Handbook for Parents
Includes school values, facilities, services, curriculum, fees and Kindergarten information.

Last updated – March 2017
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Vision Statement

For Larmenier Catholic Primary School to live out its motto, Christ is our model, by being a Living, Loving and Learning Community.

Mission statement

Larmenier is a Catholic primary school founded in the tradition of Victoire Larmenier. At its core are the values of Love, Compassion, Patience, Justice, Hospitality and Respect. In a quality learning environment equity and justice ensure the provision of an education for the whole person.

We firmly believe that Christ is our model in all aspects of our spiritual, personal and learning relationships. We aim to deepen our faith through knowledge, action and prayer, and we aim to develop resilient and responsible learners. Larmenier draws its students from across and beyond Launceston and is under the pastoral care of the Kings Meadows Catholic Parish.

We are a Living, Loving and Learning Community.
Our school is named after Victoire Larmenier, a French woman, who lived from 1827 to 1878. She founded the Congregation of the Sisters of Nazareth, whose special vocation was the care of the aged and the young.

In 1960 Archbishop Young decided that a Catholic primary school for the area in St Leonards was sorely needed. Thus in 1961 the first buildings of the school were operational. Two Sisters of Nazareth were the first teachers at the school. They were fulfilling the ambition of the Sisters of Nazareth to open an aged-care facility, Nazareth House, and then later Larmenier School. The Catholic community of St Leonards felt privileged to have a Catholic School, through the generosity of the Sisters.

The following is an account of the opening day as it appeared in the “Standard” of February 24th, 1961:

“Larmenier School which started this Year with 40 pupils is housed in a building adapted for school purposes at the cost of 5,000 pounds. Pupils of St. Thomas More’s, St Finn Barr’s, Sacred Heart and St Patrick’s College formed a long guard of honour for the Archbishop as he left the school to bless the new Nazareth House home for the aged which has been occupied for some time.”

The management of Mt Esk (formally Nazareth House - the aged care facility) has been undertaken by the Archdiocese of Hobart and Southern Cross Homes since July 2002. In 2003 preparations were made for the handover of Larmenier School to the Archdiocese and in 2003, Larmenier farewelled the last of the remaining Sisters of Nazareth, Sister Monica Glass CSN. In 2004 Larmenier School welcomed its first lay principal, Mrs Ellie McGinness. Mrs McGinness completed her appointment in 2008. Mr Peter Douglas was appointed as principal from September 2009 till December 2011. Mr Brent Wilson was appointed as principal in December 2011 till December 2016. Ms Jacqui Lawless was appointed acting principal in December 2016 till June 2017.

Larmenier School has continued to foster the tradition and the vision of the Sisters of Nazareth. To this day the values of Victoire Larmenier are an integral part of life at the school. These values are – Love, Compassion, Patience, Justice, Hospitality and Respect.

Since 1961 the school has increased its population steadily to a count of 200 students in 2016. Along with this increase has been the development of the school facilities. These include: two large sports fields, cricket pitch, tennis, netball and basketball courts, undercover/outdoor education structure, senior and junior play areas, indoor multi-purpose facility (used for conferences, indoor sports activities, school performances and celebrations, P&F functions, music, drama and dance classes), a commercial standard kitchen, refurbished library and administration block, landscaped gardens and playground, school farm and garden.

2004 saw the introduction of a Music Program, co-ordinated and supported by St Patrick’s College to encourage the development of band and string ensembles.

In 2005 Larmenier School began a Farm and Gardening Program. Included in this is an orchard, vegetable and herb garden and a variety of animals, including Anglo-Nubian goats, rare Saddleback pigs, Dexter cows, chickens, ducks, rabbits, ferrets, guinea pigs, sheep and alpacas. The students of the school are actively engaged in the running of the farm and garden program. This includes regular “Farm Days” for every grade.
Since the establishment of Larmenier School, yearly concerts, sports carnivals, Sacramental and Liturgy programs and eisteddfod competitions, our students have been eager participants. The school houses are Upton, Guilford and D’Arcy. The houses have always been an integral part of the pride and history of Larmenier School. Sporting competitions and targeted activities are a great source of motivation for the houses gaining points and rewards.

**CHARACTERISTICS OF LARMENIER SCHOOL**

Larmenier School is located 10 minutes from Launceston’s CBD in a picturesque rural setting in St Leonards, overlooking the North Esk River.

It is a Catholic Primary School catering for students from Kindergarten to Grade 6. Larmenier belongs to the greater Launceston parish and is associated with the Church of St Peter’s in Kings Meadows, lead by Father John O’Connor MSC who is the school chaplain. School Masses and Liturgical Celebrations are frequently held at school or St Peter’s Church.

*Larmenier aims to:*

- Provide an atmosphere enlivened by the Gospel spirit of freedom and charity.
- Provide excellence in schooling.
- Promote the integral development of students’ physical, intellectual, moral and spiritual growth in accordance with their nature and destiny.
- Place education and human development in a context illuminated by faith.
- Provide a Religious Education program according to the mind of the Catholic Church and as directed and guided by Archbishop Julian Porteous.
- Educate students in the teachings and life of the Catholic Faith.
- Initiate students into Catholic practices and a way of life, specifically based on the Gospels.
- Encourage students to weigh moral values with an informed conscience illuminated by faith and to embrace Catholic values by choice.
- Recognise parents as the prime educators of their children and support, complement and involve them.
- Foster in students, staff and parents a sense of community and commitment to Christ through prayer, worship, sacramental life and service.
- Define clearly and maintain good discipline leading to the development of self.
- Maintain a concerned, dedicated and professional staff of the highest quality.
STAFF IN 2017

Teaching staff

Jacqui Lawless BEd(Tas) BSpEd(SA) TCTC ACEL CPAT  Acting Principal

Allison Cornish MEd(Deakin) BTeach Primary & Secondary (Deakin) TCTC  Assistant Principal Learning and Teaching

Maureen Fontyn BEd(Tas) TTC TCTC  Assistant Principal Religious Education

Father Des Holm MSC PP  Parish Priest

Fiona de Wit BEd(Tas) CertRE GradCertECE TTC TCTC  Kindergarten

Jane Knowles BEd(Tas) TCTC  Prep

Susie Claessens BA DipEd(Tas) TTC TCTC  Grade 1

Lisa Turner DipTeach(ICE) BEd(ACU) TCTC  Grade 1

Vicki Donald BEd (Tas)  Grade 2

Jacinta Verbeeten BEd(Tas) TCTC  Grade 3

Alison Vogelaar BEd (Tas) TCTC  Grade 3 & Farm

Maureen Fontyn BEd TTC TCTC  Grade 4

Allison Cornish MEd(Deakin) BTeach Primary & Secondary (Deakin) TCTC AssocDipMus(Tas)  Grade 4

Judy Rice DipTeach(TSIT) BEd(Tas) TTC TCTC  Grade 5

Jodie Hughes BEd(Tas) TCTC  Grade 5/ PE

Ray Smith BEd(Tas) TTC TCTC  Grade 6

Beth James TeachersCert CertSocialWelfare DipPastoralMin(Hobart) TCTC  Farm

Judy Rice DipTeach(TSIT) BEd(Tas) TTC TCTC AMusApiano(AMEB)  Music, Japanese and Indonesian

Lisa Turner DipTeach(ICE) BEd(ACU) TCTC  Perceptual Motor Program
Administration staff

Mary Williams Dip Accounting (TAFE) Cert IV Financial Services Administration Officer

Yvonne de Wit BAppSc (TSIT) Cert IV Accounting (TAFE) Cert III & IV BusAdmin Cert III BusOfficeAdmin CertAccounting Administration Officer

Ted Sherrin DipTheol (AustCollTheol) BTheol (Charles Sturt) Property Officer

Support staff

Tania Freestone CertIII EdSupport (TAFE) Teacher assistant /Library

Theresa Mattern TeachersCert, CertIII EdSupport (TAFE) Teacher assistant

Sam Milbourne CertIII EdSupport (TAFE) Teacher assistant/ ICT/ Relief Admin

Donna Miller CertIII Children’s services(WilsonTraining) CertIII Buis, CertIV TA Studies Teacher assistant/ First Aide

Oli Fitch CertIII EdSupport (TAFE) Teacher assistant

Renee Carroll CertIII EdSupport (TAFE) Teacher assistant

Kim Brooks CertIII EdSupport(Wilson Training) Teacher assistant /Library/ First Aide

CertIII Children’s Services(WilsonTraining)

Debbie Arnold CertIII EdSupport (Polytechnic) Teacher assistant

Owen Milbourne Utility officer: Grounds

Board of Management

Peter Wall Chairman
Neale Forrester Vice
Tracey Badcock Secretary/Treasurer

Parents and Friends Association

Lanai Morrison President
Jennifer Quill Vice-President
Jaki Mortimer Secretary
Jo Long Treasurer
SCHOOL FACILITIES AND SERVICES

Board of Management
Together with the Principal and the Tasmanian Catholic Education Office (TCEO) the function of the Board of Management is to promote the interests of the school, to oversee the application and use of revenue, to advise in the maintenance and development of school buildings and facilities, to support the role of pastoral care in the school and to offer a public face of our school to the community.

