



St Joseph's School  
Kingswood

# **STUDENT GRIEVANCE RESOLUTION POLICY**

## **ST JOSEPH'S SCHOOL KINGSWOOD**

## **Rationale**

St Joseph's Kingswood is a Catholic school in the Josephite tradition. We create and uphold a nurturing environment for our children, families, teachers, volunteers, and the wider parish. We are a Catholic community of educators and learners who strive for excellence in education, and we are innovative and collaborative in our approach. Our life long purpose is to maintain a sense of belonging for all our children encouraging them to reach their full potential. St Joseph's School has a responsibility for the wellbeing and learning of each student.

At St Joseph's School we believe that feeling safe is a basic human right and a foundational pre-requisite to enable us to live out our Vision to educate young people to take their place in the Church and society.

St Joseph's School is committed to supporting students in a community that strives for equity and justice, respect and dignity.

Children have the right to be emotionally and physically safe at all times. Although the protection and safety of children is fundamentally the responsibility of families we endeavour to support this premise while the children are in our care.

We base our policy on the Gospel values of freedom and justice for all and an underlying belief in the dignity and uniqueness of each person.

Catholic schools operate in a wider community context where legal requirements exist and where they have an obligation to students.

## **VISION**

**St Joseph's School, in partnership with parents, provides a Christian environment where children are educated to take their place in the Church and society. (Refer to SACCS Vision Statement)**

## **POLICY GUIDELINES**

As part of our school program we provide opportunities for children to develop and appreciate their uniqueness, to develop resilience and to solve problems.

**The Student Representative Council (SRC)** enables children to have a voice in our school. The SRC meets to discuss issues that evolve through class meetings. Through the council, students are empowered to make decisions or seek appropriate processes to resolve issues that arise.

Programs such as Made in the Image of God, Social Skills and Drug Education as well as the implementation of the Child Protection Curriculum help to provide students with skills, strategies and information to support their own welfare.

At St Joseph's School children are explicitly taught:

- How to solve problems.
- How to get help if needed to resolve problems.
- How to differentiate between those problems that need help from an adult and those that can be resolved without adult intervention.
- The difference between dobbing and reporting something that is serious, may cause harm or is illegal.

As people involved with children, we as staff realize our responsibilities as Mandated Notifiers.

## THE GRIEVANCE PROCESS

### Issues:

1. Conflict occurs between two parties.
2. Solve it yourself by telling the other person to stop, by ignoring it or walking away.
3. If the issue will not go away or you are still worried about it, talk to someone you can trust (e.g. a friend, parent, teacher or someone in your network).
4. If the problem cannot be solved, or if it is a complex problem, then you need to speak to a member of the leadership team or the School Counsellor.
5. If needed, a meeting with all people concerned may be held and will result in a negotiated action plan. All parties will abide by the plan.
6. If non resolution / reconciliation is achieved further meetings may be held. These may involve outside agencies.

