



5 December 2022

Dear Parents and Caregivers

RESPECTFUL COMMUNICATION

As the term draws to a close, I believe it timely for our community to reflect on our mutual obligations in relation to communication between home and school.

At Ursula Frayne Catholic College, parents and carers, staff and students share responsibility for providing a safe, supportive and productive *learning and faith sharing community, centred in Christ* in which their individual and collective actions reflect the College values of respect, compassion, justice, hospitality and excellence. We aspire to be a '*loving community*' where all can communicate with integrity in an honest, timely and respectful manner underpinned by a genuine spirit of mutual goodwill. These are important qualities to ensure that concerns are raised respectfully and can be resolved appropriately even if we need to agree to disagree from time to time.

The College is not only a place for learning but a workplace where staff have the right to feel safe and respected. As such, it is disappointing to note the number of incidents in which staff have experienced unacceptable and abusive behaviour is on the increase. Verbal and/or physical aggression or threats, offensive language and derogatory comments, whether face-to-face, over the phone, via email or on social media are unacceptable in our community.

Electronic communication, such as email, is highly convenient and can be used for short, non-urgent and positive forms of communication. However, electronic communication is not appropriate for more complex or emotional situations. In these cases, parents should request a face-to-face meeting with due regard for time, place and conduct. If in doubt, schedule a meeting.

I readily acknowledge that the vast majority of our community are exemplary in their support of College policies and values and are very respectful in their interactions. Therefore, it is important that we never forget that every action we take has the potential to uplift or tear down. In reiterating this, I ask that every member of our Frayne family take the time to carefully consider their actions and its potential impact carefully, before initiating contact.

While I understand that the last few years have been taxing on everyone, the stresses of life do not excuse behaviour that is at odds with the expectations of our community and is poor modelling for our impressionable young people. By everyone playing a part in providing a safe, positive learning environment that is authentically child-focused and Christ centred we can continue to work collaboratively to enable your child, and our student to be the best they can be.

Thank you for your consideration in regard to this important matter and as such, we will be providing further guidance in relation to parent-teacher communication protocols next year.

With regards and prayerful best wishes.

Yours sincerely

A handwritten signature in black ink, appearing to read 'G. Mills', with a horizontal line underneath.

Geoff Mills