



PHILOSOPHY AND VALUES STATEMENT WITH IMPLEMENTATION STRATEGIES

PURPOSE

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

PRINCIPLES AND PRACTICE

Melba 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, 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 Melba 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 Philosophy and Values Statement outlines our school's vision, mission, objective, values and expectations of our school community. This statement is available on our school website, on Compass, in our staff handbook, student diary and enrolment/transition packs.

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

- display signage that promote our values in our school
- celebrate our values in our school newsletter and Facebook page
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Melba College strives to develop young people so they can become fulfilled, positive members and leaders of our society. By recognising and celebrating diversity, high aspirations and positive relations, we create a harmonious school that has a positive sense of purpose and a commitment to each and every person.

MISSION

Melba College aims to establish a learning environment where young people achieve their personal best in the pursuit of their education and to provide a broad range of educational experiences that support intellectual and social development.

OBJECTIVE

The core objective of Melba College is to get the best from and for our students.

VALUES

The Melba College values are:

- **(Melba values are currently being reviewed and updated values are to be endorsed by the College Council in last Council meeting of 2019)**

BEHAVIOURAL EXPECTATIONS

Melba 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 leadership of Melba College will:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Ensure compliance with the Child Safe Standards
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- 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 inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds.

APPROPRIATE BEHAVIOURS

Members of the Melba College Community, including all staff, students, parents, visitors and volunteers will:

- Model positive behaviour to the school community.
- Communicate politely and respectfully with all other members of the school community.
- Comply with and model our College values
- Behave in a safe and responsible manner at all times
- Respect themselves, other members of the school community and the school environment
- Support school staff to maintain a safe and orderly learning environment for all students, including compliance with the Child Safe Standards
- Utilise College processes for communication with staff and submitting complaints.

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) when appropriate behaviours are not exhibited.

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.

Inappropriate 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 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 accordance with our school's Student Wellbeing and Engagement Policy and Anti-Bullying Policy. **Melba College does not permit corporal punishment under any circumstances as specified in the *Education and Training Reform Act 2006 s. 4.3.1(6) Requirements for Registration***

Our Philosophy and Values Statement ensures that everyone in our school community will be treated with fairness and respect. In turn, Melba College Leadership and staff will strive to create a school that is inclusive and safe, where everyone is engaged in the school programs, enriched by the experiences they have and empowered to participate and learn.

FURTHER INFORMATION AND RESOURCES

- Student Engagement & Wellbeing Policy
- Visitors Policy
- Volunteers Policy
- Anti-Bullying Policy
- Statement of Commitment to Child Safety
- Child Safety Code of Conduct
- Duty of Care Policy
- Mandatory Reporting Policy
- Enrolment & Placement Policy
- Attendance Policy
- Complaints Policy

Policy Reviewed by School Council	Person Responsible for Policy	Next School Council Review
2019	Assistant Principal Compliance	2022