



ARDEER SOUTH PRIMARY SCHOOL

Respectful Behaviours Within the School Community

PURPOSE

This policy outlines the shared roles of parents, carers and school staff in creating a positive environment for learning.

When parents/carers and school staff work together as one team, our students do better. Victorian Government schools want to work with parents and carers to achieve this.

The expected standards of behaviours apply to different school settings. This includes at school events, camps, excursions, outdoor activities, online learning and other places online related to schools.

The purpose of this policy is to assist Ardeer South Primary School community to understand and meet requirements for creating a safe and respectful community to ensure a better environment for our students to thrive. Everyone in the school community has a right to a safe and healthy learning environment and workplace.

As we continue to prioritise health and safety in schools everyone has a part to play in creating a safe and respectful environment.

SCOPE

Respectful Behaviours within the School Community Policy

The new [Respectful Behaviours within the School Community Policy](#) is available on the Department of Education and Training's website promotes the importance of respectful and collaborative relationships between parents, carers and school staff. It sets out clear guidelines on the expected standards of behaviour for parents, carers and other adults who interact with the school community to reduce the risk and incidence of work-related violence towards school staff.

[Building a positive relationship with your school](#)

Parents/carers and school staff have a relationship that can last many years. This is an opportunity to work together to create a positive relationship in the best interests of the child.

When this relationship is built on respect and trust, students learn better and feel like they belong in the school. The foundation of a good collaborative relationship is based on:

- open and honest communication
- trust and respect
- working together
- fair and reasonable expectations by all.

Shared responsibility of members of the school community to behave respectfully

Positive school environments are important because everyone has the right to be safe and play a shared role in being respectful. Everyone at school, particularly staff and parents/carers, play a role in making school a better place for learning and work.

Respectful behaviours are important in building strong, healthy and thriving school communities.

School staff in Victorian Government schools have to follow the Respectful Workplaces Policy to build and maintain a respectful workplace, including:

- treating each other with respect and consideration
- being inclusive, valuing others and accepting their differences
- recognising the efforts and achievements of others
- considering our impact on others
- calling out and addressing behaviour that can lead to bullying, harassment and discrimination.

Parents/carers can create a positive environment for learning and work by:

- modelling positive behaviour to their child/children and to the school community
- communicating politely and respectfully with all members of the school community
- working with the school to achieve the best outcomes for their child/children
- communicating constructively with the school
- making use of the expected processes and protocols when raising concerns
- following the school's processes for communication with staff and making complaints
- treating all school staff, students, and other members of the school community with respect.

By treating everyone with respect, parents/carers and schools can make sure students feel supported and cared for.

Respectfully raising complaints at your school

The Department supports your right to make a complaint and provides a Parent Complaints Policy to help you do this. Complaints from parents and carers help the school community by providing feedback to improve how a school operates.

Ardeer South Primary School welcomes complaints from parents and carers if they are communicated in a respectful and constructive way.

The Family Engagement in Learning page shows parents and carers how they can best talk to schools to provide feedback or complaints. Each school is different in how they prefer to talk to you– please refer to your school's guidance.

You can have a support person to help you at any time, who can talk to the school on your behalf or help you understand school policies. They can be a family member, a friend, a community member or a person from a support service. You can also ask your school for an interpreter or translator to help communicate with the school, as per the Interpreting and Translation Services Policy.

For more information, refer to the Ardeer South Complaints policy or the Department's Parent Complaints Policy.

Unacceptable Behaviours and Consequences

Schools are positive places of learning where everyone has a right to a safe and healthy learning environment. Schools are also workplaces, and school staff deserve to work in an environment where they don't feel threatened or unsafe.

When a small number of parents and carers behave unacceptably towards a staff member or another member of the school community, this can affect their health, safety and wellbeing. The impact can also be felt by the wider school community.

Unacceptable or unreasonable behaviours include, but are not limited to:

- being violent or threatening violence of any kind, including being physically intimidating, 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.

If a parent or carer behaves in an unacceptable way, the school principal may contact them to talk about this further and there may be consequences.

Unacceptable or unreasonable behaviour may be escalated to the Department, where it will be assessed and managed by:

- requesting that the parties attend a mediation or counselling sessions
- requesting all communications be in writing
- 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.

Posters for [school staff](#) and [parents/carers](#) have also been developed for display in schools. In addition, resources in multiple languages have been provided to help schools communicate the new policy with their school community.

New advice page on managing challenging parent/carer behaviour

The release of the new policy is aligned with a [new chapter](#) titled 'Parent/carer Behaviours' that has been added to the [Work-Related Violence in Schools Policy and Procedure](#) (previously named Occupational Violence and Aggression in Schools Policy and Procedure).

This [chapter](#) outlines strategies and resources to help schools prevent and manage unacceptable behaviours from parents, carers and other adult members of the school community. This includes guidance to help establish and promote respectful and safe parent and carer behaviour, prevent and de-escalate unacceptable behaviours and access support and services to restore wellbeing after an incident.

New Respectful Behaviours in Schools webpage for parents

A new web page has been created called [Independent Office for School Dispute Resolution](#) for parents, linking to the new Respectful Behaviours within the School Community Policy and the with additional information and resources to support parents to engage positively with school staff, including the appropriate pathways for raising concerns or complaints with schools and other useful resources for parents.

This work is linked to the new laws introduced by the government, which strengthens protections for school staff against parent and career aggression by empowering authorised persons, such as principals, to issue School Community Safety Orders in response to harmful, threatening, abusive or disruptive behaviour at work. The [new School Community Safety Order scheme](#) will be introduced to all schools in mid-2022.

Violent and aggressive behaviour has no place in Victorian school communities. Staff and any other member of school communities should not feel that being subjected to violence and aggression is part of the job and are encouraged to report any risks or incidents of violence and aggression to their school leader and through their reporting mechanisms.

EVALUATION

This policy will be reviewed on a 1-2 year basis, or earlier as required.

Proposed amendments to this policy will be discussed with the School Council.

REVISION HISTORY

Does not require School Council approval - consultation only.

Version	Date Created	Date Ratified at School Council (if required)	Revisions Made	Leader of Policy	Next Policy Review
1	22/06/22	Not required	Policy created in line with Departmental Policy Respectful Behaviours within the School Community	Andrea Markham	1-2 years
2					
3					
5			-		