

## **Respectful Relationships Policy**

### **Purpose**

Gisborne Montessori School is dedicated to the values of consistency, achievement, respect, enjoyment, inclusion and safety. In line with these values we will work hard to create a caring, harmonious and friendly environment where the diversity of people and culture is appreciated, valued and celebrated. We recognise all Gisborne Montessori School students as unique individuals bringing special qualities and gifts to share. We all have a right to be respected and have a responsibility to respect each other. Therefore bullying will not be tolerated in any form.

### **Scope**

The Gisborne Montessori School community is committed to ensuring a safe and inclusive school environment which promotes personal growth, fosters positive self-esteem for all and recognises our goal as a learning community.

Restorative practice is a strategy that seeks to repair relationships that have been damaged, including those damaged through bullying. It does this by bringing about a sense of remorse and restorative action on the part of the offender and forgiveness by the victim.

### **Application**

All staff working at Gisborne Montessori School, all families in our school community and all visitors to the school.

### **Policy statement**

#### **Our responsibilities**

- To provide members of the school community with a safe learning and work environment where the risk of harm is minimised and all members feel physically and emotionally secure
- To establish a school climate in which appropriate behaviour is the norm for all
- To create an atmosphere where student and parent voice is welcomed and every child and parent is heard
- To promote a community where violence, discrimination, harassment and bullying, including cyber-bullying, will not be tolerated under any circumstances
- Gisborne Montessori School will provide all members of the school community with a safe learning environment where the risk of harm is minimised and students feel physically and emotionally secure by:
  1. following restorative practices to repair harm in relationships
  2. maintaining a relationship-based pedagogy that contributes to student achievement and positive peer relationships
  3. providing support for students using an effective, evidence-based approach and the process of restorative practices to create a positive, safe and engaging school environment for all students
  4. using Montessori values of consistency, freedom with responsibility, respect, choice, inclusion and safety to guide positive interactions within the school community
  5. teaching safety, inclusion and respect through regular Grace and Courtesy lessons, discussion and positive role modelling
  6. protecting students through the purposeful teaching of cyber safety and responsible use of digital technologies and the internet
  7. using Gisborne Montessori School's general expectations to create a calm and consistent environment

8. staff modelling respectful and caring interactions between staff, and with students and families
9. Whole School Approach - This policy covers the whole school community, including staff, students, parents, school board members, contractors and volunteers.
- 10.

## **Rights and Responsibilities**

Every member of Gisborne Montessori School has the right to learn and work in a safe and inclusive environment free of violence, discrimination, harassment, and bullying including cyber-bullying. Along with this right comes the responsibility to respect and promote the rights of others by behaving according to this policy.

---

| <b>References</b>                          | <b>Source</b>  |
|--|--|
| Respectful Relationships Curriculum        | Victorian Education Department   |
| Royal Commission into Family Violence 2017 | Royal Commission into family Violence Report (Victoria), September 22 <sup>nd</sup> , 2016 |

### **Details**

|            |  |
|------------|--|
| Created    | August 2017  |
| Maintained | Principal and Gisborne Montessori School Board of management |
| Revised    |  |
| Reviewed   |  |
| Authorised | Gisborne Montessori School Board of management               |