

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

Berwick 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 Berwick 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. This policy is available on our school website, our staff induction folder on Teams and on School Resources on Compass.

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

- display posters and banners that promote our values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- embed the school values in our teaching and learning program
- structure the framework of our Schoolwide Positive Behaviour Support around our school values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Berwick College's vision is to develop people of purpose, character and capacity whose contributions strengthen communities.

MISSION

Berwick College's mission is to achieve our vision by implementing strategies that foster:

- Good character - we will model, promote, recognise and celebrate it
- Healthy relationships - we choose to be kind, respectful and to honour each other



- High expectation and effort - we are all held to the highest standards of behaviour
- Love of learning of life - we know learning is the key to thriving at every stage
- Goal achievement - we identify goals and strategise to achieve them
- Community focus - we realise the value of unity and prioritising others
- Meaningful celebration - we cheer each other on in recognition of being and doing our best

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.

VALUES

The Berwick College values are:

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| Aspiration | We make and seek to achieve goals and capitalise on our learning in order to reach our potential. To do so is personally enriching and means we can make contributions that add value to the community. |
| Belonging | We are stronger and better for being a diverse community unified by a shared commitment to inclusion and respect, care, kindness and mutual wellbeing. This builds a deep sense of pride in who we are as a College community. |
| Community | We commit to ensuring our campus is an orderly, safe place conducive to the positive relationships that foster happiness and learning. We are also service oriented and outward looking given our awareness of what it means to exercise good citizenship within and beyond our College. This fosters our collective purpose and joy. |
| Diligence | We recognise that success comes with sustained, targeted effort and support each other to develop the persistence and resilience that builds character and brings its own reward. |
| Excellence | We aim to give and do our best whatever the task. To do so is to respect ourselves and others, value learning, demonstrate passion, honour our opportunities and welcome celebration. |



BEHAVIOURAL EXPECTATIONS

Berwick 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.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the [Respectful, safe, engaged: shared expectations to support student behaviour statement](#).

Students are also 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, Racism Policy and our Schoolwide Positive Behaviour Support framework.

Staff 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](#).

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places is outlined in the department's [Respectful Behaviours within the School Community Policy](#). Schools can share these expectations through use of [posters](#) available in over [30 translated languages](#).

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.

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 as an annual reference in school newsletter
- Made available in hard copy from school administration upon request.

RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Berwick College policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	December 2025
Approved by	School Council
Next scheduled review date	December 2028