

RESPECTFUL RELATIONSHIPS POLICY

Approval Authority	Principal
Policy Owner	Director of Wellbeing
Effective Date	1 February 2025
Review Date	Annual

PURPOSE

The purpose of this policy is to highlight our commitment to:

- All members of the College Community having a right to live, study and work in an environment where they feel safe, supported and respected;
- Promoting and fostering an environment in which people are treated fairly and with respect;
- Provide training and education to support healthy development and wellbeing for our students that builds and deepens respect for themselves and respect for others;
- Deliver safe and supportive reporting options when a breach to our Policy and Code of Conduct has occurred.

SCOPE

This policy applies to all members of the College community.

DEFINITIONS

Members of the College Community	College members include all students, residential staff and non-residential staff. All College members are bound by Emmanuel College policies. Alumni, contractors and visitors to College are also considered to be bound by College policies when on site.
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POLICY DETAIL

College Values

- Emmanuel College recognises that everyone in our community has the right to live, study and work in a safe and supportive environment;
- Emmanuel is a community characterised by values of inclusivity, teamwork, diversity, respect for self, respect for others and respect for the environment in which we live;
- We believe in honesty, accountability, trust and responsibility as the key values expected of our students and our staff;

- All College members are responsible for ensuring a safe and inclusive environment;
- We value the importance of continuing to review our practices so that we can improve what we are doing to meet local and global best practice.

Promotion and Prevention

- Our College Wellbeing strategy supports the promotion of student wellbeing. The goal being to strengthen the development of self and encourage them to explore and understand their own wellbeing;
- We aim to foster a positive environment of prevention of abuse and harassment for our students through our Respectful Relationships education and training programs that run throughout each College year.

Support and Reporting Options

- We believe that to cultivate a safe environment for our students we need to respond appropriately when situations occur in a safe and timely way for all College Members involved;
- All our staff are able to support students to access the support they need;
- Our College Counsellor is available for emotional wellbeing and support in relation to Respectful Relationships;
- Support for referrals to external organisations to ensure appropriate support for specialised areas;
- The Respectful Relationships Reporting Options include anonymous, informal and formal reporting options and all College members are aware of the process involved and how to report if needed.

ROLES AND RESPONSIBILITIES

Staff	To comply and uphold the policy at all times while an Emmanuel College Employee.
Students	To comply and uphold the policy at all times while an Emmanuel College Student.
Senior Management and Board	To uphold policy and support Respectful Relationships at all time.

RELATED DOCUMENTS

- Respectful Relationships Procedure (staff).
- Respectful Relationships Procedures (students).
- Inclusion Strategy Policy.
- Student Wellbeing Strategy.
- Emmanuel College Code of Conduct.
- Student Handbook.
- Residential Agreement Terms and Conditions.