



Statement of Values and 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

Travancore School 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 the wider school community 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 Travancore School 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 mission, values and expectations of our school community. This policy is available on our school website and in our staff manual.

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

- displayed on our website and promotional material
- displayed in offices
- discussed with our staff

SCOPE

This policy applies to all Travancore school staff and the members of the wider school community. Travancore School's community includes:

- staff from our mental health partners (RCH MH and OYH)
- school councillors
- current students, families and carers
- partner schools

MISSION

Travancore School's mission is to "*To provide a safe and supportive environment which supports young people with mental health difficulties in education; provides pathways and options to build successful educational transitions; and develops mental health awareness across educational communities*".

VALUES

The Travancore School values of: *Collaboration, Innovation, Optimism, Respectful Practice and Trust*, sit at the centre of its work and underpin all programs, initiatives and actions. Our values are understood and acted on in the following ways:

Collaboration

- To work with a positive intent and purpose toward the mental health goals of students in our care across community organisations

Innovation

- To utilise a creative pedagogy to improve prevention and intervention strategies using current research.

Optimism

- To engage and apply patterns of thoughts and behaviours which focus upon hope and future positive possibilities

Respectful Practice

- To operate with the highest levels of professionalism and accountability, bringing sensitivity and respect to all our working relationships

Trust

- To develop and demonstrate confidential models of practice that enhance integrity in our professional work.

BEHAVIOURAL EXPECTATIONS

Travancore School acknowledges that the behaviour of staff and school community members 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
- 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

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 school community members
- treat all members of the school community with respect.

As community members, we will:

- model positive behaviour across the school community
- treat other members of the school community with respect
- utilise the school's processes for all communication with staff and when resolving concerns or submitting complaints
- support school staff to maintain a safe and inclusive learning environment for all students

UNREASONABLE BEHAVIOURS

Unreasonable behaviour that is demonstrated by school staff, parents, carers, students or members of our school community will not be tolerated during school related 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 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.

Inappropriate student behaviour will be managed in according with our school's *Student Wellbeing and Engagement 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.

FURTHER INFORMATION AND RESOURCES

Student Wellbeing and Engagement Policy
Complaints Policy

REVIEW CYCLE

This policy was endorsed by School Council on 29.10.2019 and is scheduled for review in October 2022.