

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.

Pakenham Secondary 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 Pakenham Secondary 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, objective, values and expectations of our school community. This policy is available on our school website, our staff induction packs or available from the General Office upon request.

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

- display posters and banners that promote your values in our school
- celebrate our values in our school newsletter and student bulletins
- provide awards, including mailing home SOAR Post Cards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies

VISION

Pakenham Secondary College's vision is for students to Growth through Connection.

MISSION

The College is committed to providing all students with learning opportunities designed to develop socially responsible citizens and build pathways to their futures.

OBJECTIVE

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 (AIP) to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

A values statement has been developed through extensive consultation with all sectors of the school community and is referred to by the acronym "SOAR". "SOAR" is widely publicised and used as the foundation for policies and procedures. In developing this statement it has been accepted that student wellbeing is the responsibility

of all members of the school community and that social and emotional wellbeing is the basis of effective student learning and positive behaviour.

S-O-A-R

Social and personal responsibility

This means everyone is accountable for their own actions and share responsibility for the development of a positive learning environment. It is demonstrated through:

- Being organised, punctual and properly prepared for class.
- Being polite and respectful of others
- Enforcing school rules and protocols around behaviour management
- A safe, supportive and clean learning environment

Opportunities for all

This means that all members of the school community are provided with a variety of learning opportunities to further develop themselves and participate in the decision making process of the school. It is demonstrated through:

- The provision of a variety of learning opportunities and pathways to help students and teachers achieve their personal best
- The provision of appropriate academic and welfare support
- The acceptance that all students can learn
- Respecting the rights of others to learn

Achieving personal best

This means there is an expectation that all members of the school community commit to a culture of excellence. It is demonstrated through:

- Staff and students being focused on learning
- A strong work ethic
- A commitment to continuous improvement
- Regular attendance
- Setting high expectations and encouraging persistence

Respect and relationships

This means that the school recognises the importance of productive relationships, with all members of the school community showing respect for themselves, others and the environment. It is demonstrated through:

- Acceptance of others and being tolerant of different views
- Positive relationships and teamwork
- A clean environment
- Being valued and having a sense of belonging
- Respecting the rights of teachers to teach and students to learn

BEHAVIOURAL EXPECTATIONS

Pakenham Secondary 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 Victoria 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, Inclusions and Diversity Policy and Bullying Prevention Policy.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outline in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

As principals and school 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
- ensure all parents/carers are aware of the expectations outline 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 non-teaching school 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
- 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
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for their child
- communicate constructively with the school and use expected processes and protocols when raising concerns
- support school staff to maintain a safe learning environment for all students
- 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 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

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 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 *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.

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
- made available in a hard copy from school administration upon request

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](#)

Pakenham Secondary College policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	March 2025
Approved by	School Council
Next scheduled review date	March 2028 (3 – 4 Year cycle)