



GOSPEL CONNECTIONS

Find the Honour in Shame

How did we get here – where violence and revenge, even murder, have become “honourable”? I’ve heard it all too often. You can’t back down from a fight – you have to get back. Or hazing is okay – you can humiliate a new teammate because you were humiliated when you joined the team.

We still have so much to learn from Jesus and this week’s Gospel. The cross was a symbol of shame in the time of Jesus and the early Christians. That’s why Jesus’ prediction about his death shocks Peter. What a loss of honour for Peter to follow a teacher who would accept a shameful death.

But God transformed the cross from a symbol of shame to a symbol of honour. And God honours those who bear a cross by forgoing vengeance or violence by forgiving and respecting even the people who hurt them.

I know you pay a price when you bear those crosses. It hurts when others put you down, call you names, or laugh behind your back. Jesus is right, however, when he says the pain is worth it. When you go against people who urge you to defend your honour by hurting others, you might lose those friends. Losing them might be like losing a part of your life. But you’ll gain so much more.

Each time you stand with Jesus and pick up that cross, you build inner strength. You break free from those who want to control your actions. Each time you do something others think is crazy because you think it is right, you shine more light into a world darkened by sin.

And when it comes down to it, wouldn’t you prefer to be honoured by God?

When have you felt pressured to do something wrong to protect your honour?

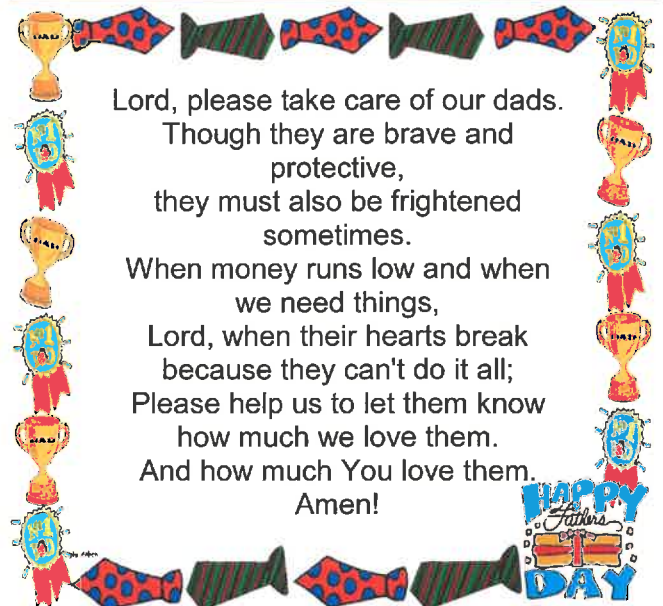


COMING UP EVENTS

TERM 3

SEP	Mon 11- Fri 15	Social Justice week
	Friday 15	Tamaki nui a Rua Kapa Haka Festival
	Sunday 17	School Mass First Holy Communion
	Tues 19 - Wed 20	E.R.O visit
	Saturday 23	K.C Mud Run
	Friday 29	Term 3 Ends

FOR OUR DAD'S



GOD TOOK THE STRENGTH OF A MOUNTAIN,
THE MAJESTY OF A TREE,
THE WARMTH OF A SUMMER SUN,
THE CALM OF A QUIET SEA,
THE GENEROUS SOUL OF NATURE,
THE COMFORTING ARM OF NIGHT,
THE WISDOM OF THE AGES,
THE POWER OF THE EAGLE'S FLIGHT,
THE JOY OF A MORNING IN SPRING,
THE FAITH OF A MUSTARD SEED,
THE PATIENCE OF ETERNITY,
THE DEPTH OF A FAMILY NEED,
THEN GOD COMBINED THESE QUALITIES,
WHEN THERE WAS NOTHING MORE TO ADD,
HE KNEW HIS MASTERPIECE WAS COMPLETE,
AND SO,
HE CALLED IT...

Dad





COMMUNITY NOTICES

2017
Dannevirke Sports Club
Junior Football
End of season
DISCO
2nd September 6.00pm
DSC Clubrooms
Dannevirke Sports Club
Members Free
All others gold coin donation
See you there!!!
Drinks, lollies and chippies available
Spot Prizes!!!!

FROM THE BOARD

Included with this newsletter is a copy of our school Complaints Policy and Procedure which is published to the school community annually to keep you informed.

ACTIVITY FEE

There will be a notice sent home to some families this week showing the status of your activity fee payments. Again thank you to the many families who have been able to pay the full year of \$10.00 per term. Plans are underway for a very exciting trip to Te Manawa in Palmerston North this term with the cost of both entry and bus travel coming from our activity fee account. As always, please get in touch with the classroom teacher or Sheryl if payment is of hardship to the family.

ATTENDANCE DUES

We have been advised by the Diocese in Palmerston North that the next round of statements will be sent out shortly. This statement will have a due date of 29 September (last working day of the month) and those not paying via regular payments (weekly, fortnightly or monthly) or via credit card, will need to clear any remaining balance on their account.

If you wish to discuss any aspect related to payment of attendance dues please contact the school office to make an appointment with Father Bryan.

BIBLES



Thank you to the St Joseph's Parish for your support in the Faith journey of our new tamariki and their families. The beautiful bibles you have provided will be well cherished and used to enlighten them as they develop and encourage their relationship with Jesus.

He is the faithful God, keeping His covenant of love to a thousand generations of those who love Him.

