



# Heidelberg Primary School

## RESPECT FOR SCHOOL STAFF POLICY

### PURPOSE

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

### POLICY

Staff at Heidelberg Primary School, including teachers, education support staff, office staff, the Principal and Assistant Principal are committed to providing a 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.

All staff at Heidelberg Primary School have a right to a safe and supportive work environment.

Heidelberg Primary School expects that all parents/carers and visitors to our school behave in an appropriate and respectful manner to school staff at all times.

There will be a zero tolerance approach to any aggression, intimidation, threats or harassment of school staff, by any means (e.g. in person, by phone, by email, on social media etc). These behaviours may lead to exclusion from school grounds and school activities.

The Principal may report aggressive, intimidating, threatening or otherwise inappropriate conduct to Victoria Police. The Department of Education and Training may also take legal or other appropriate action against community members or parents/carers who pose a threat to the safety and wellbeing of school staff.

Heidelberg Primary School expects all members of our community to act consistently with our *Statement of Values and School Philosophy*. We are committed to ensuring that staff, parents/carers and students are able to work together in an appropriate and respectful way.

### REVIEW CYCLE

This policy was last updated in September 2019 and is scheduled for review in September 2022.