

## Resolution of Issues Policy

### Biblical Basis

Psalm 133

*<sup>1</sup> How good and pleasant it is when brothers live together in unity! <sup>2</sup> It is like precious oil poured on the head, running down on the beard, running down on Aaron's beard, down upon the collar of his robes. <sup>3</sup> It is as if the dew of Hermon were falling on Mount Zion. For there the LORD bestows his blessing, even life forevermore.*

Matthew 18:15,16,21,22

*<sup>15</sup> "If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. <sup>16</sup> But if he will not listen, take one or two others along, so that 'every matter may be established by the testimony of two or three witnesses.'... <sup>21</sup> Then Peter came to Jesus and asked, "Lord, how many times shall I forgive my brother when he sins against me? Up to seven times?" <sup>22</sup> Jesus answered, "I tell you, not seven times, but seventy-seven times.*

1 Corinthians 12:12-14

*<sup>12</sup> Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. <sup>13</sup> For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. <sup>14</sup> Even so the body is not made up of one part but of many.*

1 Corinthians 1:10

*I appeal to you, brothers and sisters, in the name of our Lord Jesus Christ, that all of you agree with one another in what you say and that there be no divisions among you, but that you be perfectly united in mind and thought.*

Hebrews 12:14,15

*<sup>14</sup> Make every effort to live in peace with all men and to be holy; without holiness no one will see the Lord. <sup>15</sup> See to it that no one misses the grace of God and that no bitter root grows up to cause trouble and defile many.*

### Aim

Within the school community, it is our desire to accomplish all things decently and in order, respecting each person's responsibility so that we actively promote mutual respect, harmony and Christian unity. This Policy seeks to identify areas of potential conflict and to give guidance as to the procedures for handling them in the light of the Word of God.

Scripture recognises the blessing that comes when there is peace and unity amongst the members of a community. However it also recognises that there will be divisions, dissensions and disputes even among Christians living in a fallen world. This of course does not excuse us for sinful behaviour and we are to strive to live in harmony with each other.

We are not to be quarrelsome people, instead we are to approach our opponents with a spirit of gentleness, remembering that quarrelling only causes disunity within the body.

Nevertheless, there may arise differences which call for clarification. Within our school community we should first always seek to speak directly to any person with whom we have a difference and then if necessary, take the matter to the appropriate member of the school community who may be able to assist in resolving the concern.

The general principle then is to seek to address issues at the level of responsibility where they can first be addressed, only moving to higher levels if a satisfactory resolution cannot be obtained.

The following procedure will be helpful in dealing with such matters, remembering, that the principles Of Christian grace and forbearance should apply at every step along the way.

- A. If the complaint or matter of concern is about a classroom procedure or a member of staff you must first speak directly to that class teacher or member of staff.

- B. If the complaint or matter of concern is about a school matter but not a classroom procedure you must first speak directly to the member of staff responsible for that matter. (See under “Who’s Responsible”)
 

If the matter can be resolved to the satisfaction of all parties, no further steps are required.
- C. If a satisfactory resolution is not reached the next step is to refer the matter to the appropriate coordinator who will attempt to resolve the matter. (e.g. Primary School Co-ordinator, Subject Co-ordinator for Secondary School, or Business Manager for administrative matters.)
- D. If a satisfactory resolution is still not reached the next step is to refer the matter to the Principal who will attempt to resolve the matter.
- E. If the School Principal or Business Manager is unable to resolve the matter to the satisfaction of all parties, the matter should be referred to the Executive Principal of Illawarra Christian Education unless it is a fee related matter which will be referred directly to the Board sub-committee responsible.
- F. If the Executive Principal of Illawarra Christian Education is unable to resolve the matter to the satisfaction of all parties the matter may be referred by any party to the Board in writing, with a copy to the Executive Principal of Illawarra Christian Education.

### **Who’s Responsible?**

1. The Board, in consultation with the Executive Principal and the relevant School Principal/Business Manager appoints teachers/administration staff to be responsible for:-
  - A. Teaching and nurturing our children whilst they are at school
  - B. Implementing policies applicable to the classroom situation or administration duties
2. The Board in consultation with the Executive Principal of Illawarra Christian Education and the School Principal appoints Co-ordinators (P-12) to be responsible for:-
  - A. Teaching and nurturing our children whilst they are at school
  - B. Implementing policies applicable to the classroom situation
3. The Board in consultation with the Executive Principal appoints the School Principal to be responsible for:-
  - A. Implementing Illawarra Christian Education policy which directly concerns teaching matters and children attending the school
  - B. The day to day administration of the educational responsibilities (which includes supervision of teachers, curriculum and students)
  - C. The communication with parents concerning any matter of an educational nature.
4. The Board, in consultation with the Executive Principal appoints the Business Manager to be responsible for:-
  - A. Implementing non-educational policies (eg finance, building, employment, administration office)
  - B. The communication with parents on non-educational administration matters
  - C. Liaising with government bodies and to keep the Board familiar with current requirements.
5. The Board appoints the Executive Principal of Illawarra Christian Education to be responsible for:
  - A. Implementing Illawarra Christian Education policies
  - B. The day to day administration of Illawarra Christian Education
  - C. Communication with parents
  - D. Ensuring the school is compliant with government regulations and communicating with the Board on such matters.
6. The Board is elected by the Association to be responsible for:

- A. The Governance of Illawarra Christian Education
- B. The employment of all staff
- C. The communication to the Association concerning matters dealing with the Governance of Illawarra Christian Education

### **Disputes Between Members of the school community**

For disputes between members of the school community which occur within the context of school activities or which are affecting the school, contact the appropriate School Principal. Disputes between members which occur outside of the school context should be dealt with following the same biblical principles as contained in this policy, but are not the responsibility of the Illawarra Christian Education.

### **Policy History**

Version	Revised By	Approved	Description	Next Review
1.0		2003	Reviewed	
1.1	Mr. G. Batten & Mr. C Muscat	2011	Minor changes to formatting and Biblical content	<b>2013</b>
<b>1.2</b>	Exec Assistant to Exec Principal	Pre-approved October 2016	Change of operational name to ICE, Campus to School and reformatting	<b>2017</b>