Curriculum
Larmenier School has introduced the majority of the Australian Curriculum into the school. This process will continue. Throughout 2017 staff will again be involved in a number of regional network meetings to ensure quality teaching, assessment and reporting in all curriculum areas. Additionally staff will focus on the key curriculum area of Literacy, undertaking professional learning to ensure our teaching practice is effective in meeting the needs of all students.

Special programs are co-ordinated by the Special Needs Teacher as well as the class teachers. Individual education plans (IEPs) are developed for students with identified learning needs. Small group work occurs in numeracy and literacy. This enables students to be supported, consolidated or extended in their learning. Teacher assistants support teachers in complementing these programs.

An early childhood motor skills program is organised on a regular weekly basis as well as Physical Education for Kindergarten to Grade 2 students.

Larmenier issues two written reports and conducts two parent interviews with the class teacher each year.

Daily routine
Students are encouraged to arrive at school between 8.35 and 8.45 am. Supervision of students who need to arrive earlier, begins at 8.30 a.m. Children are asked not to be at school, not enter classrooms, before 8.30 am.
School commences at 8.50 am, and concludes at 2:55 pm.

- Fruit Break: 10:00 am – 10:10 am
- Recess: 11:00 am – 11:30 am
- Lunch: 1:00 pm – 1:30 pm

Kindergarten is held each Monday, Tuesday and Thursday from 8.50 am – 2.50 pm.

At the end of the school day, students catching buses have allocated areas in which to wait and are escorted to the buses by teachers. Those students waiting to be collected by parents also have a designated area to wait in and are expected to be collected from this area by the parent. See Parking procedure and Buses for more information.

Class attendances are done at 8.55am. The school office follows up all unexplained absences with a phone call to parents. Parents are expected to call the school by 9a.m. if their child is absent for any reason. Children MUST be signed in at the school office if they arrive after 8.50 a.m. and signed out if leaving the school at any time before dismissal at 2.55 pm by their parents/carer.
All volunteers and visitors to the school are required to sign in and out at the school office. Volunteers must have their ‘Working with Children’s Check’ cleared at the office before going to class.

**Encouragement awards**
Student successes are celebrated in many ways at Larmenier: certificates at assemblies, newsletter recognition with photographs, house points towards a special reward day, stickers and peer recognition. Values awards are given at times to recognise and celebrate students who display the Christian values in their daily interactions with staff and students. These values awards are based on the eight values that were truly significant in the lives of the Sisters of Nazareth - Victoire Larmenier being their founder. These values are; Love, Compassion, Patience, Justice, Hospitality & Respect.

**Farm**
The school also operates a small farm and sustainable gardening program in which the children, staff and parents are partners in caring for both pet and farm animals and the gardens. All classes have specific duties to perform in regards to the farm. Also each class will have one farm day per term where students will be participating in a range of activities on the farm learning about gardening, the environment and sustainability. Vegetables and eggs are sold through the school and funds raised go back into the farm project.

**Fruit break**
Students from Prep to Grade 6 have a morning fruit break. This usually occurs at approximately 10.00 am. Students are asked to bring along fresh or dried fruit or vegetable pieces that can be eaten quickly. No processed fruit other than dried fruit, please.

**Injuries**
Students who sustain minor injuries will be treated at school. Minor injury slips are sent home to advise the parents of any incidents. Parents will be contacted if students are not able to remain at school. We ask that an adult family member picks these children up from school and signs them out of the student register at the office. All head injuries require us to notify the parents via a phone call or note if uncontactable. This is to ensure that parents are aware of the injury and monitoring is continued if the child does not go home immediately. In the case of serious illness or accident an ambulance may be called. We will do our best to contact the parent/carer and our first aide officer will accompany the child.

**Medications**
The giving of medication to students by the school is a very sensitive area. All medication will be given to children by a qualified first aide person on staff – not by teachers. Written authorisation is required by the school for all medications. Forms for such medication allocation are available from the school office or on the school web site. *Panadol will not be given to any student while at school.* Parents are requested to hand medication with the forms to the office.

**Newsletters**
A weekly newsletter is produced. The newsletter is distributed electronically. Please advise the office of your preferred email address or it can be downloaded from the school web site. Extra copies of the newsletter are available outside the office.

**Outside School Hours Care**
After School Care Programs are managed by CatholicCare. Please make direct contact with CatholicCare by phoning 1300 119 455 if you have any questions or wish to enrol.
Parents and Friends
The Parents and Friends Association is a support group that helps the school in a voluntary capacity. They assist with finance through the P & F levy. The social aspect of the association is a means of bringing parents together, working for the school and the students. The P & F provides a forum for the discussion of matters relating to school life. Meetings are held on the second Tuesday of each month. If any changes occur to the dates, a note will be placed in the school newsletter.

Playgroup
Playgroup will be held each Wednesday from 9 am to 10.30am. Parents with their pre-school age children are invited to come along. There is a gold coin donation for attendance. Bring morning tea for your child and coffee and tea will be provided for yourselves.

Road safety
After school, children are supervised by a teacher in the undercover area until 3.20pm. Parents are to go the undercover area to pick up their children. Children are not allowed to walk to the cars without an adult with them. Parents are requested to stagger times for picking up children. Children in Kinder, Prep, Grade 1, and Grade 2, and their older siblings are to be picked up at 3.00 pm. Children in Grades 3, 4, 5 and 6 are to be picked up between 3.10 and 3.20. This enables an easy flow through the car park and allows more room for parking. Once parents have collected their children, they need to return to their car and leave so that space is provided for other families to park. Parents are requested not to leave their children in cars. Parents are asked to park in designated areas and not to stop and block traffic. Mt Esk have asked that no cars park in their turning circle area. This needs to be kept free for ambulances etc. Parents are also not allowed to park in the staff car park at any time because of student movement throughout this area. Bus children are accompanied to their buses by the teacher. We have bike racks at the school for any students riding bikes. We ask that parents make sure their child are aware of the need for extreme care when riding bikes in and around the school grounds. If they are to cross any roads give them good instructions on bike rider awareness and safety.

Parent involvement
The school’s effectiveness largely depends on the mutual support and cooperation between parents and teachers. Parents are expected to show an active interest in the whole life of the school and to be ‘in tune’ with the education of their child. Assistance from parents with class activities, farm days and excursions is always appreciated. We have a formalised system of parent help especially during the morning literacy block and if you are interested please phone the office or approach the class teacher. Parents involved in classroom help are expected to maintain confidentiality at all times. All school volunteers are required to have a Working With Children’s Check through the Department of Justice. This is to comply with State Government Legislation. No parent can do any volunteer work with children without this check. Your presence is always welcomed in our school. We ask that you present yourself at the office first and sign in so that we know who is on the school property, have your Working With Children’s Check verified, then report to the teacher. Parent help is strongly encouraged both formally and informally at Larmenier. Please contact your child’s teacher if you wish to express an interest in this area.

Positive Behaviour School
Our school is a Positive Behaviour School. We have 5 expectations

- Be a Friend
- Be Respectful
- Believe in Yourself
- Be Safe
Be a Learner
These expectations are explicitly taught and discussed with children to assist them to live within
our school community.

School assemblies
School assemblies are conducted for the whole school on Friday mornings. Parents are
welcome. Parents are also invited to attend our liturgies or special assemblies when classes take
turns to present aspects of their class work to the school.

