



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Glen Waverley Secondary College on 03 8805 6700 or glen.waverley.sc@education.vic.gov.au.

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

Glen Waverley 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 Glen Waverley Secondary 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, objective, values and expectations of our school community. This policy is available through the college website and our staff handbook. To celebrate and embed our Vision, Values and Philosophy the GWSC community:

- display posters and banners that promote your values in our school

- provide awards and recognition for students who actively demonstrate the values through our Gain Wisdom Program
- discuss our values with students in the classroom, meetings and assemblies.

1. Vision

Growing respectful, responsible, resilient global citizens who value diversity and lifelong learning.

2. Mission

Our college mission is to develop our young people into active citizens who are successful, productive, resilient and fulfilled, and who understand the important role they will have in helping to shape the world in the future. To achieve this mission Glen Waverley Secondary College will:

- provide quality and engaging teaching and learning for all students
- deliver programs that develop teaching and learning for the whole person in a safe and supportive environment
- promote lifelong, co-operative and autonomous learning
- encourage participation, leadership and excellence
- Foster a sense of connectedness to the college

3. 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 to operationalise the goals and key improvement strategies contained in our SSP.

Our fundamental belief underpinning our learning program is that all students have the ability to learn and to make progress. To achieve this growth, GWSC aims to create a positive and caring learning environment which fosters a partnership between, students, their families, and the college.

4. Values

Respect:

A consideration for your surroundings, by consistently making a conscious effort to set an outstanding example.

Diversity:

A willingness to embrace diversity and build shared respect between others.

Commitment:

A commitment to the GWSC community across learning areas and through a diverse range of extracurricular activities.

Perseverance:

An ability to maintain effort over a sustained period of time and despite setbacks.

Accomplishment:

A capacity to achieve outstanding academic and/or extracurricular outcomes.

5. Behavioural expectations

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

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
- work collaboratively to ensure that our diversity is both celebrated and promoted within and beyond our school community
- 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
- 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
- Celebrate and show pride in the diverse nature of our student cohort
- 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
- 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 our child
- communicate constructively with the school and use expected processes and protocols when raising concerns
- Recognise the school's commitment to inclusion and celebrate the diverse cultures and cohorts which make GWSC thrive
- 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 our 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.
- Embrace the diversity of the college community

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.

6. 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
- Included in staff handbook/manual
- Included in student diaries so that it is easily accessible to parents, carers and students

FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	October 2025
Approved by	School Council Oct 2025
Next scheduled review date	Before October 2029