

Friends of Joy Lane (FJL) Member's Code of Conduct

A safe community is obtained not only through the use of written rules and consequences but is derived from a nurturing atmosphere in which all individuals are treated with respect and compassion.

All guardians and carers of children attending the school and nursery, and all teachers employed at the school are automatically considered part of the association. However, membership is also welcomed from the wider local community and anyone can join by request. **All members are subject to the FJL Code of Conduct.**

Our Code of Conduct should be viewed as a means to strengthen our community. It describes the basic expectations for behaviour, as well as the rules and consequences at FJL organised activities.

Member's rights and responsibilities

- All members work as volunteers and for no personal gain. Genuine FJL expenses will be reimbursed subject to a valid receipt and approval.
- All Members have the right to be heard and to communicate. They have the responsibility to listen and respect the ideas of others and to communicate calmly, clearly and responsibly. This responsibility includes communication via any technology including social media.
- All Members have the right to expect that their person and possessions are safe and secure. They also have the responsibility to respect school property and the property of other members.
- All members must respect the privacy of school staff, children and that of other members as they carry out FJL activities.
- All members should respect and work within school policies as published on the school website.
- All members will respect the decisions of the committee even if that decision is at odds with their own decision.
- All Members are entitled to raise concerns about safety or an individual's behaviour in relation to any FJL activity. Any concerns must be brought to the attention of either the FJL Chair, FJL Committee or senior member of staff at the earliest possible opportunity.

Consequence and resolution

Should an FJL Member disregard the above code of conduct or if a concern regarding safety or an individual's behaviour has been identified, the FJL Chair and \or Committee have the right to investigate such concerns. All concerns and investigations will be treated in confidence.

Should it be deemed by the Committee that any member has disregarded this code or their actions have brought FJL or the school into disrepute, the Committee has the right to exclude that member from future involvement. The member will be notified in writing of any decision and notified of their right to respond within 14 days and the matter reconsidered in light of any response.