School banking
Students who wish to bank money at school may open an account with the Catholic
Development Fund. Banking forms will be handed out to new students. Parents will be notified
of the weekly banking day and are asked to ensure that the bank book and money are sent to the
school on the appropriate day.

School canteen
Our school canteen is open on Fridays. Orders must be in the classroom canteen tubs by
Monday 9am. We offer a nutritionally balanced range of food. We are an accredited Healthy
School Canteen. Parent volunteers staff the canteen thus opening hours are determined by
availability.

School Dental Service
Dental appointments are available through the School Dental Service.

School Health Service
The School Health Sister visits the school to conduct basic health checks and is available for
parents to consult with. Launceston City Council in conjunction with the Department of Health
provides ongoing immunisation for children who may be currently due for their boosters of
Rubella, Hepatitis B, etc.

School houses
Larmenier School has three houses that are very much part of the tradition of the school. D’Arcy
and Guilford are named after Tasmanian Catholic Archbishops and Upton after a former
Tasmanian Catholic Dean of Launceston.

Special events
Dates for special events for the school year are advertised through the school newsletter, on the
school web site and on TeamApp.

Sport
Students participate in swimming, cross country and athletic fun days during the year. Grades 5 & 6 participate in a Summer and Winter Interschool roster. Daily fitness is a required session of
classroom learning each day.

Teacher supervision
Teacher supervision begins at 8:30 and ends with the after school duty at 3:30pm. Any children
still in the school grounds are escorted to the office to contact parents and wait there until picked
up.

Team App
Get the app (available from the App Store and Google Play) and request to join Larmenier. Keep up to date with events and happenings. Lots of reminders, notes, newsletters and photos are displayed here.
Uniform shop
We operate a school uniform shop, with uniforms at a more affordable cost to the parents of Larmenier. The hours of operation are advertised at the school office, school web site and TeamApp.

Welfare
Teachers and/or the Principal are available to assist with any problems the students may be experiencing. We ask that appointments be made with teachers in advance, outside normal teaching hours.
SCHOOL REGULATIONS AND PROCEDURES

Accidents
Accidents are reported to the principal as soon as possible and, if necessary, details are recorded. Minor incidents are reported to parents via a white slip sent home with the student. Parents will be contacted for all head injuries and serious incidents. Depending on the severity of the accident, parents, ambulance and hospital are contacted.

Attendance and absence
Regular attendance is important for ongoing successful instruction, as is punctuality. If a student is absent from school for any reason the parent must notify the school that the child is away and he/she must bring a note on return to school explaining the reason for the absence. Any unexplained absences will be followed up via a phone call or letter.

Bullying and School Wide Positive Behaviour System (SWPBS)
Larmenier School is a Christian community where people come together to work, learn and play. Our aim is to ensure that the school provides an environment in which everyone feels safe. At Larmenier all people have the right to be free from bullying. Any form of bullying will not be tolerated. All people have the right to seek assistance as soon as they feel threatened. Bullying is regarded as a serious offence and will result in action being taken.

Inappropriate behaviours are monitored and data is used to make decisions about improving our behaviour management systems throughout the school. We are pleased to note that since the introduction of the SWPBS four years ago, we have seen a rapid decrease in inappropriate behaviours throughout the school, particularly in physical incidents. We are now in a position where we are able to tackle minor behaviour problems promptly and effectively, resulting in a safer, happier school environment.

Buses
School buses are provided by Redline, Jack’s and Metro. These serve a wide area within Launceston and surrounding areas for students attending Larmenier School. Students are supervised while waiting for and boarding buses. For more details about bus routes please contact the bus companies.

Care of school property
Students, teachers and parents are asked to report any damage to school equipment or property to a teacher or the principal so the necessary repairs can be made as soon as possible.

Collection of money
When forwarding money to the school parents are asked to place it in an envelope clearly labelled with the student’s name, grade, activity and reason. This is to be handed to the class teacher first thing in the morning who will in turn mark the student’s name on the class list and send it to the office.

Communication
The Infant classes have a simple communication diary that they take home every night. This is used for communicating with parents and visa versa and also for homework tasks. We produce a weekly newsletter every Thursday. It is emailed to those parents who have supplied the office with a current email address. It is also uploaded onto the school website and TeamApp every week. The newsletter includes important school events, weekly notices and celebrations of student’s work is acknowledged.
Student reports are issued twice a year, with focuses on social skills and academic learning as well as emotional, physical and spiritual development.

An annual school calendar is issued at the beginning of the school year. This is also uploaded onto the school website. Any required dates are advertised in the school newsletter. An effort is made to keep these to a minimum but sometimes unforeseen circumstances intervene.

An annual school report is issued to the community. Parents are requested to notify the school office of any change of address or telephone number and of any other updated information or medical problems that may be necessary for the school to know.

**Enrolment**

Larmenier adheres to the Tasmanian Catholic Education Commission inclusive enrolment policy. Therefore, the order of acceptance for students at Larmenier is as follows:

1. Brothers/sisters of students already enrolled
2. Catholic children in our area
3. Catholic children in other areas
4. New non-Catholic children

Kindergarten interviews for the following year are usually held during May/June. New parents are shown around the school and have the opportunity to discuss specific matters pertaining to their children’s entry into school life at Larmenier. Parents are made aware of the role of our school, as well as the expectations we have of them as the prime educators of their children, especially in the area of faith development. Position offers generally go out in August. Enrolment is never a guarantee. Time is set aside in late November each year for an orientation day.

**Food Allergies**

Larmenier School has a whole school approach to the health care and management of those students who have specific food allergies based on risk minimisation. Whilst it is primarily the responsibility of parents to teach their allergic child to care for him/her self, the school has a role to implement a health-care plan and reinforce appropriate avoidance and management strategies. The parent is responsible for forwarding any relevant or changed medical information about their child in relation to any allergies and risk of anaphylaxis. An anaphylaxis plan is developed between the child and school. Any medications specific to their child are provided by the parent and kept at school. Parents need to keep the school medical information up to date at all times. All staff are trained to recognise and respond to a mild, moderate or severe allergic reaction, including training in the use of an epipen.

All staff are made familiar with children with food allergies and determine any cooking/farm sessions accordingly to avoid any risk of exposure to allergens.

Education about food safety and the seriousness and potential life-threatening nature of allergies takes place within the classroom environment. All students receive constant reminders not to swap or share food.

**Lost property**

Children are encouraged to care for their possessions but inevitably students leave or misplace items of clothing. If property is lost, parents and students may check the ‘lost property box’ located in the downstairs foyer. The next step is to check with your class teacher. It can be advertised in the newsletter if requested. All clearly named items are returned to the classroom.
Permission to leave the school grounds and functions
Before a student is permitted to leave the school grounds, the class teacher must have received notification from the parents. Parents who need to take their children from school early for a medical or dental appointment or for pressing family reasons, need to sign the child out at the office on the attendance register. If a child is late for school parents are required to sign their child in at the office. **No child can sign themselves in or out at the office.** At school functions such as sports days or eisteddfod competitions we request that parents speak to the principal or the class teacher before leaving with their child. At Larmenier we strongly encourage full participation by all students at school functions and events whether it be as a participant or an audience member.

Personal items
Students may not bring any personal items such as mobile phones, iPods, MP3 players, roller skates, skateboards, yo-yos, electronic games, toy guns, toy knives or any item that runs the risk of being lost or damaged or misused. The school takes no responsibility for the loss or damage of any personal items.

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Mobile phones are only permitted in cases where contact with parents is essential after school, and are to be handed into the office at the beginning of the day (A record will be kept of this). They will be handed back at the end of the day. If a child needs to have a mobile phone for after school use, parents are to write a letter stating reasons for this need. These letters can be forwarded to the principal.
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School fees
An account invoice is sent to each family early in March. Payments can be made at the office, by eftpos, cheque or cash. Payments can also be made by instalments to suit your financial needs, following discussions with the principal. Up to date statements are sent out monthly. These can be emailed or sent home with your child.

Shared and sole care of children
Parents, who have shared or sole care arrangements of their children, should inform the principal of their particular family circumstances. Where specific court orders have been made which affect the school, a copy of those orders must be lodged with the school.

