



## NOSSAL HIGH SCHOOL STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY

### 1. Purpose:

- 1.1 The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

### 2. Scope:

- 2.1 This policy applies to all members of the Nossal High School community including staff, students, parents/carers and other members of the community.

### 3. Policy Statement:

#### General

- 3.1 This policy outlines Nossal High School's vision, goals (mission), values and expectations of our school community. This policy is available on the school website, the Staff (induction) Handbook, Student Study Planner and enrolment/transition packs.

### 4. Responsibilities

#### Compliance, monitoring and review

- 4.1 The Executive Leadership Team are responsible for communicating the NHS Statement of Values and School Philosophy Policy and related policies with all staff at the beginning of each school year and throughout the year, informing staff of where the policies are located and associated roles and responsibilities.
- 4.2 It is the responsibility of Nossal High School staff to be familiar, comply with and enforce the NHS Statement of Values and School Philosophy Policy and other policies specifically referred to.
- 4.3 When enrolling at Nossal High School, students and their parents/carers will receive a New Student Handbook which includes information outlining the NHS Statement of Values and School Philosophy Policy.
- 4.4 It is the responsibility of Nossal High School students and parents/carers to be familiar with the NHS Statement of Values and School Philosophy Policy as documented in the Enrolment package and the Student Study Planner.

#### Reporting

No additional reporting required.

#### Records management

No additional records management is required.

### 5. EVALUATION

- 5.1 This policy will be reviewed as part of the school's three-year review cycle or more often if necessary due to regulatory requirements..

### 6. RELATED LEGISLATION AND DOCUMENTS

- NHS Bullying Prevention Policy
- NHS Child Safe Policy
- NHS Attendance Policy
- NHS Engagement and Wellbeing Policy
- NHS Dress Code Policy
- NHS Digital Technologies Policy
- NHS Communications and Complaints Policy

## 7. THIS POLICY IS AVAILABLE ON THE FOLLOWING PLATFORMS:

- 7.1 School website, Nossal High School Council Policy Records, Nossal High School Student Study Planner, Nossal High School Staff Handbook

## 8. APPROVAL AND REVIEW DETAILS

<b>Date Implemented</b>	11th December 2018
<b>Author</b>	Assistant Principal - Curriculum and Pedagogy
<b>Approved By</b>	Nossal High School Council
<b>Approval Authority (Signature &amp; Date)</b>	
<b>Proposed Review Date</b>	March 2020
<b>Responsible for Review</b>	Assistant Principal - Curriculum and Pedagogy
<b>Date Reviewed</b>	March 2019
<b>Amended - YES or NO</b>	

## 9. Appendices

- Appendix A: Statement of Values and School Philosophy

## 10. FEEDBACK

- 10.1 Nossal High School staff and students may provide feedback about this document by emailing [nossal.hs@edumail.vic.edu.au](mailto:nossal.hs@edumail.vic.edu.au).

## APPENDIX A:

### NHS STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

#### Nossal High School Vision

Nossal High School is committed to being an innovative, inclusive and dynamic educational environment. We challenge ourselves to be creative and critical thinkers with good communication skills and the resilience necessary to succeed in an ever-changing world. We build skills, self-confidence, leadership abilities and community spirit through a rigorous, rich and varied curricular and co-curricular program. We want our graduates to be ambitious, ethical and responsible citizens who conduct themselves with humility and compassion.

#### High School Values

Nossal is a school that.....

- Leads and develops leadership
- Creates and cultivates creativity
- Is respectful and fosters respectful citizenship
- Inspires and seeks inspiration
- Is ethical and develops ethical behaviours
- Pursues excellence and celebrates individual progress
- Develops resilience and independence and nurtures wellbeing
- Encourages a strong work ethic with an emphasis on personal growth

#### The Nossal High School Logo

The Nossal High School logo consists of:

Two books (representing academic study), forming a butterfly (emerging from a chrysalis), taking flight (signifying the future) and showing a link to the past. (the school is built on the old Casey Airfield).

