

## RESPECTFUL RELATIONSHIPS POLICY

### RATIONALE

Our Lady of the Sacred Heart College (OLSH College) prides itself on providing an environment of the heart in which every student can reach her potential and develop into a confident, responsible and articulate young woman, with a lifelong love and enjoyment of learning. As stated in the OLSH Proclamation:

*We are Heart People who*

- *Are Faith Filled*
- *Reverence Relationships*
- *Pursue Excellence*
- *Touch the Hearts of Others*

The College is committed to nurturing just and right relationships that recognise the dignity and uniqueness of each person and that uphold Gospel values. We acknowledge our responsibilities and obligations under law and we are steadfast in our resolve to maintain learning environments that are respectful, inclusive and professional. To this end, this policy articulates the College's key expectations of staff, students and parents with regard to respectful relationships and behaviours.

The College notes that disrespectful behaviours, such as bullying, discrimination and harassment, infringe upon a person's self-worth and dignity and are major obstacles to achieving our mission. Such behaviours will not be tolerated. The College therefore has in place a number of issue-specific policies that are closely aligned with this *Respectful Relationships Policy*. These are listed at the end of this policy and cover student behaviour, student and workplace bullying and workplace equal opportunity.

In presenting this policy, the College acknowledges that parents and staff are strongly motivated to do the very best for their daughters and students. Everyone has a right to differing opinions and views, to raise concerns and to expect that their concerns will be addressed fairly and respectfully. This policy is to be read, and observed, in conjunction with the College's *Complaints Resolution Policy*.

### GUIDING PRINCIPLES – RESPECTFUL RELATIONSHIPS

- All members of the OLSH College community have a right to be treated with dignity and respect and to feel safe in their relationships with one another.
- Gospel values which underpin the values outlined in the OLSH Proclamation, characterise our culture of respectful relationships. We respect the innate dignity of all, we uphold and live the values of gratitude, simplicity, inclusiveness, integrity, compassion and forgiveness.
- OLSH College is committed to nurturing a culturally safe and inclusive community which values diversity and difference and which protects the right of each student to feel safe and be safe at school. This commitment has particular application to Indigenous students, those from culturally/linguistically diverse backgrounds and students with a disability.
- Relationships and behaviours that are considered disrespectful, inappropriate or unlawful and that compromise the safety and wellbeing of community members will be responded to by the College Leadership Team according to issue-specific College policies.

- The College Leadership Team will work positively, fairly and resolutely to address complaints that school members may hold in relation to disrespectful, inappropriate or unlawful behaviours.

## **EXPECTATIONS AND RESPONSIBILITIES**

In promoting and upholding a culture of respectful behaviours, the College assigns to various OLSH members and groups a range of expectations and responsibilities.

### **The OLSH College Leadership Team is responsible for and expected to:**

- Behave in a manner consistent with the principles of this policy and meet core responsibilities to provide respectful environments;
- Work collaboratively to create an environment where respectful conduct is expected of everyone;
- Develop policies and procedures and monitor their effectiveness to ensure the care and wellbeing of all members of the College community;
- Respond appropriately when respectful behaviour is not demonstrated and, implement appropriate interventions and sanctions, when required;
- Make known to parents, staff and students, the College's expectations for respectful relationships and its complaints procedures.

### **OLSH College staff are expected to:**

- Model respectful behaviours and behave consistent with professional standards and the principles of this policy;
- Ensure that the learning environment is characterised by respectful relationships. The onus is on staff to be active in enabling this to occur;
- Proactively and constructively engage with parents about their daughter's learning programs, wellbeing and any behavioural concerns;
- Communicate and collaborate with the Leadership Team in responding to highly challenging behaviours from students, parents or colleagues;
- Ensure a timely response to any concerns raised by students, parents or colleagues
- Maintain confidentiality over sensitive issues.

### **OLSH College students are expected to:**

- Respect themselves, other members of the school community, and the school environment;
- Adhere to College policies, procedures and protocols that affirm the right of all school community members to feel safe at school, to fully engage in their learning and to be free from bullying, discrimination, harassment and social exclusion;
- Adhere to College policies, procedures and protocols that protect other students and the College's reputation from the harmful impacts of behaviour that is unacceptable in the light of the details in this policy.

### **OLSH parents are expected to:**

- Support the College's ethos, values and practices;
- Model respectful behaviours that are consistent with the principles of this policy;
- Understand the importance of respectful parent/teacher/student relationships and strive to build the relationships;
- Support the College in its efforts to maintain a positive, respectful and safe teaching and learning environment;
- Communicate constructively with the College in raising concerns and follow the College's complaints process in seeking resolution of complaints;
- Keep abreast of information provided by the College on procedures relating to this policy
- Adhere to the policy principles outlined herein.

### **Disrespectful and Unacceptable Behaviours**

By agreeing to meet specified standards of respectful relationships, everyone in the OLSH College community should treat others and be treated with respect and fairness.

The Leadership Team reserves the right to determine what constitutes unacceptable behaviour and will be guided in its determination and response by the College's issue-specific policies and procedures. Examples of such behaviours include, but are not limited to, instances when a person (student, staff member or parent):

- is rude, aggressive or harasses others
- exhibits bullying behaviour
- uses communication devices to send rude, confronting or threatening letters, emails or text messages, and or posts on social media sites
- makes sexist, racist or derogatory comments
- disrupts and/or damages the learning and teaching environment.

Unacceptable behaviour and/or failure to uphold the principles of this policy may lead to further investigation and the implementation of appropriate consequences, as outlined in the College's issue-specific policies.

## **RELATED COLLEGE POLICIES**

- OLSH College Complaints Resolution Policy
- OLSH College Child Safety: Student Rights and Responsibilities Policy
- OLSH College Student Anti Bullying Policy
- OLSH College Workplace Equal Opportunity Policy
- OLSH College Workplace Anti Bullying Policy
- OLSH College Student Acceptable Use Mobile Phones and Digital Technologies Policy
- OLSH College Staff Acceptable Use of Social Media Policy
- OLSH College Child Safety Code of Conduct

## **POLICY HISTORY AND REVIEW**

At OLSH College, we are committed to continuous improvement of our policies and practices. We intend this policy to be a dynamic document that will be regularly reviewed to ensure it is working in practice and updated to accommodate changes in legislation or circumstance.

<b>Responsibility:</b>	Principal and College Board Policy Committee
<b>Reviewed and revised</b>	May 2017, May 2022
<b>Next review date:</b>	May 2024