Student safety within the school
The students are encouraged to take care at all times in the classroom and the playground. Special emphasis is placed on not running in the corridors, concrete areas and woodchips; using all equipment in the correct manner and replacing it in its original storage area. Children are asked to observe all road and safety rules and to keep inside the broken white line and on the footpath while walking to and from the buses and the car park. Parents must park in the school carpark when bringing children to and from school (not in the staff car park)

Sun protection procedure
Our school has the obligation to provide a safe working environment. It is our duty to provide the best protective measures possible to minimise the risk of skin cancer.

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Measures taken:
• hats are worn while outdoors during the first and fourth terms
• shade marquees are used for Athletics and Swimming Carnivals
• sunscreen provided for application before recess and lunch times.
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Clothes provide the best protection.
Uniform and appearance
Wearing of the correct uniform is compulsory. If for some reason your child is not in uniform on a particular day, a note of explanation is required. Students are expected to wear the uniform with pride. Hair is to be neatly groomed and long hair must be tied back with ribbons, clips or hair bands and these are to be ROYAL BLUE or YELLOW. No jewellery other than one pair of gold or silver studs be worn. Nail polish is not to be worn. All uniform items are only available from the uniform shop (except school shoes and sports shoes). Sandshoes should be predominantly white where possible.

<table>
<thead>
<tr>
<th>GIRLS – WINTER;</th>
<th>GIRLS – SUMMER;</th>
</tr>
</thead>
<tbody>
<tr>
<td>• blue school dress and school tie</td>
<td>• school dress</td>
</tr>
<tr>
<td>• white long sleeved shirt</td>
<td>• light blue socks</td>
</tr>
<tr>
<td>• long navy socks or tights</td>
<td>• black school shoes</td>
</tr>
<tr>
<td>• black school shoes</td>
<td>• school blazer</td>
</tr>
<tr>
<td>• school blue jumper/vest</td>
<td></td>
</tr>
<tr>
<td>• school blazer</td>
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<table>
<thead>
<tr>
<th>BOYS – WINTER;</th>
<th>BOYS – SUMMER;</th>
</tr>
</thead>
<tbody>
<tr>
<td>• long grey trousers</td>
<td>• grey shorts</td>
</tr>
<tr>
<td>• blue long sleeved shirt and school tie</td>
<td>• blue short sleeved shirt</td>
</tr>
<tr>
<td>• grey socks</td>
<td>• short grey socks</td>
</tr>
<tr>
<td>• black school shoes</td>
<td>• black school shoes</td>
</tr>
<tr>
<td>• school blue jumper/vest</td>
<td>• school blazer</td>
</tr>
<tr>
<td>• school blazer</td>
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</tbody>
</table>

SPORTS UNIFORM:
• tracksuit or short sleeved sports top, blue shorts, white socks and sports shoes. (sports shoes should be predominantly white)

SWIMWEAR: One piece for girls. Grades 3-6 boys and girls - royal blue

HATS: These are compulsory and must be worn during first and fourth terms. We have a ‘No hat, no play’ policy.

**ALL ARTICLES OF CLOTHING MUST BE CLEARLY NAMED.**
An art smock is required for all children. During Term 2 and 3, an extra pair of sports shoes and track pants may be brought to school in order to play on the oval. Kindergarten students wear sports uniform all year with shorts for summer and tracksuit for winter(not the tunic or trousers).
INFECTIOUS DISEASES

The most common infectious diseases of childhood encountered, and a guide to exclusion periods from school are as follows:-

CHICKEN POX - excluded for 7 days after first spots appear. Contacts are not excluded.

CONJUNCTIVITIS - excluded until discharge from eyes has ceased. Contacts not excluded but regularly inspected.

DIARRHOEA - excluded until 24 hours after the last episode.

DIPHTHERIA - excluded until medical certificate of recovery issued after at least 2 negative throat swabs.

GLANDULAR FEVER - At home until feeling well. Exclusion not necessary.

HAEMOPHILUS INFLUENZA TYPE B (HIB) - At home until a medical certificate of recovery is received.

HAND, FOOT AND MOUTH - At home until feeling well. See below for more details.

HEPATITIS A - School must be notified. Exclude until medical certificate of recovery.

HEPATITIS B - exclude until medical certificate of recovery.

HEPATITIS C - exclude until medical certificate of recovery.

HERPES SIMPLEX (COLD SORES) - exclude until recovered. Sores must be covered.

HIV - exclusion not necessary unless a secondary infection requires exclusion in its own right.

INFECTIOUS HEPATITUS - re-admitted on receipt of medical certificate. Contacts are not excluded. Gamma Globulin is usually administered to contacts in the immediate family by the family doctor.

IMPETIGO (SEPTIC SORES) - excluded only if sores are on exposed surfaces such as scalp, face, hands and legs. Allowed to attend if such sores are receiving medical attention or are properly covered with clean dressing. Contacts not excluded but regularly inspected.

INFLUENZA - School must be notified. At home until feeling well.

LEPROSY - exclude until health authority authorises return.

MEASLES - School must be notified. Excluded for 7 days from appearance of the rash or until receipt of a medical certificate of recovery. Contacts are not excluded.

MENINGITIS (BACTERIAL) - exclude until well.

MENINGOCOCCAL INFECTION - exclude until well.

MUMPS - excluded for 2 weeks from the onset of swelling. Contacts are not excluded.

PEDICULOSIS (LICE IN HAIR) - excluded until hair is completely cleaned - neither nits or lice being present. Contacts not excluded but regularly inspected

POLIOMYELITIS - exclude for at least 14 days from onset and re-admit on medical certificate of recovery.

RINGWORM - allowed to return to school after 7 days of treatment, provided that lesion is cured or definitely improving. If not completely cured, the affected areas must be covered. Contacts not excluded but regularly inspected.
RUBELLA (GERMAN MEASLES) - excluded for 10 days from the appearance of the rash or until receipt of a medical certificate of recovery. Contacts are not excluded.

SCABIES - excluded until all evidence of the disease has disappeared or a medical certificate states that treatment has been successful. Contacts are not excluded but regularly inspected. See below for more details.

SLAPPED CHEEK SYNDROME (FIFTH DISEASE) - Need not be excluded from school because the most infectious period is before the rash appears and the diagnosis is made.

STREPTOCOCCAL INFECTION (INCLUDING SCARLET FEVER) - exclude for 24 hours after antibiotic treatment and the student feels well.

TRACHOMA - exclude until day after treatment has started.

TUBERCULOSIS - exclude until production of medical certificate.

TYPHOID AND PARATYPHOID FEVER - exclude until production of medical certificate.

WHOOPING COUGH - School must be notified. Exclude for 7 days after starting antibiotic treatment. Unimmunised family members under 7 years may also be excluded from school until they have received a course of antibiotics.

For Gastro-enteritis, Hand, Foot and Mouth Disease, Herpes Simplex (Cold Sores) and Influenza exclude until recovered.
PROCEDURES FOR HAND, FOOT AND MOUTH DISEASE
This is viral illness with blisters often seen in the mouth and on the hands and feet. It is not a serious illness and has nothing to do with the animal disease known as Foot and Mouth.
The child may have low fever, may be listless, off colour and off his/her food for a few days before the ulcers/blisters appear.
Spreading of the illness takes place through contact with the fluid in the blisters. This is most likely to occur when it becomes airborne during coughing, talking etc. and through contact with faeces.
Infectious Period - as long as there is fluid in the blisters. The faeces can remain infectious for several weeks.
Responsibility of Parents - report the illness to the Principal/teacher.
Control of Spread - exclude children until well and all the blisters have dried. The faeces may still be infectious but this is no reason for continued exclusion. Good hand washing techniques and cleaning procedures need to be followed.
Treatment - usually none is required. Use of Paracetamol for the fever and any discomfort may be indicated. Avoid using aspirin. The disease itself is not serious, but if the child complains of severe headache and if the fever persists and the child is not getting well, the parents should consult their doctor immediately.

