



## Student Fights and Conflict Resolution Policy

### Purpose

- This policy aims to establish clear protocols for managing student conflicts and fights in Ramkhamhaeng Advent International School. Our aim is to foster a safe, respectful, and inclusive environment conducive to personal and academic growth.

#### **OR**

- This policy aims to create a safe and supportive environment for all students in Ramkhamhaeng Advent International School. By implementing effective conflict resolution strategies, we can help students learn essential life skills that contribute to their personal development and academic success.

### Scope

This policy applies to all students, staff, and stakeholders within the school premises and during school-related activities.

### **Definitions:**

- **Conflict:** A disagreement or clash between individuals or groups.
- **Fight:** A physical altercation or aggressive confrontation between students.

### Policy Statement

Our school is dedicated to creating a culture of respect, empathy, and constructive conflict resolution. We recognize that conflicts may arise and are viewed as opportunities for learning and development, and this policy provides a framework for addressing conflicts and fights effectively.

## Protocols

### 1. Prevention and Education

- **Awareness Programs:** Conduct regular workshops on conflict resolution, empathy, communication skills, and emotional intelligence for students and staff.
- **Classroom Discussions:** Integrate conflict resolution strategies into the curriculum to encourage dialogue and understanding.
- **Social-Emotional Learning:** Incorporate social-emotional learning in the curriculum to enhance students' skills in managing emotions and relationships.

### 2. Immediate Response to Conflicts and Fights

- **Intervention:** Staff must intervene immediately to separate students involved in a fight and ensure safety.
- **Documentation/Reporting:** Staff must report incidents to the school administration immediately, documenting the details of the incident including date, time, location, individuals involved, and a brief description.

### 3. Conflict Resolution Steps

- **Initial Meeting:** Schedule a meeting with the involved students, a counselor, and a staff member to discuss the incident and feelings in a safe place.
- **Mediation:** Employ/Utilize trained mediators to facilitate discussions between the conflicting parties, focusing on understanding perspectives and finding common ground and collaboratively seek solutions.
- **Restorative Practices:** Encourage students to take responsibility for their actions and engage in restorative practices, such as apologies or community service.

### 4. Consequences

- **Assessment of Severity:** Evaluate the severity of the conflict or fight to determine appropriate consequences. This may include warnings, counseling, or disciplinary actions in line with school policies.
- **Supportive Measures:** Offer support services for affected students, including counseling and follow-up meetings to ensure emotional well-being.

## 5. Parental Involvement

- **Notification:** Inform parents/guardians of incidents involving their children, ensuring transparency and collaboration in conflict resolution.
- **Engagement:** Encourage parental involvement in workshops or meetings/discussions focused on conflict resolution strategies and emotional well-being.

## 6. Continuous Improvement

- **Feedback Mechanism:** Establish a system for students and staff to provide feedback on the effectiveness of conflict resolution protocols.
- **Review and Revise:** Annually review the policy and procedures to ensure they remain relevant and effective.

## Related Policies and Document

- Disciplining Policy

## Alignment with ISCA Student Standards

- **Respect:** Students are expected to treat each other with dignity and respect, even in disagreements.
- **Integrity:** Encourage honesty and accountability in resolving conflicts.
- **Responsibility:** Foster a sense of personal responsibility for actions and their consequences.
- **Holistic Development:** Emphasizes the importance of emotional, social, and academic growth in students.
- **Collaborative Solutions:** Encourages collaboration in resolving conflicts, aligning with counseling principles of cooperation and support.
- **Safety and Well-being:** Prioritizes the emotional and physical safety of all students, adhering to best practices in school counseling.

## Communication

- Principal, Section Head, Guidance counselor, Parents, and Public Relation.

## Policy Review Cycle

- This policy will be reviewed once every three years.
- This policy was last reviewed by RDOC in Sept. 2024.