**Commented [T1]:** Use full name first time if using abbreviations

## RESOURCES

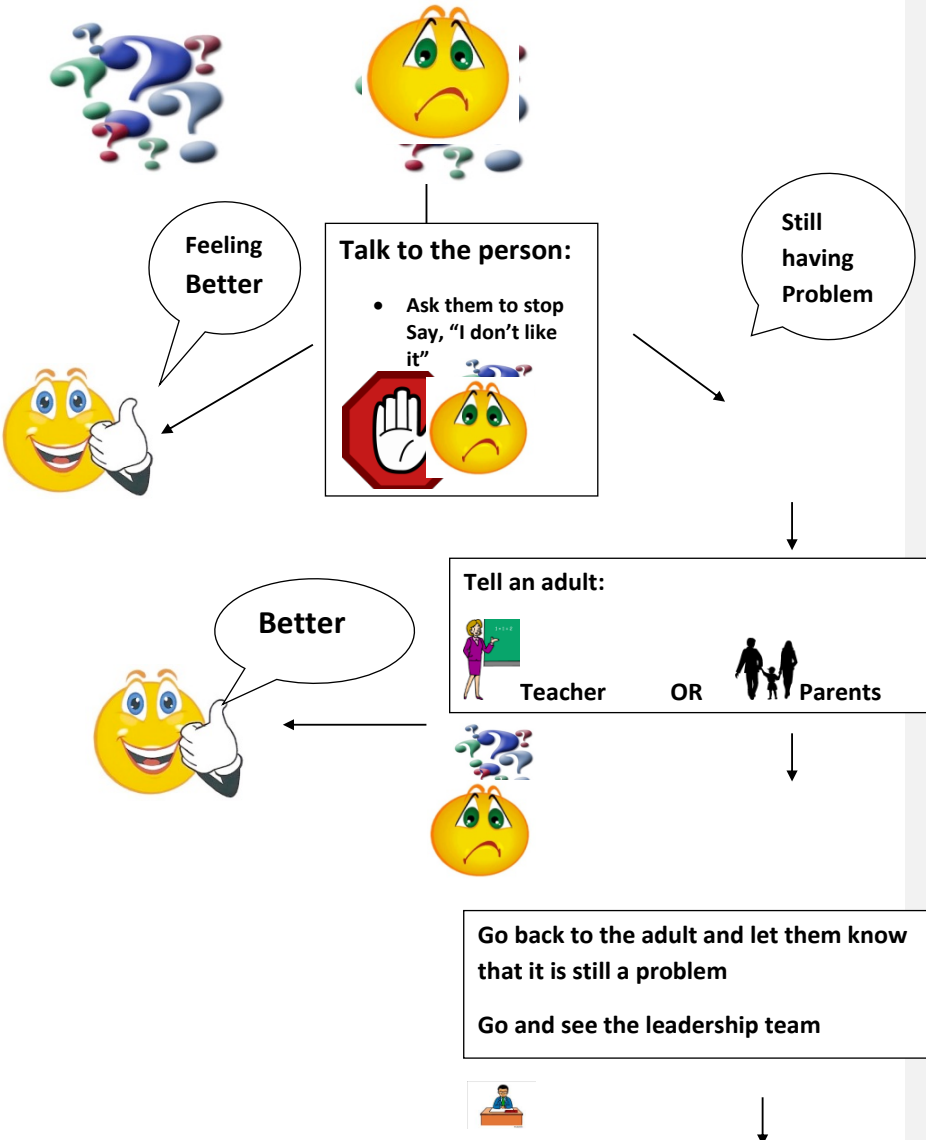
St Joseph's Religious Education Program

St Joseph's Student Personal Responsibility Policy

SACCS Child Protection Policy

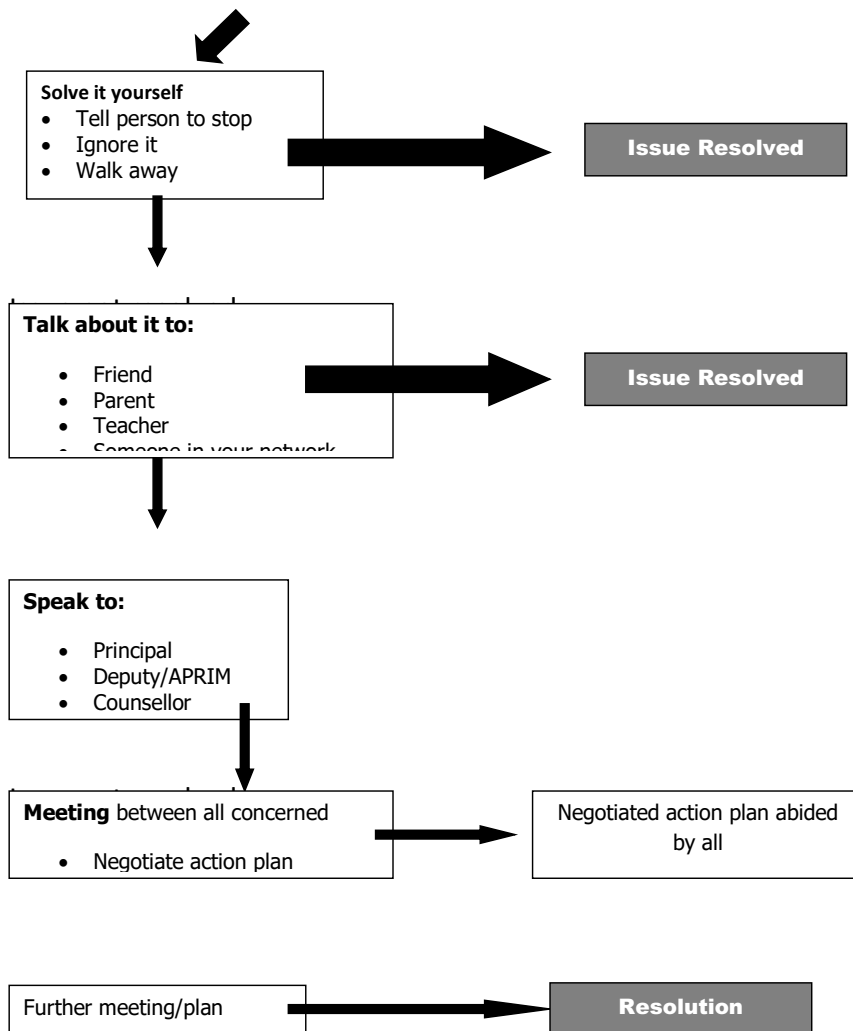
National Safe School Framework

# Student Grievance Flowchart R-2



## **STUDENT POSITIVE RESOLUTION – 3-7**

Conflict between two parties



**NON-RESOLUTION - POSSIBLE STUDENT GRIEVANCES**

**Bullying and harassment**

An act of bullying or harassment can occur, for example:

- by a student to another student,
- by a student to a staff member,
- by a staff member to a student,

Bullying and harassment can take many forms. Some examples are:

- hitting, pushing, shoving, spitting;
- stealing, hiding or damaging property;
- name calling, teasing, spreading rumours;
- exclusion, offensive graffiti or ridiculing success, failure or appearance;
- standing by and watching it happen to others.

Other specific forms of harassment include:

#### **Racial**

- name calling or saying unpleasant things because of a person's culture, background or language;
- telling jokes or showing offensive material that is degrading to a person of a different racial background;
- deliberately excluding others because of their race.

#### **Sexual**

- inappropriate touching or brushing against someone;
- unwelcome staring, whistling, gesturing or making comments about a person's body, looks or clothes;
- writing and/or distributing rude or unpleasant notes about someone;
- telling jokes or showing reading material/pictures that are offensive;
- making suggestive comments of a sexual nature;
- making comments about a person's sexuality.

#### **Cyber Bullying**

E-technology provides individuals with a powerful means of communicating instantly with others in both positive and negative ways. Cyber bullying is bullying which uses e-technology as a way of victimising others. It is the use of an internet service or mobile technologies – such as email, chat rooms, and discussion groups, instant messaging, web pages or SMS – with the intention of harming another person. Examples can include communications that seek to intimidate, control, manipulate, put down or humiliate the recipient. Activities can include repeated negative messages, sexual and racist harassment, denigration, impersonation, trickery, exclusion and cyber stalking.

**Other grievances could include:**

- Dissatisfaction with learning program
- Unhappy about yard rules and expectations
- Disliking uniform policies.
- Missing out on something students felt was deserved
- School non-participation in an initiative that the student feels should have been offered
- Lack of attention to keeping the community safe, etc.

**Review:**

This policy will be reviewed every 3 years, or earlier if information becomes available that significantly affects the content of the policy