



LENDY PARK SCHOOL

The Way, The Truth And The Life.

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Maximising The Potential Of Each Child Through Christian Education

Lendy Park School Conflict Resolution Policy

The purpose of this policy is to provide a framework for Lendy Park School Christian conflict resolution. This policy is based on the following principles:

- All people are created in the image of God and are therefore worthy of respect.
- Conflict is a normal part of life, but it can be resolved in a peaceful and Christ-like manner.
- Forgiveness is essential for healing and reconciliation.
- Reconciliation is the goal of conflict resolution.

This policy is based on the following scriptural references

Matthew 18:15-17: Jesus teaches His disciples how to deal with conflict within the church. He says that if a brother sins against you, you should first go to him privately and confront him. If he listens to you, you have gained your brother. But if he does not listen, take one or two others with you, so that 'by the mouth of two or three witnesses every fact may be established.' If he refuses to listen to them, tell the church. And if he refuses to listen even to the church, treat him as a Gentile and a tax collector.

1 Corinthians 13: This chapter is often called the "love chapter" of the Bible. It describes the characteristics of love, including patience, kindness, humility, and forgiveness. These are all important qualities to have when resolving conflict in a Christian manner.

Ephesians 4:26-27: Paul writes to the Ephesians, "Be angry but do not sin; do not let the sun go down on your anger, and do not give the devil a foothold." This verse reminds us that anger is a normal emotion, but it is important to deal with it in a healthy way. We should not let anger control us or lead us to sin.

Colossians 3:13: This verse says, "Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you." Forgiveness is essential for healing and reconciliation. When we forgive someone, we are releasing them from the debt they owe us. We are also setting ourselves free from the burden of anger and resentment.

1 Peter 3:8-9: Peter writes, "Finally, all of you, be like-minded, be sympathetic, love one another, be compassionate and humble. Do not repay evil with evil or insult with insult. On the contrary, repay with blessing, because to this you were called so that you may inherit a blessing." This verse encourages us to be kind and compassionate to others, even when they have wronged us. We should not repay evil with evil, but with blessing.

These are just a few of the many Bible verses that can be used as a guide for Christian conflict resolution. By following these principles, we can learn to resolve conflict in a way that is loving, forgiving, and Christ-like.



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Procedure

When a conflict arises between children, the following steps should be taken:

1. The involved parties should first try to resolve the conflict themselves.
2. If they are unable to resolve the conflict, they should seek help from a trusted adult, such as a teacher, counsellor, or matron.
3. The trusted adult should help the involved parties to listen to each other, to understand each other's perspective, and to find a mutually agreeable solution.
4. If the involved parties are unable to reach a mutually agreeable solution, they may need to seek professional help by referring to the Child Protection Protocol or Disciplinary Procedure according to best fit.

When a conflict arises between staff members, the following steps should be taken:

1. The involved parties should first try to resolve the conflict themselves.
2. If they are unable to resolve the conflict, they should seek help from a trusted colleague, such as another teacher, counsellor, or pastor.
3. The trusted colleague should help the involved parties to listen to each other, to understand each other's perspective, and to find a mutually agreeable solution.
4. If the involved parties are unable to reach a mutually agreeable solution, they should involve the Head of Academics
5. If a solution is still not obtainable, they should seek the assistance of the headmaster.
6. If the involved parties are unable to reach a mutually agreeable solution, they may need to seek professional help.

When a conflict arises between staff members and parents, the following steps should be taken:

1. The involved parties should first try to resolve the conflict themselves.
2. If they are unable to resolve the conflict, they should seek help from a trusted colleague, such as another teacher, the PA chairperson, a counsellor, or pastor.
3. The trusted other party should help the involved parties to listen to each other, to understand each other's perspective, and to find a mutually agreeable solution.
4. If the involved parties are unable to reach a mutually agreeable solution, they should involve the Head of Academics
5. If a solution is still not obtainable, they should seek the assistance of the headmaster.
6. If the involved parties are unable to reach a mutually agreeable solution, they may need to seek professional help.

Steps to take when resolving conflict in a Christian Manner

Here are some steps to resolving a conflict in a Christian manner:



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- Seek to understand the other person's perspective. Put yourself in their shoes and try to see things from their point of view.
- Communicate your own perspective clearly and respectfully. Be honest about your feelings and needs, but avoid blaming or judging the other person.
- Be willing to listen to the other person without interrupting. Really listen to what they have to say, even if you disagree with them.
- Look for common ground. What are the things that you both agree on? Can you build on that foundation to find a solution?
- Be willing to compromise. No one is going to get everything they want in a conflict. Be willing to give a little in order to reach a mutually agreeable solution.
- Forgive the other person. If the other person has wronged you, forgive them. This doesn't mean that you have to forget what happened, but it does mean letting go of your anger and resentment.
- It is important to remember that conflict is a normal part of life. It is how we deal with conflict that matters. By following these steps, you can resolve conflict in a Christian manner that is respectful, loving, and forgiving.

Here are some additional tips for resolving conflict in a Christian manner:

- Pray for the other person. Ask God to help you to see them with His love and compassion.
- Be humble. Acknowledge that you may not be perfect and that you may have made mistakes.
- Be patient. It may take time to resolve a conflict, especially if there is a lot of hurt and anger involved.
- Be forgiving. Forgiveness is essential for healing and reconciliation.
- If you are struggling to resolve a conflict on your own, you may want to seek help from a trusted adult, such as a pastor, counsellor, or teacher. They can provide guidance and support as you work through the conflict.

Role of the School

The school has a responsibility to provide a safe and supportive environment for all students. This includes providing training for staff on Christian conflict resolution. The school should also have a process in place for resolving conflicts that arise between students.

Role of the Parents

Parents have a responsibility to teach their children about Christian conflict resolution. They can do this by modelling Christ-like behaviour in their own lives and by talking to their



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children about conflict resolution. Parents should also encourage their children to seek help from a trusted adult if they are involved in a conflict.

Conclusion

This policy is intended to provide a framework for Christian conflict resolution in schools. This policy is based on the belief that all people are created in the image of God and are therefore worthy of respect. It also recognizes that conflict is a normal part of life, but that it can be resolved in a peaceful and Christ-like manner.