



### Connells Point Public School P&C Association Code of Conduct

The Code of Conduct applies to all financial members, volunteers, employees ('members') and any non member attending a P&C general meeting of *Connells Point Public School P&C Association* ('P&C Association') while undertaking any role or activity related to the *Connells Point Public School P&C Association*.

#### The Principles

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

##### Respect for the Law

*Connells Point 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

*Connells Point 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
- Not engaging in behaviour that might reasonably be perceived as harassment, bullying or intimidation

##### Integrity

*Connells Point 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
- External activities and public comment

##### Diligence

*Connells Point 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



# CONNELLS POINT PUBLIC SCHOOL

PARENTS & CITIZENS ASSOCIATION

Reception Area, Connells Point 2201 Australia

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9546 3765

FAX 9547 1708

EMAIL [connells-pt-p.school@det.nsw.edu.au](mailto:connells-pt-p.school@det.nsw.edu.au)

- 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 *Connells Point 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.

The recommendations that can be from the *Connells Point Public School* P&C Association Grievances, complaints and procedures policy include:-

- Dismiss the case if there is insufficient basis to take the matter further.
- Determine that no misconduct has occurred and therefore no action is required.
- Provide a formal warning that future action will be taken should any misconduct of a similar nature occur again.
- Provide training to ensure better understanding of processes and policies.
- Suspend (stand down) the person from their position for a defined period of time.
- Make a recommendation to the Board to remove the person(s) from their position as an Officer or Executive member.
- Make a recommendation to the *Connells Point Public School* P&C Association to remove the person from the *Connells Point Public School* P&C Association.

*Connells Point 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 *Connells Point Public School* P&C Association General Meeting, 21 March 2017.

Signed President:  Name: Albert Pastura

Witnessed Principal:  Name: Therese Corben