



## **CLYDE PRIMARY RESPECT FOR STAFF POLICY**

### **PURPOSE**

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

### **RATIONALE**

It is important that our whole school community, including students, staff and visitors to the school are able to feel safe in the school environment. In the same way that we expect respectful and polite behaviour from our students, we have the same expectations of parents and carers. We have a shared responsibility to foster polite, positive and respectful interactions and to model this behaviour for students. Teachers and school staff are entitled to a workplace that is free of harassment, violence, intimidation or abuse.

### **RELATED SCHOOL POLICIES**

Child Safe Code of Conduct  
Complaints and Grievances Policy  
Statement of Values

### **IMPLEMENTATION**

Staff at Clyde Primary School including teachers, education support staff, office staff, the assistant principal/s and 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 Clyde Primary School have a right to feel safe, in a supportive work environment.

Clyde 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.

Schools are not public places and the general public do not have a legal entitlement to attend at the school. They do so at the principal's invitation and subject to any conditions of entry that the principal determines. Failure to treat our staff and students with respect, behaving in an unsafe manner and/or failure to follow our policies and procedures may leave no other option than to issue a formal written notice preventing coming on to the school premises.

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

### **ENDORSEMENT**

This policy was endorsed by School Council on 17<sup>th</sup> June, 2019.

This policy is due for review in 2021