



RESPECT FOR MELBA COLLEGE STAFF POLICY

RATIONALE

To ensure that members of our community understand Melba College's expectations for appropriate interactions with school staff.

SCOPE

The Melba College Respect for Melba College Staff Policy provides clear guidelines to all parents and visitors regarding the conduct expected of them whilst on the College premises, engaging in College related activities or representing the College. This policy applies to all adults including parents, guardians, step-parents, grandparents, extended family members and caregivers. In the policy, the word "parents" applies to all caregivers listed above and applies to all matters relating to Melba College. This Policy is in addition to and works alongside the Melba College Parent Code of Conduct Policy.

POLICY

Staff at Melba College, including teachers, pre-service 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 Melba College have a right to a safe and supportive work environment.

Melba College 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 or other forms of communication). 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.

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

FURTHER INFORMATION AND RESOURCES

Other school policies that are relevant to parent conduct:

- Parent Code of Conduct Policy
- Complaints and Grievances Policy
- Privacy Policy
- Volunteers Policy
- Philosophy and Values Statement with Implementation Strategies
- Child Safety Policy and Code of Conduct

Legislation that is relevant to parent conduct:

- Working with Children Act

Policy Reviewed by School Council	Person Responsible for Policy	Next School Council Review
2019	Assistant Principal - Accountabilities	2022