

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

Oakwood 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 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 Oakwood 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 vision, mission, objective, values and expectations of our school community. This policy is available at <http://www.oakwoodschool.vic.edu.au> , in our enrolment packs and at the school office.

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
- discuss our values with students in the classroom and at student meetings
- discuss our values with staff, school council and the wider community

VISION

Oakwood School's vision is to provide a safe, supportive, friendly and orderly learning environment that enables young people to reconnect with teachers and learning.

We believe that all students can learn and would like to be attending school. We have a further strong belief that "students will give the best that they have got", in other words, if they could do better at school, they would.

Every staff member involved in Oakwood School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

MISSION

The mission of Oakwood School is to re-introduce students to learning to the extent that they are able to be successful and to build upon these successes and in so doing develop their learning journey to a successful adult pathway. The re-introduction of learning occurs with a thoughtful and

thorough implementation of trauma informed practice and its integration with all areas of the school's work. This trauma informed learning environment fosters the dignity and self-esteem of our students and enables them to thrive in their learning and development

We believe that discussing all aspects of learning with students leads to meaningful, purposeful, authentic learning, which genuinely re-engages students in education. The small classes provide a safe, supportive and caring environment for our students in order to establish trust and to maximize learning opportunities.

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.

Oakwood School's objective is to provide:

- Excellence in Teaching and Learning
- Trauma informed practice within a positive, predictable, calm and structured learning environment
- Small classes and individual learning support
- Teaching based on the learning needs of the young person
- Partnerships with agencies to provide holistic support and services as required
- Individual case management
- Integrated pathways support.

Our teachers are actively engaged in developing class room practice to ensure that our pedagogy and curriculum engages all students at their academic entry level.

VALUES

Oakwood School's values are "**Learning, Respect and Empowerment.**" These values support, and are embedded in our positive school culture. The school focuses on establishing and modelling positive respectful relationships between teachers, students and the broader school community. Its' aim is to establish multiple and diverse opportunities for students to experience success in their learning.

BEHAVIOURAL EXPECTATIONS

Oakwood School 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 that reflect our values of Learning, Respect and Empowerment
- 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 agencies and organisations in partnership to understand the 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 when required
- 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.
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)

At Oakwood School, Staff will **learn by**:

- Working collaboratively in teams
- Actively seeking professional learning opportunities
- Showing interest in all specialist areas
- Self-reflection and participating in reflective practice
- Participating in review/feedback processes.

Staff at Oakwood School will demonstrate **respect** by:

- Acknowledging and appreciating challenges and difficulties faced in the work we do together
- Communicating effectively with one another
- Sensitively giving and receiving appropriate feedback
- Accepting a responsibility to develop a culture of shared celebration
- Supporting each other in a non-judgmental, empathetic manner.

Staff at Oakwood School will feel **empowered** by:

- Committing to working together in the best interests of the students and a shared belief in Oakwood's vision
- Working collaboratively to share responsibility for the continued development of Oakwood School
- Drawing on one another's capacity to develop our skills
- Providing holistic support to one another
- Maintaining a solution focused rather than problem driven approach.

Staff at Oakwood School are expected to:

- Create engaging purposeful and individualised lessons
- Provide enjoyable classrooms
- Ensure the right of every student to participate
- Listen to students and value their contribution
- Listen to parents' insights into their child's learning

- Understand the needs of the whole child and accommodate those needs
- Are non-judgmental in actions
- Offer trust and confidentiality
- Are respectful to students and staff.

As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community, in line with the Department's [Respectful Behaviours within the School Community Policy](#).
- communicate politely and respectfully with all members of the school community
- ensure our child attends school on time for every scheduled class
- 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
- 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 school values of Learning, Respect and Empowerment
- 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.

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.

UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds See Visitors policy <https://www.oakwoodschool.vic.edu.au/images/Policies2022/Visitors-Policy.pdf>

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:

- 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.

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* <https://www.oakwoodschool.vic.edu.au/images/Policies2022/Student-Wellbeing-and-Engagement-Policy-2022.pdf> and *Bullying Prevention Policy* <https://www.oakwoodschool.vic.edu.au/images/Policies2022/Bullying-Prevention-Policy-2022.pdf>

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 way:

- Available publicly on our school's website
- Included in staff induction processes
- Included on the Noble Park Staff Share Drive
- Made available in hard copy from school administration upon request

Related policies and resources

Department of Education and Training policies and resources:

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

Oakwood School policies: <http://www.oakwoodschool.vic.edu.au/>

Student Wellbeing and Engagement Policy

<https://www.oakwoodschool.vic.edu.au/images/Policies2022/Student-Wellbeing-and-Engagement-Policy-2022.pdf>

Inclusion and Diversity Policy

https://www.oakwoodschool.vic.edu.au/images/Policies2022/Inclusion_and_Diversity_Policy.pdf

Bullying Prevention Policy

<https://www.oakwoodschool.vic.edu.au/images/Policies2022/Bullying-Prevention-Policy-2022.pdf>

Parent Complaints Policy <https://www.oakwoodschool.vic.edu.au/images/Policies2022/Complaints-policy-2022.pdf>

Policy review and approval

Policy last reviewed	6 June 2022
Approved by	School Council
Next scheduled review date	June 2026