



Star of the Sea College

Respectful Relationships Policy

Respectful Relationships Policy: Statement of Values

Star of the Sea College is a Catholic Independent Girls' school, founded by the Presentation Sisters in 1883. Since 2014, Star of the Sea has operated under the auspices of Kildare Ministries.

Rationale

Star of the Sea College aims to provide students with rich educational opportunities that reflect best practice in learning and teaching and that occur in contemporary and well- resourced facilities.

This policy seeks to ensure that the College Community has an understanding of the nature of our expectations when they accept an enrolment at Star of the Sea College for their daughter. The College is committed to nurturing respectful relationships and active partnerships with parents. We believe that our students' learning is enhanced through positive and reciprocal home and school relationships. As parents, you act as one of the most influential role models in your daughter's life. We therefore seek your support in promoting and upholding core values of the College Community and its culture of respectful relationships. This policy acknowledges that parents and College staff are strongly motivated to do their best for every student. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together. Catholic schools have a moral, legal and mission –driven responsibility to create nurturing school environments where children and young people are respected, their voices are heard and they are safe and feel safe (CECV Commitment to Child Safety)

Whilst we welcome parents to our College, the safety of our students is our first responsibility. We abide legislatively by Ministerial Order Number 870. The seven standards of Ministerial Order No 870 are outlined in Appendix 1.

Definitions:

The policy applies to all adults, including parents, guardians, step parents, caregivers, extended family and other involved in activities or communications related to the College. For ease of use, the term parents will be used but includes all categories mentioned.



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Responsibilities

The College Leadership Team will:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements to ensure that the care, safety, security and general wellbeing of all students in attendance at the school are protected.
- Identify and support students who are or may be at risk.
- Do our best to ensure every student achieves her personal and learning potential.
- Work with parents to understand their daughter's needs and, where necessary, adapt the learning environment accordingly.
- Respond appropriately when inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the College's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly way to leave the College grounds.

As Teachers and Staff, we will:

- Model positive behaviour to students consistent with the standards of our profession.
- Proactively engage with parents about student outcomes.
- Work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly.
- Work collaboratively with parents to improve learning and wellbeing outcomes for students with additional needs.
- Communicate with the Leadership Team in the event we anticipate or face any tension or challenging behaviours from parents.
- Treat all members of the school community with respect.



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As Parents, we will:

- Model positive behaviour to our daughter.
- Ensure our daughter attends school on time, every day the school is open for instruction.
- Take an interest in our daughter's school and learning.
- Work with the College to achieve the best outcomes for our daughter.
- Communicate constructively with the College and use expected processes and protocols when raising concerns.
- Support College staff to maintain a safe learning environment for all students.
- Follow the College's complaints procedures if there are complaints.
- Treat all College leaders, staff, students, and other members of the school community with respect.

As Students, we will:

- Model positive behaviour to other students.
- Comply with and model College values.
- Behave in a safe and responsible manner.
- Respect ourselves, other members of the College community and the school environment.
- Adhere to the principles that affirm the right of all College community members to feel safe at school and free from bullying, discrimination and harassment.
- Actively participate in school.
- Not disrupt the learning of others and make the most of our educational opportunities

As Community Members, we will:

- Model positive behaviour to the College community.
- Treat other members of the College community with respect.
- Support College staff to maintain a safe and orderly learning environment for all students.
- Utilise the College's communications policy to communicate with the Star of the Sea.



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Consequences for Failing to Uphold the Statement of Values

Unreasonable behaviours

Behaviours that are considered inappropriate on and adjacent to College grounds, or in relation to school business, and that do not uphold the principles within this policy, include when a person:

- is rude, aggressive or harasses others
- uses communication devices to send rude, confronting or threatening letters, emails or text messages, and/or posts on social media sites
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments
- uses social media inappropriately as a forum to raise concerns/make complaints against Star of the Sea.
- is physically intimidating, e.g. invading the personal space of others by standing very close.

Consequences

The College Leadership Team will be responsible for determining what constitutes reasonable and unreasonable behaviour. Unreasonable behaviour and/or failure to uphold the principles of this policy may lead to further investigation and the implementation of appropriate consequences. This may include:

- utilising mediation and counselling services
- alternative communication strategies being applied
- formal notice preventing entry onto College premises or attendance at College activities. Written notice will follow any verbal notice given
- an intervention order being sought
- informing the police, which may result in a charge of trespass or assault.



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For Students

Continual behaviour contrary to the principles in this policy may include:

- formal meeting with Deputy Principal - Students, Pastoral Leader and parents
- utilising College Counselling Services
- formal behaviour agreement between the College, student and parents
- withdrawal of access to certain privileges/resources at the College for a period of time
- suspension from classes
- police involvement
- in cases deemed serious, negotiated transfer to another school in consultation with CEM.

The Catholic Education Commission of Victoria proposes that **wrongful behaviour of a serious nature is defined** as activities or behaviour of a student which:

- seriously undermines the ethos of the Catholic school, or
- consistently and deliberately fails to comply with any lawful order of a Principal or teacher; or
- is offensive, or dangerous, to the physical or emotional health of any staff member or any student; or
- consistently and deliberately interferes with the educational opportunities of other students.

Guidelines exist in CEM Policy 2.26 which inform the Principal or her nominee of appropriate courses of action in the case of behaviour of a serious nature, negotiated transfer or expulsion.

In accordance with the Victorian Registrations and Qualifications Authority, it is noted that corporal punishment is not permitted in this school.

By agreeing to meet specified standards of positive behaviour, everyone in our College community can be assured that they will be treated with fairness and respect. In turn, this will help to create a school that is safe and orderly, where everyone is empowered to participate and learn.



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Appendix 1

Ministerial Order No 87

There are seven minimum child safe standards with an overarching principle of inclusion which applies across each of the standards. These are:

1. Strategies to embed an organisational culture of child safety
2. A child safety Policy or statement of Commitment to child safety
3. A child safety code of conduct
4. School staff selection, supervision and management practices for a child safe environment
5. Procedures for responding to and reporting allegations of suspected child abuse
6. Strategies to identify and reduce or remove risks of child abuse
7. Strategies to promote child empowerment and participation



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Responsible Officer	Deputy Principal - Students
Approved By	Principal
Approved & Commenced	2017
Review By	November 2017
Relevant Legislation	<p>Child, Wellbeing and Safety Act (2005) (Vic.)</p> <p>Children Legislation Amendment (Reportable Conduct) Act 2017</p> <p>Crimes Act 1958 (Vic.)</p> <p>Education and Training Reform Act 2006 (Vic.)</p> <p>Equal Opportunity Act 2010 (Vic.)</p> <p>Ministerial Order No 870 - <i>Child Safe Standards: Managing the Risk of Child Abuse in Schools</i></p> <p>Privacy and Data Protection Bill 2014 (Vic)</p> <p>Working with Children Act 2005</p>
Related Policies & Procedures	<ul style="list-style-type: none"> • CEM Policy 2.26 • Child Safety Policy • Child Safety Code of conduct • Student Behaviour Management Policy • Pastoral Care Policy • Privacy Policy • Grievance Policy and Procedures • Fees Policy • Enrolment Policy • ICT student policy
Version	Respectful Relationships Policy : Statement of Values: Version 8
Amendments to Version	Renamed policy