

# Northern Bay College

## School Philosophy and Statement of Values



### Help for non-English speakers

Northern Bay College team of Multicultural Education Aides are the principal point of contact for interpreter support. As required the team will liaise with external providers if required.

### PURPOSE

The purpose of this statement is to outline the values of our school community and explain the vision, mission and objectives of our school.

### POLICY

- A. Northern Bay 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.
- B. Our programs and teaching, support and promote the principles and practice of Australian democracy, including a commitment to:
  - a. elected government
  - b. the rule of law
  - c. equal rights for all before the law
  - d. freedom of religion
  - e. freedom of speech and association
  - f. the values of openness and tolerance.
- C. This policy outlines our school's vision, mission, objective, values and expectations of our school community and is available on our Website and Staff Induction site. A hard Copy is provided upon request
- D. To celebrate and embed our Statement of Values and Philosophy in our school community, we
  - a. display posters that promote our values in our school
  - b. celebrate our values on signature blocks
  - c. provide awards and recognition for students who actively demonstrate the values
  - d. discuss our values with students in the classroom, meetings and assemblies

### Our Vision:

It is our vision to instil community commitment, confidence and high expectations in lifelong learning by:

- Creating a community that is literate, numerate, curious, articulate, resilient and passionate
- Developing young people who are engaged, motivated and challenged to fulfil their potential
- Constructing curriculum, pedagogy and teacher professionalism to achieve above expected outcomes for all students at each stage of learning
- Maximising educational opportunities and creating purposeful and diverse pathways for all students
- Developing students who are highly employable with values of resilience, optimism, self-respect and who strive for personal best
- Developing partnerships with other schools, community organisations and business which can empower a community through learning
- Integrating education and community/family services into one precinct

### Our Mission

- To provide the Corio Norlane communities with the highest quality educational programs in the best possible facilities.

### In Summary

We want a college where learning is visible and where students feel safe, respected by staff, believed in by staff, listened to by staff and taught by knowledgeable, capable and enthusiastic teachers.

## IMPLEMENTATION

**College Core Values** The staff and students at Northern Bay College strive to live the College VALUES:

**GROWTH | COLLABORATION | PERSISTENCE | KINDNESS**

### GROWTH

- Having high expectations of ourselves and others
- Sharing a commitment to celebrate our individual and community progress
- Taking learning risks and having a 'growth mindset', to give feedback and learn from mistakes.
- Giving opportunities to grow as students, staff and families with support to attain positive outcomes

### COLLABORATION

- Working positively with others in all aspects of our learning and behaviours
- Sharing ideas and resources to create a positive, caring and inclusive working and learning environment.
- A team approach to achieving real improvement in all aspects of our college, with peers, professionals and parents working together in shared engagement and mutual commitment

### PERSISTENCE

- Setting goals and working hard to achieve them in each activity we undertake
- Our challenges being met with a positive attitude to improve our learning skills and understanding, to achieve success.
- The support that we as learners, teachers, carers and the community can give to reach our goals and meet our expectations, both short and long term

### KINDNESS

- Showing respect to others' opinions, beliefs and values because we do not discriminate, we celebrate, and we care for each other
- Supporting each other through our positive and sincere words and actions.
- School Wide Positive Behaviours and we strive to be positive role models in our interactions with all members of the college community.
- Our inclusive culture that celebrates our differences through mutual respect and consideration

## Behavioural Expectations

Northern Bay 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.

The College community is guided by the School Wide Positive Behaviours Matrix which is embedded in our Values

[See Link to Document \(being developed\)](#)

### As principals and school leaders, we will:

- model College Values
- adhere to our obligations outlined in the Code of Conduct
- 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

- 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 College Values
- Adhere to our obligations outlined in the Code of Conduct
- 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
- 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 College Values
- 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 campus 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
  - 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 campus principal.
- At the campus 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 accordance with our College Student Wellbeing and Engagement Policy and Bullying Prevention Policy in line with School Wide Positive Behaviours Matrix.
- 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.

## POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2022
Consultation	School Council consultation June 2022
Approved by	School Council
Next scheduled review date	June 2023