Fitzroy North Primary School

Respect for School Staff Policy

HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Fitzroy North Primary School on 03 9481 5860 or fitzroy.north.ps@education.vic.gov.au.

1. PURPOSE

All staff at Fitzroy North Primary School have a right to a safe and supportive work environment. The purpose of this policy is to ensure that members of our school community understand Fitzroy North Primary School's expectations for appropriate interactions with school staff. Our school community includes parents, students, teachers and staff, and all workers and professionals interacting with the school. This is to ensure that staff, parents/carers and students are able to work together in an appropriate and respectful way.

2. POLICY

Staff at Fitzroy North 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 Fitzroy North Primary School have a right to a safe and supportive work environment. We value and welcome feedback, involvement and assistance from all members of our school community.

Fitzroy North 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.

Fitzroy North Primary School's expectation of staff and our school community are guided by our legal obligations to create a safe and respectful workplace, our school values of Kindness, Resilience and Respect and our Statement of Values, created in wide consultation with our school community.

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 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.

We are committed to ensuring that staff, parents/carers and students are able to work together in an appropriate and respectful way.

3. FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the school's Student Wellbeing and Engagement Policy and Complaints Policy.

Related Department's Policies:

- Respectful Behaviours within the School Community Policy

4. POLICY REVIEW AND APPROVAL

Policy last reviewed	April 2024
Approved by	Principal
Next scheduled review date	March 2028