

### **COLLEGE PROFILE**

Gisborne Secondary College is an integral part of the Macedon Ranges Community. Our well-resourced campus is located in the township of Gisborne 20 minutes from the outer suburbs of Melbourne. Established in 1981, Gisborne Secondary College provides a safe, stimulating and future focused learning environment for approximately 1100 students in Years 7 to 12. The College promotes a healthy, supportive and safe environment, with a special focus on wellbeing and the development of positive, respectful relationships.

### **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**

Gisborne Secondary 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 Gisborne 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 school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, in student handbooks, in our staff induction handbook, and in enrolment/transition packs.

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

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

### **VISION**

Gisborne Secondary College's vision is:-

- To provide the widest possible positive, personal and academic experience for all students
- To value each student as an individual
- To encourage students to develop interests both inside and outside the classroom
- To provide students with a safe, secure and supportive environment

## MISSION

Gisborne Secondary College's mission is committed to valuing:-

- The right of every child to achieve full potential
- The development of self-confidence, self-esteem and a sense of pride and direction
- The development of respect for self and others, property and the environment
- Honesty integrity and tolerance of individual differences

## OBJECTIVE

- Through a wide range of learning opportunities, students develop fulfilling and independent lives.

## VALUES

Gisborne Secondary College's values are Respect, Achievement, Innovation and Diversity

- We respect ourselves, our school and each another and understand that our attitudes and behaviours have an impact on the people around us
- We strive for achievement excellence, which means having high expectations of ourselves and others, and showing determination and persistence
- We are creative and innovative, always looking for new ideas and approaches
- We value honesty, integrity, diversity and individual differences; we affirm the right of every child to achieve full potential through the development of self-confidence, self-esteem and a sense of pride and direction

## BEHAVIOURAL EXPECTATIONS

Gisborne Secondary 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
- 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 has the opportunity to achieve highly
- work with parents to understand their child's needs and 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 modify their behaviour or 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

School council approved this policy in May 2018

- 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 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 *Visitors 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:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone

School council approved this policy in May 2018

- 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 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 school 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 *Anti-Bullying Policy and Counter Cyberbullying Policy* .

Corporal punishment is explicitly prohibited at Gisborne Secondary College.

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.

## REVIEW CYCLE

This policy was last updated in May 2018 and is scheduled for review in May 2021