



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Policy 2020-2024



Help for non-English speakers

If you need help to understand this policy, please contact Glenroy College on 9304 0400

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

Glenroy College is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. Our college recognises the importance of the partnership between our college 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 Glenroy 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 in our College Policy Manual.

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

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

Vision

Glenroy College's vision is that students learn from the strategies that enable them to confidently and independently engage with the curriculum and achieve personal success in their learning.

Mission

Glenroy College's mission is to *provide students with the best possible foundation in life through a well-rounded education.*

Values

Glenroy College's values are Respect, Integrity, Achievement and Teamwork.

We respect ourselves, each other and our school, and understand that our attitudes and behaviours have an impact on the people around us.

We have integrity and value honesty and strong moral and ethical principles.

We strive for achievement, which means trying our hardest and doing our best.

We value teamwork as we recognise the importance of collaboration and co-operation.

Behavioural expectations

Glenroy 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 students at our College.

As College educational staff, 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 College to achieve the best outcomes for our child
- communicate constructively with the College and use expected processes and protocols when raising concerns
- support College staff to maintain a safe learning environment for all students
- follow the College processes for communication with staff and when voicing concerns. See Complaints Policy
- treat all College leaders, staff, students, and other members of the College 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 College values
- behave in a safe and responsible manner
- respect ourselves, other members of the College community and the school environment.
- actively participate in College activities and events
- make the most of our educational opportunities and allow others to do the same.

As community members, we will:

- model positive behaviour to the College community
- treat other members of the College community with respect
- support College staff to maintain a safe and inclusive learning environment for all students
- utilise the College processes for communication with staff and voicing concerns

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 *Visitors Policy*).

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our College community will not be tolerated at school, or during College 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 College, staff or students.

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

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 College Principal.

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

- requesting that the parties participate in mediation or counselling sessions
- implementing specific communication protocols
- issuing written warnings
- applying conditions of entry to school grounds or school activities
- exclusion from College grounds or attendance at College activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in accordance with our *College Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

Our *Statement of Values and School Philosophy* ensures that everyone in our College 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:

Please see the College *Student Wellbeing and Engagement, Communication with School Staff, Respect for School Staff Policies*.

Communication:

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

- Included in staff induction processes
- *Discussed at staff briefings or meetings, as required*
- Included in our staff policy handbook
- Made available in hard copy from school administration upon request
- *Uploaded to our school website*

Policy Review and Approval:

Policy last reviewed	February 2020
Approved by	Principal and School Council
Next scheduled review date	February 2024