

TERANG COLLEGE

STATEMENT OF VALUES

POLICY (Operations)

1. RATIONALE

TO PROMOTE A HEALTHY, SAFE, INCLUSIVE AND RESPECTFUL COLLEGE COMMUNITY

- 1.1. Terang College recognises the importance of the partnership between the College, families and the community to support wellbeing and learning. We share a commitment to, and a responsibility for, ensuring an inclusive, safe and respectful environment for all.
- 1.2. Statement of Values:
 - 1.2.1. Core Values: Inclusivity, Excellence, Resilience, Responsibility, Respect
 - 1.2.2. Motto: Together We Grow
 - 1.2.3. Mission statement: Terang College is dedicated to providing a safe, respectful, caring, and supportive community. We foster positive relationships with students, staff, families and community members with a strong emphasis on wellbeing. Our College is committed to empowering students to achieve their highest standard of intellectual, emotional, social and physical development. Our core values of inclusivity, excellence, resilience, responsibility and respect underpin our College motto of 'Together We Grow'.

2. AIMS

- 2.1. To outline the implementation of Terang College's core values of Inclusivity, Excellence, Resilience, Responsibility and Respect.
- 2.2. To set out the College behavioural expectations of all members in the College community and addresses the shared responsibilities of its members in building a safe and respectful environment taking into consideration the Child Safe Standards.

3. IMPLEMENTATION

- 3.1. Issues, actions and decisions relating to this policy will take into account Department of Education and Training policies, memos, guidelines and circulars and Ministerial Orders and Acts.
- 3.2. Expectations/Responsibilities:
 - 3.2.1. Principals and College leaders will:
 - 3.2.1.1. create a College environment where respectful and safe conduct is expected of everyone.
 - 3.2.1.2. behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe, respectful and organised environments.
 - 3.2.1.3. plan, implement and monitor arrangements to ensure the care, safety, security and the general wellbeing of all students in attendance at the College is protected.
 - 3.2.1.4. identify and support students who are or may be at risk.
 - 3.2.1.5. ensure every child achieves their intellectual, emotional, social and physical development potential.
 - 3.2.1.6. work with families to understand their student's needs and, where necessary, adapt the learning environment accordingly.
 - 3.2.1.7. respond appropriately when inclusive, safe or respectful behaviour is not demonstrated and implement appropriate interventions and consequences as required.
 - 3.2.1.8. make the College's communication and complaints procedures known to families.
 - 3.2.1.9. ask any person who is acting in an offensive or aggressive manner to leave the College grounds.
 - 3.2.2. Teachers and Education Support Staff will:
 - 3.2.2.1. model positive behaviour to students consistent with the standards of our profession.

- 3.2.2.2. proactively engage with families in relation to student wellbeing and outcomes.
- 3.2.2.3. work with families to understand the needs of each student and, where necessary, adapt the learning environment accordingly.
- 3.2.2.4. work collaboratively with families to improve learning and wellbeing outcomes for students with additional needs.
- 3.2.2.5. communicate with the Principal and College leaders in any event where we anticipate, or face, tension or challenging behaviours from families.
- 3.2.2.6. treat all members of the College community with respect and inclusiveness.
- 3.2.3. Parents, caregivers and families will:
 - 3.2.3.1. model resilient, respectful, responsible and inclusive behaviour to their student/s.
 - 3.2.3.2. ensure their student/s attends the College on time, every day the College is open for instruction unless there is a valid reason communicated to the College.
 - 3.2.3.3. take an interest in their student/s' school and development.
 - 3.2.3.4. work with the College to achieve the best outcomes for their student/s.
 - 3.2.3.5. communicate constructively with the College and use the expected processes and protocols when raising concerns.
 - 3.2.3.6. support College staff to maintain a safe, inclusive and respectful learning environment for all students.
 - 3.2.3.7. follow the College's complaints processes if there are complaints.
- 3.2.4. Students will:
 - 3.2.4.1. comply with and demonstrate the College values of Inclusivity, Excellence, Resilience, Responsibility and Respect at all times.
- 3.2.5. Failing to Uphold the Statement of Values:
 - 3.2.5.1. The Principal or delegate is responsible for determining what constitutes reasonable and unreasonable behaviour
 - 3.2.5.2. Unreasonable Behaviours:

Behaviours that are considered inappropriate on and adjacent to College grounds or in relation to College business and do not uphold the principles of this Statement of Values include when a person:

 - 3.2.5.2.1. is rude, aggressive or harasses others.
 - 3.2.5.2.2. sends rude, confronting or threatening letters, emails, text messages or communication via social media.
 - 3.2.5.2.3. is manipulative or threatening.
 - 3.2.5.2.4. speaks in an aggressive tone, either in person or over the telephone.
 - 3.2.5.2.5. makes sexist, racist or derogatory comments.
 - 3.2.5.2.6. inappropriately uses social media as a forum to raise concerns/make complaints against the College.
 - 3.2.5.2.7. is physically intimidating, e.g. standing very close.
 - 3.2.5.3. Consequences:
 - 3.2.5.3.1. Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate consequences.
 - 3.2.5.3.2. Actions may include:
 - 3.2.5.3.2.1. utilising mediation and counselling services.
 - 3.2.5.3.2.2. alternative communication strategies being applied.
 - 3.2.5.3.2.3. formal notice preventing entry onto College premises or attendance at College activities.
 - 3.2.5.3.2.4. written notice will follow any verbal notice given.
 - 3.2.5.3.2.5. an intervention order being sought.
 - 3.2.5.3.2.6. informing the police which may result in a charge of trespass or assault.
- 3.3. By agreeing to meet specified standards of positive behaviour, everyone in our College community can be assured they will be treated with fairness and respect. In turn, this will help to create a College that is safe, where everyone is empowered to participate and learn.

4. EVALUATION

- 4.1. This policy will be reviewed as part of the College three-year review cycle.

Approved by College Council on 19/06/2019