,
  - wears their uniform correctly at all times,
  - is encouraged to participate fully in all elements of the College’s educational programs (academic, sporting and co-curricular);
- Support the College’s educational programs and activities that extend students’ spiritual, academic, physical and social development;
- Encourage their children to represent the College with pride;
- Help support the development of resilience in their children, allowing them to learn from their mistakes; and
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**3.3.3. Parents and guardians can reasonably expect that they will be informed about their child’s progress in a timely manner.**

Parents and guardians have a responsibility to:

- Engage in regular, respectful and constructive communication with members of staff regarding their child’s learning, alerting staff to any relevant background information;
- Express any concerns regarding their child’s progress in an appropriate manner; and
- Encourage their children to respond positively to the advice provided by members of staff.

**3.3.4. Parents and guardians can reasonably expect that they will be able to contribute ideas and have their views and contributions treated with respect.**

Parents and guardians and members of the College community have a responsibility to:

- Follow College protocols for communication;
- Communicate with College members of staff in a polite and respectful manner;
- Offer ideas in a respectful manner and an appropriate context;
- Respond respectfully to advice provided by members of staff ; and
- Promote the College in a positive way.

**3.3.5. Parents and guardians can reasonably be expected to support the application of the College Ethos.**

Parents and guardians and members of the College community have a responsibility to:

- Dress modestly and appropriately while on campus eg Jewish males should wear a *kippa* and males and females should not wear gym gear; and
- Show sensitivity to the needs of others, including facilitating an inclusive approach, so that events such as birthday parties, Bar Mitzvahs and Bat Mitzvahs are kosher, and avoid making their child's party on Shabbat, Fast Days and Yomim Tovim, so that no student is excluded from these events.