



RESPECT FOR SCHOOL STAFF POLICY

Purpose

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

Scope

Staff at Cranbourne South Primary School including teachers, education support staff, office staff, the Assistant Principal/s and 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 to play in fostering a safe and inclusive environment for the entire school community.

Policy

Respectful behaviours within the school community

All staff at Cranbourne South Primary School have a right to a safe and supportive work environment, and we expect that parents/carers and visitors behave in an appropriate and respectful manner at all times.

Unacceptable behaviours

When parents and carers engage in unacceptable behaviours against a staff member or another member of the school community, this can affect their health, safety and wellbeing.

Unacceptable behaviours include, but are 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 a 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 in a respectful and constructive way. 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, Cranbourne South Primary School expects all members of our community to act consistently with this policy, our *Statement of Values and School Philosophy*.

For information on how to raise a complaint or concern with our school, refer to our Cranbourne South Primary School Parent Complaints Policy.

Resources

- [Family Engagement in Learning](#)
- [Respectful Behaviours within the School Community Policy.](#)
- [Respectful Behaviours within the School Community Policy.](#)

Communication

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's [website](#)
- Included in staff induction processes and staff training



- Included in staff handbook/manual
- Discussed at staff briefings/meetings as required
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy from school administration upon request

Help for non-English speakers

If you need help to understand the information in this policy please contact CSPA office personnel and/or Principal.

Review Cycle and Evaluation

This policy will be reviewed as part of DET's recommended review cycle.

Mandatory Consultation

Consultation Group	Date Consulted
School Council Policy Sub Committee	October 2024
Staff	October 2024
Parents	November 2024 (School Council)
Student leadership groups	NA

Due for Review

September 2027

Certification

This policy was ratified at the School Council Meeting held at Cranbourne South Primary School on 27/11/2024

Signed:

Principal

Signed:

School Council President