



North Geelong Secondary College

STATEMENT OF VIEWS AND VALUES



Help for non-English speakers

If you need help to understand the information in this policy, please contact North Geelong Secondary College on 03 5240 5800 or north.geelong.sc@education.vic.gov.au.

PURPOSE

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

POLICY

North Geelong Secondary 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/carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, creating an inclusive and safe environment for our students.

The programs and teaching at North Geelong 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 college vision, mission, objective, values and expectations of our college community. This policy is available on our college website, our staff induction handbook, student diary and enrolment/transition packs.

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

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

VISION

North Geelong Secondary College provides a safe and happy learning environment, in which students are able to achieve their potential. It is a college where trust, respect and valuing others are fundamental beliefs.

MISSION

North Geelong Secondary College is committed to educational excellence and providing students with the opportunity to learn to the best of their ability.

OBJECTIVE

Our college 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

North Geelong Secondary College's values are Respect, Excellence, Achievement and Diversity.

These are reflected in our School Wide Positive Behaviour Matrix.

Behavioural expectations

North Geelong Secondary College acknowledges that the behaviour of staff, parents/carers and students has an impact on our college community and culture. We acknowledge a shared responsibility to create a positive learning environment for all people at our college.

Staff have a range of expectations around behaviour and must follow our college and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession Code of Conduct](#).

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

As principals and college leaders, we will: model positive behaviour and effective leadership

- communicate politely and respectfully with all members of the college community
- work collaboratively to create a college 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
- 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 college
- identify and support students who are or may be at risk
- do our best to ensure every student achieves their personal and learning potential
- work with parents/carers 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/carers of the college communication and complaints procedures
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the college grounds.

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

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

- work collaboratively with parents/carers to improve learning and wellbeing outcomes for students with additional needs
- communicate with the principal and college leaders in the event we anticipate or face any tension or challenging behaviours from parents/carers
- treat all members of the college community with respect.

As parents/carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the college community, in line with the Department's Respectful Behaviours within the School Community Policy.
- ensure our child attends college on time, every day the college is open for instruction
- take an interest the college and our child's 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 making complaints
- 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 college community
- comply with and model college values
- behave in a safe and responsible manner
- respect ourselves, other members of the college community and the college environment
- actively participate in college
- not disrupt the learning of others and make the most of our educational opportunities.

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 submitting complaints.

Unreasonable behaviours

Schools are not public places, and the Principal has the right to permit or deny entry to college grounds (for more information, see our *Visitors Policy*).

Unreasonable behaviour that is demonstrated by college staff, parents/carers, students or members of our college community will not be tolerated at the college, or during college 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 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 attend a mediation or counselling sessions
- implementing specific communication protocols
- written warnings
- conditions of entry to college grounds or college activities
- exclusion from college grounds or attendance at college activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in according 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 college that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

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

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

FURTHER INFORMATION and RESOURCES

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

- [Respectful Behaviours within the School Community](#)
- [Respectful Workplaces](#)
- [Parent Complaints](#)
- [Work-Related Violence in Schools](#)

POLICY REVIEW and APPROVAL

Policy last reviewed	26/02/2024
Approved by	School Council
Consultation	School Council –19/03/2024
Next scheduled review date	Before 02/2028