



# Code of Conduct

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## Policy

The Beehive Montessori School community (staff, parents, caregivers, students and Board members) shall behave in a manner that is consistent with the School's commitment to our Mission, Vision and Values within a peaceful, caring and safe environment for our children.

## Background

Beehive is committed to ensuring a respectful learning environment that is safe, positive and supportive for all students. The Beehive Montessori School implements the National Child Safe Organisation Principles through its Child Safe Organisation Framework to underpin all Beehive's policies, procedures, practices and strategies to ensure the provision of an environment where children feel respected, valued, supported and safe from harm.

## Implementation

1. All members of the School community shall –
  - 1.1. Read this Code of Conduct and agree to adhere to and be bound by it;
  - 1.2. Practice grace, courtesy, respect and tolerance toward one another and the environment, and model this behaviour at the School;
  - 1.3. Support the School as a best practice model of Montessori education;
  - 1.4. Accept the (sometimes difficult) decisions of the Principal and the Board, made on behalf of the School community;
  - 1.5. Participate in the School community in a constructive manner and refrain from public criticism of the School;
  - 1.6. Respect the right to privacy of all members of the School community;
  - 1.7. In the event of conflict, follow the School's Complaints and Feedback Policy and the [Communication Path for Parents](#); and
  - 1.8. In the event of inappropriate student behaviour, refer to the [Student Code of Conduct](#) and follow the School's [Behaviour Policy](#).
2. Parents and caregivers shall also –
  - 2.1. Learn about the Montessori philosophy, so that they are able to effectively communicate with teaching staff and understand decisions made by the School;
  - 2.2. Accept responsibility for their child's social and educational progress;
  - 2.3. To avoid misunderstandings, as a first recourse discuss their thoughts or any concerns regarding Montessori education with teachers and then if still concerned, the Principal;
  - 2.4. If concerns about their child's social or educational progress arise, work collaboratively with teaching staff to promptly and effectively address these concerns; and
  - 2.5. Respect the professional advice about their child's social or educational progress that is provided by the Principal and teaching staff.
3. Teaching staff shall also –
  - 3.1. Comply with the requirements of the Staff Code of Conduct;
  - 3.2. Demonstrate the highest standards of professional behaviour and integrity;

## The Beehive Montessori School Inc.

Curtin Avenue, Mosman Park, WA 6012 | PO Box 81, Mosman Park, WA 6912 | ABN: 30 855 464 402

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- 3.3. Support open, clear and compassionate communication to ensure a successful parent teacher partnership; and
  - 3.4. Behave in a manner that protects and enhances esteem and community respect for the School.
4. The Board shall also –
- 4.1. Act with honesty, integrity, independence and diligence in making the decisions that are in the best interests of the School;
  - 4.2. Ensure that the School at all times acts appropriately and fairly; and
  - 4.3. Respect and maintain confidentiality for the information that is discussed at Board meetings.

### **Consequences of Breach**

1. In the first instance, the Principal or a member of the Board shall bring the breach to the attention of the member(s) of the School community who is in breach, and remind them of this Code of Conduct.
2. If the breach is by a student the Principal or a senior teaching staff member shall refer to the Student Code of Conduct and apply the School's Behaviour Policy process.
3. If the breach is by a staff member and the breach continues, or if the breach is of a particularly serious nature, the Principal, or one or more members of the Board, shall apply the Staff Code of Conduct and if necessary the Conflict Resolution process outlined in the School's Staff Handbook.
4. If the breach is by a member of the Board and the breach continues, or if the breach is of a particularly serious nature, the Board member shall be sanctioned and otherwise dealt with in accordance with the Constitution.
5. If the breach is by member(s) of the School community other than a student or staff member and the breach continues, or is of a particularly serious nature, the Board shall bring the breach to the attention of the member(s) in breach, by written notice of the breach and the consequences of the breach, which may include a direction to leave the School.
6. The decision of the Board as to whether there has been a breach of this Code of Conduct shall be final.

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## Related Documents and Resources

[Privacy Act 1988](#)

[Beehive Montessori School Constitution](#)

[Beehive Montessori School Communication Path for Parents](#)

Beehive Montessori School Staff Handbook

[Behaviour Policy](#)

[Privacy Policy](#)

[Staff Code of Conduct](#)

[Student Code of Conduct](#)

[Complaints and Feedback Policy](#)

[Beehive Montessori School Child Safe Organisation](#)

[National Child Safe Organisation Principles](#)

## Acceptance of Code of Conduct

I / We acknowledge that I / we have read this Code of Conduct and I / we agree to adhere to and be bound by, this Code of Conduct.

Parent / Guardian name 1: \_\_\_\_\_

Signature: \_\_\_\_\_

Parent / Guardian name 2: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*Approved 12/6/23 by the Board Policy Committee. Next review due 12/6/25*

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