



**VICTORY**  
Lutheran College

# Restorative Practice VLC Policy & Procedure

# ***Victory Lutheran College – Restorative Management Policy A Restorative Practices Approach***

## **Victory Lutheran College Mission Statement:**

*To provide excellence for all in a Foundation to Year 12 Christ-centred community, inspiring tomorrow's leaders.*

## **Victory Lutheran College Vision:**

*A Christian Community – Together in Excellence - Learning today – Leading tomorrow*

## **Links to other school initiatives**

This policy relates to our Care Group / Pastoral Care Program and Well-being Framework which pervades all aspects of our school life and promotes student resiliency and wellbeing.

Our school is committed to maintaining a safe, secure and forgiving environment for its community.

## **Rationale:**

### **What does a Restorative Practices approach mean?**

- It is a way of viewing conflict and wrong-doing that focuses on the harm these cause to people and to relationships, and the obligation to repair that harm.
- It is an approach to behaviour management and discipline that emphasises the importance of relationships.
- It is a way for students to develop better understanding of, and empathy with, others.
- It is creating opportunities for those involved in a conflict to work together to understand, clarify, resolve the incident and work towards repairing the harm caused.

***A Christian Community – Together in Excellence – Learning today – Leading tomorrow***

# Why have a Restorative Practices approach to Relationships / Behaviour Management at Victory Lutheran College?

- The Christian ethos of Victory Lutheran College is supported by the principles of a Restorative Practices approach to resolving conflict and building positive **behaviours** and **relationships**.
- The Restorative Practices approach reflects the central value the College community places on relationships.
- The 2020 Charter for the Future of Lutheran Education envisions that each Lutheran school will work; *“WITH A HEART - Caring for the inner needs of students in their struggles with social, psychological and emotional challenges.”*
- Pastoral Care reflects both an attitude and a process.
- Restorative Practices are a process that advocates that the people most effective at finding a solution to a problem are the people who are most directly impacted by the problem.
- A Restorative approach to managing conflict empowers the victim and aims to strengthen student connectedness to the school.
- A Restorative approach encourages empathy for others and promotes a desire to make amends where a relationship has broken down.
- A Restorative approach can be shown to reduce suspension, exclusions and expulsions and reduce teacher stress.

*Matthew 5:9 “God blesses those who work for peace, for they will be called the children of God.”*

