



## PURPOSE

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

## POLICY

Staff at HEPS, 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 HEPS have a right to a safe and supportive work environment.

HEPS 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.

HEPS 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.

## REFERENCES

School Policy Advisory Guide: School Policy Template Portal

<https://edugate.eduweb.vic.gov.au/edrms/keyprocess/cp/SitePages/SchoolPoliciesDetail.aspx?CId=18>

## REVIEW

This policy is scheduled for review every 3 years.