



Policy Name	Code of Conduct – Parents and Students
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Head of Policy	College Principal
Management Responsibility	College Executive
Attention	Parents, Students and Volunteers
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Related College Policies	<ul style="list-style-type: none">• Anti-Bullying Policies & Procedures (Years K-2, 3-6 and 7-12)• Attendance Policy• Behaviour Management Policy and Procedures• Child Protection Policy & Procedures• Child Safety and Wellbeing Policy• Code of Conduct - Staff• Complaints and Grievances Policy & Procedures• Inclusion Policy• Risk Management Policy• Staff Guidelines for Resolving Complaints at Moriah College
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Endorsed By	Board of Directors
Access	<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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CODE OF CONDUCT PARENTS AND STUDENTS

1. INTRODUCTION

- 1.1. This Code of Conduct outlines the expectations and associated responsibilities for parents and students at Moriah College and addresses their shared responsibilities, in building a safe and respectful College environment.
- 1.2. This Code of Conduct is not meant to be exhaustive in listing expected behaviours and responsibilities. Rather, the Code of Conduct is intended as a guide to assist students and parents, by setting out the standards of behaviour expected of them in the College environment, or when attending any function or activity involving the College, at any location.
- 1.3. This 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 and to foster their critical thought, cultural engagement, tolerance, social responsibility and self-discipline, helping them to proudly realise their full potential as Australian Jews.
- 1.4. This 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. The Ethos and the way in which it applied, is set out in the Appendix to this Code of Conduct.

2. SCOPE

2.1. For the purpose of this Code of Conduct:

'Bullying' - means repeated, unreasonable behaviour that causes (or risks) a person suffering physical or psychological harm. The types of harm that bullying can cause include feeling distressed, intimidated, humiliated, threatened or vulnerable.

'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]

'parents' include parents, step-parents, guardians, carers and any others with parental responsibilities for students at the College.

3. EXPECTATIONS & ASSOCIATED RESPONSIBILITIES

3.1. Students

3.1.1. Students can reasonably expect an environment where everyone feels safe and 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.

- 3.1.6.** Year 11 Students can reasonably expect to be able to stand for election to the Student Leadership group.

Students who are part of the Student Leadership Group, have a responsibility at all times to honour the written Commitment to the Student Leadership Council, that they each signed as a condition of their leadership role.

3.2. Parents

- 3.2.1.** Parents can reasonably expect that child safety is championed by all staff and their children will be educated in a supportive and inclusive environment.

Parents have a responsibility to:

- support the College in the application of the College Ethos, and the College's Core Values;
- promote positive educational outcomes for their children by taking an active but not invasive interest in their child's educational progress;
- respond in a timely manner to requests for information or communication from staff;
- maintain supportive and respectful relationships with members of staff and other members of the College community; and
- demonstrate candour at all times in their dealings with the College and its staff.

3.2.2. Parents 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 have a responsibility to:

- comply with and abide by this Code of Conduct, the Behaviour Management Policy, the Attendance Policy and all other relevant policies of the College.
- encourage and support their child in following the standards of behaviour expected at the College and in observing the College rules;
- acknowledge that the College Principal has the ultimate responsibility to implement the College's rules and policies;
- 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 and the College's Core Values 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;
- be responsible for the punctual payment to the College of tuition and related fees; and
- understand that the College is the arbiter of fair punishment in accordance with the College's policies and will not engage in debate about the appropriateness of punishments. Where a matter is serious and may result in suspension or expulsion, the parents will be informed, however, the final decision will be made by the College.

3.2.3. Parents can reasonably expect that they will be informed about their child's progress in a timely manner.

Parents have a responsibility to:

- engage in courteous, 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 to the appropriate staff member under the "Who do I go to" chart on eLY and in an appropriate manner;
- work in partnership with the College to deal promptly with areas of concern; and
- encourage their children to respond positively to the advice provided by members of staff.

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

Parents have a responsibility to:

- follow the 'Who do I go to' chart on eLY, being the College protocol for communication;
- communicate with members of College staff in a polite and respectful manner;
- not expect any reply to or communicate with staff, after 6.00pm on weekdays or on weekends or public holidays.
- offer ideas in a respectful manner and an appropriate context;
- accept that classes, teams and selective groups are chosen by staff on their view of the most appropriate selection at the time. It is inappropriate for parents and students to complain about selection;
- respond respectfully to advice provided by members of staff ; and
- promote the College in a positive way.

3.2.5. Parents can reasonably be expected to support the application of the College Ethos.

Parents 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 or other inappropriate clothing;
- not discriminate against or harass including bullying (as defined), other parents, students, or staff on the basis of sex, marital status, pregnancy, age, race, ethnic or national origin, physical or intellectual impairment, religious affiliation, sexual orientation or gender identity. Such harassment or discrimination may constitute an offence under the *Anti-Discrimination Act 1977 (NSW)*.
- not make unfounded complaints with malicious, frivolous or vexatious intent, against Staff, students or other parents; 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.

3.2.6 Upholding the Code of Conduct

The College Principal, at all times retains the right in the exercise of his or her discretion, to suspend or terminate the enrolment of any student for a breach of any of the College's policies as well as this Code of Conduct, including any breach of this Code of Conduct by a parent.

In the case of conduct by parents' in breach of this Code of Conduct, whilst the College may in certain cases at its discretion suspend a student before hearing from their parent(s), parents will generally be afforded an opportunity to be heard, prior to any decision to suspend the enrolment of their child.

Where termination of an enrolment is being considered as a result of the conduct of a parent, the provisions of clause 22.5.4 – 22.5.6 of the *Behaviour Management Policy and Procedures* will be applied.

APPENDIX

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.