# Why have a Restorative Practices approach to Relationships / Behaviour Management at Victory Lutheran College?

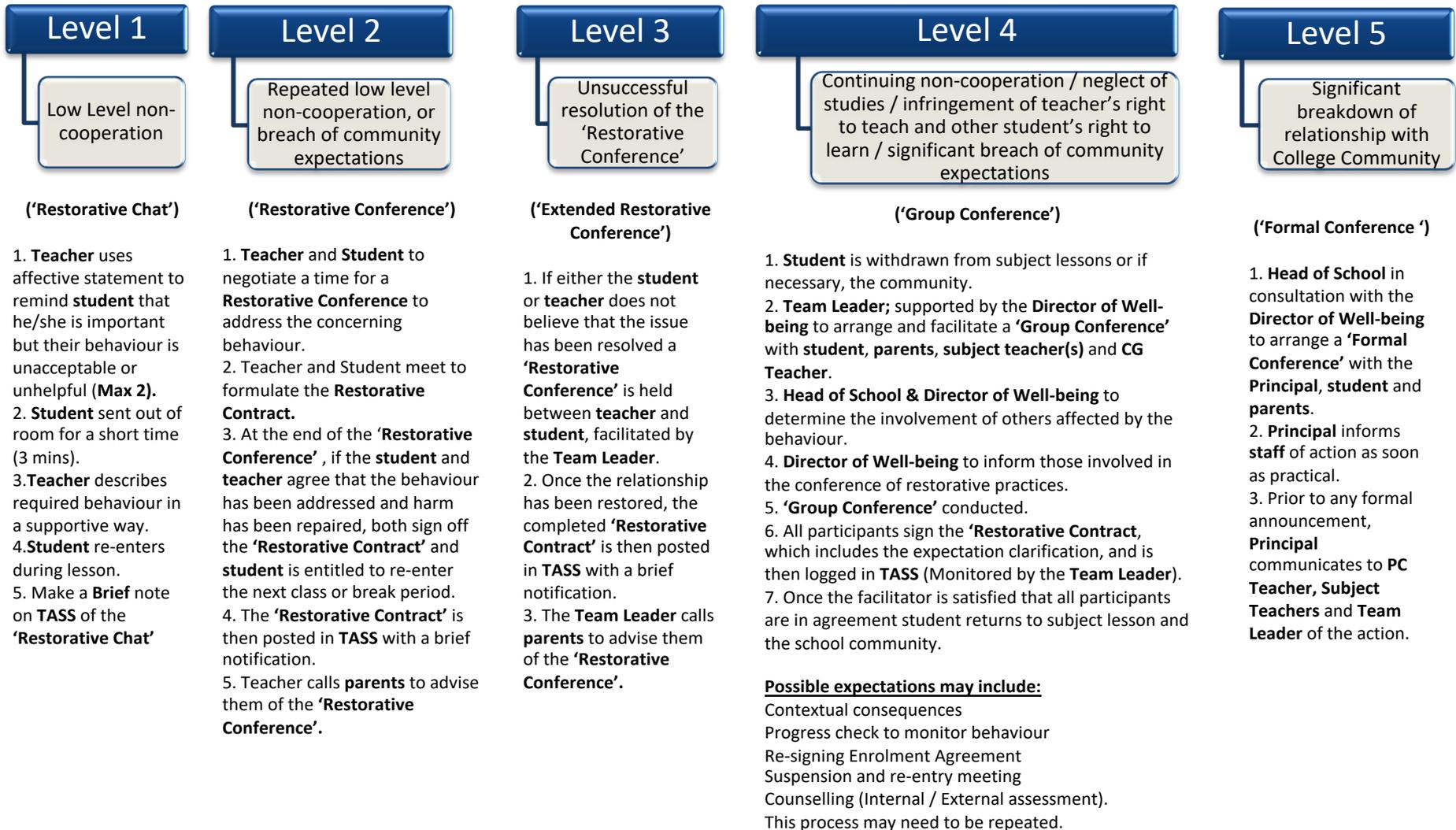
## Aims:

A Restorative approach and process will be used by all staff in the school who deal with students to:

- Promote, nurture and protect healthy relationships among members of the community
- Educate students towards self-directed right behaviour and model restoring relationships.
- Enable students to be accountable for the real consequences of any wrong doing.
- Have high expectations and insist upon high standards of behaviour
- Provide high levels of support and care for individuals

