



STATEMENT OF VALUES & SCHOOL PHILOSOPHY

Policy 2026

PURPOSE:

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

POLICY:

Baden Powell 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 Baden Powell 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, objective, values and expectations of our school community. This policy is available on our school website, our staff induction handbook and enrolment/transition packs.

To celebrate and embed our College Mission, Vision, Values and Philosophy in our school community we will:

- Display the College Mission, Vision & Values in various locations around the school.
- Refer everything we do to the College Mission, Vision, Values and Philosophy
- Discuss our values with students in the classroom, meetings, and assemblies.
- Discuss our College Mission, Vision, Values and Philosophy with Staff
- Celebrate the success to our community.
- Share our College Mission, Vision, Values and Philosophy with other schools and the wider community.
- College Values displayed in all possible Community communications.

VISION: At Baden Powell College, our vision statement is "Empowering Minds. Nurturing Hearts."

PHILOSOPHY:

At Baden Powell College, our philosophy is rooted in the core values of respect, endeavour, integrity, and resilience. We believe in empowering minds and nurturing hearts, striving towards a holistic approach to education. Our goal is to foster academic excellence, recognizing that true growth extends beyond the intellectual realm. We are dedicated to nurturing social-emotional development, understanding that a supportive and respectful environment is essential for the well-rounded development of each child. Our vision is centred on unlocking the unique potential within every individual, guiding them on a journey of

discovery, self-realization, and lifelong learning. Through a commitment to these principles, we aim to create an educational environment that not only imparts knowledge but also instils values, shaping individuals who contribute positively to the world around them.

MISSION:

Baden Powell College is *“Dedicated to fostering academic excellence, nurturing social and emotional growth, and unlocking each individual student’s unique potential.”*

SCHOOL VALUES:

Our school values underpin who we are at Baden Powell College.

Our values include Respect, Resilience, Integrity and Endeavour, which translate into our actions and interactions with others.

Respect:

At Baden Powell College, we value students treating each other and property with care and compassion.

Integrity:

At Baden Powell College, we value students being honest and showing a strong moral compass.

Endeavour:

At Baden Powell College, we value students trying hard to achieve positive things.

Resilience:

At Baden Powell College, we value students persevering with their learning and using positive strategies to help solve problems.



BADEN POWELL COLLEGE

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*Dedicated to fostering academic excellence,
nurturing social-emotional growth, and unlocking
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RESPECT

INTEGRITY

ENDEAVOUR

RESILIENCE

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.

Baden Powell Colleges objective is to have a learning community that:

- Creates opportunities.
- Embraces new ideas.
- Fosters an inclusive and supportive community.
- Understands that learning is more than just acquiring knowledge.
- Supports and empowers people.

- Thinks outside of the box and remaining flexible.
- Values everyone equally.

BEHAVIOURAL EXPECTATIONS:

Baden Powell 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.

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.
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)
- 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
- 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 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 parents.
- treat all members of the school community with respect.

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](#).
- 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.
- 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.
- 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 (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 in staff handbook/manual.
- Included as annual reference in school newsletter.
- Made available in hard copy from the 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](#)

Baden Powell College policies:

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

EVALUATION:

This policy to be reviewed as part of the college's three-year review cycle.

