POSITIVE RESOLUTION POLICY

School Board Policy Number Fifteen
School Board Policy Number: Fifteen

Endorsed: __________________________

Review: ____________________________

Signed: ____________________________  (Chairperson)

Signed: ____________________________  (Principal)
Philosophical Basis

St Brigid’s Catholic School seeks to work in partnership with parents/caregivers in the educational process of their children, based on the spirit and charism of St Brigid.

An integral part of this process is providing an environment where each community member is recognized as a unique individual with rights and responsibilities.

Our Christian heritage provides the basis for our philosophy and process.

As a school community, we recognize and we acknowledge the great support and co-operation already given and which exists between staff, students and families.

The development of personal responsibility and behaviour education strategies are formulated in the light of the Gospel, ensuring the rights of teachers to teach and students to learn in partnership with parents/caregivers in a safe, happy and successful Christian environment.

We will endeavour to achieve this by developing a system of rights, responsibilities and consequences for appropriate and inappropriate behaviour in an atmosphere of love, hope, joy, compassion, empathy and faith. This development is fostered by co-operative negotiation between staff, students and families.


Mandatory Provisions

Our aim is to

- To create a school environment where a lived reality of the Gospel message ‘to love your neighbour as yourself’, is experienced.
- For all school members to recognise that reconciliation and redemption is an integral part of restoring relationships and building community.
- To ensure that a positive and safe environment exists for all students, staff and family members.

Behaviour Responsibilities

- All adults are expected to abide by the school policies, rules and expectations while on the school premises and/or attending school functions or any other form of school representation.
- To act in a manner which is conducive to the building of relationships.
- To respect all school property.
- To ensure that problems/concerns are dealt with according to the structure outlined in the Guidelines for Problem Resolution section of this policy.

Examples Of Inappropriate Behaviours but not limited to:

- Offensive, abusive language.
- Harassment.
- Physical violence.
- Malicious gossip.
- Intimidating staff or parents/caregivers/students by verbal/non-verbal language.

Guidelines For Problem Resolution

In the freedom in which we live, our choices and actions, can either contribute to, or be in conflict with the new life which God offers in Jesus Christ. We do our best to address and satisfactorily resolve problems which come to our attention. However, there may be occasions when it is felt that a problem has not been resolved in the most appropriate manner. In such situations the following procedure is used:

Problem Resolution Procedure

- On no account is any parent/caregiver to confront someone else’s child.
- It is not appropriate for a parent/caregiver to confront a teacher while a class is in progress or while a teacher is supervising children.

If the problem relates to your child, then you are asked to -

1. Arrange a time to speak with your child’s class teacher and/or the teacher concerned.
2. Advise the teacher that you will speak with someone else, eg a member of the Leadership Team if the problem is not resolved.
3. Arrange a time to speak with a member of the Leadership Team (as appropriate).
If other problems arise (ie between parents/caregivers, another adult), then you are asked to take into account the following suggestions -

1. Choose a suitable environment that is appropriate and conducive to carry out the discussions regarding the particular issue(s).
2. Speak directly with the person concerned (if practicable and safe to do so).
3. Use an appropriate manner in which to speak to others. Verbal and non-verbal communication should reflect dignity and respect by all relevant parties.
4. Refrain from using open areas as others may inadvertently and unnecessarily become aware of the issue.
5. Seek support by making an appointment with a member of the Leadership Team if the problem is not resolved.
6. Please refer to the FLOW CHART Appendix 2

NB: If the problem relates to School Policy, persons concerned may wish to address the School Board in writing, detailing those concerns.

Evaluation

It is expected that the Positive Resolution Policy will be reviewed on a regular basis.

It is anticipated that this will occur every three years.

Appendix

- Flowchart – Students
- Flowchart – Adults

Basis of Discretion

Should an adult display behaviour which makes others feel unsafe on our school grounds or at a school event, the Principal will seek advice from Catholic Education SA and may ban this person from the activity and possibly future events.

While we are committed to the positive resolution of issues we will not tolerate aggressive behaviour which is contrary to Gospel values.

At times, this situation may require a third party mediator to promote a peaceful solution to the matters raised.

Resources

- Catholic Education SA - Policy for the Development of Personal Responsibility
- Catholic Education SA – Principal Consultant
- Mediation Services