



COMMUNICATION PROCEDURES AND SCHEDULE

Rationale

- It is essential that staff members of the school communicate information in accordance with established protocols to preserve the professionalism of the school, to protect the rights of individuals, to uphold our duty of care to students, and to comply with departmental and legal requirements.

Purpose

- To ensure that the communication of information at Tarneit Rise Primary School is carried out correctly and in a manner that complies with school, departmental and legal requirements.
- To ensure all stakeholders are provided with information in a timely and effective manner.
- To ensure appropriate ongoing training is provided to all staff, teaching and non-teaching, and to new staff members as part of the induction process.

Implementation

- Our school has a policy of open and cooperative communication. This practice however recognises that staff members have legal, departmental, local, professional and social obligations with regards to the communication of information.
- Parents are readily able to communicate with teachers face to face at any mutually agreeable time throughout the school year, electronically by sending an email through to the school's email account, or in written format directly to the teacher.
- We value and actively seek input from all in our school community with the primary approach to seeking parental input through the members of school council.
- Broader consultation throughout the school community will be undertaken where required and this consultation will be inclusive and non-discriminatory.
- It is important to note that consultation does not mean decision making. Nor does it equate that decision-making will simply be based on popularity of ideas or weight of numbers.
- Department of Education and Training (DET) employees are free to make public comment on issues relating to education, but in doing so, must be wary not to make comments that can be construed as negative criticism of our school, School Council, our community, staff or community members.
- As a matter of professional courtesy, and as a requirement of Section 3.6 of the Teaching Services (Conduct of Duties) Order 1998 staff will communicate with the principal before making public comment or formal statement on educational issues or that bears on the organisation or program of the school or place of work. The principal and School Council President will ensure that each other are informed.
- The Information Privacy Act and the Health Records Act require that schools protect the interests of individuals with regard to their personal information and respect the

individual's right to control how their personal information is used, and for what purpose.

- The school will only collect consensual information that it requires about individuals, and will only communicate and disclose information for the purposes for which it was collected.
- Any person seeking information from the school that falls outside the school's previous practices must be directed to the principal who may require that a formal written Freedom of Information request be made.
- All such Freedom of Information requests will be referred to the Department of Education's Freedom of Information Unit.
- Information sought by police, including interviews of students must be directed to the principal.
- Requests from Department of Health & Human Services child protection unit personnel regarding students or families will be complied with at all times.
- The school will comply with court subpoenas to provide information at all times, but will not respond to requests from lawyers seeking information without DET approval.
- Action may be taken by individuals, the department or organisations against staff members who choose to communicate information improperly.
- The school will table its Annual Report to the Community to an open meeting of School Council as soon as all components are finalised. This report will subsequently be made available to all in our community through the school's website. The content of the Annual Report will reflect the requirements of the DET.
- School Council records, other than documents provided to the DET or Regional Office, are not available to the general community.
- We will provide a minimum of two comprehensive written reports, one parent-teacher interview for students in June with an option for a second in December and additional interviews upon request.
- Tarneit Rise Primary School will identify those aspects of its policies and procedures which must be communicated to staff and parents.
- The school will identify the staff training that is required and who will be responsible for providing the training.
- The school will develop a schedule for dissemination of this information and for the associated training.
- Please refer also to the school's Freedom of Information Policy, the Police & DHS Interviews Policy, the Reporting to Parents Policy and the Information Privacy Policy.

Evaluation

- This is a mandatory policy and will be reviewed as part of the school's three year review cycle or if guidelines change (currently there is no DET reference).

<u>Ratification</u>	<u>Review Date</u>	<u>Policy Number</u>	<u>Version Number</u>	<u>Date Produced</u>
Sept 2020	2023	114	3	September 2017

