



Parent and Visitors Code of Conduct

“Our staff, students and visitors have the right to feel safe at work and within our community.”

PRINCIPAL’S STATEMENT OF EXPECTATION

At Kinross Primary School, we believe that every child and every staff member have the right to learn and work in an environment that is safe, supportive, and respectful. Creating and maintaining such an environment is a shared responsibility between the school and our families.

As Principal, I expect all parents, carers, and visitors to model the behaviours we seek to develop in our students — respect, integrity, self-regulation, and kindness. Our interactions must reflect the Department of Education’s commitment to Respectful Relationships and support a culture of professionalism, psychological safety, and mutual trust.

While we value strong partnerships with families and welcome parent engagement, this must always occur in a manner that is constructive and respectful. Aggressive, intimidating, or disrespectful behaviour toward staff, students, or other community members will not be accepted.

Where behaviours fall short of these expectations, the school will take appropriate action in line with Department policy to protect the wellbeing and safety of our staff and students. This may include directing individuals to leave the premises or restricting access to the school.

Together, we can ensure Kinross Primary School remains a place where positive relationships flourish and every child is supported to succeed.

Therese Gorton
Principal

RATIONALE

At Kinross Primary School, we are committed to fostering a safe, inclusive, and respectful learning environment where every member of our community is treated with dignity and respect. This Code of Conduct reflects the expectations outlined in the Department of Education WA’s Respectful Relationships framework and aligns with the professional standards and behavioural expectations communicated through DOE Connect.

Parents and carers play a critical role in shaping their child’s understanding of fairness, equity, and respect for others. As highly influential role models, parents share responsibility for promoting the values that underpin a positive school culture.

We are fortunate to have a supportive and engaged parent community that understands education is most effective when a strong partnership exists between home and school. This Code outlines the standards of

behaviour expected of all parents, carers, and visitors so that, together, we can maintain a psychologically safe and orderly environment where students and staff can thrive.

GUIDING PRINCIPLES

In alignment with Department expectations, all members of the Kinross community are expected to:

- Treat one another with courtesy, honesty, and respect
- Model respectful relationships and appropriate behaviour
- Support the authority of school staff
- Engage in constructive and solution-focused communication
- Contribute to a culture where diversity is valued and inclusion is promoted
- Help maintain environments that are physically and psychologically safe

EXPECTED PARENT ACTIONS

Parents and visitors are expected to:

Support Student Learning

- Take an active interest in your child's education and celebrate effort as well as achievement.
- Encourage resilience, independence, and a growth mindset.

Promote Safety and Wellbeing

- Every child has the right to feel safe at school.
- Parents must not approach, reprimand, or discipline another child while they are under school supervision. Such actions may be perceived as threatening and could have legal consequences.
- Concerns regarding student behaviour must be directed to the classroom teacher or school leadership so they can be addressed in accordance with Department policy and procedural fairness.

Uphold Respectful Relationships

- Bullying, harassment, or intimidation — whether between students or adults — has no place in our community.
- Parents are expected to model emotional regulation and respectful problem-solving, even during times of disagreement.

Engage in Positive and Constructive Communication

When concerns arise:

1. Contact the classroom teacher in the first instance for classroom matters.
2. If unresolved, seek support from the school administration.
3. Formal complaint processes are available where necessary, including escalation to the Regional Executive Director.

Approaching concerns calmly and collaboratively supports timely and effective resolution.

Recognise Developmental Differences

Children interpret events through their own developmental lens. While it is important to listen to your child, remain open to other perspectives and engage with staff to gain a balanced understanding.

Protect the Dignity and Reputation of Others

- Speculation, gossip, and public criticism can cause significant harm and undermine trust within a school community.
- Concerns should always be addressed through appropriate channels rather than shared with others who are not directly involved.

Use Social Media Responsibly

- The Department of Education expects all members of the school community to use digital platforms respectfully.
- Using social media to criticise, threaten, or defame students, staff, or the school is considered unacceptable and inconsistent with the Respectful Relationships framework.
- Serious breaches — including cyberbullying or public humiliation — may result in the school pursuing formal or legal responses.

Drive and Park Safely

- Parents and visitors must follow the School Parking Policy and demonstrate patience and courtesy to ensure the safety of students, families, and staff.

BEHAVIOURS NOT TOLERATED

To protect the physical and psychological safety of our community, the following behaviours are not acceptable on school premises or in connection with school activities:

- Disruptive behaviour that interferes with teaching and learning
- Aggressive, intimidating, or threatening conduct

- Loud or offensive language
- Physical aggression toward any adult or child
- Approaching another person's child to reprimand them
- Damage to school property
- Abusive or inflammatory emails, phone calls, or social media posts
- Smoking, consuming alcohol or drugs, or attending school while intoxicated

FAILURE TO MEET BEHAVIOUR EXPECTATIONS

Kinross Primary School is committed to maintaining a safe and respectful environment for students, staff, and community members. In accordance with Department of Education policy and the principles of Respectful Relationships, inappropriate behaviour by parents, carers, or visitors will be addressed promptly and proportionately.

Where an individual does not meet the expectations outlined in this Code of Conduct, the Principal (or delegate) may take one or more of the following actions:

- Provide a verbal or written warning outlining the expected standard of behaviour
- Require that future communication occurs through formal channels only
- Direct the individual to leave the school grounds immediately
- Arrange supervised access to the school site where appropriate
- Temporarily or permanently restrict entry to the school under Department authority
- Cease in-person meetings and require communication in writing
- Report the matter to the Department of Education or other relevant authorities
- Seek legal remedies where behaviour is considered threatening, defamatory, or harmful
- Involve WA Police if there is a risk to the safety of staff, students, or community members

Serious incidents — including aggressive, intimidating, or threatening behaviour — may result in immediate action without prior warning.

The school also reserves the right to act in response to inappropriate conduct occurring outside school grounds where it directly impacts the safety, wellbeing, or professional standing of students or staff.

“Unreasonable conduct toward staff may be managed as a workplace safety risk.”

Endorsed by the Kinross PS Board

