

Statement of Values and School Philosophy

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

Keilor Downs 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 Keilor Downs 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, values and expectations of our school community.

VISION

Keilor Downs College's vision is to provide a learning community which creates a wide range of opportunities for student growth and development by:

- Building positive relationships of mutual respect based on positive learning and positive treatment within a safe and secure environment established through positive practices.
- Embracing individuality, diversity and developing independent life-long learners
- Establishing a challenging and engaging learning environment which encourages the development of all students to their full potential

MISSION

Keilor Downs College's mission is to provide a broad, inclusive education that best supports based on maximizing student progress in both learning and wellbeing. This is based on:

- Positive relationships based on mutual respect, within an inclusive and supportive environment
- A stimulating learning environment which encourages all students to work towards their full potential
- A strong focus on student well-being and engagement, supported by a motivated staff who provide care, encouragement and positive role models
- A curriculum which enables and celebrates success, appreciates diversity, maximizes individual growth and incorporates essential life skills

OBJECTIVE

Keilor Downs College'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

Keilor Downs College's values are Inclusion, Resilience, Respect, Growth and Connection.

Inclusion – to embrace and celebrate diversity and ensure equal access and opportunities for all.

Resilience – to actively develop attitudes and skills to effectively meet and challenge and adapt to change.

Respect – to value everyone in our community and ensure all our actions have a fair and positive impact on others.

Growth – to provide a learning environment that encourages effort and promotes improvement in all areas.

Connection – to main a caring and collaborative community that prioritises wellbeing.

BEHAVIOURAL EXPECTATIONS

Keilor Downs College acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

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 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 and 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](#) and our [Respect for School Staff Policy](#).

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:

- being violent 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 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 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 Wellbeing and Engagement 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.

RELATED POLICIES AND RESOURCES


Department of Education and Training policies and resources:

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

Keilor Downs College polices:

- Student Wellbeing and Engagement Policy
- Respect for School Staff Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

POLICY REVIEW AND APPROVAL

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| Policy last reviewed | May 2023 |
| Approved by |  on behalf of School Council |
| Next scheduled review date | May 2025 |