

# Code of Conduct

*Our School, a safe, respectful and positive environment for everyone.*

Darwin Middle School and the Northern Territory Department of Education are committed to respecting human rights and protecting the safety and welfare of all persons attending Darwin Middle School.

The Code of Conduct outlines the responsibilities of community members, Darwin Middle School staff and students to promote appropriate and positive conduct and to prevent or minimise non-compliant and aggressive behaviours.

All Darwin Middle School staff, students, parents, carers and visitors have a right to be treated with courtesy and dignity and to participate in the Darwin Middle School education environment, which is safe, secure, supportive and free from bullying, harassment, discrimination and violence.

Darwin Middle School will not tolerate purposeful violence on our premises or towards our staff or students. Under Territory law, it is an offence to behave in a disorderly, violent or offensive way on Department premises or fail to leave the premises if directed to do so by the Principal, or a person authorised by the Principal.

The Code of Conduct is underpinned by the NT Department of Education values and principles. Our values are:

- Trust
- Respect
- Focus
- Teamwork

The Code of Conduct is also guided by relevant NT legislation, the Education Act NT.

# Rights & Responsibilities

## All members of the Northern Territory community are expected to:

- Conduct themselves in a respectful and responsible manner that recognises and respects the rights of others and is in compliance with the law.
- Comply with this Code of Conduct when on Department premises.

## Principal and delegates:

- Lead the implementation of the Code of Conduct within their setting.
- Model exemplary conduct.
- Communicate high expectations for the way in which staff, students, visitors and community members conduct themselves.
- Provide a safe, secure and supportive learning environment.
- Advise parents, carers and other members of the community of the appropriate Department mechanisms for lodging and dealing with complaints.
- Request any person acting in an offensive or disorderly way to leave the premises, and if necessary as an authorised person, direct them to do so.
- Call the police if a person fails to follow a direction to leave the premises.

## Teachers and staff are expected to:

- Work in partnership with parents and carers to enhance the learning outcomes and support the well-being and conduct of their child.
- Communicate high expectations for the learning achievement and conduct of all students.
- Ensure consistency and fairness in interactions with all members of the community.
- Treat students with dignity recognising them as young adults and interact with them accordingly.
- Ensure that personal behaviour does not contribute to inappropriate conduct of others.
- Identify factors that may contribute to inappropriate conduct and actively devise strategies to minimise these risk factors.
- Report all incidents of bullying, harassment or violent conduct in accordance with Department policies.
- Ensure compliance with the core expectations that the government and community have for public servants including teachers, as set out in the values and principles contained in the Public Sector Employment Management Act.

### Parents, caregivers and community members are expected to:

- Work in partnership with the school to enhance the learning outcomes and support the well-being of their child.
- Support education staff in maintaining a safe, secure and respectful learning environment for all students.
- Contribute positively to behaviour, academic and other personalised support plans that relate to their child.
- Act appropriately on Departmental premises and ensure that personal behaviour does not contribute to inappropriate conduct of others.
- Be aware that threatening behaviour and harassment of staff and students is unacceptable.
- Respect and comply with reasonable requests or directions of the Principal or other members of staff.
- Acknowledge the challenging role of teaching adolescents and aim to support staff in carrying out their duties.

### Students are expected to:

- Participate actively in their education program.
- Take responsibility for their conduct and learning.
- Demonstrate respect for themselves, other members of the education community and their learning environment.
- Learn and interact in a cooperative and courteous manner.
- Respect and comply with requests made by the Principal or school staff.
- Agree to abide by the requirement for access and acceptable use of information communication technology.
- Acknowledge staff as school community leaders and treat them accordingly.

**Respect** is a key value of Darwin Middle School and this message greets students, parents and staff in our school foyer.

**R**espect  
**E**quals  
**S**tudents  
**P**arents  
**E**ducators  
**C**ollaborating  
**T**ogether