



Respect for School Staff Policy

INTRODUCTION

All staff members of Bairnsdale Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children. Bairnsdale Secondary College embraces the entire school community and the following values:

- Respect for self
- Respect for others
- Respect for the environment
- Be the best you can be.

Additional staff values are:

- Students are the focus
- Working together
- Honour and celebrate diversity.

Our College values provide a strong foundation for this policy.

AIM

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

POLICY

Staff at Bairnsdale Secondary College, including teachers, education support staff, office staff, Assistant Principals and the 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 Bairnsdale Secondary College have a right to a safe and supportive work environment. Bairnsdale Secondary 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). 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.

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

RELATED DOCUMENTS / KEY REFERENCES

BSC Documentation:

- Statement of Values and School Philosophy.

DET School Policy and Advisory Guide:

- Responding to Threatening Persons
- Trespass
- Risk Management
- Safety Management.