



## Ross Hill Public School P&C Association Code of Conduct

The Code of Conduct applies to all financial members, volunteers and employees ('members') of Ross Hill Public School P&C Association ('P&C Association') while undertaking any role or activity related to the Ross Hill Public School P&C Association.

### The Principles

The Code of Conduct is based on the following fundamental ethical principles:

#### Respect for the Law

Ross Hill Public School P&C Association members, in common with all citizens, are under the jurisdiction of the laws of the State and the Commonwealth and are obliged to observe such laws.

#### Respect for all Persons

Ross Hill Public School P&C Association members are expected to treat students, school staff, and all members of the community equitably with dignity and respect. This involves, but is not limited to, the following:

- Tolerance of the views held by others which are different from your own;
- Courtesy and responsiveness in dealing with others;
- Fairness in supervising and dealing with other members;
- Making decisions that are procedurally fair to all people according to the principles of natural justice;
- Not discriminating on grounds such as gender, sexual orientation, race, ability, cultural background, religious status, marital status, age or political conviction;
- An awareness and respect for cultural difference;
- Engaging in rational debate allowing for alternative points of view to be expressed; and
- Not engaging in behaviour that might reasonably be perceived as harassment, bullying or intimidation.

#### Integrity

Ross Hill Public School P&C Association members should be honest in carrying out their duties and avoid conflicts between their private interests and their P&C responsibilities with respect to:

- Personal relationships;
- Financial relationships;
- Receipt of gifts;
- Outside work;
- Use of confidential information obtained in the course of P&C duties; and
- External activities and public comment.

#### Diligence

Ross Hill Public School P&C Association members should carry out their duties in a professional and conscientious manner. This involves:

- Carrying out official decisions and policies faithfully and impartially;
- Seeking to attain the highest possible standards of performance;
- Exercising care for others in P&C related activities;
- Ensuring outside interests do not interfere with a P&C member's duties or responsibilities; and
- Adhering to professional codes of conduct where applicable being encouraged to report fraud or corrupt conduct to an office bearing executive of the P&C and/or external authorities.

**Working with Children**

- The Ross Hill Public School P&C Association adheres to the government's Working with Children Check legislation and relevant procedures.

**Conflict of Interest**

- P&C Association members must declare interests which conflict, either perceived or actual, with your P&C Association duties and activities.
- A conflict of interest may include, but is not limited to, an expressed personal value or belief, professional ethics, personal or professional relationships, financial or proprietary interests.

**Confidentiality**

- Personal information about a member should not be disclosed without the consent of the member or there is a lawful authority for its disclosure.
- Documents and information of the P&C Association should be placed in secure locations where possible and sensitive information should not be distributed without the President's consent.

**Grievances, complaints and procedures**

Breaches of this Code of Conduct or other policies of the P&C Association will be addressed by way of the Grievances, complaints and procedures policy. Violations may result in removal from the Ross Hill Public School P&C Association.

Ross Hill Public School P&C Association members should familiarise themselves with this Code of Conduct and endeavour to ensure that its principles are observed at all times.

As adopted by the Ross Hill Public School P&C Association General Meeting, 9 March, 2016.

Signed President:  NAME: 10-3-2016

Witnessed Principal: D. Baker NAME: DEBBIE BAKER