# Victory Lutheran College Restorative Management Procedure

## Progressive Intervention

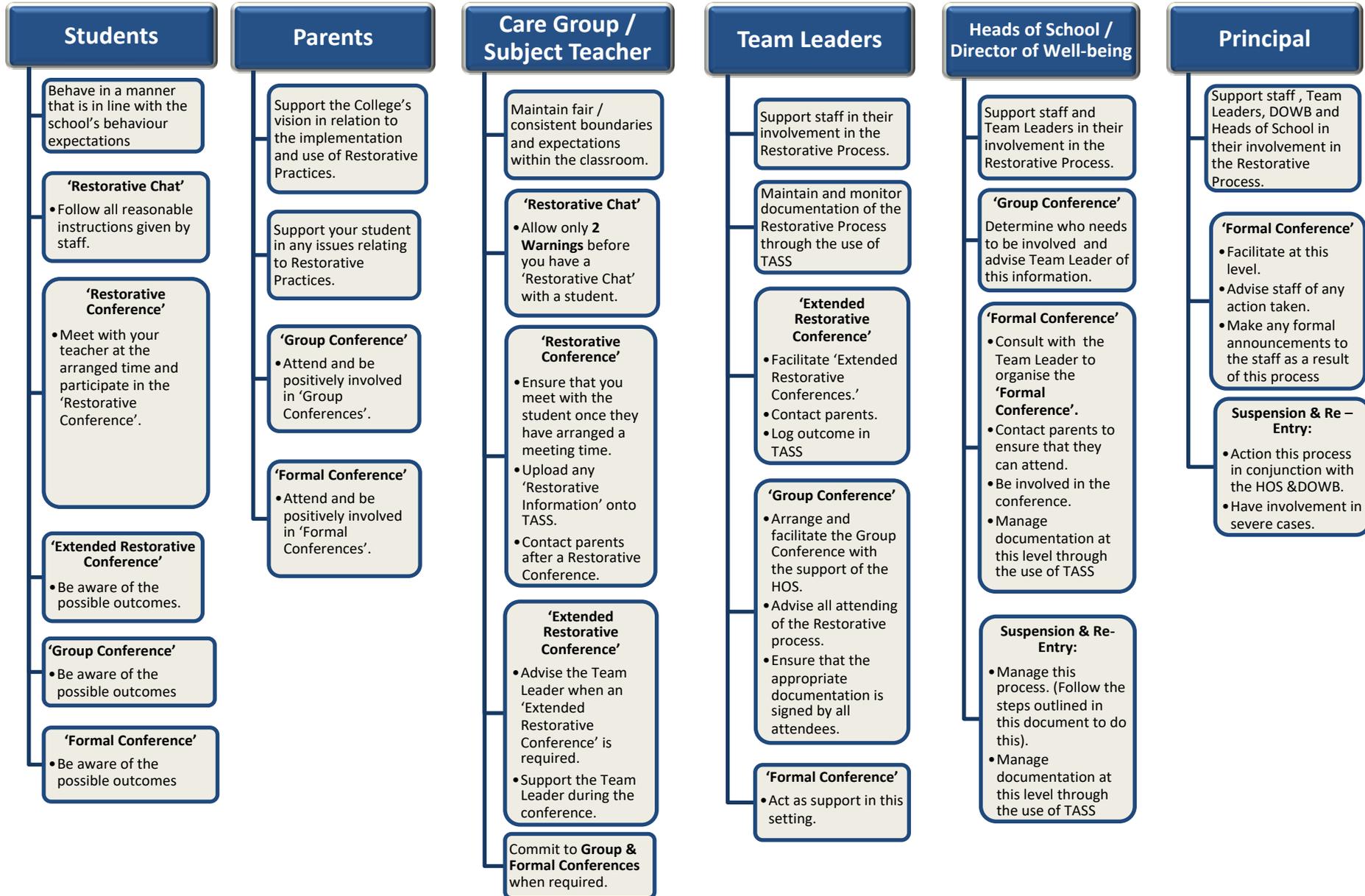


## Successful Resolution – Relationship Restored

**NOTE:** In a severe, threatening or dangerous situation the teacher should send a reliable student to Student Reception, or to a nearby Staff Workroom, alerting for immediate assistance.

# Victory Lutheran College Restorative Management Procedure

## Roles & Responsibilities



**Note:** The Counsellors are to be utilised throughout this process.

# Victory Lutheran College Harassment Grievance Procedure

## Progressive Intervention

Successful Resolution – Harassment Stops

### Level 1

**WHAT CAN I DO?**  
 As this is happening to me, I can choose to:

1. Ignore it
2. Show it doesn't upset me

### Level 2

**WHAT CAN I DO?**  
 If I want the harassment to stop, I should approach the person to:

1. Ask them to stop and/or
2. Tell them how I feel and/or
3. Tell them that the behaviour is unwanted and illegal

### Level 3

**I should now go to a teacher, parent/caregiver or trusted adult, Care Group Teacher or The Well-being Team and:**  
 Talk openly about the problem  
 Make a plan to deal with the issue. They will:

1. Formally record the reported harassment
2. Document any form of action to be taken.

**VERBAL warning**  
 A Restorative Agreement will be developed at this step.  
 People involved include:

1. All parties involved in the harassment.
2. Year level leaders and / or counsellors.
3. Parents will be notified of the agreement.

### Level 4

**This is not Ok and I should now seek further action through Team Leader, Head of School or Director of Well-being. They will:**

1. Record further details of the harassment
2. Document any further action to be taken – referring to the Restorative Agreement.

**FORMAL warning**  
 Isolation and a parent meeting about harassment.

### Level 5

**This is now a big problem and I need to go to the Principal, Head of School or Director of Well-being by myself or with a teacher, parent/caregiver or both. They will:**

Consider all steps that have been taken so far.  
 Act upon agreed solutions and consequences  
 Suspension / Exclusion from school (HOS, DOWB & Principal)  
 Parent meeting and/or may involve Victorian Police