



## Behaviour Education & Personal Responsibility Policy

Formerly – Respectful Relationships (Responsible Behaviours) Policy and  
– Respectful Relationships (Anti Bullying) Policy

### CONTEXT STATEMENT

Samaritan College is a Christ-centred community where the uniqueness of the individual is valued and the love of learning is fostered. The College strives to nurture the Christian values of faith and prayerfulness, love, hope, joy, support, commitment to justice, truthfulness, healing, forgiving and community in which there is opportunity to learn, grow, search and discover together as well as time and opportunity for listening.

The policy focuses on the development of personal and social responsibility in students and the opportunities that school communities provide for this development.

Everyone has the right to work and learn in a safe, enjoyable environment. Bullying and/or harassment and/or discriminatory behaviours destroy this environment. Samaritan College is committed to preserving the dignity of each person and providing an environment in which all students feel safe and are safe.

This policy strengthens the effective teaching and learning practices already occurring in our schools that support student behaviour, learning and wellbeing.

### UNDERLYING ASSUMPTIONS, PHILOSOPHY & RATIONALE

This Policy acknowledges the range and scope of behaviour education and personal responsibility that covers respectful relationships, bullying, harassment and discrimination, personal safety, resilience and specific social skilling for students.

Bullying is defined as deliberate ongoing behaviour involving hurtful words or actions which are unwanted, or which can make a person feel uncomfortable, fearful or powerless. It is where the perpetrator has sought power over another. Harassment is defined as behaviour through which the victim feels embarrassed or afraid. It is often repeated and always unwanted and unreasonable. Discrimination is defined as unjust and unequal behaviour based on race, religion, age, sexuality, disability or difference.

Bullying, harassment and discrimination may take a variety of forms including:

- Physical (e.g. fighting, pushing);
- Verbal (e.g. name calling, offensive language);
- Psychological (e.g. threats of reprisal, belittling comments);
- Victimization (e.g. stand-over tactics, hiding or damaging property);
- Racial (e.g. can include comments about a person's body, cultural and family background);
- Sexual (e.g. using rude names, sexually orientated jokes, drawings);
- Technological (e.g. using the internet, mobile phones or email).

**We at Samaritan College acknowledge:**

- Parent/Caregivers are the primary educators of their children;
- Members of the College community demonstrate social responsibilities which reflect Gospel values;
- Respectful relationships are grounded upon the values of justice and reconciliation with an explicit respect for the dignity of each person;
- Social responsibilities integrated with Gospel values are both modelled and explicitly taught across the curriculum;
- The importance of encouraging students to be active participants in the College and wider community;
- The right of all members of the community to feel safe and confident within the College community;
- The importance of fostering an environment in which students can achieve to the best of their ability and fulfil their potential.

- The need to articulate expectations regarding acceptable behaviour.
- The responsibilities of all parties to explicitly communicate through words and actions that bullying, harassment and discrimination is unacceptable;
- Bullying, harassment and discrimination of any kind will not be tolerated;
- Bullying, harassment and discrimination behaviours need to be addressed and resolved in a manner respectful of the dignity of those involved and restores justice;
- All staff are obliged by law to report suspected physical, sexual or emotional abuse of children and young people under 18 years of age.

## PURPOSES / AIMS

### Through the application of this policy, Samaritan College will:

- Ensure a physically and emotionally secure and safe environment which nurtures the development of respectful and positive relationships;
- Provide relevant curriculum, contemporary methodologies, structures and practices which meet the needs of students from a diversity of backgrounds – this includes online safety
- Foster a learning environment in which students can achieve to the best of their ability;
- Acknowledge and celebrate success;
- Explicitly communicate through words and actions that bullying, harassment and discrimination is unacceptable;
- Familiarise all members of the College community with the procedures to be followed in cases of bullying, harassment and discrimination;
- Promote community building and the anti-bullying/anti-harassment expectations of the College;
- Use procedures and practices which will support the victim and assist the bully to change their behaviour;
- Provide programs to build resilience and self-esteem of students;
- Provide professional development activities to build the capacity of staff to teach programs which build student resilience and self-esteem.

## GUIDELINES & PROCEDURE

### In support of this policy Samaritan College will:

- Provide relevant curriculum, structures and practices which meet the learning needs of students from a diversity of backgrounds;
- Develop a feeling of self-worth in community members
- Acknowledge and celebrate success;
- Encourage each member of the community in the pursuit of excellence in all aspects of College life.
- Provide all students with written information detailing what bullying, harassment and discrimination is and the procedures to be followed when someone is bullied or harassed;
- Provide resources to support class activities to deal with bullying/harassment/discrimination issues;
- Record and file instances and investigations of bullying, harassment and discrimination in student files.

