Mary MacKillop Memorial School

Development of Personal Responsibility Policy

Developed by: Staff and School Board

Notes:
1. All references to ‘Staff members’ include Administration Staff, Support Teachers, Teachers and Temporary Relieving Teachers.

Underlying Assumptions, Philosophy and Rationale:
We at Mary MacKillop Memorial School believe that:

- we are all created in the image of God
- the personal dignity and uniqueness of each individual must be recognised and respected
- everyone has the right to feel safe
- everyone has a right to learn and to develop their potential
- everyone has the responsibility to care for themselves and their property
- everyone has the right to experience success
- everyone has the responsibility to restore relationships when conflict or harm has occurred
- all behaviour has consequences and results from choices

Therefore:
- everyone has the right to be accepted when they make mistakes and must own and take responsibility for the choices they make.

Purpose/Aims:
Through the application of this policy, we at Mary MacKillop Memorial School aim to:

- create a safe and caring school environment in which everyone is valued and respected. The ultimate aim is to support opportunities for teaching and learning to occur.
- frame the policy within the Vision Statement for Catholic Schools. This vision identifies the Catholic school as a place which witnesses Gospel values. Therefore we have an underlying belief in an education that focuses on building positive relationships based on respect, responsibility and restorative justice through reconciliation.
- provide a safe environment in which our children can develop spiritually, socially and academically. We believe a restorative practice approach that is inspired by the philosophy of restorative justice, puts repairing harm done to relationships and people over and above the need for dispensing blame and dispensing punishment.
Guidelines:
At Mary MacKillop Memorial School we demonstrate respect and responsibility for self, others, the indoor and outdoor environment.
Therefore all members of our community will:

- Show respect for each other
- Listen to each other
- Try our best
- Discuss issues fairly
- Encourage each other
- Be polite
- Make time for others
- Be punctual
- Include others
- Be honest
- Look after each other
- Try to understand each other
- Work and play safely
- Share equipment
- Share time
- Co-operate
- Ask for help when needed
- Ask for opinions and ideas
- Have a go

In support of this policy:
The Principal will:

- provide clear guidelines and procedures to staff
- provide relevant professional development in Restorative Practices
- ensure that the values of Restorative Practice are modelled and supported in all Personal Responsibility incidents
- communicate with families in a sensitive manner
- internally or externally suspended as per the SACCS guidelines where children breach their behaviour plan or make choices that affect the safety and welfare of themselves or others

All Staff members will:
When children make poor choices and act irresponsibly staff will use the following as a guide to support children to understand what has happened and the harm they have caused. A key part of this approach is in seeking restoration between those people where conflict has occurred. We call this part reconnecting students.

- When a low level action occurs the child will be reminded to redirect their behaviour to make a better choice.
- Continual reminders may involve the student having time in another class to regain focus to make a better choice. At times children may need to spend time sitting away from children in the yard to keep themselves safe during play.
- Where children continually find themselves making poor choices in the yard or in the classroom, parents/carers will be asked to meet with the class teacher and Leadership to discuss the need for a play program or behaviour plan to support the child to learn how to make better choices. The support of parents and carers at this stage forms a critical part of this behaviour learning program.
Restorative Approach
Whenever people have been hurt as a result of a children’s actions a restorative approach will be used. The following questions guide this discussion:
1. What did you do?
2. Who has been affected?
3. What can we do to enable everyone to move forward?
4. What can you do differently in the future?
Where a number of children are involved, a restorative conference/circle time can be used to help children to understand each other’s perspective and coming to a mutual agreement which will repair the harm as much as possible. All children are supported through this process particularly those who have been hurt to ensure all children can feel confident about their safety and well-being.

As part of our Development of Personal Responsibility policy the staff of Mary MacKillop Memorial School makes a commitment to:
- refer to and model ‘In all things love and kindness”
- Use the Circle Time Kit and educate children on restorative language and the restorative approach
- spend time at the beginning of the school to use Program Achieve materials for Setting Up For Success
- focus on the Keys to Success regularly

Children will:
- learn to take responsibility for their actions. This involves recognising they have caused harm to others and a desire to apologise and restore the relationship.
- Participate fully in circle time and restorative conversations in an effort to rebuild relationships when they have been harmed.

Parents and Carers will:
- work cooperatively with staff when their child makes an inappropriate choice
- support their child in developing strategies to improve choices

Implementation:
All staff, parents, carers and students will be made aware of and have access to the policy via the school newsletter and website.

Support Documents:
Behaviour Education and Personal Responsibility Policy: South Australian Commission for Catholic Schools, March 2010
Australian Curriculum (including General Capabilities)

Resources:
Program Achieve
www.hansberryec.com.au
Circle Time Kit
Restorative Practices: Strengthening the Connections Relationships & Learning
MMMS Development of Personal Responsibility Policy

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