

# Luther College Student Code of Conduct

## 1. Rationale

- 1.1. Luther College, as a Christian school based in the teaching traditions of the Lutheran Church, endeavours to create an open and inclusive climate of mutual acceptance, care, love, dignity, respect and support for each member of the community regardless of race, gender, sexual orientation or beliefs. Our aim is that every community member enjoys a safe, healthy and respectful environment. Our community includes all students, staff<sup>1</sup>, parents<sup>2</sup>, visitors to the school and neighbours.
- 1.2. As a Luther College student, you are expected to uphold the College's core values of service, community, excellence and integrity.  
  
We are committed to working in partnership with you to support your learning in a way that is consistent with these core values. The Code aims to set clear expectations so that all community members understand the behaviours required to enable this to occur.
- 1.3. All members of the College community are encouraged to accept responsibility for their actions, consider their behaviour towards others, and respect authority.
- 1.4. This Code of Conduct clarifies and affirms the College's expectations of appropriate student behaviour and sets out the way in which the College requires you to conduct yourself when at school, when wearing the College uniform, participating in College activities, representing the College and communicating with members of our community.  
  
The application of the Code of Conduct is not limited to the College site or the College hours.
- 1.5. At Luther College we have a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm.

## 2. Introduction

- 2.1. This Code of Conduct provides a set of general principles and guidelines to guide you in your interactions with staff, other students, parents and the wider College community. Specific guidelines and expectations are also set out in College policies and procedures relating to, for example, health and safety, privacy, behaviour management and child safety,
- 2.2. Through an emphasis on positive attitudes and behaviour in relationships, we aim to promote your growth and development as an individual within the community. We understand, however, that no one is perfect. In acknowledging our collective imperfections, the College is committed to promoting a Christian lifestyle through example, teaching and, if necessary, consequences. This will be done in a loving and caring environment that promotes faith, hope, justice and reconciliation.
- 2.3. As a student of the College, you should understand that there are consequences which flow from all behaviours that are unacceptable to the well-being of the College community. When considering a breach of the Code of Conduct, the College aims at all times to be proportionate in its response, fair and consistent whilst appreciating that every situation also needs to be judged on its own merits.

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<sup>1</sup> "Staff member" includes contractors and volunteers

<sup>2</sup> In this Code the term "parent" includes signatories to the Enrolment Agreement together with parents, step-parents, carers, guardians and/or other family members who have a permanent or temporary caring responsibility for a student

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### 3. Acceptable Conduct

As a Luther College student, you are expected to

- 3.1. support the Christian ethos of the College
- 3.2. understand that acceptable behaviour, in the first instance, will be based on common sense and respect for the dignity of others rather than on detailed statements of rules and appropriate penalties
- 3.3. respect the rights of other students and members of the College community, including the right of every other student to attend the College in safety and security, free from all forms of bullying and harassment
- 3.4. seek to understand and accept personal responsibility for your actions and hence learn to develop self-discipline. Where your behaviour falls short or is detrimental to the welfare of other members of the College community, you will be expected to do your best to improve or change your behaviour
- 3.5. work in partnership with the College and your teachers to achieve positive learning outcomes and academic achievement
- 3.6. accept that each staff member has the authority to implement the College's policies and to impose appropriate consequences when your behaviour is unacceptable
- 3.7. attend all your classes as scheduled
- 3.8. engage fully in your learning by being prepared for, and participating in, all your scheduled classes and activities of the College, including listening respectfully in class and when attending Chapel and any kind of College assembly, activity, presentation, class event, or public meeting
- 3.9. care for your own property, the property of others and the College, and the natural environment
- 3.10. understand your right to express your feelings or opinions and acknowledge that others also have a right to express their feelings or opinions, but that this expression must not involve the deliberate loss of dignity of any other individual
- 3.11. speak to other students, staff and community members with courtesy and respect
- 3.12. respect the privacy of students, staff and community members
- 3.13. wear the College uniform well, at the College, to and from the College and at all College events when required.

### 4. Unacceptable Conduct

As a Luther College student you must not:

- 4.1. use violence of any kind at any time
- 4.2. damage, misuse or steal property, equipment, materials or facilities
- 4.3. intimidate, undermine, threaten, bully, harass or assault (sexually or physically) any fellow student, member of staff or community member
- 4.4. unlawfully discriminate against a student, a member of staff or community member
- 4.5. smoke or vape at College, while travelling to and from College, while in College uniform or while involved in College activities off the campus

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- 4.6. have unsafe, dangerous or inappropriate equipment, materials or tools in your possession that could be used as weapons either at College, while travelling to and from College, while in College uniform or while involved in College activities off the campus
- 4.7. have laser pointers in your possession at any time
- 4.8. post a photo or video recording of another student, member of staff or community member on social media without consent
- 4.9. disclose the personal details of a student to another person without consent
- 4.10. sell, trade, consume, use or have in your possession alcoholic beverages, illicit drugs and related substances
- 4.11. engage in any unlawful activity while at College, in College uniform or engaged in College activities.

