



APPROPRIATE RELATIONSHIPS POLICY

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VISION STATEMENT

LANGFORD ISLAMIC COLLEGE WILL PROVIDE A HIGH STANDARD OF SECULAR AND RELIGIOUS EDUCATION TO EQUIP OUR STUDENTS TO ACHIEVE SUCCESS IN THIS LIFE AND IN THE HEREAFTER.

Introduction	This policy outlines Langford Islamic College' s policy regarding the professional behavior of staff within the school in line with Islamic principles.
Scope and application	Policy applies to all employees of Langford Islamic College
Related legislation and guidelines	No legislation but all Islamic and AISWA guidelines are used as a format for this policy. If applicable a list of Legislation referenced appears in the document.
Related Policies	Positive Behaviour Management
Evaluation	Annually or as recommended by the Department of Child Protection and Family Support

Date	Action (issue, reissue, amendment, replacement of pages, etc.)	Initials
14/02/17	Revised	NM
30/11/18	Next Revision	

LANGFORD ISLAMIC COLLEGE
APPROPRIATE RELATIONSHIPS POLICY

Category: Student Welfare

Next review: November 2018

1. RATIONALE

Maintaining Professional Relationships between Staff and Students.

Students educated at Langford Islamic College are nurtured in accordance with Islamic Principles in an environment where staff, students and parents feel valued and safe, and where individual differences are appreciated and accepted. We believe that positive relationships are forged through honesty, respect and dignity for others

Langford Islamic College's Appropriate Relationships Policy endeavours to promote respectful, secure and healthy environments in which students can prosper. It is believed that the school should create an environment which is supportive of individuals and groups with special needs, is conducive to worthwhile learning and demonstrates a caring concern for the well-being of all its members. The underlying philosophy of this policy is the development of a school culture that addresses the needs and rights of every member of the school community.

The development of appropriate and acceptable behaviour is a staff, parent and student concern. Its success is based upon the recognition of the dignity, and worth of all individuals. The Appropriate Relationships Policy aims to foster the development of responsible self-discipline among students and seeks to promote the well-being and good order of the community. It is essential that students and staff recognise the need for rules regarding safety of themselves, others and property in order to provide a safe learning environment for all. Everyone in the school community needs to develop skills of living and learning together in productivity and harmony.

Langford Islamic College (LIC) staff are expected always, to behave in ways that promote the safety, welfare and well-being of children and young people, by actively seeking to prevent harm to children and young people, and to support those who have been harmed.

While not all employees are required to manage and supervise students, it is important for all LIC employees to understand and observe the College's child protection policies.

2. SCOPE

This policy applies to all staff and students at Langford Islamic College. It is available on the school's website and is supplied to teachers during their induction. It applies to:

- A. Staff and Non-Teaching Staff
- B. Students
- C. Parents
- D. Community Members
- E. Visitors to the school

3. AUTHORISATION

This policy is approved and authorised for implementation by the College Board.

4. RESPONSIBILITY

It is the responsibility of the principal to ensure that all staff and students are informed of this policy.

5. IMPLEMENTATION

The principal, assistant principal or designated staff will ensure the implementation of this policy.

6. MAINTAINING PROFESSIONAL RELATIONSHIPS

LIC staff must not impose physical punishment on a student in the course of your professional duties.

7. RIGHTS AND RESPONSIBILITIES OF THE SCHOOL COMMUNITY

Rights and responsibilities are inextricably linked and need to be considered in conjunction with one another.