Deuteronomy 7:9

FROM THE D.R.S

Our next meetings to prepare for First Holy Communion will be:

- Sunday 3 Sep following the 9a.m. Mass
- Sunday 10 Sep following the 9a.m.
- Thursday 14th September at 5.30pm TBC



LAST WORD

God is faithful, and He knows the
unspoken needs of your heart.
May you rest in the assurance that
He'll meet them on time
and generously

Nenah Kelemete
Principal



20. Concerns and Complaints Process

COMPLAINTS POLICY AND PROCEDURE

Rationale

For the honour and the glory of God this policy and procedure is designed to ensure that complaints are resolved in a manner that accords fair process in keeping with the Catholic Character of the school, to the complainant and persons complained about. It aims to achieve an outcome to complaints that is accepted by the parties involved, meets the Board's commitment to community consultation, being a good employer, self review and the needs of the students.

Policy

- (1) The Board will ensure that complaints are dealt with at the appropriate level.
- (2) All formal complaints will be acknowledged by Board Chairperson, as soon as possible, within three working days of receipt by Board Chairperson. A copy of the Complaints Policy & Procedure to be sent to complainant.
- (3) Parents/caregivers/staff will be informed of the school procedure relating to the handling of complaints.
- (4) All parties to the complaint should be involved in the resolution where possible.
- (5) The Principal's role of manager and professional leader requires that the Principal will have a key role in complaint resolution. He/she will ensure that procedures are conducted in accordance with policy.
- (6) The Principal will inform the Board Chairperson of complaints that are unable to be resolved satisfactorily or have potential disciplinary considerations. If the Chairperson and Principal are unable to resolve the matter the Board will be informed. The Board will determine what further action to take which may include further investigation.
- (7) The requirements of collective agreements, natural justice and relevant legislation will be complied with.
- (8) Complainants have the right to refer the complaint to the Board of Trustees. The Board will only receive complaints in writing, signed by the complainant. Assistance will be given to complainants who have difficulty expressing their complaint in writing.
- (9) Complaints to the Board will normally be accepted if the complainant has followed the earlier steps of the procedure and is not satisfied with the outcome or the matter is sufficiently serious to warrant the Board's involvement at the first step. All written complaints are acknowledged, as having been received, to the complainant.
- (10) The Board may refer written complaints to the Principal to resolve or investigate. The Principal shall report back to the Board with recommendations.
- (11) Potential disciplinary matters will be addressed in accordance with relevant disciplinary provisions.
- (12) Complaints against the Principal, which are not resolved through discussion between the complainant and the Principal, shall be referred to the Board in writing.
- (13) Complaints against the Board, individual members or Board policy/actions shall be made to the Board Chairperson in writing. If the complaint is against the Chairperson the complaint shall be made to the Board as a whole.
- (14) Board members are to regard complaints against individuals made to the Board as confidential and shall not be discussed outside the meeting.
- (15) Board members with personal knowledge or a conflict of interest should exclude themselves from participating in the complaints procedure.
- (16) Where a complaint may have a potential disciplinary consequence for an employee they should be advised of their right to representation.

Guidelines

It is important that:

1. The problem is defined. A concise statement of the facts or circumstances of the complaint is made. Establish an agreement on the facts if possible.
2. The problem is owned. Establish respective responsibilities for actions to resolve the complaint e.g. Principal's role, staff member's role, complainants role.
3. Reflection is carried out on possible courses of action, including remedy and/or redress, strategies to prevent repetition of the situation and constructive alternative actions if the situation re-occurs.

4. Action is taken as soon as possible. Work for agreement between the parties. Work for acceptable remedy or redress. Evaluate action taken.
5. Record agreement on action and evaluation. Provide copies of agreements, where appropriate, to the complainant, staff member and Principal.
6. If agreement cannot be reached, the Principal should decide on action that is consistent with the appropriate school policy, job description and collective agreements. This may include informing the Chairperson and referring the matter to the Board for resolution.

Complaints Procedure

Step One

Any complaint should be made to the person it is directed at, where appropriate, and the staff member will be asked to attempt to resolve matters with the complainant.

Step Two

If a satisfactory conclusion is not achieved the complainant may refer the complaint to the Principal. The Principal, or a person delegated by the Principal, will meet with the complainant to discuss the complaint and will discuss the complaint with the staff member to whom the complaint is directed at in an attempt to resolve the matter.

The Principal may advise the complainant to submit the complaint in writing to the Board if she/he believes that it is appropriate for the Board to consider the matter.

Step Three

Should the Principal be unable to resolve the matter to the complainant's satisfaction the complainant may send a written complaint, to the Board of Trustee Chairperson.

The Chairperson shall inform the Principal of receipt of the complaint and have the complaint put on the agenda of the next Board meeting. The Chairperson may request that the complainant be more specific as to the nature of the complaint.

The Chairperson, in consultation with the Principal, may investigate to see if the matter can be resolved prior to being discussed by the Board. If the Chairperson is able to resolve the matter then the Board should be informed of the outcome.

The Board may refer written complaints to the Principal to resolve or investigate. The Principal shall report back to the Board with recommendations.

Board of Trustees members must declare any conflict of interest should any arise and be prepared to be excluded from the discussion.

The Board may decide to investigate and determine appropriate action itself or delegate the responsibility to a special committee of the Board.

Before determining action to take the Board should be prepared to seek advice, conduct an appropriate investigation and give matters due consideration.

If the complaint relates to alleged misconduct the staff member concerned will be advised of the right to representation and the Board shall comply with the requirements of its disciplinary policy, the rules of natural justice and the relevant collective agreements. Such matters should be conducted in the public excluded section of the Board meeting.

Complaints against the Board should come to the Board directly.

Step Four

The result of any Board decision in relation to a complaint should be forwarded to the relevant parties in writing. A meeting may be required to explain the Board's decision and to ensure that the parties accept that decision.

Conclusion

It is envisaged that this policy will see most complaints resolved without formally coming to the attention of the Board.

Amended April 2016