



Respectful Behaviours within the School Community Policy

Purpose

To ensure that parents, carers and visitors to the school understand Northcote High School's (NHS) expectations for appropriate interactions with all school staff.

Scope:

NHS staff include teachers, education support and wellbeing staff, office staff and assistant principals and principal.

Policy

All staff have a right to a safe and supportive work environment.

NHS expects that all parents / carers and visitors to our school behave in a reasonable and respectful manner to school staff at all times.

Our community aims to create a culture of positive relationships to fulfill our vision of equipping young people to realise and enhance their talents, and successfully enact our values of achievement, curiosity, humanity and fairness.

Actions

Positive relationships are based on open and honest communication, trust and respect, working together and fair and reasonable expectations by all.

NHS communicates regularly with families / carers and provides communication guidelines so that parents/carers and community members can request information, give feedback, discuss a concern or make a complaint by phone, email or face to face by appointment.

There is a zero-tolerance approach to any aggression, intimidation, threats or harassment of school staff by any means (eg in person, by phone, by email, on social media etc). These behaviours may lead to removal or 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.

Review

This policy was adopted by NHS School Council at October 2021 and will be reviewed in 12 months.

References



Reasonable and Responsible Behaviour Guidelines <https://www.nhs.vic.edu.au/about-us/policies/>

Respectful Behaviours in schools: Advice on how to have a positive relationship with your child's school <https://www.education.vic.gov.au/parents/going-to-school/Pages/Respectful-behaviours-in-schools.aspx>

Communication Guidelines: How parents and carers can best communicate with the school <https://www.nhs.vic.edu.au/about-us/policies/>

Communicating with Families: How Northcote High communicates with the community <https://www.nhs.vic.edu.au/enrichment-support/communicating-with-families/>

NHS Complaints policy <https://www.nhs.vic.edu.au/about-us/policies/>

NHS Vision and Values <https://www.nhs.vic.edu.au/about-us/vision-values/>

Respectful school communities start with respectful behaviour

Parents, carers, staff and students can help keep our school community safe, supportive and respectful.

Good relationships are based on:



Open and honest communication



Trust and respect



Working together



Fair and reasonable expectations by all

These behaviours are **not** okay in our school community:

- ⊗ **Threats**
- ⊗ **Violence**
- ⊗ **Rudeness**
- ⊗ **Harassment**
- ⊗ **Discriminatory and derogatory comments**
- ⊗ **Aggression**
- ⊗ **Intimidation**
- ⊗ **Threatening gestures**

This includes in-person, over-the-phone, email, text message, social media and online.

For more information ask your school about the **Respectful Behaviours within the School Community Policy**.