

Statement of Values and School Philosophy



Help for non-English speakers

If you need help to understand this policy, please contact the school on 9393 5800

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 |

Bayside P-12 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 Bayside P-12 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.

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

- display posters and banners that promote our values
- 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 |

Our vision is for our students to develop a strong desire to learn which drives ambition to challenge themselves, perform well and continually grow. We want our students to remain grounded. We recognise that it takes the whole school community to create true success for themselves and others.

Mission |

Our mission is to promote a strong sense of community, working together to develop supportive and strong partnerships, a flourishing student leadership program with an emphasis on empowering student voice. We provide a rich learning environment which values and supports diversity, excellence and teamwork and



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fosters a spirit of mutual respect and support where every student strives to achieve individual excellence while developing strong social, emotional and academic skills essential for all citizens in this global world.

Values |

We have four values that underpin this vision:

Open Community |

Our school culture is enriched by its community. It's the combination of diverse cultures, people and backgrounds that make Bayside P-12 a place where everyone feels welcome, included and respected. It is just part of our everyday.

Team Spirit |

We apply a team mindset to everything we do. We promote an environment where everyone truly cares and supports one another. We're committed to each other through encouragement, kindness and by always having each other's back. One Spirit, one team.

Growth Matters |

We nurture every individual by backing, challenging, and inspiring them towards personal success. We exercise an adventurous and curious way of thinking to continually drive bigger, better and greater learning opportunities. We do this by creating an environment where everyone is encouraged to grow.

With Purpose |

We have a high regard for integrity and responsibility. If we say something, we mean it. If we do something, we stand behind it. We continually take pride in our school, our students and what we achieve as this drives our future.

Behavioural expectations |

Bayside P-12 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 achieves their personal and learning potential
- work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly



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- 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
- 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.



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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:

- 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 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 [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
- Made available in hard copy from school administration upon request



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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 and Approval |

Consultation | College Council & Student Representative Group

Date of approval by College Council | June 2024

Review Date | June 2028