<p>Students have the RIGHT to</p> <ul style="list-style-type: none"> • learn in a purposeful and supportive environment • work and play in a safe, secure, friendly and clean environment • be treated with respect, courtesy and honesty 	<p>Students have the RESPONSIBILITY to</p> <ul style="list-style-type: none"> • treat others with respect and tolerance • play in a way that is safe for themselves and others • make sure that their behaviour is not disruptive to the learning of others • help to keep school grounds clean and tidy • show respect for the property of others and the property of the school
<p>Staff have the RIGHT to:</p> <ul style="list-style-type: none"> • be treated with respect, courtesy and honesty • work in a safe, secure and clean environment • work in a purposeful and non-disruptive environment • receive co-operation and support from parents and other staff 	<p>Staff have the RESPONSIBILITY to:</p> <ul style="list-style-type: none"> • model respectful, courteous and honest behaviour • ensure that all students are provided with appropriate and positive learning opportunities • establish positive relationships with students and a harmonious classroom environment • provide meaningful, regular feedback to students • accurately and regularly report student progress to parents • consistently implement school policy • ensure the school environment is kept neat, tidy and clean
<p>Parents have the RIGHT to</p> <ul style="list-style-type: none"> • be informed about curriculum material, behaviour management procedures and decisions affecting their child's health and welfare • be accurately and regularly informed of their child's progress • access a meaningful and adequate education for their child • be heard in an appropriate forum on matters related to the rights of their child to an appropriate education • be treated by school staff with respect, courtesy and honesty 	<p>Parents have the RESPONSIBILITY to</p> <ul style="list-style-type: none"> • ensure that their child attends school • ensure that their child is as physically and emotionally prepared for school as possible • ensure that their child is provided with appropriate work materials and clothing for school activities • support the school in providing a meaningful and adequate education for their children • treat school staff with respect and courtesy and honesty • maintain confidentiality and respect for other families

LIC staff must not develop a relationship with any student that is, or that can be misinterpreted as having a personal rather than a professional interest in a student.

LIC staff must not have a romantic or sexual relationship with a school student. It is irrelevant whether the relationship is homosexual or heterosexual, consensual or non-consensual or condoned by parents or caregivers.

Wherever practical, you should avoid teaching or being involved in educational decisions involving family members or close friends. Where it is not practical to avoid such situations completely, another member of staff should make any significant decisions relating to the student's assessments and have those endorsed by a supervisor.

Professional relationship may be compromised if you:

- invite students to join your personal electronic social networking site or accept students' invitations to join theirs.
- attend parties or socialise with students.
- invite a student or students back to your home or attend theirs without an appropriate professional reason and without the consent of their parent or carer.
- transport a school student in your car without prior approval from a supervisor and a parent or carer.

The boundaries of the professional relationship will be breached if you:

- have a sexual relationship or develop an intimate relationship with a student.
- use sexual innuendo or inappropriate language and/or material with students.
- hold conversations of an intimately personal nature, where you disclose private information about yourself.
- have contact with a student via written or electronic means including email, letters, telephone, text messages or chat lines, without a valid context.
- give students gifts of a personal nature that encourages them to think they have an individual and special relationship with you.

Relevant Legal matters

- the law prohibits sexual relations with a person under the age of consent (16 years).
- the law prohibits sexual relations between a teacher and their student under the age of 18 years.
- the law prohibits child pornography.

Reporting Violations

Students and their parents/guardians who believe a teacher, other staff member, contractor, or volunteer may be engaging in conduct that constitutes boundary invasion are strongly encouraged to notify the building principal or the supervisor of the person suspected of engaging in inappropriate conduct.

Staff members who become aware of conduct by a staff member, contractor, or volunteer that may constitute a boundary invasion are **required** to promptly notify the principal or the supervisor of the employee or volunteer suspected of engaging in inappropriate conduct and follow the mandatory reporting procedures.

All College members who have reasonable cause to believe that a student has experienced sexual abuse by a staff member, contractor, or volunteer working in the school are required to follow the mandatory reporting procedures.

Reporting suspected abuse to the principal or other staff does not relieve College staff from their mandatory reporting responsibilities.

References:

<http://www.des.wa.gov.au/schooleducation/nongovernmentschools/Pages/default.aspx>

<http://www.ais.wa.edu.au/>

Dept. Of Education: How to comply With Our Code of conduct