

# Statement of Values and Philosophy

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## Help for Non-English Speakers

If you need help to understand the information in this policy, please contact the General Office on 03 9571 7838.

## PURPOSE

This purpose of this is to outline the values of our college community and explain the vision, mission and objectives of our college.

## POLICY

Glen Eira 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 college 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 environment for our students.

The programs and teaching at Glen Eira 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 vision, mission, objective, values and expectations of our college community. Elements of this policy is available on our website and in our staff handbook.

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

- display posters that promote our College
- celebrate our values in our College newsletter and website
- provide awards and recognition for students who actively demonstrate our values
- discuss our values in the classroom, meetings and assemblies

## VISION

Our students are empowered with a desire to learn and grow as individuals, and to become connected local and global community members who respect the rights of all – **Learn, Grow, Connect**

## MISSION

Our community believes passionately in state education and education as a human right. Our objectives in achieving our vision are:

- providing a challenging academic curriculum
- learning and connections beyond the classroom
- celebrating our learning endeavours
- teaching and encouraging critical and reflective thinking
- encouraging independent and creative thinking
- fostering a sense of belonging
- developing diverse and positive relationships
- promoting a sustainable future
- developing agile, self-confident and resilient learners

## OBJECTIVES

Our school's objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

## VALUES

**Growth and striving** - we grow and aspire to learn by innovating and collaborating together

**Equity and integrity** - we all have access to a broad range of opportunities that are inclusive of our diverse community.

**Care and respect** - we care for each other; we act respectfully and support each other in doing our best.

## BEHAVIOURAL EXPECTATIONS

Glen Eira College acknowledges that the behaviour of staff, parents, carers and students has an impact on our college community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our college.

Our staff abide by the Ministerial Order 199 Part 2 – Conduct and Duties and the Victorian Teaching Profession Code of Conduct.

Staff have a range of expectations around behaviour and must follow our school and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession's Code of Conduct](#).

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy  
Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#).

## THE GLEN EIRA 5

**5 promises** teachers make to our students:

- maintain a safe learning environment
- know how you learn and what direction your learning should take
- make classes engaging
- listen, encourage and support
- involve the wider community in your learning

**5 promises** staff make to one another:

- share resources
- support one another
- work collaboratively to improve student learning
- be consistent in applying policies
- learn from one another

**5 characteristics** you will see in our teaching:

- differentiate teaching and learning to support and challenge the full range of abilities
- structure lessons according to SABRE (Starter, Aim, Body, Review, Evaluation)
- be innovative and reflective
- be enthusiastic
- be accountable for improving student outcomes

**5 things** you will see from our students:

- be enthusiastic and motivated
- communicate and be respectful
- seize opportunities to participate and learn
- work together, acting responsibly and creatively
- direct their own learning through questioning and exploring

**5 things** you will see from our parents, carers and guardians:

- be involved and contribute to the broader educational program
- play an active role in the child's learning
- support their children in achieving their learning goals
- promote the school values
- maintain open lines of communication with the school

## UNREASONABLE BEHAVIOUR

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** on the college website).

Unreasonable behaviour that is demonstrated by staff, parents, carers, students or members of our college community will not be tolerated at the college, or during college 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 college, staff or students

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our college.

Unreasonable behaviour and/or failure to uphold the principles of this **Statement of Values and Philosophy** may lead to further investigation and the implementation of appropriate consequences by the 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 college grounds or college activities
- exclusion from college grounds or attendance at college activities
- reports to Victoria Police
- legal action

Inappropriate student behaviour will be managed in accordance with our college's **Student Wellbeing and Engagement Policy and Bullying Prevention Policy**.

Our **Statement of Values and Philosophy** ensures that everyone in our college 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.

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in Staff Handbook
- Included as an annual reference in our newsletter
- Made available in hard copy from the General Office

## RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

School policies

- Student Wellbeing and Engagement Policy
- Communication Policy

## POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2025
Approved by	School Council
Next scheduled review date	March 2027