

RELATIONSHIP & ENGAGEMENT COMMITMENT

Firbank's relationship and engagement commitment is underpinned by our five Values and is the expression of our Vision and Purpose. Through a culture of care and support that fosters resilient relationships, we can be our best. We work in partnership with members of our community and we are committed to ensure that all relationships embody trust, forgiveness, integrity, hope and compassion.

Our Responsibility

It is our collective responsibility to model the behaviours we wish for our community. We are committed to being educative rather than punitive when working through a challenge.

We will:

- Have strong respectful relationships
- Act with kindness and consideration
- Practise resilience
- Foster self-worth and self-compassion
- Encourage passion, determination and curiosity
- Support adaptability
- Support the policies that exist to protect children as the safety and wellbeing of students and our community sits at the heart of Firbank

Our Communication

Kind and resilient relationships are fostered through sharing our thoughts, feelings and ideas in a respectful way.

We will:

- Communicate with care and courtesy
- Respect the ethical, moral and legal rights of all members of our community
- Apply this to all forms of communication: verbal, written and online

Our Relationships

A culture of care and support enables students to feel safe, take responsibility and learn from their mistakes.

We will:

- Use relationship reparation to work through challenge, conflict and disagreement. It begins with forgiveness, builds trust, encourages integrity, shows care and fosters positive relationships
- Be reflective and listen to each other
- Accept the impact of our behaviour
- Apologise and forgive
- Be accountable and take action to repair relationships