PROCEDURES FOR SCABIES
Scabies is a skin infection causing a rash and extreme irritation. It is caused by a tiny mite, much smaller than a pin head, which burrows under the human skin where eggs are laid and the mites multiply. The burrowing action of the mites causes almost unbearable itchiness when the patient is hot, particularly at night. The patient scratches until the skin is broken and sores may develop due to secondary infection.
Because the ‘itch’ mites prefer warm parts of the body, the rash is found mainly on the trunk, armpits, groin, around the genitals and on the wrists and hands. The head and neck are rarely affected.
Anyone can catch scabies. Even the cleanest person runs the risk if in close contact with someone who has the complaint. It spreads quickly from one person to another, particularly in bed. It may also be transmitted by clothes, bed linen and soft furnishings.
It may take 2-4 weeks from the first infection for the itch to become really severe and during that time the mites may spread to others in the family or in the same class at school.
Once it has been correctly diagnosed, scabies can be effectively treated by the application of various creams or lotions containing certain ingredients which kill the mites.
It is essential that all other persons in the household – adults and children – are treated at the same time as the patient, even if they have no symptoms.
Treatment - a cool (not hot) shower or bath may be taken before the cream or lotion is applied, but this is not essential.
Apply the recommended cream or lotion to every part of the body from the chin down to the soles of the feet. Even the areas that are not itchy should be treated. Allow to dry, then put on clean clothing or night attire.
On the next day, a bath or shower is taken and a change made to fresh clothing and bed clothes. Bed linen should be changed on this day.
Clothing and Bed Linen - these need to be washed after the treatment. Normal laundering and ironing is usually sufficient.
Return to School - a child may go back to school the day after treatment has been given, provided these instructions have been followed.
Sometimes the tingling or itching persists for a week or so but this may not mean that infection is still present. Avoid repeated treatments with these lotions because if over-used they sometimes can be toxic to the skin and cause skin problems.
If scabies is diagnosed, notify the Principal and school nurse for the protection of other children and their families.
WHY YOUR CHILD WILL BENEFIT FROM COMING TO A CATHOLIC KINDERGARTEN.

A Catholic Kindergarten reinforces the Christian values that have already been established at home!

In Kindergarten children learn that God is their friend. God loves us all, and knows us all by name. Children are brought into awareness that we are invited into relationship with our God. He always listens to us.

The Religious Education Guidelines for Kindergarten/Preparatory level encompass so much to enable an excellent basis for the many years to come.

PARENTS: - We aim to extend and reinforce the ideals that you as parents have instilled into your children. Parents are the first teachers of their children so be sure to become involved in our Christian Community so that there is a strong bond between the home environment and one of the most impressionable years of your children's schooling.

WHAT CHILDREN LEARN IN THEIR KINDERGARTEN YEAR?

1. to feel confident and adequate in a large group.
2. to be independent.
3. to use his/her body skillfully.
4. to communicate with others.
5. to develop good relationships with others.
6. to express himself/herself in speech, music, drama, art, etc.
7. to observe, question and organise his/her thinking about the world.
8. to develop his/her own learning.
9. to build on his/her curiosity so that he/she is eager to gain new experiences.
10. to gain a good feeling about himself/herself, so that he/she can grow and spread this feeling towards others.

BUT ....................... ALL AT HIS/HER OWN PACE
HOW DO CHILDREN LEARN?

By Experience
Experience is essential and is the basic part of learning throughout a child's school life. It comes through touching, tasting, smelling, feeling, experimenting and manipulating, etc., which leads to a deep understanding of many difficult concepts on which all future learning can be based.

By Questioning
How often do we grow impatient with children - "Why? How?...... But why?" Children are usually sincere about wanting to know and the continued questioning is how they sort themselves into the scheme of things.

By Reason
A child’s reasoning is not adult reasoning because their experiences are more limited. Therefore, the conclusions a child reaches may not always be absolutely accurate..... But......Be……..PATIENT...... These are early attempts and should be encouraged.

By Experimentation
Trial and error learning. The old adage "If at first you don't succeed. TRY, TRY, TRY AGAIN," must have been written after observing small children at work.

Young children see the world differently than older students and adults, and they learn best through direct, sensory experience. They need to manipulate, explore and experiment with real objects. They learn by doing, moving and talking.

Young children are naturally curious and eager to learn. They are active learners who learn through a variety of means. Purposeful play is an important way that children learn. Educators and psychologists refer to play as the serious work of childhood. Children at play are highly motivated and capable of intense concentration.

As children play, they are clarifying information, integrating ideas from previous experiences, and exploring and experimenting with their environment. Play gives children opportunities to add to their knowledge, learn new skills and practice familiar ones. Through play, children learn to deal with their feelings, interact with others and resolve conflicts. They develop their imagination, creativity and ability to solve problems.

Play is a valuable and important way for children to learn. It provides the opportunity for active learning and for children to master skills that will be used later in more formal study.
Some of the experiences you will see in the Kindergarten:

**BLOCK PLAY/CONSTRUCTION**
- Provides social play and language.
- Develops eye/hand co-ordination and concentration.
- Develops visual perception.
- Develops the ability so solve problems.
- Develops creative thinking.
- Provides special relationships:- verticals, horizontals, closures.
- Provides legitimate destruction through pulling apart and re-building.
- Provides many mathematical experiences.

**OUTDOOR PLAY**
- Develops physical growth and strength.
- Encourages speech and social interaction.
- Develops powers of observation.
- Develops eye/hand co-ordination.
- Develops body awareness and spacial relationships.
- Expends energy.
- Develops dramatic play.

Outdoor play is important. Physical activity is a means of emotional release.

**MUSIC**
- Develops listening skills.
- Helps increase attention span.
- Provides enjoyment, relaxation and social participation.
- Develops rhythm and beat.
- Provides a natural outlet for self-expression.
- Develops concepts and language through singing such as: - beat; rhythm; high; low; fast; slow; soft; loud.
- Children also have a weekly music lesson with our music teacher.

**LITERACY EXPERIENCE**
- develops self expression.
- extend vocabulary.
- develops logical thinking gradually.
- Comprehension.
- Alphabetic knowledge and phonological awareness

In Kindergarten, games and activities are experienced which develop the specific visual and auditory skills needed before children can learn to read.
Literacy experiences include:

**Journals**
These provide opportunities for children to record things of significance to them on a weekly basis. These may relate to items children bring for sharing, home or classroom experiences. Children discuss what they will draw before drawing it and the teacher scribes for them.

**Big books**
These provide opportunities for children to model reading-like behaviours. Develop the use of picture clues, memory and enjoyment of story.

Language weaves into all learning experiences so it helps if adults:
- talk with the child,
- sing with him/her,
- explore the environment together,
- share experiences,
- play,
- tell him/her stories and rhymes,
- play games,
- Show and tell,
- Library visits,
- Story sacks,
- Writing centre,

**Most Importantly – READ WITH YOUR CHILD**

**MANIPULATIVE AND FINE MOTOR SKILLS**
The development of manipulative and fine motor skills involves the ability to control the small muscles of the body, primarily the eyes and hands, necessary to complete specific tasks.

The activity program enables children to progress successfully through the stages necessary to develop eye-hand co-ordination and to strengthen the muscles of their fingers, hands arms and shoulders.

Children need to gain confidence, know the feeling of personal achievement and experience positive responses form others to develop a healthy attitude to learning.

Involves activities with manipulating clay, water and wheat troughs, finger paint, plasticine, playdough, shaving cream, finger rhymes, puzzles and many other experiences.

**ART**
Children are given opportunities to experiment and work intuitively with materials in order to make meaning for themselves. Each art form that children learn to use adds to their understanding of the world, themselves and others. The visual arts are also a means of describing and ordering ideas and feelings. Children are praised for their effort, concentration and content.
Painting
Children need opportunities to:
• Explore and experiment with tools and materials.
• Express feelings.
• Develop imagination.
• Develop creativity.
• Develop muscle control.

Drawing
Drawing enables children to communicate their ideas visually, through representing what they have done, seen, felt and thought about. Children learn to draw through various stages; from scribble through to symbolic recognisable symbols and visual realism. Opportunities to draw enable children to develop observational skills and to use their imaginations.

DRAMATIC PLAY
Activities promote;
• Imitation of the adult world
• Development of roles and the language used when assuming these roles
• Extension of the children’s knowledge of the world.
• Development of the imagination – this area may become, for example, a doctor’s surgery, restaurant, igloo, shop, office or post office.

