

POLICY STATEMENT

Concordia College expects all interactions to be respectful. Concordia College does not accept harassment and bullying of any kind. Incidents of harassment and bullying that impact on College relationships will be managed in accordance with the College Behaviour Management Policy.

RATIONALE

We act in the spirit of grace because we recognise God's love for us. We acknowledge differences and believe that they enhance and enrich our community. We aim to make people feel valued and respected.

DEFINITIONS

1. Harassment can either be a single instance or sequence of unwelcome offensive comments, communications or actions which causes embarrassment, pain or discomfort to another person.
2. Bullying can take a number of forms: physical, verbal, non-verbal, electronic, extortion and exclusion. Bullying is repeated and unjustifiable behaviour.
3. Restorative Practice is a process by which the healing of relationships between community members is at the centre of the behavior management processes adopted by the College so that those involved may move forward positively.
4. Natural Justice is an unbiased and fair process which allows all parties to be heard and kept informed.

POLICY PRINCIPLES

1. The primary aim of this policy is to endeavor to ensure that students experience a safe learning and community environment.
2. Addressing bullying and harassment through restoring respectful relationships, healing hurt and enabling all members of the College to live together harmoniously and productively is central to actioning the primary aim of this policy.
3. The College's Behaviour Management Policy is based on the principles of Restorative Practice and Natural Justice.
4. Students and staff should report instances of bullying and/or harassment they witness towards others.
5. Students have the right to have their concerns taken seriously, in confidence and addressed appropriately.
6. Students have the right to report incidents of bullying and harassment without retaliation.
7. Staff endeavor to ensure that the learning environments they lead are safe environments for all students.
8. The College takes seriously reports of harassment and/or bullying and implements appropriate responses to reported incidents.
9. The College will work in partnership with parents/guardians to foster respectful relationships.

SCOPE

This policy applies to students, **parents/guardians and staff of Concordia College community.**

RESPONSIBILITIES

Head of College

- Fosters a safe and supportive environment.
- Ensures that strategies are implemented to reduce bullying and harassment throughout the College, including through education programs.
- Ensures that the policy is appropriately communicated.
- Delegates the management and delivery of the policy to senior members of staff as appropriate.
- Ensures that sufficient College resources are provided to support this policy.

APPROVED AUTHORITY	Concordia College Board
RESPONSIBLE OFFICER	Head of College
IMPLEMENTATION DATE:	May 2023
NEXT REVIEW DATE:	*May 2026

*Unless otherwise indicated, this policy will still apply beyond the review date. This policy will also be updated as required due to any changes in legislation etc.

IMPLEMENTATION

This policy is implemented by

- Staff training and awareness
- Communication to students

NOTE: This policy is connected to the Student Wellbeing Policy and the Behaviour Management Policy.

Appendix 1

Restorative Practices at Concordia College

Restorative Practices is the underpinning principle of behaviour and relationship management, as it reflects the beliefs of the Lutheran Church and puts relationships between members of the community at the forefront. The Restorative Practices approach to behaviour and relationship management provides us with an opportunity to reflect the love, forgiveness, and grace we have in Christ Jesus, and better fulfil God's desire for us to live in positive relationship with each other **while seeking to provide a safe school environment for all.**

When things do go wrong between people at school, a Restorative Practice approach is used to:

- identify the harm that has been caused to others.
- acknowledge any wrong that has occurred.
- repair and reconcile the relationship.

When negative behaviours are exhibited within the Concordia College community, wherever possible, Restorative Practice approaches and meetings are used in a fair and just manner to address the issue and restore relationship to support the development of a positive **school** environment.

Principles of Restorative Practices

A Restorative Approach:

- recognises that those involved in a conflict are the best ones to be involved in the process of restoring the damage caused.
- focuses on the harm caused to the relationship rather than just what rules have been broken, helping students to better understanding that rules exist to protect rights and relationships.
- encourages people to understand the consequences of their actions for others.
- enables people to make amends where their actions have harmed others.
- requires people to be accountable for their actions.
- offers support to all concerned.

How it works

The restorative approach teaches different lessons to the people involved in a conflict or incident of harm. Those harmed are given an opportunity to share what has happened to them, how they have been feeling and what needs to happen to make things better. Wrongdoers are held accountable for their behaviour and given the opportunity to right their wrongs with those they have hurt or upset.

Restorative Questioning

A restorative approach to conflict or wrongdoing consists of asking key questions at a conference to both the wrongdoer and the person harmed in this order, based around what happened (the past), how the people involved are now feeling about what has happened (the present), how the people can fix what has happened, and what will happen if this agreement is not adhered to (the future).

W WHAT: happened? (Tell me the story) What were you thinking at the time?

A AFFECT: Who was affected/how does that line up with our school/class expectations? (Explore the harm)

R REPAIR: What needs to happen to repair the harm? How can we fix this?

M MOVE FORWARD: What do you/we need to do so that this doesn't happen again?

Restorative Management Flow Chart

The following Flow Chart outlines the steps of a restorative approach connected to our behaviour management.



Restorative Management Flow Chart



extraordinary