

Behaviour, Respectful Conduct, and Parent Partnership

1. Our Approach to Behaviour

At Constantiaberg Pre-Primary School, we believe that every child has the right to feel safe, loved, and respected. Children are still learning how to manage their feelings, actions, and relationships, and we view behaviour as a form of communication rather than something to punish. Teachers respond with empathy and guidance, helping children to understand their emotions, make positive choices, solve problems kindly, and take responsibility in age-appropriate ways.

2. Our Expectations for Children

At school, we help children to:

- Be kind, gentle, and respectful to others — in words and actions.
- Take turns, share, and listen during play and group time.
- Use safe hands and bodies — no hitting, biting, or rough play.
- Look after toys, books, and equipment with care.
- Follow teacher directions that keep everyone safe and happy.
- Use kind voices and calm words to express feelings or disagreements.

This approach helps children develop empathy, cooperation, and self-control while feeling secure and valued.

3. Harassment and Respectful Conduct

Constantiaberg Pre-Primary School is committed to maintaining a respectful, safe, and supportive environment for all members of our school community — including children, staff, parents, and visitors. While our learners are too young to engage in deliberate harassment, inappropriate or disrespectful behaviour may occur between adults (such as staff-to-staff or parent-to-staff) or from external individuals interacting with the school.

Any form of harassment, intimidation, or aggressive behaviour towards staff, learners, or parents — whether verbal, physical, written, or online — will not be tolerated. All members of the school community are expected to treat one another with courtesy, patience, and kindness in keeping with our Christian ethos of *Faith, Hope, and Love*. Staff are entitled to a workplace free from hostility, aggression, or unreasonable demands, and parents are expected to communicate with staff courteously and through appropriate channels. All concerns will be taken seriously, documented, and addressed in accordance with the school's safeguarding and disciplinary procedures.

This policy applies to all learners, educators, administrative and support staff, volunteers, contractors, service providers, visitors, and any other individuals connected to the school. It is applicable across all school settings — including classrooms, playgrounds, digital platforms, school trips, and virtual environments — and during any activity sanctioned by the school, whether on or off the premises or during or outside school hours.

By upholding these standards, Constantiaberg Pre-Primary ensures that mutual respect, professionalism, and kindness remain at the heart of our Christian ethos and daily practice, creating a nurturing environment for both children and adults.

4. Parent Code of Conduct

Constantiaberg Pre-Primary School values the partnership between home and school. We believe that children flourish when parents and staff work together in an atmosphere of trust, understanding, and mutual respect. Our Parent Code of Conduct outlines the expectations for all parents, guardians, and caregivers to ensure that the school remains a safe and supportive environment for every child and adult.

Parents and caregivers are expected to:

- Model respect, kindness, and patience in all interactions with teachers, staff, and other families.
- Communicate concerns constructively using appropriate channels such as the class teacher, Principal, or Designated Safeguarding Lead.
- Refrain from any form of harassment, bullying, intimidation, or aggressive communication — whether in person, by phone, email, or through social media.
- Respect staff boundaries, avoiding excessive messaging, personal friendship invitations, or discussions about other families or staff members.
- Maintain confidentiality about matters discussed with staff or observed at school.
- Support school policies on behaviour, safety, and wellbeing, and discuss these positively with their children.
- Demonstrate a cooperative spirit when participating in school activities, events, or meetings.

Any behaviour that undermines the dignity, safety, or professional integrity of staff or other members of the school community will be addressed in line with the school's safeguarding and disciplinary procedures.

By enrolling a child at Constantiaberg Pre-Primary, parents and caregivers agree to support this Code of Conduct and to uphold the shared values of Faith, Hope, and Love that define our school. Through partnership,

respect, and clear communication, we model for our children the very values we wish to instill — kindness, empathy, and integrity.