LEARNING CENTRES
Involve challenging activities developed from a variety of curriculum areas. Children will be introduced to these activities as a whole group, small group or individually.

WHOLE GROUP TIMES
• Develop listening skills
• Develop turn taking skill.
• Help to increase attention span.
• Encourage children to feel part of a group.

COOKING
• Experiences with numerous mathematical concepts
• Naming of ingredients and utensils
• Practice receptive language skills in listening, following instructions and understanding
• Show a willingness to experience new foods
• Co-operation with others in a group situation

PERSONAL/SOCIAL BEHAVIOUR SKILLS
Social and emotional development is indicated by the ways in which children relate to others, express emotions and understand themselves.

A child’s knowledge and feelings about themselves are shaped by experiences and the responses from other people, in particular parents, care givers, educators and other children. Children need opportunities to express feelings of all kinds, to give and receive love and assurance. They will begin to meet and understand social demands and develop respect for
the rights of others in a program, which reinforces social justice, individual and shared responsibilities, co-operation with and consideration for others.

RELIGION
- Encourage children to become aware that there is a God.
- To know that God loves them.
- To understand that they can talk to God anywhere.
- To increase familiarity with the values expressed by Victoire Larmenier – loyalty, hospitality, compassion, patience, humility and respect.

SCIENCE
The natural and physical world holds great fascination for young children and opportunities for developing interests are everywhere. Through developing the skills of observing, measuring, classifying, communicating, inferring and predicting children gain a better understanding of many phenomena. Focusing on a scientist’s use of the five senses to learn about our world.

EXCURSIONS
- Provide real life experiences.
- Linked to interests of children and the learning occurring in the classroom.

BUDDIES
- Children gain knowledge of the children in higher grades.
- Makes the transition to prep and into the playground smoother.
- Provides children with the opportunities to work with peers to read, play games, construct items and to be involved in gross motor activities.

NUMERACY EXPERIENCES
Mathematics is an integral part of everyday life. Each day opportunities for mathematical development arise from many situations. Early mathematical experiences in life involve encountering numerals, learning to count, performing simple measurement, using money, seeing clocks, observing shapes and colours.

GROSS MOTOR SKILLS
Allows for opportunities for children to move their bodies and develop large muscle skills.

FARM AND GARDEN
To participate weekly in interacting with the animals on the farm and to assist and experience involvement in developing and maintaining our Kinder vegetable and herb gardens.

BRAIN GYM
Experiences that support the development of key sensor motor abilities - readiness skills – that make learning pleasurable.
School Fee Information Brochure

- How much does it cost to send a student to Larmenier School?
- When will accounts be issued?
- Can Payments be made by Direct Debit? What other payment options are available?
- What options are available if payment deadlines cannot be met?
- How much does the Music Program cost?
- Where can further fee information be obtained?
Below is a comprehensive list of all fees and levies for Larmenier School for 2017.

<table>
<thead>
<tr>
<th>Description</th>
<th>Annual Amount</th>
<th>Due Date for Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tuition Fee</strong></td>
<td>$1306 (per Student)</td>
<td>See over</td>
</tr>
<tr>
<td>These fees are levied for the provision of education at Larmenier School. They assist the school to provide a quality Catholic Education. Parents with three or more students at a Catholic School are eligible for a fee discount. See back page for further information.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Classroom Levy</strong></td>
<td>$448 (per Student)</td>
<td>See over</td>
</tr>
<tr>
<td>This levy covers costs associated with classroom requirements, stationery &amp; art supplies, performances, local excursions excluding camps, educational programs, sports programs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Catholic Education Office (CEO) Capital Levy</strong></td>
<td>$220 (per family)</td>
<td>See over</td>
</tr>
<tr>
<td>The school is required by the CEO to levy each family $188 per year. This is applied to a fund that is managed by the CEO for capital projects.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Parents &amp; Friends Association Levy</strong></td>
<td>$70 (per family)</td>
<td>See over</td>
</tr>
<tr>
<td>As a fund-raising initiative.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Book Fees</strong></td>
<td>Between $25 - $60 (per Student) depends on Grade</td>
<td>February</td>
</tr>
<tr>
<td>Class teachers determine the book and stationery requirements for each student. The average annual cost varies with each class but is approximately $60.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>iPads</strong></td>
<td>$500 (approx)</td>
<td></td>
</tr>
<tr>
<td>From Grade 3, it is compulsory for each student to have an iPad.</td>
<td></td>
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</tbody>
</table>
**Music Program**
This fee applies to students who choose to participate in the Music Program that is run in conjunction with St Patrick’s College. Students have one lesson per week during the school terms. Those electing to participate in music tuition will be billed once tuition begins. The fee is slightly less if you own your own instrument.

<table>
<thead>
<tr>
<th>$530</th>
<th>Payable per term.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(per Student)</td>
<td>($300 – without instrument hire)</td>
</tr>
<tr>
<td>(Optional Program Directed by St Patrick’s College)</td>
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</tr>
</tbody>
</table>

**Grades 3-6 Camp (per child)**
Grades 3, 4, 5 & 6 students attend annual camps. The amount varies depending on the location of camp and is payable prior to the scheduled date of the camp.

<table>
<thead>
<tr>
<th>Between $90 - 300</th>
<th>Prior to attendance date of the camp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(per Student)</td>
<td></td>
</tr>
</tbody>
</table>

| $16 per family    | Given to the youngest in the family with end of year report |

**How much is this per student?**
The approximate base cost per year for one student attending Larmenier School for 2017 is $2060. This excludes the booklist, iPad and camp fees, which are individual to each class, but also excludes the Music Program and Instrument Hire, which are optional and requires a signed yearly contract with St Patrick’s College Music Department (available from the office).

Further information relating to fees, including payment options, family discounts, financial assistance, collection of unpaid fees, and the school uniform shop, please ask at the school office.
Issue of Accounts:
One invoice will be issued at the beginning of the school year. Statements – issued monthly – will then show payments received and current balance of account. Camp fees are added automatically to account total depending on grade of students. Any music or miscellaneous invoices will be issued as required. These will then appear on the following monthly statement.
Please provide a current email address for the issuing of statements.

Payment Options:
Eftpos, Direct Debit, B-Pay, Cheque, Credit Card, Cash, Centrelink Deductions. Weekly and fortnightly payments available on request.

Family Discounts:
There is a discount for three children (10%), four children (20%) and five children (30%). This only applies to the tuition fee component of the total amount. Applications can be made for a family discount to include children at other catholic schools.

Financial assistance:
Families experiencing difficulties in meeting fee payments are asked to contact the Principal to discuss payment arrangements. Where possible the school will offer financial assistance for those families experiencing genuine financial hardship. Application forms for fee assistance are available from the school office. Applications will be strictly confidential and will be assessed on the basis of financial need. Fee assistance will only be considered if a written application is submitted each year.

Collection of Unpaid Fees:
Reminder notices will be sent out for any unpaid accounts. Where contact is not made with the school to discuss outstanding fees, commercial business practices will be implemented in respect to the collection of outstanding school fees and the costs of any legal action, which may become necessary, will be charged to the account.

School Uniform:
The school has a Uniform Shop that assists parents with the purchase of school uniforms. Prices have very little mark-up on them. The Uniform Shop is staffed by volunteers and is open every Tuesday 2.45 – 3.15pm and Thursday 8.30 – 9.10am. The school uniform is not available elsewhere.

Any Questions?
Please, do not hesitate to contact the school office for any assistance.
Uniform policy

Rationale

The Larmenier School Board of Management has resolved that children attending the school should wear an approved school uniform, unless exempted from doing so by the Principal on designated days and for exceptional reasons. Students are also bound by our clear outline on sensible jewellery and hair for students at Larmenier School.

Aims

The Board of Management believes that a clearly stated and sensibly implemented uniform policy is important for the following reasons:

• To provide a focus and a sense of identity for students attending the school.
• To provide a consistent focus and a sense of direction for students.
• To provide an opportunity for parents and staff to instill in the children a sense of pride in their appearance, which is an important Christian ethic.
• To prevent excesses in fashion trends and to eliminate competition among students, often based on parent ability to provide suitable clothes.
• To provide an economic means of clothing children for school.
• To prevent excesses in fashion trends by allowing the wearing of unobtrusive jewellery and hairstyles that are neither unusual nor distractive and which do not promote competitive behaviour.

