



## RESPECTFUL RELATIONSHIPS STATEMENT OF COMMITMENT POLICY



### Help for non-English speakers

If you need help to understand the information in this policy please contact Trafalgar High School on (03) 5633 1733

### National Vision:-

An Australia where people live free from Family Violence (including intimate partner violence and gender-based violence) and violence against women and their children.

### Respectful Relationships Implementation Team Purpose:-

1. To provide leadership in our school and school community to implement the whole of school Respectful Relationship initiative.
2. To provide support to our Partner Schools to implement the whole of school Respectful Relationships initiative.

### Objectives:-

1. To change the attitudes, behaviours, social norms and practices that underpin and drive violence.
2. To enable and build a culture of gender equality and respect.
3. To use Positive Education and school values to achieve respectful relationships.

Respectful Relationships Implementation Team

### ***Terms of Reference***

The Respectful Relationships Implementation Team will play a key role in leading the school through the five-step continuous improvement cycle.

### **Respectful Relationships Implementation Team will consist of the following membership, as appropriate:**

- A member of the school leadership team
- Key teachers with interest and drive, including teachers with responsibility for implementation of the respectful relationships curriculum
- Wellbeing staff
- Parents (*parents help to capture the views of the school community, may have unique skills and knowledge to draw on and play a critical role in modelling respectful relationships and supporting learning*)
- Students (*student's voice is an important part of a whole school approach, and can maximise student engagement*)

The broad membership is important to:



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- Ensure different perspectives are captured
- Help to get collective buy in from across the school community
- Provide a broad range of expertise and skills to fulfil the varied tasks and responsibilities
- Deliver a sustainable model, (e.g. work keeps going despite staff turnover)

Once established the School's Respectful Relationships Team will be involved in, and committed to, identifying, planning, leading and resourcing actions to promote gender equality and implement respectful relationships across the school community.

Key tasks for the Respectful Relationships Implementation Team include:

- Developing a clear understanding of the importance of the respectful relationships initiative and gender equality and what the work is trying to achieve
- Building an understanding within the school's community about the initiative
- Creating ongoing mechanisms for staff feedback on gender equality in the workplace
- Creating mechanisms for ongoing feedback from the wider school community, including students
- Undertaking a school gender equality assessment to highlight areas of need
- Identifying actions to promote gender equality across the school community
- Supporting staff in the delivery of the Respectful Relationships curriculum
- Undertaking and coordinating evaluation surveys and reporting
- Promoting and celebrating on the school's success
- Building the capacity of their school so that it can support Partner Schools to implement the Respectful Relationships framework

### **Trafalgar High School's Statement of Commitment**

We commit to implementing a whole- school approach to Respectful Relationships and to help combat family violence in Victoria.

We understand that:

- Gender stereotypes and gender inequality are one of the lead contributions to family violence
- Our school can generate lasting changes in young people's attitudes and behaviours and contribute to addressing family violence

We recognise that we have great potential to create change. Our school is a:

- Space for young people to learn
- Workplace where all staff, students and families deserve to feel respected, safe and valued
- Community hub with the opportunity to lead, influence and contribute to healthy community culture



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As part of this commitment:

- We will all actively promote gender equality and speak out against gender-based violence in our school and in our community in accordance with our code of conduct
- Our school staff will participate in professional learning to build capacity to:
  - Plan and implement a whole-school approach to promote Respectful Relationships
  - Deliver respectful relationships curriculum
  - Identify and respond to suspicions, disclosures and incidents of family violence and provide support to impacted school community members
- Our school will undertake a thorough assessment and planning process to identify gaps and limitations in existing culture, policies and practices in gender equality
- Our school will create mechanisms for staff, student and families' feedback on gender equality in the workplace/ school
- Our school will identify and use Respectful Relationship funding and other appropriate resources to implement key actions to promote gender equality and prevent gender-based violence
- Our school commits to continual improvement and evaluation of Respectful Relationships

We look forward to celebrating our success with our school community and to enjoying a culture of greater gender equality and Respectful Relationships.

### POLICY REVIEW AND APPROVAL

|                            |                |
|----------------------------|----------------|
| Policy last reviewed       | November 2024  |
| Consultation               | School Council |
| Approved by                | Principal      |
| Next scheduled review date | November 2025  |

**This policy was ratified at the School Council Meeting held at Trafalgar High School;**

**Date:** 13/11/2024

**Scheduled for review in:** 1 year

**Signed:** .....  
**School Council President**  
**Holly Perriam**

**Signed:** .....  
**Principal**  
**Brett Pedlow**