



# RESPECT FOR SCHOOL STAFF POLICY

## PURPOSE

To ensure that members of our community understand Golden Square Primary School's expectations for appropriate interactions with school staff.

## POLICY

Staff at Golden Square Primary School including teachers, education support staff, office staff, the Assistant Principal/s and the Principal are committed to providing a positive and supportive learning environment for all our students. Our staff take their work very seriously and feel privileged to be able to play an important role in each child's education.

Parents/carers and visitors to our school also have an important role in fostering a safe and inclusive environment for the entire school community.

### Respectful behaviours within the school community

All staff at Golden Square Primary School have a right to a safe and supportive work environment and expect that parents/carers and visitors behave appropriately and respectfully at all times.

The Department of Education has outlined parent/carer behaviour expectations within Victorian government school communities in the [Respectful Behaviours within the School Community Policy](#).

### Unacceptable behaviours

When parents and carers engage in unacceptable behaviours against a staff member, this can affect their health, safety, and wellbeing.

Unacceptable behaviour includes, but is not limited to:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space;
- speaking or behaving in a rude, aggressive, or threatening way, either in person, via email, social media, or over the telephone;

- sending demanding, rude, confronting or threatening letters, emails or text messages;
- discriminatory or derogatory comments;
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

At the Principal's discretion, unacceptable behaviour may be managed by:

- requesting that the parties attend mediation or counselling sessions;
- implementing specific communication protocols;
- written warnings;
- conditions of entry to school grounds or school activities;
- exclusion from school grounds or attendance at school activities;
- reports to Victoria Police;
- legal action.

The Principal may also seek support from Department of Education staff when managing unacceptable parent or carer behaviour.

### **Respectfully raising complaints**

We welcome complaints from parents and carers if they are communicated respectfully and constructively. Complaints and concerns raised with us can help our school community by providing feedback to improve how our school operates.

When raising a complaint or concern with us, Golden Square Primary School expects all members of our community to act consistently with this policy, our [Statement of Values and School Philosophy](#), and the Department's [Respectful Behaviours within the School Community Policy](#).

For information on how to raise a complaint or concern with our school, refer to our Golden Square Primary School's [Complaints Policy](#).

The [Family Engagement in Learning](#) is also a useful Department resource outlining how parents and carers can best engage with the school to provide feedback, suggestions, and complaints.

## **RELATED POLICIES AND RESOURCES**

Department of Education policies and resources:

- [Family Engagement in Learning](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Work-related Violence in Schools Policy](#)

Golden Square Primary School policies:

- [Complaints Policy](#)
- [Statement of Values and School Philosophy](#)

## **POLICY REVIEW AND APPROVAL**

- **Policy last reviewed:** 10<sup>th</sup> May, 2024
- **Consultation:** Ongoing Consultation – available via the school website.
- **Approved By:** Principal
- **Next scheduled review date:** 9<sup>th</sup> May 2028