Procedures

• The Principal is empowered by the Board of Management to implement the approved uniform policy and, in doing so, may grant exception to a child from wearing all or part of the uniform for a designated period of time.
• An explanatory note from parents is required to be sent to the Principal if a child is not wearing the correct school uniform.
• Dates of change for summer/winter uniform shall be determined by the Principal and shall recognise seasonal factors.
• Sports shoes are not to be worn to and from school unless part of the Physical Education uniform.
• Students are only to have regulation school bags.

Uniform policy page 1
• If students are in public places while in school uniform, (eg shopping after school) the full, correct uniform must be worn.
• The school uniform shop, under the auspices of the Parents & Friends Association, provides a service for parents by stocking all items of the approved school uniform, except for shoes and sports shoes, at minimum possible prices
• All members of the school staff are conscious of their role in implementing this policy by setting an example in their own neatness and appropriateness of dress and by ensuring that children are neatly attired when participating in any school activity.

Acceptable forms of jewellery may include one or more of the following:
• A set of earrings; these being plain studs worn in the lower ear lobes, a watch. a Christian symbol worn around the neck e.g. a cross or medal.
• All jewellery is to be removed by students before playing in school sports teams and before participating in competitive physical educational activities. In general, this would not include weekly physical education classes.

Hair guidelines:
• Hair is to be clean, neat and tidy at all times.
• Hair of shoulder length or longer is to be worn tied back as a health and safety measure. Ribbons, clips, bands and ‘scrunchies’ are to be of school colours of gold or royal blue only.
• Unusual colouring or hairstyles are unacceptable.

Other items:
• The following miscellaneous items are unacceptable: nail polish, makeup, anklets and friendship bands.

THE SCHOOL UNIFORM

SUMMER
Girls – school dress, light blue short socks, black shoes, school blazer
Boys – Grey shorts, blue short sleeved shirt, short grey socks, black shoes, school blazer
Kindergarten – wear sports uniform all year round.

WINTER
Girls – Blue school tunic, school tie, white long-sleeved shirt, long navy socks or navy tights, black shoes, school jumper, school blazer
Boys – long grey trousers, blue long-sleeved shirt, school tie, grey socks, black shoes, school jumper, school blazer.
Kindergarten – wear sports uniform all year round.

Optional for winter for Girls and Boys
Blue gloves, scarf & beanie
Navy spray jacket

Uniform policy page 2
• NB only blue or yellow accessories are to be worn with the school uniform.

PHYSICAL EDUCATION UNIFORM

Girls and Boys – school rugby top, school track pants, short or long sleeved polo top, blue shorts, white socks and sport shoes.

• NB Girls are to wear one-piece bathers for swimming carnivals and programs (royal blue are preferred)

How do we make this policy work?
Sensible adherence to this policy is the responsibility of everyone in the school community. Parents, guardians, carers, staff and students themselves all have a role to play in making it work.

Any items which are not covered specifically by this policy need to be discussed with and approved by the Principal before wearing at school.

EVALUATION
The school uniform may be reviewed at any time at the request of the Staff, Board of Management, Parents & Friends Association or the School Auxiliary. As part of any such review, members of these groups shall be invited to make submissions to the Board of Management for decision.

Draft 1: 27th May, 2013
Amended: 17th February, 2014
Draft 2: 21st March, 2014
Ratified: 24th March, 2014
Amended: 14th October, 2016

Uniform policy page 3
Grievance policy and procedures

Why have a grievance policy and procedure?

As a school with a Catholic ethos, committed to Gospel values, Larmenier School has both a desire and responsibility to ensure that our school environment is a happy, welcoming and inclusive one where everyone can feel accepted and valued. However, in any normal community, there are times when people raise problems or complaints. Frequently such problems are minor and are resolved informally but sometimes there are occasions when a person wishes to make a formal grievance. This policy sets out the ways in which we as a school community will respond and resolve complaints.

What are the aims of this grievance policy?

To provide a harmonious, positive and productive school environment.
To resolve complaints fairly, efficiently, consistently and promptly.

What are the principles that will guide our response to grievances?

- Everyone has the right to be treated with respect and courtesy.
- Everyone in Larmenier is aware of their rights and responsibilities, including a right to have grievances resolved.
- Everyone is aware of and have access to grievance procedures.
- If a complaint is made against a person, that person will be informed of the nature and content of the complaint and have the right to respond.
- Discussions of complaints are confidential.
- Complaints may be made verbally or in writing.
- All complaints, the actions taken to resolve them and outcomes of those actions will be fully documented.
- A person who has made a complaint may withdraw it at any time. If the complaint is in writing, the withdrawal should also be in writing.
- We believe that it is best if complaints are resolved at a local level, but if this is not possible, then the complaint can be referred to other authorities.
- No one will be victimised as a result of taking out formal grievance.
• At the formal stage, a person who has made a complaint has the right to be represented and supported by another person eg his/her union, work colleague, friend or other person of his/her choice.
• This allows for mediation at any stage throughout the process.

Keeping records of complaints

It is important that adequate records of complaints, eg in a school complaints log, are kept for the following reasons;
• So that subsequent enquiries and/or concerns can be located within their proper context, ie in the 'big picture'.
• So that complaints can be tracked through the stages of action to resolution.
• So that patterns of complaints can lead to improvements in our policies, operations and processes.
• So that accurate information is available to those directly involved in investigating the issues and exploring solutions.

What should be recorded?
Notes of meetings, interviews, telephone calls, written documents such as letters, faxes, emails etc. All records should be dated and signed.

Exception to the record rule
Any oral or written communications gathered in a mediation process are strictly confidential to the parties involved. This information should not be made available to any other person without the specific permission of those parties. This confidentiality guarantee does not apply where there are threats of physical violence or where children abuse is suspected or reported.
Making a complaint: Information for parents

At Larmenier School, we believe that the relationship between the home and the school is very important part of ensuring that children are happy, secure and open to learning. We recognise that parents and teachers need to work closely together to provide the best educational opportunities for their children. We encourage you to discuss your child’s progress with his/her teacher and to let us know if you have any concerns so that we might work together to resolve these as promptly and effectively as we can.

What to do if you have a problem:

- Try to identify the problem clearly before contacting the school. If there is more than one problem list them to ensure that the extent of the problem is clear to the school.
- Decide whether the problem is a concern, enquiry or complaint. This will help in finding a solution. Write down the concern, enquiry or complaint.
- Make an appointment to meet with your child’s class teacher. The best way to do this is to contact the school office to arrange a mutually convenient time for a telephone call or meeting. Teachers are responsible for the class from 8.30 a.m. Unless the matter is urgent this is not an appropriate time.
- If you do not feel after your meeting that the matter has been resolved or if you have a complaint about the teacher or another staff member, make arrangements to meet with the Principal. Have a written statement ready to give to the Principal.
- Try to stay calm when discussing your concern. Even if you don’t feel it, being calm will help you get your concerns across more clearly than if you are upset or angry. It may help to take someone with you.
- Remember, the staff at Larmenier are committed to resolving any issues that parents might have regarding their children and will discuss with you actions that might be taken in regard to your concern.
- If you still do not feel that the matter has been resolved or if your complaint is about a very serious matter, send your complaint in writing to the School Liaison Officer for Larmenier, at the Catholic Education Office.
- If the matter still has not been resolved, notify the Director of Catholic Education stating your concerns in writing. If no resolution has been achieved, the Director will arbitrate after thorough examination of the grievance and related issues.
- If matters still remain unresolved, as a last resort parties might seek conciliation and/or legal process.

Note: The School registration Board or the Secretary of the Department of Education do not deal with complaints within the Catholic Education system.
FLOW CHART FOR MAKING COMPLAINTS –

PRIMARY PARENTS

- Could the Class Teacher help?
  - Arranged a meeting discuss.
    - Resolved teacher

  - Unresolved
    - Put in writing
      - Mediation provided at appropriate time and/or upon request at any stage of the process.