### The Co Principals will:

- Provide a contemporary, relevant and diversified curriculum to meet the learning and social needs of students;
- Provide programs to enable students to develop self-awareness and effective social relationship skills – this includes cyber/online skills;
- Continue to develop, create, and maintain an environment in which students learn to respect the rights of others and fulfil their responsibilities;
- Formulate systems and structures which establish the rights, responsibilities and consequences for responsible and irresponsible behaviour in a Christian community; supported by a co-operative negotiation between staff, students and parents;
- Provide opportunities to acknowledge and celebrate success within the College community;
- Provide training for staff to develop effective strategies in the management of student behaviour.
- Ensure a safe learning environment is provided;
- Provide resources and training for students and staff in relation to maintaining a safe school environment;

- Support the anti-bullying/harassment/discrimination procedures
- Ensure investigation, counselling and mediation processes are in place;
- Ensure documentation of instances and investigations of bullying, harassment and discrimination are kept and confidentiality is maintained, as required.
- Ensure staff are appropriately trained and qualified in Child Protection as per the requirements of Catholic Education SA and the Teachers Registration Board SA
- Reserve the right to suspend or expel students as per the SACCS Suspension & Expulsion Procedures for Catholic Schools (2012)

**The Staff will:**

- Participate in the delivery of programs to assist students in the development of effective human relationships and social skills, including cyber skills;
- Provide engaging and relevant learning programs which acknowledge different learning styles and utilise a diverse range of methods to meet the learning needs of students;
- Establish and foster an environment in which students learn to respect the rights of others and fulfil their responsibilities;
- Develop in students an understanding of the role of personal choice in their behaviour;
- Have an opportunity to positively reinforce appropriate behaviour;
- Encourage the pursuit of excellence in all aspects of College life.
- Model respectful behaviours and inclusive social interaction;
- Actively work to ensure a safe and respectful learning environment is maintained;
- Encourage students to contribute to a safe College environment and follow the anti-bullying/harassment/discrimination procedures;
- Follow the anti-bullying/harassment/discrimination procedures if this behaviour occurs;
- Provide clear guidelines for acceptable behaviour;
- Explicitly teach young people about the impact of bullying and strategies for countering bullying;
- Use positive reinforcement when responsible behaviours are chosen;
- Work in a manner which encourages reconciliation and ensures the dignity of each individual is preserved;
- Implement strategies to support all students (including the person being bullied, those bullying and any bystanders);
- Communicate and document clearly and promptly with relevant staff members and families when bullying, harassment and discrimination issues arise.

**The Students will:**

- Develop an understanding of behaviour as a process involving personal choice;
- Accept responsibility for their own behaviour;
- Respect the dignity and the rights of others;
- Accept that everyone has the right to feel safe and be safe in the College community and the wider community;
- Have an opportunity to acknowledge and celebrate success.
- Acknowledge and respect each other's individual differences;
- Accept responsibility for his/her own choices of behaviour;
- Report incidents of bullying (either as a bystander or a person who is bullied);
- Explicitly communicate through words and actions that bullying is unacceptable;
- Practise strategies that build resilience.

**The Parents/Caregivers will:**

- Support their child in the development of respectful relationships;
- Support this policy and those of SACCS
- Act as positive role models for their child;
- Have an opportunity to acknowledge and celebrate their child's success;
- Model respectful behaviours;
- Be aware of and support the College's policy and procedures regarding bullying/ harassment/ discrimination;
- Work with their child's teacher and/or coordinator if the child is involved in any way in a bullying incident;
- Encourage their child to report any incidents of bullying/harassment/discrimination so the problem can be resolved in a timely way;

- Bring to the College's attention any incident of bullying or harassment involving their child;
- Work in a way which encourages reconciliation and ensures the dignity of each individual is preserved.

**The College Board will:**

- Support and participate in the development, implementation and review of this policy.

## BASES OF DISCRETION

- \* Under the discretion of the Co-Principals or Counsellor, some information regarding instances of bullying/harassment/discrimination may need to remain confidential and under these circumstances may be filed separately;
- \* Cases requiring mandatory reporting will be dealt with according to the Procedures for Reporting Child Abuse and Neglect

## SUPPORTING DOCUMENTS

- SACCS Behaviour Education and Personal Responsibility Policy (2010)
- SACCS Suspension & Expulsion Procedures for Catholic Schools (2012)
- SACCS Policy for the Care, Wellbeing and Protection of Children and Young People (2011)
- Samaritan College Vision Statement
- Samaritan College Student Diary
- Samaritan College Online Staff Handbook
- Samaritan College Newsletter and Website
- CESA Policy on Social Media (in Draft)
- Samaritan College Student Acceptable Use Agreement Form
- Samaritan College Child Protection Policy
- Samaritan College Pastoral Care Policy
- Catholic Education SA Mission, Vision and Values Statement 2012
- Charter for Teachers 2012
- Code of Conduct for Staff Employed in a Catholic School 2014
- Managing Allegations of Sexual Misconduct 2013
- Protective Practices for Staff in their interactions with children and young people - Intersectoral (2011)
- Child Safe Environments Principles of Good Practice - DFC (2012)
- Cyber Safety: Keeping children safe in a connected world - DECD (2009)
- SACCS Duty of Care Policy 2013
- Procedures for Reporting Child Abuse and Neglect - SACCS (2010)
- Pastoral Care Policy – CESA (2008)

## RESOURCES

The College will provide:

- Relevant curriculum and range of programs to assist students in their growth and development: (For example, but not necessarily including Choice Theory, Mind Matters, Walker Learning Program, Literacy & Numeracy programs, Student Learning Support initiatives, Child Protection Curriculum (R-12) etc).
- And support the professional development of teachers in dealing with behavioural issues.
- Part time Centacare counsellors on site at all campuses

## ADMINISTRATION

This policy will be reviewed triennially by the College, unless otherwise required.

Review Date: June 2017