



## Developing Personal Responsibility Policy

### College Mission

Cabra Dominican College is a Catholic School in the Dominican tradition. It strives to provide an environment that nurtures and develops young people's unique gifts: liberating them in the search for truth and empowering them to create a better world. Cabra Dominican College is committed to providing an environment in which all students feel welcomed, safe and valued. It aims to develop a sense of personal and collective responsibility within the framework of Restorative Practice.

### Context

Cabra is a place where the opportunity for learning and growth is at our heart, and as such we aim to ensure all students have the opportunity to develop self-discipline and positive respectful relationships within a safe, caring and supportive environment. Positive and responsible student behaviours are essential to the smooth running of the school, to achieve optimal learning opportunities, and to develop a supportive and cooperative school environment. Particular attention is given to nurture relationships and reconciliation within the Restorative Framework. Cabra is a place where the opportunity for learning and growth is at the heart of our student behaviour management process.

### Scope

This policy applies to all students, parents/caregivers and is supported by staff working within or for Cabra Dominican College.

### Policy Statement

The Developing Personal Responsibility policy is designed to ensure all students at Cabra Dominican College have the opportunity to develop self-discipline, respectful and positive relationships within a caring, supportive environment.

### Principles

Developing personal responsibility at Cabra is based on the notion that: students choose, instigate or otherwise cause their own actions, and; that behaviour, and the consequences associated with behaviour, is the result of personal choice. Our work with young people is unpinned by Restorative Practice principles and encompasses the process of behaviour management as outlined by SACCS in the Development of Personal Responsibility Policy (2004).

At Cabra, we aim to:

- use Restorative Practice principles that focus on the community, relationships and healing;
- uphold the inherent dignity of each person;
- nurture an environment that reflects a deep respect for ourselves, each other and the environment in which we live;
- nurture a learning environment that enables reflection, ownership, autonomy, empowerment and growth;
- instill in students the importance and appreciation of accountability and responsibility for chosen actions;
- provide a sequence of consequences for inappropriate behaviour that encourages students to develop a sense of accountability and personal responsibility;
- build resilience in students which allows them to develop positive working relationship with others.

### Responsibilities

Students will:

- treat others with respect, fairness and courtesy, and not hurt others;
- respect the position and authority of staff;
- respect and care for school property and the property of others;
- respect the right of others to learn and teachers to teach;
- behave in a manner that brings credit upon self, family and the College;
- uphold the rights of their peers to be educated in a safe learning environment;

- maintain the highest of standards (dress, behaviour, punctuality, engagement, achievement, participation);
- represent the College in all activities in a manner that is consistent with the College's core values.
- follow the 'Cabra Principles for Working Together'.

Parents/caregivers will:

- work collaboratively with Cabra staff members to promote personal responsibility;
- reinforce positive and responsible behaviour;
- provide a supportive environment for their children;
- supporting the efforts of the College in maintaining a safe and respectful learning environment for all students and in modelling the College's core values;
- ensure there is respectful communication and engagement with College teachers and staff involved with their child's progress at school (includes supporting the College in matters of punctuality, absence, late arrival or early departure, behaviour and dress standards) and with staff and other parents in relation to College events, activities and otherwise;
- contact the College if they have any concerns or issues to discuss.

Staff will:

- be a role model for all members of the community by treating others with respect;
- implement the College policy in a fair, responsible and consistent manner;
- use a restorative approach when working with student behaviour issues;
- educate students towards self-directed right behaviour that respects, promotes, nurtures and protects healthy relationships;
- provide an environment that encourages positive interactions;
- supporting constructive feedback;
- be positive and authentic in their disposition towards young people and their families;
- engage in ongoing professional learning;
- maintain accurate records as necessary.

Executive Leadership will:

- be a role model for all members of the community by treating others with respect;
- ensure that the College is adequately resourced;
- provide teacher development;
- ensure the College's policies, procedures, systems and processes enable the development of personal responsibility;
- be involved in the management of instances with may involve suspension/mandatory notification/police notification;
- support House Leaders and staff with persistent breaches of policy by students;
- maintain accurate records as necessary.

#### **Related Documents and References**

- SACCS Suspension and Expulsion Policy (2012)
- SACCS Behaviour Education and Personal Responsibility Policy (2010)
- Cabra Bullying and Harassment Prevention Policy
- Cabra Prohibited Substance Policy
- Cabra Principles for Working Together
- Cabra Enrolment Policy
- Cabra Restorative Approach Procedure
- Cabra Dominican College Student Handbook

**Policy Title:** Developing Personal Responsibility Policy  
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