Mary MacKillop Memorial School

Positive Resolution Policy for Parents and Carers

Developed by: Staff and School Board

Notes:
1. All references to ‘Staff members’ include Administration Staff, Support Teachers, Teachers and Temporary Relieving Teachers.
2. All references to ‘Parents and Carers’ include Grandparents, Relatives, Friends and Volunteers.

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

- safety, a basic human right, is a pre-requisite for our school to be able to carry out our mission to educate
- in a spirit of co responsibility the school works in partnership with families for the benefit of our children
- the dignity of the human person is fundamental to Catholic teaching
- Catholic schools operate in a wider community context where legal requirements exist and where they have an obligation to students and families.

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

- base our policy on the Gospel values of freedom and justice for all and an underlying belief in their dignity and uniqueness
- provide an environment where each member of our community is recognised as a unique individual with rights and responsibilities
- emphasise that reconciliation is an integral part of restoring relationships and building community
- acknowledge the support and cooperation that already exists between staff, children, parents and carers.

Guidelines:
In support of this policy:
The Principal will:

- ensure that all parents and carers have access to an a clear understanding of this policy including the flow chart that outlines the steps they need to take to achieve a positive resolution to their problem
- encourage an atmosphere of listening and shared problem solving in an effort to find peaceful solutions to problems or concerns
- behave in a manner which is conducive to the building of relationships
- encourage parents and carers to participate in the review of this policy
- ensure all parents and carers can access this policy via the school’s website at www.mmms.catholic.edu.au
• ensure a member of the Leadership Team will address and attempt to resolve any problems which are brought to their attention.

All Staff members will:

• ensure they are fully aware of this policy and encourage parents and carers to follow the steps they need to take to achieve a positive resolution to their problem
• encourage an atmosphere of listening and shared problem solving in an effort to find peaceful solutions.
• behave in a manner which is conducive to the building of relationships

Parents and Carers will:

• ensure they are fully aware of this policy and encourage parents and carers to follow the steps they need to take to achieve a positive resolution to their problem
• encourage an atmosphere of listening and shared problem solving in an effort to find peaceful solutions.
• behave in a manner which is conducive to the building of relationships

Parents and Carers will:

• ensure they are fully aware of this policy and the steps they need to follow to seek peaceful resolution to their problems or concerns
• abide by the school policies, rules and expectations while on the school premises and or attending school functions or any other form of school representation
• work closely with the school to seek resolution to problems or concerns
• behave in a manner which is conducive to the building of relationships

Implementation

Mary MacKillop Memorial School is committed to developing positive relationships between school and home. Clear lines of communication, including a defined process for dealing with issues of concern, contribute to this outcome.

In this light the following behaviours are considered inappropriate and unacceptable from all members of our school community:

• offensive, abusive language
• harassment and bullying in all its forms
• physical violence
• malicious gossip or untruths
• intimidation of staff, parents, carers or students by verbal or non verbal language.

In addition it is inappropriate for any parent or carer to confront another parent or carer’s child or for any confrontation between adults to occur in front of children.

Basis of Discretion:

Nil

Support Documents:

• Mary MacKillop Memorial School Parent and Carer Positive Resolution Flow Chart
• SACCS policy

Financial Budget:

Nil

Resources:

The following organisations may be of assistance to adults experiencing difficulties

• Access Counselling: Ph. 8231 9111

Ratified by School Board on ............................

Review Date 2018