



POSITIVE RESOLUTION POLICY - ADULT

Vision

To be a Catholic school community that recognises the uniqueness and diversity of every person, nurturing faith, wellbeing, and inclusivity while pursuing excellence.

Rationale

We believe in the capacity of every individual, for each is made in the image of God and is a reflection of God's goodness. Motivated by the love of Christ and with Him as our guide and model, we strive to live out His call to love one another as He loves us (John 15:12). Each person therefore has a right to feel safe and comfortable, and each person has the responsibility to show respect for themselves and others, as respecting the dignity of each and every person is paramount.

St Martin's Catholic Primary School seeks to work in partnership with parents/caregivers in the educational process of their children, based on the spirit and charism of the Daughters of Our Lady of the Sacred Heart and St Martin's School Values of; Respect, Responsibility, Integrity and Kindness.

An integral part of this process is providing an environment where each community member is recognised as a unique individual with rights and responsibilities within a context of justice and love. Our Christian heritage provides the basis for our philosophy and process.

We are a Be You School with a PBIS (Positive Behaviour Intervention Support) focus which supports St Martin's Catholic Primary school to work authentically with parents/caregivers/guardians. We utilise Restorative Practices to build, restore and maintain relationships.

As a school community, we recognise and acknowledge the great support and cooperation already given and which exists between staff, students and parents/caregivers. St Martin's recognises that issues can arise within the community that may sometimes cause people to feel aggrieved.

The development of personal responsibility and behaviour management processes are formulated in the light of the Gospel, ensuring the rights of staff and students to learn in partnership with parents/caregivers in a safe and caring environment.

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

Aims

St Martin's Catholic Primary School strives for all school members to:

- create a school environment where a lived reality of the Gospel message '*to love your neighbour as yourself*', is experienced.
- recognise that reconciliation is an integral part of restoring relationships and building community.
- ensure that a positive learning environment exists for students
- resolve grievances by consultation, cooperation and discussion. It is desirable for matters to be resolved promptly at a local level
- have the right to be heard within a harmonious, warm, caring and positive environment, and to have open communication with all staff.

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.
- Behave in a manner which is conducive to the building of relationships
- Respect all school property.

- Ensure that problems/concerns are dealt with according to the structure outlined in the **Flowchart - Appendix A**.

Every parent/caregiver/guardian has the right to a positive and empathetic response to his or her concerns. Solutions are sought to resolve all disputes, issues or concerns that impact or affect the day-to-day wellbeing of school life. This will be done in a fair, prompt and positive manner.

Examples of inappropriate behaviours delivered by verbal or non-verbal methods, either personally or via social media:

- offensive, abusive language
- harassment
- physical violence
- malicious gossip
- intimidating staff or parents/caregivers/students

Guidelines for Resolution

In the freedom in which we live our choices and actions, we can either contribute to, or be in conflict with the new life which God offers in Jesus Christ.

A member of leadership will address and attempt to resolve problems which are brought to their attention.

The school will do its best to address and satisfactorily resolve problems which come to attention of staff members. 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:

Procedure for Resolution

A) If the problem relates to your child, then you are asked to:

- Arrange a time to speak with your child's class teacher and/or the teacher concerned.
- Advise the teacher that you will speak with someone else, (e.g. Principal if the problem is not resolved).
- Arrange a time to speak with the Principal.

B) If the problem is between parents or another adult, you are asked to:

- Speak directly with the person concerned (if practicable and safe to do so).
- Use an appropriate manner in which to speak to others. Verbal and non-verbal communication should reflect dignity and respect by all relevant parties.
- Choose a suitable environment that is appropriate and conducive to carry out the discussions regarding the particular issue(s), e.g. the classroom before and/or after school or available offices.
- Refrain from using open areas as others may inadvertently and unnecessarily become aware of the issues.
- Seek support by making an appointment with the Principal, Deputy Principal or APRIM if the problem is not resolved. Refer to the Appendix A – Adult Positive Resolution Flowchart.

C) Please note:

- **IN NO INSTANCE is any parent to confront someone else's child.**
- **Please do NOT speak to a parent about their child's behavior towards your child – refer all matters to the class teacher or member of the leadership team.**
- **It is not appropriate for a parent to confront a teacher while a class is in progress or while a teacher is supervising students.**

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

The following organisations may be of help for adults experiencing difficulties:

- ACCESS – 1300 667 700
- Centacare – 8215 6700 enquiries@centacare.org.au

Appendix

- Appendix A | Adult Positive Resolution Flowchart

Implemented:	2006
Ratified by School Board:	2006
Reviewed:	2024
Next review:	2027