The Nossal High School Motto

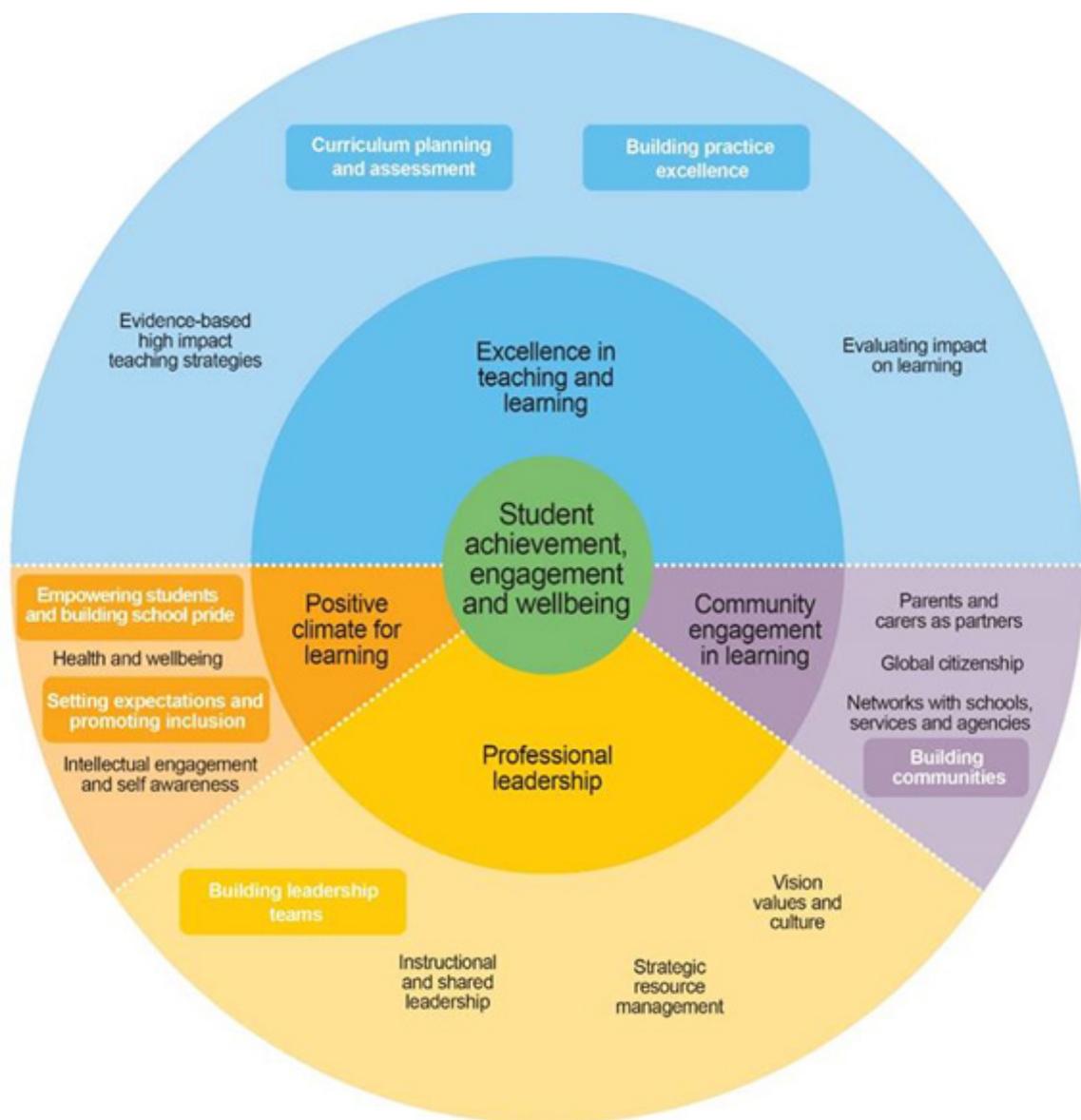
#### **“Embrace the Challenge”**

This was the original statement presented to the foundation cohort on their introduction to their new school. It is a phrase that instils the hope and high expectations we have for Nossal students to grow in intellectual, social, physical and leadership pursuits. They have been thrown the challenge to succeed in a global world and we want them to embrace it.

- To embrace: to hold closely, to accept with eagerness.
- To challenge: a call to demonstrate one’s strength or ability. (Oxford, 2010)

#### The Goals of Nossal High School

The School Strategic Plan outlines the school’s values, goals, targets and key strategies for improvement. It utilises evidence gathered from a range of sources to monitor school improvement and performance relevant to the four FISO priority areas – Excellence in teaching and learning, Professional leadership, Positive climate for learning, and Community engagement in learning.



**NOTE:** 2018 was the last year of the 2015-2018 Strategic Plan. The School Self Evaluation, and School Review with the school community, is currently being completed in 2018 – 2019 in preparation for writing a new Strategic Plan 2019 – 2022.

\*School Goals will need to be added to this document once the Review Period is complete

## CONDUCT AND EXPECTATIONS

Nossal High School recognises that the behaviour of staff, students, parents/carers and families impacts on the Nossal community and culture. We share responsibility for creating a positive learning environment for the students and staff at Nossal High School by:

- being committed to the Nossal High School Vision and Values
- ensuring that NHS is a child safe environment and actively promoting the safety and wellbeing of all students. All members of the community are committed to protecting students from abuse or harm in the school environment, in accordance with their legal obligations including child safe standards (NHS Child Safe Policy).
- communicating politely and respectfully with all members of the school community in alignment with the NHS Bullying Prevention Policy, specifically not engaging in any form of verbal or physical harassment or discrimination against any member of the school regardless of gender, disability, sexual orientation, race, culture or religion
- working collaboratively to create a school environment where respectful and safe behaviour is expected of everyone

- treat all school leaders, staff, students, and other members of the school community with respect.

