109 Statement of Values & Philosophy Policy

Purpose

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

Policy

Community College Gippsland and ECG Secondary College, to be known as CCG for the purpose of this policy, is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. CCG recognises the importance of the partnership between our college and parents, guardians and 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 CCG 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 CCG's vision, mission, objective, values, and expectations of our college community. This policy is available on our college website, our staff induction handbook and upon enrolment.

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

- display posters and banners that promote 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

CCG's vision is to positively change lives and enhance social inclusion through the transformative power of education.

Mission/Purpose

CCG's mission is to provide quality, inclusive and innovative learning opportunities to realise individual potential and benefit community.

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Objective

CCGs objectives are considered as part of the four yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan. We also develop an Annual Strategic Action Plan to operationalise the goals and key improvement strategies contained in our Strategic Plan.

Values

CCG's values are Collaboration, Inclusion, Integrity, Quality and Safety.

At CCG we model, demonstrate, and strive for:

- **Collaboration** - *working with communities for communities.*
- **Inclusion** - *including safety and respect for all people, cultures, and the environment.*
- **Integrity** - *in who we are and all we do.*
- **Quality** - *delivering excellence of experience and services.*
- **Safety** - *Upholding the highest standards to ensure Safety for All.*

At CCG, we live these values through the encouragement, support and affirmation of our people.

Behavioural expectations

CCG 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 the children and young people at CCG.

As a senior management team and school 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.
- 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 CCG.
- 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 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 CCG community.
- proactively engage with parents about student outcomes.

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- 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 senior leadership team and school leaders in the event we anticipate or face any tension or challenging behaviours from parents.
- treat all members of the college 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 CCG on time, every day the college is open for instruction
- take an interest in our child's college and learning
- work with CCG to achieve the best outcomes for our child
- communicate constructively with CCG and use expected processes and protocols when raising concerns
- support college staff to maintain a safe learning environment for all students
- follow CCGs processes for communication with staff and making complaints
- treat all college 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 college community.
- treat other members of the college community with respect.
- support CCG staff to maintain a safe and inclusive learning environment for all students.
- utilise the CCG's processes for communication with staff and submitting complaints.

Unreasonable behaviours

Schools are not public places, and the CEO 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 CCG, 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

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- 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 CCG.

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 CEO.

At the CEO'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 according with our school's *Student Wellbeing and Engagement Policy* and *Bullying. Harassment and Discrimination 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 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.

Relationships

Example school polices:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying and Harassment Policy
- Parent Complaints Policy

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