



**140**

Policy Number

## **Positive Community Relationships Policy**

Title of Policy/Procedure	Positive Community Relationships Policy
Endorsed by	Principal
Responsibility	Dean of Students
Reviewed date	February 2018
Next review date	February 2020
To whom issues	College Community

## **Purpose**

To provide simple guidelines in order to promote a safe and caring environment for all members of the Lake Joondalup Baptist College Community. The Positive Community Relationships Policy has been developed to clearly articulate the importance we place on respectful relationships within our community, which reflect our College mission and Christian values. It also recognises and respects the diversity of individuals in any learning community and emphasises the importance of parents/legal guardians' involvement in their child/s educational experience.

## **Application**

For the purpose of this policy 'College Community' comprises the College Principal, staff, coaches, employees, students, parents, legal guardians, volunteers, step parents, relatives, extended family, visitors, friends, supporters, carers and invitees of the College, when in the College environment or when attending any College related function or activity at any other location.

Parents/Legal Guardians and students agree to adhere to the Positive Community Relationships Policy when they sign the Enrolment Agreement with the College. Although step-parents, relatives, friends, supporters and carers of students at the College are not a party to that Enrolment Agreement, this Positive Community Relationships Policy is a guide for them about expected standards of behaviour and aims to ensure that the rights and wellbeing of students, staff and parents/legal guardians are respected and upheld.

## **Background**

All members of the community including parents/legal guardians, students, teachers, admin staff and volunteers have a right to feel safe and secure in our College Community. This policy sets out guidelines that promote positive relationships within the College Community, which are aligned to our Christian values. These guidelines support appropriate behaviour to ensure that all interactions with students and adults is respectful and considerate. We hope it will assist in ensuring the safety and wellbeing of students, families and staff.

## **Policy**

The College is committed to the belief that all learners have a right to participate in challenging and engaging learning opportunities when they are conducted in a learning environment, which is marked by collaboration and courteous interaction. Our Values drive the development, maintenance and growth of a respectful College culture. We hold high expectations of staff and student behaviour. Accordingly, we hold high expectations about the quality of interactions between all members of our College community, including parents/legal guardians working collectively to build a positive environment and a culture of respect based on responsibility, integrity and accountability.

In all interactions parents/legal guardians and carers are expected to uphold and act within the following guidelines:

- All communication should be conducted in a courteous and acceptable manner.
- Parent meetings with teachers to discuss concerns should be planned rather than expecting them to be held without prior arrangement or notice.
- All concerns should be raised through the correct procedures and personnel.
- No member of our community should approach another in a confrontational manner or act in a violent, aggressive or threatening manner.
- Feedback should be constructive rather than negative.

- When communicating concerns, those involved need to recognise that complex issues may take time to resolve and that staff may need appropriate time to investigate and manage particular issues.
- Interference with a staff member or volunteer doing their job is not acceptable.
- Public criticism of College activities or events, and of students and staff of the College should be avoided.
- Actions or behaviours that could be inferred as harassment or discrimination, including the inappropriate use of social media are not considered appropriate.
- Approaching and reprimanding another student to discuss or chastise them because of actions towards their own child during any College sanctioned activity is not condoned.
- Behaviour that in any way causes concern or alarm to students, staff, parents/legal guardians or other visitors to the College is unacceptable.
- Interactions that treat others fairly and recognise and respect diversity is expected from all community members.
- Conflict should be resolved respectfully and in a restorative manner.

## **Co-curricular Activities**

College Community members are expected to comply with the following principles when attending co-curricular activities:

- Young people are involved in co-curricular activities principally for their enjoyment.
- Young people should always be encouraged to abide by the rules.
- Young people should be taught that team commitment is a consideration and they are encouraged to give their best effort.
- Young people should be taught that honest effort is as important as victory, so results are accepted without undue disappointment.
- Turn defeat into victory by helping young people work towards performance improvement and good sportsmanship. Never ridicule or yell at a student for making a mistake or for losing.
- Young people learn best by example. Applaud good performance by all participants in an activity.
- Do not publicly question the referee's or official's judgement and never his/her honesty.
- Support all efforts to remove verbal and physical abuse from co-curricular activities.
- Recognise the value and importance of volunteer coaches, managers and officials as they give of their time and resources to provide recreational activities for all students.
- Do not approach a referee or official at any stage during or immediately after an event, except in appreciation.

## **Sanctions for Breaches**

Failure to abide by the Positive Community Relationships Policy may result in a restorative conversation and in extreme circumstances, the breach will be investigated by a nominated senior member of staff and a course of action will be recommended to the College Principal. The sanctions which may be employed include:

- A first and final warning meeting and subsequent letter issued to inform the relevant person/s of the outcome of the investigation and that another breach of the Positive Community Relationships Policy will not be tolerated.
- The offending adult may be directed to leave the College grounds immediately.
- Contact may be made with appropriate authorities, such as the Police.
- The offending adult may be excluded from the College premises or events.

- The offending adult may be requested to meet with the College Principal to discuss potential termination of enrolment of child/ren at the College as a result of the behaviour.

## Communication Pathways

The following are appropriate communication pathways for a timely and efficient way of dealing with concerns.

Issue	Communication Pathways
Concerns about your child's wellbeing	Contact your child's Head of House.
Concerns about your child's academic progress	Contact the teacher of the subject if the concern is general. Alternatively, contact the Head of Learning or the Dean of Studies to arrange a meeting.
Concerns about the behaviour of other students	Contact your child's Head of House or the Dean of Students.
Concerns about College policies or procedures	Contact the Head of College or Deputy Principal (Dean of Studies).
Concerns regarding a teacher's actions	If it is about your child's class, contact the teacher concerned. If the issue is more sensitive, contact the College Principal.
Concerns or issues between parents which do not relate to the students of Lake Joondalup Baptist College	The College is not able to address issues that occur between parents that are unrelated to College matters.
Concerns regarding sporting matters	Contact the Director of Sport in relation to Co-curricular matters and The Head of Learning for Curriculum matters.

## Related Policies

Duty of Care Policy

College Enrolment Policy

Resolution of Parent and Student Complaints and Grievances