Breaches of the above rules may result in expulsion from the College.

### 5. Acceptable Use of Technology

As a Luther College student, you must recognise the potential for damage to be caused, directly or indirectly, to the College and others as a result of your personal use of social media especially in circumstances when they can be identified as a student of the College.

- 5.1. Your behaviour when using any form of technology or social media must be consistent with the values and expectations of the College.
- 5.2. You must abide by the Acceptable Use of Technology Agreement.
- 5.3. The privacy of students, staff and parents must be recognised and respected at all times.
- 5.4. The electronic sharing of inappropriate or explicit material either personal, or involving another person (people), is expressly forbidden and is illegal.

#### 5.5. Social Media

When using social media in any form, you must:

- a) act with integrity. You must not disparage the College's Christian teaching or act in a manner which is disrespectful or contradictory to the College's Christian ethos.
- b) be respectful to all community members and not bully, intimidate or harass other people.
- c) comply with the College's Social Media Policy. You must not post on social media defamatory, offensive, inappropriate or other material that may damage the reputation of the College.
- d) never reveal confidential information relating to the College, or any other community member.
- e) not create accounts that hold themselves out to be affiliated with the College or authorised to speak or act on the College's behalf.
- f) not use social media to voice grievances about the College.

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### 6. Complaint Process

- 6.1. You have a right to express your feelings and opinions including in matters where you want to raise a concern or complaint. When making a complaint to the College, you must behave in a respectful manner consistent with this Code of Conduct.
- 6.2. In the first instance, you should act to resolve a minor complaint by discussing the matter with the staff member concerned. If you don't not feel you can raise the matter directly with the staff member concerned, you may approach your Home Group Mentor, Year Level Coordinator, Head of House, a College Pastor or a College Counsellor.
- 6.3. If you are not satisfied that the matter is resolved, you should refer to the Managing Complaints and Grievances Procedures for guidance as to how to proceed.
- 6.4. You must not use social media to voice grievances about the College.

### 7. Consequences of a Breach of the Code

When considering a breach of the Code of Conduct, the College aims at all times to be proportionate in its response, fair and consistent whilst appreciating that every situation also needs to be judged on its own merits.

In the first instance, the College will seek to resolve issues of behaviour and breaches of the Code through an emphasis on positive attitudes and behaviour in relationships. We are committed to working in partnership with you to encourage you to accept responsibility for your actions, consider your behaviour towards others, and respect authority.

Consequences following a breach of the Code can include verbal reminders, warnings, additional duties, detentions, suspension and expulsion. In addition, consultation with your parents and student counselling may be required.

If it is decided that disciplinary action consistent with the College's Behaviour Management Policy is required, the following principles will apply:

- 7.1. Any community member may notify a staff member of a possible breach of the Student Code of Conduct. The suspected breach will then be investigated and, if satisfied that a breach occurred, decisions as to the appropriate disciplinary action will be taken. You and, where appropriate, your parents will be given an opportunity to respond and will be kept fully informed of the decisions taken.
- 7.2. In seeking to make decisions that are proportionate, fair and consistent the College may choose to vary the disciplinary procedures by weighing the interests of individual students against those of the wider College community.
- 7.3. If you or your parents are unhappy in the application of this Code, the issue should be raised in accordance with the procedure set out in the College's Managing Complaints and Grievances Policy.
- 7.4. The College may decide to immediately or subsequently suspend or expel a student if it is determined that the seriousness of the behaviour warrants such a response.
- 7.5. If you are involved in activity or you behave in a way that is deemed to be against the law, the College may or may be required to inform the Police and/or a relevant governmental authority such as the Department or Families, Fairness and Housing or the eSafety Commissioner.

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### 8. Related Policies and Procedures

The College publishes several related policies and procedures that are available from the school office or from your Home Group Counsellor. These include:

- 8.1. Enrolment Agreement
- 8.2. Parent Code of Conduct
- 8.3. Managing Complaints and Grievances Policy and Procedures
- 8.4. Behaviour Management Policy and Procedures
- 8.5. Privacy Policy
- 8.6. Child Safety Code of Conduct
- 8.7. Child Protection and Safety Policy
- 8.8. Acceptable Use of Technology Agreement

### 9. Review

This document will be reviewed every three years, or as required by legislation.

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