



Brookside College: Statement of Values and College Philosophy

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

Brookside 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 College environment for our students.

The programs and teaching at Brookside 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's 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

- explicitly teach our values through the curriculum
- use our values to inform all our dialogue with students, staff, parents and the broader community
- 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

Brookside College empowers every learner to fulfil their potential and positively shape the future.

MISSION

At Brookside College we design high quality learning experiences that build on learner strengths and needs to help them develop their talents, passion and purpose.

College Council approved this policy on December 18, 2018.

VALUES

At Brookside College we value *Rights, Respect, Resilience and Relationships*.

At Brookside College;

We have the right to be safe, included and empowered

We respect ourselves, each other and our community

We approach life with agility, optimism and confidence

We are connected to each other and our community

EXPECTATIONS

Brookside College acknowledges that the actions 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 our College.

As College leaders, we will:

- treat all members of the College community with respect
- model positive 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 College
- 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 College's communication and complaints procedures.

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

- treat all members of the College community with respect
- 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 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 College leaders in the event we anticipate or face any tension or challenging behaviours from parents.

As parents and carers, we will:

- treat all members of the College community with respect

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- model positive behaviour to our child
- communicate politely and respectfully with all members of the College community
- ensure our child attends College on time, every day the College is open for instruction
- take an interest in our child's College 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's processes for communication with staff and making complaints.

As students, we will:

- treat all members of the College community with respect
- 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 the College environment.
- actively participate in College
- support the learning of others and make the most of our educational opportunities.

As community members, we will:

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

UNREASONABLE BEHAVIOURS

Colleges 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 College, 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.

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Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and College 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's *Positive Climate for Learning Framework* and *Bullying Prevention Policy*.

Our *Statement of Values and College 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.

FURTHER INFORMATION AND RESOURCES

Visitor Policy

Positive Climate for Learning Framework

Bullying Prevention Policy

Parent Complaints Policy

REVIEW CYCLE

This policy was last updated on 18th December 2018 and is scheduled for review in November 2022.