- Could the Principal help?
  - Arranged a meeting and discuss.
    - Resolved

  - Unresolved

- Could the School Liaison Officer Help?
  - Arranged a meeting and discuss.
    - Resolved

  - Unresolved

- Could the Director Of Catholic Education help?
  - Write your complaint and send.
    - Resolved/ Conclusion

This allows for mediation at any stage throughout the process.
Making a complaint: Information for the Community

At Larmenier School, we believe that the relationship between the community and the school is an important part of ensuring that we provide a happy and secure environment. We encourage members of the community to let us know if you have any concerns so that we might work together to resolve these as promptly and effectively as we can.

What to do if you have a problem:

• Try to identify the problem clearly before contacting the school. If there is more than one problem list them to ensure that the extent of the problem is clear to the school.

• Decide whether the problem is a concern, enquiry or complaint. This will help in finding a solution. Write down the concern, enquiry or complaint.

• Make an appointment to meet with the principal or a member of the school leadership team. The best way to do this is to contact the school office to arrange a mutually convenient time for a telephone call or meeting.

• If you do not feel after your meeting that the matter has been resolved or if you have a complaint about the school, its staff or students, make an arrangement to meet with the Catholic Education Office Senior School's Consultant. Have a written statement ready to give to the consultant.

• Try to stay calm when discussing your concern. Even if you don't feel it, being calm will help you get your concerns across more clearly than if you are upset or angry. It may help to take someone with you.

• Remember, the staff at Larmenier are committed to resolving any issues that community members might have.

• If the matter still has not been resolved, notify the Director of Catholic Education stating your concerns in writing. If no resolution has been achieved, the Director will arbitrate after thorough examination of the grievance and related issues.

• If matters still remain unresolved, as a last resort parties might seek conciliation and/or legal process.

Note: The School registration Board or the Secretary of the Department of Education do not deal with complaints within the Catholic Education system.
FLOW CHART FOR MAKING COMPLAINTS – COMMUNITY MEMBERS

Could the school help?

→ Arrange a meeting and discuss.

→ Resolved teacher

Unresolved

→ Mediation provided at appropriate time and/or upon request at any stage of the process.

Put in writing

Could the Senior School Consultant help

→ Arrange a meeting and discuss.

→ Resolved

Unresolved

Could the Director of Catholic Education help?

→ Arrange a meeting and discuss.

→ Resolved

Unresolved

Seek arbitration
With the
Appropriate body

→ Write your complaint and send.

→ Resolved/Conclusion

This allows for mediation at any stage throughout the process.

Grievance policy and procedures. Page 6
MAKING A COMPLAINT;

INFORMATION FOR STUDENTS

At Larmenier School, we believe that it is important that everyone feels happy and safe at our school so that the best learning can take place. We believe that everyone, staff and students, need to work closely together to provide the best educational opportunities for you. If you have a problem, a concern or a complaint, we encourage you to speak to someone about it and we have provided some steps that you might work through to help you do this.

What to do if you have a problem:

- Try to identify the problem that is upsetting you. If there is more than one problem, list them so that you are clear about what you feel or need.
- If you feel you can talk to the person you are having the problem with and if their behaviour is upsetting you, tell them to stop.
- Can you talk to someone else?
- If you do not feel that you could do this or if your talk with the person does not solve your problem, talk to a teacher or a parent about your concerns and ask them to help you deal with it. Your teacher will often be able to give you good ideas on how to cope with it and will help you.

You should explain:
  - Who was involved
  - What happened
  - What you did
  - What you believe was unfair and unjust

- Try to stay calm when discussing your problem or concern. Even if you don’t feel it, being calm will help you get your concerns across more clearly than if you are upset or angry. It may help to take someone with you.
- Work with the teacher or a parent to decide what should be done to help you.
- If you still do not feel that the matter has been solved, make an appointment to talk to the Principal.
- Talk to your parents.
- If unresolved go to the Assistant Principal or Religious Education Co-ordinator.
- If matters still remain unresolved, as a last resort parties might seek conciliation and/or legal process.
FLOW CHART FOR MAKING COMPLAINTS –

STUDENTS

Can you cope with this yourself?

Discuss your complaint with another person.

ACTION WORKED

ACTION DID NOT WORK

Could Mum or Dad Or a Teacher help?

Talk over your complaint with a parent or teacher and ask for help

ACTION WORKED

ACTION DID NOT WORK

Could the Principal help?

Make an appointment to discuss your complaint with the Principal.

ACTION WORKED

ACTION DID NOT WORK

Speak to the AP or REC

This allows for mediation at any stage throughout the process.

Mediation provided at appropriate time and/or upon request at any stage of the process.
GRIEVANCE PROCEDURES:

INFORMATION FOR STAFF

At Larmenier School, we believe that the relationship between colleagues is a very important part of ensuring that children are happy, secure and open to learning. We recognise that all staff need to work closely together to provide the best educational opportunities for the students in our care. If you have any concerns or complaints regarding any other member of the school community, we strongly encourage you to work together to resolve these as promptly and effectively as we can.

What to do if you have a problem:

• Try to identify the problem clearly before taking any action. If there is more than one problem, list them to ensure that the extent of the problem is clear to the school.
• Decide whether the problem is a concern, enquiry or complaint. This will help in finding a solution.
• In the interests of resolving matters quickly and effectively, you are encouraged to informally discuss your concern/complaint with the person concerned.
• If informal strategies do not resolve the issue, make your complaint formally and in writing to the Principal. Where the Principal advises, mediation can be arranged between the parties concerned on their mutual agreement.
• If you still do not feel that the matter has been resolved, or if your complaint is serious or involves the Principal, telephone or send your complaint in writing to the School Liaison Officer for Larmenier who will then contact you and make arrangements for you to discuss your grievance.
• If the matter has still not been resolved, notify the Director of Catholic Education stating your concerns in writing. If no resolution has been achieved, the Director will arbitrate after thorough examination of the grievance and related issues.
• If matters still remain unresolved, as a last resort parties might seek conciliation and/or legal process.

Note: The School Registration Board or the Secretary of the Department of Education do not deal with complaints within the Catholic Education system.
FLO CHART FOR MAKING COMPLAINTS

STAFF

Can you resolve this situation yourself?  

Speak informally to the person concerned  

Resolved  

Unresolved  

Mediation provided at appropriate time and/or upon request at any stage of the process.

Can the Principal help?  

Arrange a meeting and discuss.  

Resolved  

Unresolved  

Could the School Liaison Officer help?  

Arrange a meeting and discuss  

Resolved  

Unresolved  

Could the Director of Catholic Education Help  

Notify in writing  

Resolved/ conclusion  

Unresolved  

Seek Arbitration  

Through Courts, Commissions, Ombudsman, Human Rights Commission

This allows for mediation at any stage throughout the process.

Grievance policy and procedures. Page 10
**COMPLAINTS FORM**

Please complete this form and return to the Principal. A letter of acknowledgement will be sent to you and will inform you of the next step in the complaints process.

**Your Details:**

<table>
<thead>
<tr>
<th>First Name:</th>
<th>Surname:</th>
</tr>
</thead>
</table>

Relationship with the school (eg. Parent, staff, student, neighbour etc.)

<table>
<thead>
<tr>
<th>Your address:</th>
<th>Phone (work)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Phone (Home);</td>
</tr>
<tr>
<td></td>
<td>Mobile:</td>
</tr>
<tr>
<td></td>
<td>Email:</td>
</tr>
</tbody>
</table>

**Details of your complaint:**

(Please include all the information you can eg; witnesses, dates, events etc. If you need, you can add extra pages or attach any documentation that you believe is relevant)

The action(s) you have already taken to resolve the problem (eg; who you have spoken to, what you said and what was done etc).
What action do you believe is needed to now resolve the problem?

Your signature:………………………………………. Date: ………………………………………

For school use only:

Data form received ……………………………  Received by: …………………………………

Date acknowledgement sent: ………………………………………

Acknowledgement sent by: …………………………………………….

Complaint referred to: …………………………………………………

Date: ………………………………..

Other notes:
Supporting documents

- TCEC Grievance Policy
- TCEC Taking Care
- Workplace Health and Safety Management System
  - Section 3 (child protection) Taking Care Policy
  - Section 7 – Grievance Policy

Ratified: 10 August 2004

Reviewed: 4 August 2008

Revised: 4 August 2008

Revised: 16th August 2011
  Ratified: 16th July, 2012

Revised: 14th May, 2013