

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 is 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 (School Wide Positive Behaviour Support) system 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 an 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: 21/11/2025 Approved by School Council on: 27/11/2025	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 has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the [Respectful, safe, engaged: shared expectations to support student behaviour statement](#).

Students are also supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy

Staff must follow our school and department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession's Code of Conduct](#).

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places is outlined in the department's [Respectful Behaviours within the School Community Policy](#), and our Respect for School Staff Policy.

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
- conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- 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*.

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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.

COMMUNICATION

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook/manual
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

RELATED DOCUMENTS / KEY REFERENCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Bairnsdale Secondary College:

- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Visitors Policy
- Inclusion and Diversity Policy
- Respect for School Staff Policy

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