



Diversity

Excellence

Teamwork

MELBOURNE GIRLS' COLLEGE STATEMENT OF VALUES

*EACH MEMBER OF THE MGC COMMUNITY HAS THE RIGHT TO BE TREATED WITH RESPECT AND CONSIDERATION
EACH STUDENT HAS THE RIGHT TO LEARN AND EACH TEACHER HAS THE RIGHT TO TEACH IN AN ENVIRONMENT THAT IS POSITIVE, HARMONIOUS AND PRODUCTIVE
ALL MEMBERS OF THE COLLEGE HAVE THE RIGHT TO A SAFE, SECURE AND PLEASANT COLLEGE ENVIRONMENT*

Melbourne Girls' College recognises the importance of the partnership between schools, students and parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for our young people.

The programs and teaching at Melbourne Girls' 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 Statement of Values sets out our behavioural expectations of all members in this school community, including the principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe and respectful school communities.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Values acknowledges that parents and school staff are strongly motivated to do their best for every girl. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

OUR CODE OF CONDUCT

AS PRINCIPALS AND SCHOOL LEADERS, WE WILL:

- Do our best to ensure every child achieves their personal and learning potential.
- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.

- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students are maintained.
- Support students who are or may be deemed at risk.
- Work with parents to understand their child's needs and, where possible, adapt the learning environment accordingly.
- Make known to parents the school's communication and complaints procedures.
- Respond appropriately when inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds.

AS STAFF, WE WILL:

- Treat all members of the school community with respect.
- Model positive behaviour to students consistent with the standards of our profession.
- Engage with parents proactively about student outcomes.
- Work with parents to understand the needs of each student and, where possible, 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.
- Give respectful attention to guest speakers and presenters.

AS PARENTS, WE WILL:

- Treat all school leaders, staff, students, and other members of the school community with respect.
- Model positive behaviour to our child.
- 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.
- Support school staff to maintain a safe learning environment for all students.
- Communicate constructively with school personnel and use expected processes and protocols when raising concerns.
- Follow the school's complaints processes if there are complaints.

AS STUDENTS, WE WILL:

- Respect ourselves, other members of the school community and the school environment.
- Exhibit and role model school values.
- Actively participate in learning and maximize our opportunities for learning.
- Behave in a safe and responsible manner.
- Model positive behaviour to other students.
- Not disrupt the learning of others. [This is a negative statement and is embedded in a previous point]
- Make the most of our educational opportunities. [This could be deleted as it is embedded in the third dot point]
- Uphold the College values. [This could be deleted as it is embedded in the first dot point]

AS COMMUNITY MEMBERS, WE WILL:

- Model positive behaviour in the school community.
- Treat other members of the school community with respect.
- Support school staff to maintain a safe and orderly learning environment for all students.
- Communicate constructively with school personnel and use expected processes and protocols when raising concerns.

THE DEPARTMENT OF EDUCATION AND TRAINING WILL:

- Provide access to evidence-based resources and strategies to increase student safety, wellbeing and engagement.
- Provide support, advice, practical guidance and resources to principals to equip them to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools to respond to promote cyber-safety and wellbeing and prevent bullying.
- Provide schools with practical and legal support as required.
- Provide parents with practical guidance and resources to resolve conflicts within the school community.

CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF VALUES

UNREASONABLE BEHAVIOURS

Behaviours that are considered inappropriate on and/or adjacent to school grounds or in relation to school business and that do not uphold the principles of this Statement of Values include:

- rudeness, aggression or harassment.
- sending rude, confronting or threatening letters, emails or text and visual messages.

- manipulating, threatening or intimidating others e.g. standing very close, making threatening gestures.
- speaking in an aggressive tone, either in person or over the telephone.
- making sexist, racist or derogatory comments.
- using social media as a forum inappropriately to raise concerns/make complaints against members of the school community.

CONSEQUENCES

Principals are responsible for determining what constitutes reasonable and unreasonable behaviour.

Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate consequences. These may include:

- utilising mediation and counselling services.
- formal notice preventing entry onto school premises or attendance at school activities. Written notice will follow any verbal notice given.
- informing the police which may result in a charge of trespass if the formal notice is ignored.
- an intervention order being sought.
- informing the police which may result in a charge of assault.

THE KEY UNDERTAKING OF ALL MELBOURNE GIRLS' COLLEGE COMMUNITY MEMBERS

By agreeing to meet specified standards of positive behaviour, everyone in our school community can be assured that they will be treated with fairness and respect. In turn, this will help to create a school that is safe and orderly, where everyone is empowered to participate and learn.

Parent Signature:

Date:

Student Signature:

Date: