

STATEMENT OF VALUES

PROMOTING HEALTHY, SAFE AND RESPECTFUL SCHOOL COMMUNITIES

Hazel Glen College recognises the importance of the partnership between schools and parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for children and young people.

This Statement of Values sets out our behavioural expectations of all members in this College community, including the principal, all College staff, parents, students and visitors. It respects the diversity of individuals in our College community and addresses the shared responsibilities of all members in building safe and respectful school communities.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this College.

Our Statement of Values acknowledges that parents and College staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

RESPONSIBILITIES

AS PRINCIPALS AND COLLEGE 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 in accordance with child safety standards.
- Ensure all parents/carers are aware of the expectations outlined in the Department's Respectful Behaviours within the School Community Policy.
- 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 ALL NON-TEACHING 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.
- Work collaboratively within a school environment where respectful and safe behaviour is expected of everyone in accordance with child safety standards.
- 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, in line with the Department's Respectful Behaviours within the School Community Policy.
- Ensure our child attends school on time, every day the school is open for instruction.
- 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 College staff to maintain a safe learning environment for all students in accordance with child safe standards.
- 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 the 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.

CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF VALUES

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 Visitor Policy). Unreasonable behaviour that is demonstrated by staff, parents, carers, students or members of our school community is not tolerated at school, or during school activities.

Unreasonable behaviour includes:

- Using 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 is not 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 consequence by the Principal.

AT THE PRINCIPAL'S DISCRETION, UNREASONABLE BEHAVIOUR MAY BE MANAGED BY:

- Requesting that the parties attend a mediation session
- 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.

Our Statement of Values and School Philosophy ensures that everyone in our school community is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.