Communication Schedule – all policies are available upon request

AREA	FOR WHOM INTENDED	TRAINING / INFORMATION REQUIRED	WHEN / HOW	BY WHOM
School Policies	<ul style="list-style-type: none"> · Bullying & Harassment · Child Safe · Homework · Information Privacy · Parent Payments · Photographing & Filming Children · Mobile Phones, Use by Children · Smoking Ban · Student Engagement · Uniform/Dress Code 	No	Copies of policies to parents on enrolment	Principal / Assistant Principal
	<p>Also accessible on the website Parents upon request - all or a single policy Staff – accessible through the school server</p>	PD for new staff members	As part of the induction process	Leadership Team
Anaphylaxis Management	Staff	Yes	Once per semester	Staff member with up-to-date training
	Parents	Yes, if a student at risk enrolls	New staff as part of the induction process Copy of policy to parents Newsletter item advising all parents	Principal / Assistant Principal ES Staff
Asthma Management	Staff	Yes	The free one-hour Asthma Education session at least every three years New staff as part of the induction process	Asthma Foundation Induction Coordinator
Sun & UV Protection	Parents Staff Students	Yes	Newsletter articles end of Term 3, beginning of Terms 4 & 1	ES Staff
First Aid	Staff	Yes	General principles as applicable to this school – early Term 1 and new staff as part of the induction process CPR every two years Level 1 First Aid training	First Aid Coordinator Provider e.g. St John's Ambulance
Medication	Parents Staff	Yes	Newsletter articles beginning each semester New staff as part of the induction process	ES Staff Induction Coordinator

Mandatory Reporting (Child Protection)	Staff	Yes	Annually New staff as part of the induction process	Member of the Leadership Team Induction Coordinator
Child Safe Policy	Parents Staff	Yes	Copy to parents on enrolment Annually New staff as part of the induction process	Principal Assistant Principal Member of the Leadership Team Induction Coordinator
Complaints, Parents	Parents	Yes	Newsletter articles beginning each semester	ES Staff
Emergency Management Plan	Staff Parents	Yes Yes	Practice emergency procedures once per term Newsletter articles after each drill	Emergency Management Coordinator ES Staff
Information Privacy Policy	Parents Staff	No Yes	Copy of policy on enrolment Annual briefing New staff as part of the induction process	Principal / Assistant Principal Member of the Leadership Team Induction Coordinator
Medical Emergencies	Staff	Yes	Annual briefing New staff as part of the induction process	Member of the Leadership Team Induction Coordinator
Photographing & Filming Children	Parents	Yes	Copy of policy on enrolment Reminder newsletter articles beginning each semester and before school photos are taken	Principal / Assistant Principal ES Staff
Yard Duty / Supervision	Parents Staff	Yes – please do not discuss students issues with staff on yard duty Yes	Newsletter articles beginning each semester New staff as part of the induction process	ES Staff Induction Coordinator
Gifts, Benefits & Hospitality Policy	Staff School Council	Yes Yes	New staff as part of the induction process Annually	Induction Coordinator Principal
Vision, Mission & Values, School Philosophy, etc.	Staff Parents	Yes Yes	New staff as part of the induction process Displayed strategically throughout the school and discussed if required with prospective parents	Induction Coordinator Principal / Assistant Principal

Risk Management	Staff	Yes	New staff as part of the induction process	Induction Coordinator
Dangerous Goods / Hazardous Substances	Staff	Yes – what chemicals may or may not be brought into the school	New staff as part of the induction process	Induction Coordinator
Health Care Policy	Parents	No	When a student with a specific medical need presents for enrolment	Principal / Assistant Principal
Mobile Phones, Use by Children	Parents Students Staff	Yes	Copy of policy available on the website Reminder newsletter articles beginning each semester Class teachers to brief students as part of the yearly commencement procedures New staff as part of the induction process	Principal / Assistant Principal ES Staff Class Teachers Induction Coordinator
Homework	Parents Students Staff	Yes	Copy of policy on enrolment Information about work requirements as applicable	Principal / Assistant Principal ES Staff
Duty of Care	Staff	Yes	Annual briefing with a copy of this policy provided and placed on the intranet New staff as part of the induction process	Member of the Leadership Team Induction Coordinator
Parent Payments	Parents	Yes	Policy and information re school payments for the following year at least six weeks before the end of the school year	School Council Principal
Bullying & Harassment	Parents Staff	Yes Yes	Copy of policy on enrolment Annual briefing New staff as part of the induction process	Principal / Assistant Principal Member of the Leadership Team Induction Coordinator
Student Engagement, Wellbeing and Inclusion	Parents Staff	Yes Yes	Copy of policy on enrolment Annual briefing and induction	Principal / Assistant Principal Member of the Leadership Team

				Induction Coordinator
Smoking Ban	Parents	Yes	Copy of policy on enrolment Annual briefing	Principal / Assistant
	Staff	Yes	New staff as part of the induction process	Principal Member of the Leadership Team Induction Coordinator
Uniform/Dress Code	Parents	Yes	Copy of policy on enrolment	Principal / Assistant Principal
Staff Leave	Staff	Yes	New staff as part of the induction process	Induction Coordinator