

## INTRODUCTION

All staff members of Bairnsdale Secondary College are responsible for supporting the safety, participation, wellbeing and empowerment of children. This policy is to ensure that all members of our school community understand our commitment to providing a safe and supportive learning environment for students. We believe that clear expectations of positive student behaviour provides a framework for participation and learning.

## AIM

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

## SCOPE

This policy applies to the whole of the Bairnsdale Secondary College community. It is publically 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 your values in our school
- Celebrate our values in our school newsletter
- Provide awards and recognition for students who actively demonstrate the values
- Discuss our values with students in the classroom, meetings and assemblies
- Encourage all members of our College community to live by our values. This should be demonstrated in the decisions and actions of individuals. Examples of positively living the College values will be celebrated, and where growth is required, questioning and open discussion will occur.

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## Vision

Bairnsdale Secondary College's Vision is 'To create a learning community with a focus on improving teaching practice through ongoing performance development so that students' outcomes improve'.

## Mission

Bairnsdale Secondary College's Mission is to create and nurture a learning community where the school values guide decision making throughout the school community. There is an emphasis on improving teaching practice through ongoing performance and development to ensure improvement in classrooms, translating into improved learning for students.

## 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.

### Values

Bairnsdale Secondary College's values are:

- Respect for self
- Respect for others
- Respect for the environment
- Be the best you can be.

Additional staff values are:

- Students are the focus
- Working together
- Honour and celebrate diversity.

## 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 all of our school community is possible if mutual respect is demonstrated by all partners.

As principals and school leaders, we will:

- Model positive values guided behaviour and effective leadership
- Communicate calmly and listen respectfully to all members of the school community
- Work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
- Behave in a manner consistent with the standards of our profession and all aspects of our values to provide safe and inclusive environments for all our school community members
- Plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at school
- Identify and support students who are or may be at risk
- Do our best to ensure every child strives towards their personal and learning potential

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- Work with parents to understand their child’s needs and, where necessary, adapt the learning environment accordingly
- Respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- Inform parents of the school’s communication and complaints procedures
- Ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

As school community members, staff and students we will strive to:

- Model positive behaviours through living our values
- Show mutual respect in our interactions with others
- Proactively engage others in point of need learning
- Empathise with others to gain understandings
- Work with all stakeholders to maximise the growth in learning and wellbeing outcome for all community members with a particular focus on students
- Seek help and advice when needed
- Nurture calmness, rational thinking and kindness in our actions
- Proactively push for equity, especially for minority groups in order for their members to advance closer to the goal of equality.

As parents and carers, we should:

- Be heard
- Be open to construct strategies to help our child
- Model positive behaviour to our child/children
- Communicate respectfully with all members of the school community
- Ensure our child attends school every day the school is open for instruction
- Take an interest in our child’s learning
- Support school staff to maintain a safe learning environment for all students
- Follow the school’s processes for communication with staff and making complaints
- Expect mutual respect in our interactions with school community members.

## 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:

- Speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication, social media or over the telephone
- The use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person’s personal space
- Sending demanding, rude, confronting or threatening letters, emails or text messages
- Making sexist, racist, homophobic, transphobic 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.

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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
- Taking 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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