

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy please contact Roxburgh College on 99308100.

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

Roxburgh 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 Roxburgh 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 on the Roxburgh College school website, our staff induction handbook, student diary 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 newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Roxburgh College is known for its strong commitment to servicing all students. We know that good schools and good teaching help overcome any disadvantage. Our work is centered on inclusive partnership of students, staff, parents/carers and key community agents, all working together to meet the needs of our young people. We are always thinking of ways to ignite our students' active participation in the local and broader communities. Our moral purpose is to educate all students

equipping each with attitudes, skills and knowledge so as to become valued contributors in an ever changing world. We welcome all students into our "Family", fostering care and attention to respecting self and others, Learning from each other and Achieving our best. We germinate a culture that celebrates individuality and connections, fostering a sense of belonging and inspiring the pursuit of their potential. We pay attention to our students' character strengths and encourage critical thinking, self-reflection, self-discipline, self-motivation, empathy and social competency. Our purpose is to understand and deliver pedagogy that reflects the ever-changing world around us, be it local or global. We are sensitive to the language development needs of our diverse multicultural student cohort. Our pillars of Respect, Learn and Achieve are ignited through close working relationships. Every member of our School Community subscribes to the central role of education, building active and informed citizenship in an equitable and just environment, characterised by the belief that all learners can succeed and reach their potential. We believe that Learning occurs every day of our life. It is what transforms our existence. It allows our attachment to preferred life pathways that deepen our understanding of self and humanity, always value-adding to our cognitive capability. We are inclusive of all learners. We acknowledge diversity and are responsive to it. Further, we are respectful, of self and others, co-operative and most importantly, collaborative in our school based Professional Learning Communities and in our System's Communities of Practice.

MISSION

Roxburgh College's mission is to maximise the academic achievement of each student as well as providing opportunities for their individual and social development by actively promoting a safe and supportive learning environment.

OBJECTIVE

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). These goals are:

Goal 1. To challenge all students to achieve improved learning growth and outcomes in literacy.

Goal 2. To challenge all students to achieve improved learning growth and outcomes in numeracy.

Goal 3. To engage, connect and attach students to their learning journey from Years 7-12.

We develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

Roxburgh College's *Core Values and Behaviours* are:

Core Values

Our pillars are: RESPECT, LEARN and ACHIEVE underpinned by the following core values, validated through agreed behaviours

Behaviours - We achieve the values by:

1. Learning is our first priority

- Ensuring our teaching inspires, challenges and progresses students*
- Tailoring learning and support to meet individual student needs*
- Constantly reflecting on the experience of the student in the classroom and striving to continually improve our effectiveness*

- *Using quality processes to focus on student learning and achievement*
 - *Engaging staff in providing a broad learning experience*
 - *Ensuring all students are clear about their responsibilities, particularly for their learning and learning organisation*
2. *Determined and rigorous pursuit of excellence*
- *Maintaining high expectations of students and ourselves*
 - *All teams routinely identifying best practice, adopting and developing it*
 - *Taking action to achieve continuous improvement*
 - *Actively accepting our individual accountability*
 - *Treating average and poor performance as unacceptable*
3. *Respect, diversity and inclusivity*
- *Celebrating the richness of the cultural mix of our student and staff community and valuing its diversity*
 - *Actively preparing students for life in a diverse society*
 - *Always adopting an inclusive approach*
 - *Providing a strong (college) community experience*
 - *Always challenging prejudice, stereotypes and unfair discrimination*
4. *Collaborative, constructive teamwork and a sense of community*
- *Promoting effective teamwork within work teams and across the college*
 - *Collaborating with partners and stakeholders to benefit students, staff and the wider community*
 - *Learning from feedback and complaints*
 - *All staff making a positive contribution to the college community*
5. *Maintaining High Standards of Ethics and Behaviour*
- *Always acting with integrity*
 - *Treating others with courtesy and respect, and behaving in ways which show consideration*
 - *Listening to other's views*
 - *Challenging all inconsiderate or thoughtless behaviour*
6. *Encouraging Innovation and Development*
- *Raising the aspirations of students and supporting them to achieve their potential*
 - *Investing in the professional development of staff*
 - *Welcoming and contributing to change*
 - *Encouraging, supporting and celebrating innovation*
 - *Celebrating achievement of students and staff*

BEHAVIOURAL EXPECTATIONS

Roxburgh 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
- 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 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, in line with the Department's [Respectful Behaviours within the School Community Policy](#).
- 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 our Visitor 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 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 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.

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 POLICIES AND RESOURCES

Department of Education and Training policies and resources:

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

Roxburgh College polices:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	6 December 2021
Approved by	Roxburgh College School Council
Next scheduled review date	December 2022