

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:

Brentwood 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 Brentwood 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, Compass, Staff Online Handbook and Transition Information 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
- 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

Brentwood Secondary College is a vibrant learning community where all students are supported and encouraged to achieve success and to pursue excellence. A learning community is a place where everyone is learning, both independently and together, and where everyone is continually striving to improve. Our guiding philosophy is the belief that all students learn best when they are happy, healthy and resilient.

Our purpose is to ensure that every student is provided with every opportunity to achieve their potential. A Brentwood education will provide all students with the opportunity to develop their talents, to nurture a passion and to grow in confidence about their future. Every student will be supported in their intellectual,

emotional, social and physical development by a highly professional group of teachers and education support staff.

Consistent with the Melbourne Declaration on Educational Goals for Young Australians (2008) our purpose is to ensure that all Brentwood students have the opportunity to become successful learners, confident and creative individuals, and active and informed citizens. We strive to ensure that our students learn in a connected community so that they grow as individuals who are future ready.

Values

Brentwood Secondary College values Learning and Community. Our values are:

Values for Learning

Creativity - We demonstrate creativity in our learning by:

- balancing satisfaction and scepticism towards our own ideas
- using imagery, analogy and metaphor to find links and make connections.

Curiosity - We demonstrate curiosity in our learning by:

- being open-minded and asking inquiry questions
- looking for new interests and different perspectives.

Discipline - We demonstrate discipline in our learning by:

- thinking critically and planning methodically
- working independently and in collaboration with others.

Reflection - We demonstrate the capacity for reflection by:

- thinking about and being able to articulate how we learn
- identifying our own strengths, weaknesses and areas for growth.

Resilience - We demonstrate resilience in our learning by:

- coping well with uncertainty and complexity
- working hard, persevering and bouncing back from failure.

Values for Community

Compassion - We demonstrate compassion by:

- being kind to each other
- caring about the wellbeing of others.

Empathy - We demonstrate empathy by:

- appreciating that we are all different
- acknowledging the thoughts and feelings of others

Integrity - We demonstrate integrity by:

- being honest, fair and just
- being trustworthy in what we say and what we do

Respect - We demonstrate respect by:

- caring for ourselves, for others and for our environment
- being courteous and valuing the dignity of ourselves and others

Responsibility - We demonstrate responsibility by:

- contributing to a safe, caring and sustainable environment
- being personally accountable and making the most of our opportunities

Behavioural expectations

Brentwood 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:

- demonstrate the Brentwood values for learning and community
- 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:

- demonstrate the Brentwood values for learning and community
- 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:

- demonstrate the Brentwood values for learning and community
- 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:

- demonstrate the Brentwood values for learning and community
- 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:

- demonstrate the Brentwood values for learning and community
- 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
- 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 any other 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 Engagement and Wellbeing 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.

Further information and resources

- [Student Engagement and Wellbeing Policy](#)
- [College Communications Policy](#)
- [Complaints Policy](#)
- [Visitors Policy](#)
- Gender Inclusivity Policy

Review cycle

This policy is scheduled for review in 3 years or sooner if required. It is scheduled for review in 2024.

Approved by Council on: May 24, 2021