

INTRODUCTION

At Bairnsdale Secondary College we have a collective focus on supporting every student in our care to achieve the highest possible outcomes for them. We consistently focus on both academic achievement and wellbeing. At Bairnsdale Secondary College we believe learning and wellbeing are equally important - they go hand in hand to offer students maximum opportunities in school and after leaving school.

We have high expectations of all people who become part of our Bairnsdale Secondary College community, including those who visit us.

The focus on the '3Rs' of Respect, Responsibility and Resilience are evident every day in our work.

The College Values are not only part of our day-to-day work but are fundamental to our positive learning environment and form the foundation of our School Wide Positive Behaviour System (SWPBS) program.

AIM

The purpose of this policy is to outline the Values of our school community and explain the Vision, Mission and Objectives of our College.

SCOPE

The Values and expectations of the College are clear and non-negotiable. This brings consistency to the practises and behaviours of everyone in our College community. The College working in partnership with the community will support the continual improvement of education in this secondary context.

This policy is publicly available on the College website and is included in our staff induction handbook and student enrolment packs.

POLICY

Bairnsdale Secondary College is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our school recognises the importance of the partnership between our school and parents and carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Bairnsdale Secondary College support and promote the principles and practice of Australian democracy, including a commitment to:

- elected government
- the rule of law
- equal rights for all before the law
- freedom of religion
- freedom of speech and association
- the values of openness and tolerance.

This policy outlines our school's vision, mission, objective, values and expectations of our school community. To celebrate and embed our *Statement of Values and School Philosophy* in our school community, we

- display posters and banners that promote our College Values in our school
- celebrate our Values in our school newsletter
- have a SWPBS to celebrate and communicate behaviours which support College Values to students, staff and families
- provide awards and recognition for students who actively demonstrate the College Values
- discuss our Values with students in the classroom, meetings and assemblies
- make this policy available on the College website and the Compass Policy Library
- encourage all members of our College community to live by our Values. This should be demonstrated in the decisions and actions of individuals
- where growth is required, questioning and open discussion will occur.

Vision

To always have students at the centre of our thinking. We strive to deliver an excellent education to all students and maximise their opportunities both in school and into the future.

Mission

We will provide all students with important life-long skills and understandings through excellence in teaching and learning. We will equip students to participate positively and meaningfully in their communities beyond their secondary education.

Objective

Bairnsdale Secondary College's objective is to ensure all students leave our school with a solid understanding of how to think critically, adhere to a value system based on kindness, be independent, have a strong sense of self awareness and self-regulation and a commitment to advance their own qualities as learners.

Our school's objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

Values

Bairnsdale Secondary College's Values are *Respect, Resilience and Responsibility*.

- RESPECT:** We respect the rights of others and understand our own rights in a respectful way.
- RESILIENCE:** We have self-belief and understand that making mistakes is an important part of learning. We know that the more effort we put in the better we become.
- RESPONSIBILITY:** We make good decisions and are accountable for our words and actions. We care for others and understand that our words and actions can make a positive difference.

Bairnsdale Secondary College Document Name: Statement of Values and School Philosophy Reviewer: Principal	Review Schedule: every 4 years Reviewed by Principal on: 20/10/2022 Approved by School Council on: 27/10/2022	Page 2 of 4
All College policies are available on Compass/School Documentation /College Policies		Uncontrolled version when printed

Behavioural expectations

Bairnsdale Secondary College acknowledges that the behaviour of staff, parents, carers and students, as guided by our Values, has a positive impact on our school community and creating a respectful culture. We acknowledge that a positive learning environment for our school community is possible if mutual respect is demonstrated by all partners.

As principals and school leaders, we will:

- model positive behaviour and effective leadership
- interact respectfully with all members of the school community
- work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#), and the school's communication and complaints procedures
- behave in a manner consistent with the standards of our profession and meet core responsibilities to provide safe and inclusive environments
- respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

As teachers and non-teaching school staff, we will:

- model positive behaviour to students consistent with the standards of our profession
- interact respectfully with all members of the school community
- proactively engage with parents about student outcomes, including improving the learning and wellbeing outcomes for students with additional needs
- communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents.

As parents and carers, we will:

- model positive behaviour to our child/ren
- interact respectfully with all members of the school community, in line with the Department's [Respectful Behaviours within the School Community Policy](#).
- take an interest in our child's school and learning, including ensuring our child attends school every day
- work with the school to achieve the best outcomes for our child
- follow the school's processes for communication with staff and making complaints.

As students we will:

- model positive behaviour to other students
- interact respectfully with all members of the school community
- comply with and model school Values
- actively participate in school
- not disrupt the learning of others and make the most of our educational opportunities.

As community members, we will:

- model positive behaviour to the school community
- treat other members of the school community with respect
- support school staff to maintain a safe and inclusive learning environment for all students
- utilise the school's processes for communication with staff and submitting complaints.

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Unreasonable Behaviours

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see our Visitor's Policy). Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated at school or during school activities. Unreasonable behaviour includes:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- sending demanding, rude, confronting or threatening letters, emails or text messages
- discriminatory or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the school, staff or students.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and School Philosophy* may lead to further investigation and the implementation of appropriate consequences by the Principal. At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend mediation or counselling sessions
- implementing specific communication protocols
- issuing written warnings
- applying conditions of entry to school grounds or school activities
- excluding individuals from school grounds or attendance at school activities
- making reports to Victoria Police
- legal action.

Inappropriate student behaviour will be managed in according with our school's *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

Our *Statement of Values and School Philosophy* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

RELATED DOCUMENTS / KEY REFERENCES

Bairnsdale Secondary College:

- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Visitors Policy

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