As principals and school leaders, we will:

- model positive behaviour and effective leadership
- be informed by current and relevant data, where possible, to make decisions
- provide opportunity for members of the school community to participate in the decision-making processes of the school
- actively listen to what others have to say, seeking first to understand, then to be understood
- follow up on actions in a timely manner
- give and be receptive to open and honest feedback
- 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 in alignment with the NHS Engagement and Wellbeing Policy and the NHS Attendance Policy
- do our best to ensure every child achieves their personal and learning potential
- work with parents/carers to understand their student's needs and, where necessary, differentiate the learning experience and environment accordingly
- respond appropriately when safe and inclusive behaviour is not demonstrated and implement appropriate interventions and sanctions when required as documented in the NHS Bullying Prevention Policy
- inform parents/carers of the school's communication and complaints procedures (NHS Communication and Complaints Policy)
- 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 behaviours consistent with the standards of our profession
- dress professionally, consistent with the standards of our profession
- actively listen to what others have to say, seeking first to understand, then to be understood
- follow up on actions in a timely manner
- give and be receptive to open and honest feedback
- proactively engage with parents/carers about student outcomes through phone calls, email communication in Compass or Parent Information Evenings (including Parent-Student-Teacher Conferences, Meet and Greet etc)
- be informed by data and work with parents/carers to understand the needs of each student and, where necessary, differentiate the learning experience / environment accordingly
- seek opportunities to extend students' learning and engage with external agencies, where appropriate, to encourage authentic learning experiences
- encourage a Growth Mindset approach to our own learning and the learning of our students
- be informed of relevant communication and activities by regularly checking Teams and Edumail daily
- work collaboratively with parents/carers to improve learning and wellbeing outcomes for all students
- communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents

As parents and carers, we will:

- model positive behaviour to our child
- ensure our child, when well, attends school on time, every day the school is open for instruction and actively participates in all school events and activities
- notify the school of student absences as outlined in the NHS Attendance Policy
- 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
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints (NHS Communication

and Complaints Policy)

As students, we will:

- model positive behaviour to other students
- behave in a safe and responsible manner which may include but is not limited to:
- not climbing on school buildings or furniture
- walking and not running in corridors or near buildings
- not playing ball games inside buildings, except for the gym when directed
- ensure that digital technologies are used effectively, safely and responsibly in accordance with the NHS Digital Technologies Policy
- not leaving classrooms or the school premises without permission in accordance with the NHS Attendance Policy
- not riding bicycles, skateboards etc. within the school grounds
- not possessing or using cigarettes, alcohol or other illegal drugs at school or while travelling to or from school
- respect ourselves, other members of the school community and the school environment including
- not littering, graffiti and other forms of vandalism
- not stealing or borrowing the property of others without permission
- leaving classrooms neat and tidy
- not chewing gum
- leaving bags and other personal items locked in your locker
- actively participate in school by:
- being punctual to class
- attending all set classes
- seeking additional help from teachers when required
- completing all set classwork and home study to the best of their ability
- regularly checking Teams each day to be informed of relevant communication and activities
- bringing all necessary equipment to class.
- attending and actively participating in all school events and activities
- not disrupt the learning of others and make the most of our educational opportunities by respecting the rights of the teacher to teach and the students to learn
- comply with the School Council decision on Dress code, all students must wear neat, correct school uniform (NHS Dress Code Policy).
- comply with the Department of Education and Training (DET) regulations all students must obey any lawful instruction of the Principal or teachers.

As community members, we will:

- model positive behaviour to the school community
- 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 (NHS Communication and Complaints Policy)

## REASONABLE BEHAVIOURS

Every member of the school community has certain rights and, in turn, certain responsibilities to ensure that the school runs smoothly. 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 may include but is not limited to:

- 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, offensive 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 according to the NHS Bullying Prevention Policy.

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.

The Department recognises its obligations under Occupational Health and Safety Act 2004 to provide and maintain a safe working environment. At the Principal's discretion, unreasonable behaviour may be managed by:

- ensuring that there are clear processes in place for raising grievances and complaints
- identifying potential risk factors and taking prompt, reasonable action to minimise those risks including by managing organisational change and implementing work systems to prevent the risk of bullying
- administering consequences relevant to the unreasonable behaviour and consistent with the NHS Student Engagement and Wellbeing Policy (including Nossal Service duty, suspension or expulsion as appropriate)
- requesting that the parties attend a mediation or counselling session using Restorative Justice practices with trained staff
- implementing specific communication protocols
- providing written warnings when required
- providing conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reporting to the Victoria Police on serious matters
- legal action

Inappropriate student behaviour will be managed according to the NHS Student Wellbeing and Engagement Policy and Bullying Prevention Policy. Staff and students utilize Restorative Justice to resolve issues associated with breaches of school rules, the School's Code of Conduct and/or relationship or communication breakdowns

The Nossal High School Statement of Values and School Philosophy ensures that everyone belonging to the Nossal High 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.

**Schools are not public places, and the Principal has the right to permit or deny entry to school grounds**