

Purpose:

The purpose of this Code of Conduct is to establish clear expectations and guidelines for behavior and interactions among all members of the school community—including children, parents, caregivers, and staff. It is designed to create a safe, respectful, and nurturing environment that supports learning and development.

This Code ensures that everyone is aware of their rights and responsibilities, understands the consequences of misconduct, and promotes a culture of mutual respect and cooperation. It also reflects Gicarli's commitment to professionalism, quality education, and compliance with applicable laws and regulations, helping to build trust and confidence among families.

Core Guidelines:

1. Respect and Dignity

We are committed to treating every child, parent, staff member, and visitor with respect, dignity, and kindness.

Consequences for violations: Verbal warning, written warning, suspension, or expulsion, depending on severity.

2. Safety and Security

We maintain a secure environment by adhering to all safety and emergency procedures.

Consequences for violations: Immediate suspension, expulsion, or legal action if warranted.

3. Anti-Discrimination

Discrimination or harassment based on race, gender, ethnicity, religion, disability, or any personal characteristic will not be tolerated.

Consequences for violations: Verbal/written warnings, suspension, expulsion, or legal action.

4. Communication

We strive for open, honest, and respectful communication with all parents and caregivers regarding each child's progress and any concerns.

Consequences for violations: Verbal or written warnings.

5. Confidentiality

All sensitive or personal information about children, families, or staff is treated with strict confidentiality.

Consequences for violations: Verbal or written warnings.

6. Health and Hygiene

We uphold high standards of hygiene and cleanliness, including regular sanitation practices and encouraging healthy habits.

Consequences for violations: Verbal or written warnings.

7. Learning and Development

We foster a nurturing and stimulating environment that supports the holistic development of each child.

Consequences for violations: Verbal or written warnings, suspension, or expulsion.

8. Parental Involvement

We welcome and value parent participation, feedback, and collaboration in support of each child's growth and success.

9. Professionalism

All staff members are expected to demonstrate professionalism, including punctuality, accountability, and a commitment to continual learning.

Consequences for violations: Verbal or written warnings, suspension, or termination.

10. Compliance with Laws and Regulations

We comply fully with South African laws and policies regarding early childhood education, safety, and well-being.

Consequences for violations: Appropriate disciplinary measures.

I, _____ Parent/Guardian Name confirm that I have read, understood, and agree to abide by the above Code of Conduct set out above.

Parent/Guardian Sign:

Relation to Child:

Date: