



STUDENT GRIEVANCE POLICY



Student Grievance Policy

Revised 2020

Vision

Inspired by our Catholic Faith and Tradition, we are committed to growing together in Faith, Peace and Wisdom.

Belief

We believe all children have a right to personal safety and that it is a basic human right.

We believe that empowering students by helping them to solve problems, helps develop them as individuals.

We believe that all human beings are hardwired to connect and that through engagement with others, personal needs are fulfilled.

Commitment to Restorative Justice

The principles of Restorative Justice underpin St Francis Student Wellbeing processes and practices. Individual's dignity and wellbeing are paramount, respecting the desire and possibility for connection rather than disconnection.

The principles of Restorative Justice respect relationships and encourage personal accountability without 'shame and blame.'

We believe Restorative Practices are underpinned by a set of value which includes: Empowerment, Honesty, Respect, Engagement, Voluntarism, Healing, Restoration, Personal Accountability, Inclusiveness, Collaboration and Problem Solving.

In some situations, a Restorative Justice Conference will be organised and may include the students/parent/teacher/or outside agency. All parties will abide by the Restorative Justice Conference outcome.

At St Francis School, we would like students to be:

- Safe, happy and secure
- Supported by both school and home
- Connected
- Comfortable to work in collaborative teams with teachers and students
- Valued
- Successful
- Happy to communicate with staff
- Independent and creative in their thinking
- Reflective

At St Francis School, we want students to have:

- A strong sense of identity
- A sense of hope for the future

Grievance Statement

A student can potentially have a grievance with another individual, in a wide range of situations at school. A grievance can be between student and student, and student and an adult. Students need to know that it is right and proper for them to pursue a grievance until a resolution is achieved. St Francis supports and encourages the resolution of student grievances.

Some examples of grievances that could occur in a school situation are:

Lack of due process in:

- The election of House Captains
- The selection of team members
- The access to favoured activities
- The selection of groups
- The selection of an award recipient
- The access to technology

Conflict with others over

- Relationships
- Bullying
- Harassment
- Unfair treatment
- Discrimination

Conflict regarding property

- Ownership
- Damage
- Theft
- Concealment
- Rightful access

Conflict Resolution

At St Francis School Students are explicitly taught and supported by Leadership, a Wellbeing Team and their teachers:

- How to solve problems.
Circle Time is an excellent vehicle for solving grievances between individuals.
- 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.
- That there is a difference between 'dobbing' and reporting something that is of serious concern.

If you need assistance with a grievance, please email one of the following:

principal@sflockleys.catholic.edu.au

deputy@sflockleys.catholic.edu.au

hwilsdonsmith@sflockleys.catholic.edu.au

counsellor@sflockleys.catholic.edu.au

If conflict occurs between students, individuals or in groups

Try the following suggestions:

- Talk to a teacher
- Talk to any other staff member, including OSHC
- Talk to the Principal, Deputy Principal, APRIM/School Chaplain.
- Talk to the School Counsellor

You can contact these people by;

1. Leaving a note
2. Making an appointment through the front office
3. Sending an email

4. By presenting at their work space.

Children's Counsellor

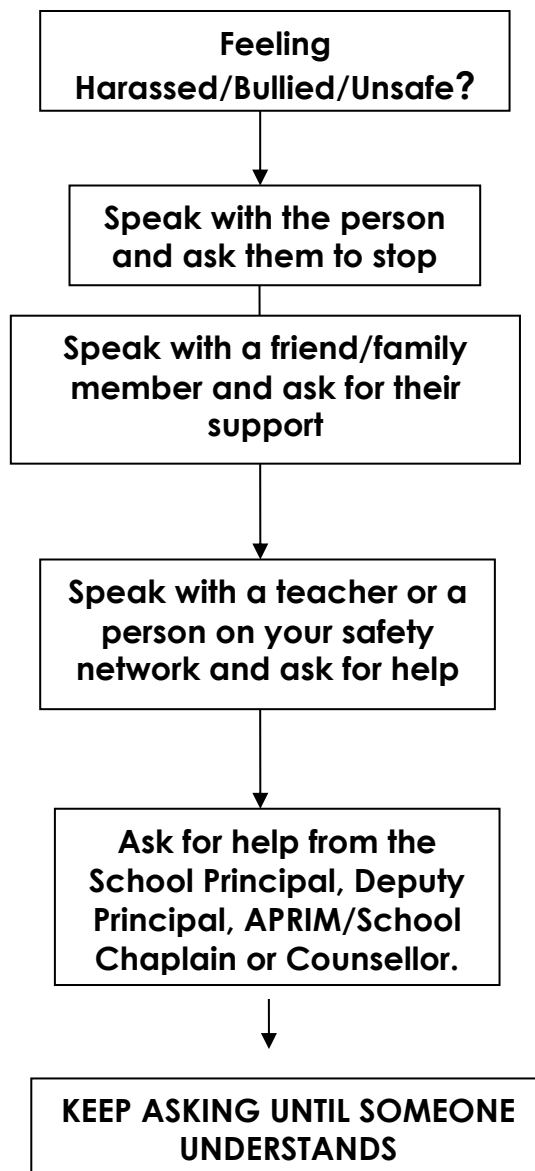
The Children's Counsellor is at St Francis School every Friday. Students can ask to see the counsellor by leaving a note for her in the appointment box in the school office. Alternatively, the counsellor can be contacted by email.

counsellor@sflockleys.catholic.edu.au

Students can be referred to the counsellor through their teacher, parents, or Principal/Deputy/ APRIM/School Chaplain.

Students may refer themselves to the counsellor from Year 3 onwards.

All appointments with a counsellor are confidential.



Student Grievance Flowchart R-6

