

Mary MacKillop Memorial School



Personal Responsibility and Wellbeing 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.
- The three ways of being are: Be Safe, Be Respectful and Be Responsible

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 growth 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 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:

Be Safe	Be Responsible	Be Respectful
<ul style="list-style-type: none">• Be punctual• Be honest• Look after each other• Work and play safely• Share• Ask for help when needed	<ul style="list-style-type: none">• Try our best• Play fairly• Be punctual• Include others• Be honest• Look after each other• Try to understand each other• Share• Co-operate• Ask for help when needed	<ul style="list-style-type: none">• Encourage others• Show respect for one another• Active listening• Discuss issues fairly• Be polite• Make time for others• Be punctual• Include others• Look after each other• Try to understand others• Share• Co-operate

In support of this policy:

The Principal will:

- provide clear guidelines and procedures to staff
- provide relevant professional learning in Resilient Impact training in relation to the Life Buoyancy Institute utilising the What-What-How strategy
- ensure that the values of Resilient Impact are modelled and supported in all Personal Responsibility incidents, with use of growth action plans when required
- communicate with families in a sensitive manner
- internally or externally suspend 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:

All 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.

- Engage in coaching conversation to support children to self regulate.
- Where children have engaged in multiple coaching conversations without responding to redirection in the yard or in the classroom, children will then meet with Leadership to create a growth action plan. Parent contact at the discretion of Leadership and teachers.
- In event of extreme behaviour coaching conversations will then include parent involvement and conversation with the Leadership/ parents/ carers, followed by a structure to re-entry learning.

What-What-How Impact Strategy

Whenever people have been hurt as a result of a children's actions the W-W-H will be used. The following questions guide this discussion:

1. What's happening? (or happened)
2. What's important? (for self and others)
3. How can I act? (upon what is important)

Where a number of children are involved, a coaching conversation 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 Personal Responsibility and Wellbeing policy the staff of Mary MacKillop Memorial School makes a commitment to:

- Explicitly teach social skills in classrooms and make use of teachable moments as they occur.
- Teach MMMS Key Capabilities and Values and educate children on restorative language and the What-What-How approach.

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 coaching conversations in an effort to rebuild relationships when they have been harmed.

Parents and Carers will:

- Work cooperatively with staff when their child has difficulties regulating their emotions.
- Support their child in developing strategies to be successful at school.
- Come to know and understand the strategies of What-What-How coaching conversations and utilise this strategy at home with their child

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:

Revision History

Document Title	Mary MacKillop Memorial School: Wellbeing and Personal Responsibility Policy
Document Type	Policy and Procedure
Document Date	January 2024
Process Owner	Mary MacKillop Memorial School
Ratified by School Board on	2024
Review Date	2027
Revision History	Not Applicable (New Document)

Companion and Related Documents

Behaviour Education and Personal Responsibility Policy: South Australian Commission for Catholic Schools, March 2010 ***** check
Australian Curriculum (including General Capabilities)
Living Learning Leading Framework and Key Capabilities
Resilient Impact: Life Buoyancy Institute

Resources

Restorative Practices: Strengthening the Connections Relationships & Learning
Child Protection Curriculum
Crossways