



Respectful Communication Policy

At Nowra Anglican College we have high expectations regarding the behaviour of all members of our community – students, staff and families. Our goal is to be a respectful community grounded in Christ’s compassion learning to live with wisdom.

All members of our community have the right to expect politeness, good manners and cooperation. This is a consistent approach throughout Nowra Anglican College so that our children, staff and families can feel comfortable and happy at school and enjoy strong relationships with teachers, peers and all members of our school community. This results in a welcoming and nurturing environment which creates a positive learning atmosphere with the minimum of distractions.

At Nowra Anglican College all children are supported to make the right choices and be responsible for their actions. To support outstanding behaviour throughout the school there is an expectation that all members of our school community are treated with respect.

It is important for all members of our school community to treat colleagues, other employees, contractors, students and parents with respect. Rude or insulting behaviour, including verbal and non-verbal aggression, abusive, threatening, intimidating or derogatory language and physical abuse or intimidation towards other employees, contractors, students and parents is unacceptable. (Staff Code of Conduct, 2017 item 4.2)

At Nowra Anglican College we have implemented a Respectful Communication policy. This has grown out of the practice that we have at the College where we do not yell at students.

Research clearly highlights the detrimental effects of yelling at students in a humiliating and denigrating way as a behaviour management strategy for an individual or a whole class.

In today’s world we are constantly bombarded with noise which can be very stressful for children. Furthermore, in a noisy environment children struggle to listen and cannot concentrate properly. By keeping our voices at appropriate levels (depending on the situation) we are teaching the children how to treat others with respect and how to speak respectfully to others. This also teaches our children the skills they will need later in life: problem solving, negotiation and co-operation.

When members of our community are not treated respectfully, they do not hear what is being said to them, they only hear the noise. Many children are impacted by this behaviour in a



negative way. Whilst yelling may bring a response of compliance in the immediate situation, the long-term impacts may be damaging to both the teacher and the student.

There is a difference between speaking in an assertive manner and yelling at someone. At Nowra Anglican College, students are held to account if they do the wrong thing. Students do understand that there are consequences for their actions, including if/when they choose to do the wrong thing. The way this is communicated is key to helping students grow and learn.

From time to time, teachers may need to raise their voices in order to be heard across the oval taking sport. On exceptional occasions it may be necessary for a teacher to yell out to gain a student's attention in order to protect a student or avert an accident. For example, a teacher on playground duty may call out to stop a student about to jump off a railing or running into the pathway of a car.

This policy is to be read in conjunction with the Nowra Anglican College Staff Code of Conduct