



Mary MacKillop College
Kensington

Respectful Relationships Policy

Rationale

Mary MacKillop College is committed to nurturing a culture of respect, inclusion and dignity, where the relationships among students, staff and families reflect our core values of courage, compassion, justice, faith and humility. We believe that every student has the right to learn, and every teacher has the right to teach in an environment free from harm, disruption or discrimination.

This policy supports our commitment to the holistic wellbeing of each student. We understand that respectful relationships are learned and modelled and that mistakes are opportunities for learning and growth. With this in mind, our approach is restorative and educative, providing students with clear expectations, consistent processes and compassionate support.

The Respectful Relationships Policy is underpinned by the following principles:

- Every student and staff member has the right to feel safe, valued and respected
- High expectations are set and modelled by staff
- Positive relationships are built through empathy, clear boundaries and consistent support
- Restorative practices are central to addressing harm and rebuilding trust
- Students are supported to reflect on their actions, learn from their experiences and make positive changes
- Promoting respectful relationships is a shared responsibility. Staff, students and families work in partnership to uphold shared standards.

Grounded in the Josephite tradition of Mary MacKillop, our approach to respectful relationships is relational, compassionate and educative.

Purpose

The purpose of the Respectful Relationships Policy is to:

- Provide a framework for promoting and sustaining respectful behaviours and interactions across all areas of College life
- Encourage students to take responsibility for their actions and understand the impact these have on others
- Support staff to apply consistent expectations and processes in line with our restorative approach
- Guide the College community in responding to incidents where behaviours fall short of our shared standards.

This policy aligns with the College's Respectful Relationships Procedure and complements the Personal Responsibility Procedure.

Definition

Respectful Relationships are interactions and behaviours grounded in mutual regard, empathy, honesty and care. They reflect an understanding of personal responsibility and the impact of one's actions on others. At Mary MacKillop College, respectful relationships are the foundation of a positive learning environment where each girl is known and nurtured.



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Implementation and Support

This policy applies to all students enrolled at Mary MacKillop College and encompasses behaviour within the classroom and learning environment, in all co-curricular and College-related activities, and in informal settings where student interactions impact others. It also extends to digital interactions, where students are expected to uphold the same standards of integrity, kindness and responsibility as they do in person. Online behaviour is further guided by the College's ICT Acceptable Use Agreement and related policies.

The Respectful Relationships Procedure outlines a staged response to behaviour concerns, beginning with clear expectations and teacher-led conversations, and progressing to restorative meetings, support plans or consequences where needed.

Support may include:

- Reminders regarding expectations and current choices
- Restorative conversations
- Withdrawal from class or yard where appropriate
- Communication with families
- Collaborative meetings with families
- Pastoral or counselling support.

The procedure also defines roles and responsibilities for staff, including Pastoral Care Teachers, Pastoral Care Coordinators, the Director of Students and members of the College Leadership Team.

In instances of ongoing, repeated or serious behaviours, processes may be escalated to involve more formal responses, support structures and consequences. This may include further restorative and/or family meetings, development of a Positive Behaviour Support Plan, referral to external agencies, temporary internal/external withdrawal from the College community, or ultimately, termination of enrolment. Such steps are always considered carefully, in line with College policies and with the support of families.

Monitoring & Review
Version 1

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