

School Community Welfare Policy

Daylesford Dharma School offers a unique vision of education where ethical development and the cultivation of wisdom and compassion are encouraged alongside academic achievement.

Principles:

- We support our students to develop as kind and wise individuals who feel connected to their environment and to those around them.
- We expect our students to value and respect the buildings, grounds, plants and animals in our school neighborhood.
- We encourage the mindful treatment of all personal and school property and resources.
- We encourage mindful consumption and a commitment to sustainable living and learning practices.
- We encourage and guide our school community to develop their inner potential, to recognise their own unique qualities and to value and honor their fellow human beings.
- We commit to the principle that when mistakes are made and difficulties arise, an opportunity for reflective learning is inherent within the situation. Out of challenging and conflicting situations, real change is possible and expected.
- By inviting our school community to support the Buddhist principle of non-harm and the development of wisdom and compassion, we unite with a shared view of recognising the interdependent nature of all life. This principle of non-harm is imbedded in all aspects of our integrated curricula and forms the basis of our expectation for behaviour.
- We further support the practice of non-harm by an on-going and active approach to conflict resolution processes. This supports our commitment to sustainable co-existence, respect and peaceful dialogue in all relationships.
- We explicitly forbid the use of corporal punishment.
- We are committed to an inclusive approach to learning that targets potential participation barriers and creates strategies, support and partnerships for addressing special needs and challenges.
- We hold the view that a multiplicity of spiritual traditions is necessary in the world, and that this plurality of religious and spiritual traditions provides for the wide variety of people's dispositions and aspirations. In support of this, we cultivate understanding and mutual respect through interfaith dialogues and events and comparative religious studies, as foundations of an inclusive and harmonious society.
- We promote and celebrate diversity and difference by teaching reflective practices that eliminate the mental obstacles of negative discrimination.

- We expect our teachers and staff to be effective role models of ethical behaviour.
- We support our teachers and staff with supportive training and individualised professional development.
- Our school community has the right to expect that the principles outlined in all of our policies and charters will be upheld and maintained.

Guidelines:

- Ensure that processes and procedures exist for staff, students and parents to express concerns and problems.
- Maintain a transparent Complaints and Grievances Procedure.
- Provide parents with access to all policy information and Behaviour Management and Conflict Resolution processes.
- Ensure that upon enrolment parents are clear of their commitment to support the school's conflict resolution processes.
- Support our school community by providing ongoing training and induction into peaceful communication and conflict resolution processes.
- Ensure that behaviour challenges are managed in accordance with our Behaviour Management policy.
- Ensure that conflicts are managed in accordance with our Conflict Resolution Policy.
- Maintain an active and relevant school Community Welfare Committee.
- Support our teachers and staff with opportunities for individualised professional development.

Supporting Documents:

- Behaviour Management Policy.
- Conflict Resolution Policy.
- Complaints and Grievances Procedure.