



## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

### PURPOSE

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

### POLICY

The Grange P - 12 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 The Grange P - 12 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. This policy is available via:

- The Grange P – 12 College website
- *Compass* (The College digital platform),
- *The Grange P – 12 College Staff Professional Code of Conduct*
- staff induction handbook, and
- enrolment/transition packs.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- display posters and banners that promote your values in our school
- celebrate our values in our school publications
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

### VISION

The Grange P - 12 College vision is that all students are empowered to learn and achieve their full potential, experiencing high quality teaching practice in a secure learning environment where all students feel culturally, emotionally and physically safe.



## MISSION

The Grange P - 12 College's mission is to provide a quality education that equips students with the knowledge, skills and dispositions for lifelong learning.

## OBJECTIVE

The Grange P - 12 College's objective is to ensure all students gain skills, knowledge and understanding from the Victorian Curriculum and Assessment Authority (VCAA), enabling all students to continue their education with confidence and success.

## VALUES

The Grange P - 12 College values are

- Respect
- Learning
- Working Together

The Grange P – 12 College operates within the **School Wide Positive Behaviours** framework and implements the **Respectful Relationships** model.

In addition, The Grange P – 12 College applies the DET Values of

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human Rights

## STATEMENT OF VALUES

The Grange P – 12 College Statement of Values sets out the behavioural expectations of all members in this school community, including the principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe and respectful school communities. Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Values acknowledges that parents and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.



## THE GRANGE P – 12 COLLEGE PRINCIPLES FOR CHILD SAFETY

The safety and wellbeing of all children and young people are the primary focus of care and decision making at The Grange P – 12 College. The College has zero tolerance for child abuse.

Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability, mental health challenge or physical illness.

Every person involved in The Grange P – 12 College has a responsibility to comply with DET and College Child Safety requirements. (see *The Grange P – 12 College Child Safety Policy*)

## STUDENT VOICE AGENCY AND LEADERSHIP

Students have unique perspectives on learning, teaching and schooling, and should have the opportunity to actively shape their own education. Student voice includes students contributing to decision making processes and collectively influencing outcomes by putting forward their views, concerns and ideas, and actively participating in their schools, communities and the education system. Student voice allows students to engage, participate, lead and learn. (*Victorian SRC Student Voice*)

The Grange P – 12 College implements DET's Framework for Improving Student Outcomes: **empowering students and building school pride initiative**, by providing an environment in which students' voices are heard about decisions that affect their lives. The College promotes programs and activities that build students' leadership confidence and develop skills that nurture student wellbeing:

- Representation on College Council
- SRC and leadership development programs
- Regional student forums on democracy and government
- Student-led activities such as cross-age mentoring
- Student leaders' proactive role in College sports and physical recreational activities and community service

## BEHAVIOURAL EXPECTATIONS

The Grange P - 12 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.

As principals and school leaders, we will:

- model positive behaviour and effective leadership
- communicate politely and respectfully with 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 meet core responsibilities to provide safe and inclusive environments
- 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 achieves their personal and learning potential
- 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 teachers and non-teaching school staff, we will:

- model positive behaviour to students consistent with the standards of our profession
- communicate politely and respectfully with all members of the school community
- proactively engage with parents about student outcomes
- work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents to improve 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
- treat all members of the school community with respect.

As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community
- ensure our child attends school on time, every day the school is open for instruction
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for our child
- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- treat all school leaders, staff, students, and other members of the school community with respect.

As students, we will:

- model positive behaviour to other students
- communicate politely and respectfully with all members of the school community.
- comply with and model school values
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment.
- 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.

## 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 *The Grange P – 12 College Visitors 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 or 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
- 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.

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 school Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend a mediation or counselling sessions
- implementing specific communication protocols
- 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 accordance 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.



## FURTHER INFORMATION AND RESOURCES

### Related DET Resources:

#### **The Victorian Teaching Profession Code of Conduct**

<http://www.vit.vic.edu.au/media/documents/imported-files/spl/Code-of-Conduct-2015.pdf>

#### **Code of Conduct for Victorian Public Sector Employees**

<http://vpssc.vic.gov.au/html-resources/code-of-conduct-for-victorian-public-sector-employees/>

#### **Ministerial Order 199**

[http://www.education.vic.gov.au/hrweb/Documents/Ministerial\\_Order\\_199.pdf](http://www.education.vic.gov.au/hrweb/Documents/Ministerial_Order_199.pdf)

### Child Safe Legislation

#### **Respectful Relationships Parent Resource:**

<https://www.education.vic.gov.au/parents/Pages/default.aspx>

#### **Respectful Relationships Staff Resource:**

<https://www.education.vic.gov.au/about/programs/pages/respectfulrelationships.aspx>

#### **Understanding DET's Values: Schools Guide**

<https://www.education.vic.gov.au/hrweb/Documents/PublicSectorValues-SchoolGuide.pdf>

**Student Voice and Agency:** [www.vicsrc.org.au/resources/student-voice-and-the-education-state](http://www.vicsrc.org.au/resources/student-voice-and-the-education-state)

### **Related Policies and College Resources:**

The Grange P – 12 College Statement of Values

The Grange P – 12 College SWPB Staff Matrix

The Grange P – 12 College Student Code of Conduct

The Grange P – 12 College Staff Code of Conduct

The Grange P – 12 College Parent Code of Conduct

The Grange P – 12 College Statement of Commitment

The Grange P – 12 College Child Safe Staff Code of Conduct

The Grange P – 12 College Bullying Prevention Policy

The Grange P – 12 College Staff Guidelines for Mandatory Reporting

The Grange P – 12 College Staff Communications Protocols

The Grange P – 12 College Staff Social Media Usage Policy

The Grange P – 12 College Complaints Policy

The Grange P – 12 College Digital Technologies Policy

The Grange P – 12 College Duty of Care Policy

The Grange P – 12 College Student Engagement and Wellbeing Policy

The Grange P – 12 College Visitors Policy

The Grange P – 12 College Volunteers Policy

The Grange P – 12 College Equal Opportunity Policy (Including Discrimination and Harassment)



The Grange P – 12 College Inclusion and Diversity Policy  
The Grange P – 12 College Occupational Health and Safety Policy  
The Grange P – 12 College Photographing, Filming and Recording Students Policy  
The Grange P – 12 College Privacy Policy  
The Grange P – 12 College Sexual Harassment Policy  
The Grange P – 12 College Uniform Policy  
The Grange P – 12 College Working with Children and Suitability Checks  
The Grange P – 12 College Workplace Bullying Policy

## REVIEW CYCLE

This policy was last updated on 27 February 2019 and is scheduled for review in February 2023.