



Positive Relations and Shared Responsibility

The 'Positive Relations and Shared Responsibility Process' at Siena is an approach designed to effectively deal with relational difficulties between student members of our community. It revolves around the principle of the students involved in an altercation/dispute sharing the responsibility to ensure a positive outcome. The levels of intervention are outlined below.

Level 1

A **Level 1** intervention involves a conversation between relevant parties in relational difficulties. This can be, but is not restricted to, situations where a complaint of bullying has taken place.

This first level of intervention consists of a discussion, mediated by a Pastoral Leader, where the level of awareness is raised regarding certain actions/words/behaviours with the person(s) identified as acting outside of appropriate expectations. If one of the parties is identified as being the predominant initiator of these inappropriate actions, they will be given clear strategies on how to move this interaction to a positive outcome. Additionally, if it is identified that one of the parties involved is predominantly the recipient of these inappropriate actions, this student will be given clear strategies on how to move this interaction towards a positive outcome. There is no sanction, but the conversation is recorded by Pastoral Leader.

Level 2

If a person has been involved in a Level 1 intervention regarding similar behaviours and continues to act in this inappropriate way, we move to a Level 2 intervention. This level of intervention results in an interview with the student and Pastoral Leader (the Counsellor may be involved), clarifying what has taken place and how this behaviour continues to be outside of the expectations of positive interaction at Siena. At this level, communication is made to the parents/caregivers in the form of a letter, which outlines the concerns that have been raised and the result of the interview with the student. The parent is invited to contact the Pastoral Leader for clarification if required. At this level there may be some form of school sanction, such as some time out of the yard, dependent on the individual circumstances of this incident. This letter is placed on the student's file.

Level 3

In the unlikely event that this student continues to act in the manner identified as inappropriate, a Level 3 intervention will take place which requires a formal interview with Senior Leadership, the student and the student's parents/caregivers. Other people involved in this interview process could include the Pastoral Leader and /or Counsellor. At this level of intervention, the student faces the possibility of suspension and a re-entry interview with the Principal.

Level 4

The student and their parents/caregivers have a formal interview with the Principal to discuss their ongoing engagement in the Siena community.

More information about the College's approach to responding to bullying can be found in the [College Bullying and Prevention Support Plan](#).