

## **Brigidine College St Ives**

### **RESPECTFUL RELATIONSHIPS**

#### **Policy Reference/Version 413-2**

##### **Policy**

Brigidine College is a Catholic Independent School founded in 1954.

At Brigidine we hold the care, safety and wellbeing of our students as a central and fundamental responsibility of our College. Our commitment is drawn from, and inherent in, the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel.

Respectful relationships are critical to the wellbeing of students and for the effective partnership between parents and College staff who both share the best interests of the student together. The relationship between the College and the parent community works best with respectful communication and in working together to bring out the best possible outcome for the students in every situation.

##### **Rationale**

Catholic schools like Brigidine College St Ives, have a moral, legal and mission driven responsibility to create nurturing school environments where young people are respected, their voices are heard, and they feel safe. The safety of students is the first responsibility of the College.

Brigidine College aims to provide students with rich educational opportunities that reflect best practice in learning and teaching. The College is committed to nurturing respectful relationships and active partnerships with parents. Parents are one of the most influential role models in their daughter's life. We believe that students' learning is enhanced through positive and reciprocal home and school relationships. The College therefore seeks parental support in promoting and upholding core values of the College Community and its culture of respectful relationships. Everyone has the right to raise concerns respectfully.

This policy acknowledges that parents and College staff are strongly motivated to do their best for every student. Whilst the term 'parent' is used for ease, it is intended to include parents, guardians, step-parents, caregivers and extended family. It articulates the College's key expectations of both staff and parents with regard to respectful relationships and behaviours.

As part of our culture of respectful relationships, among students, parents and parents, we strive to develop:

- A respect for the innate dignity and worth of every person
- An ability to understand the situation of others
- A cooperative attitude in working with others
- Open, positive and honest communication

- The ability to work respectfully with other people
- Trusting relationships
- Responsible actions.

## **Responsibilities**

### **The College Leadership Team will strive to:**

- Work collaboratively to create and maintain a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of the teaching 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.
- Aim to ensure every student achieves their personal and learning potential.
- Work with parents to understand the needs of each student 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.
- Advise parents of the College's communication and complaints procedures.
- Ask any person who is acting in an offensive, inappropriate or disorderly way to leave the College grounds.

### **Teachers and College Staff will strive to:**

- Model positive behaviour to students consistent with the standards of the teaching profession.
- Proactively engage with parents about student outcomes, learning, development and wellbeing.
- 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 of any tension or challenging issues involving parents.
- Treat all members of the school community with respect and dignity.
- Maintain confidentiality over sensitive issues.
- Ensure timely response to any concerns raised.

**Parents will strive to:**

- Support the College's ethos, traditions and practices.
- Model positive behaviour to their daughter/s.
- Ensure their daughter/s attends school on time, every day the school is open for instruction.
- Take an interest in their daughter's school and learning.
- Work with the College to achieve the best outcomes for their daughter/s.
- 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.
- Treat all College leaders, staff, students, and other members of the school community with respect and courtesy.
- Adhere to College policies.

**Students will strive to:**

- Model positive behaviour to other students.
- Comply with, and model College values.
- Behave in a safe and responsible manner.
- Respect themselves, 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.
- Make the most of the educational opportunities offered by the College.
- Avoid disrupting the learning of others.

**Community Members will strive to:**

- Model positive behaviour to the College community.
- Treat members of the College community with respect and courtesy.
- Support College staff to maintain a safe and orderly learning environment for all students.
- Utilise the College's communications processes to communicate with Brigidine College St Ives.

## **Consequences for failing to uphold the Values outlined:**

### **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 inappropriate, 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 eg shouting or swearing
- makes sexist, racist or derogatory comments
- uses social media inappropriately as a forum to raise concerns/make complaints against the College.
- is verbally or physically intimidating eg invading the personal space of others by standing very close, aggressive hand gestures, and/or language.
- damages or violates possessions or property of the College and its community.

### **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 action.

Further action may include:

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

### **For Students**

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

- a formal meeting with the Director of Student Wellbeing and/or member of the College Leadership Team or Year Coordinator and parents as required.
- 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.

### **Persons Responsible**

Director Community Engagement

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