

STATEMENT OF COLLEGE VALUES AND 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

The Northern College of the Arts & Technology (NCAT) 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 NCAT 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 and our staff induction handbook.

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

- display posters and banners that promote your values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

College Vision:

To be a leading provider of innovative and applied education for Years 10 to post secondary levels with specialised high quality programs in the Arts and Technologies

College Mission

To provide a dynamic learning environment that engages students, embraces diversity and empowers young people to achieve their full potential.

College Objective:

To ensure students leave the college with the skills and knowledge to pursue their passions and pathways.

College Values

- **Respect** for each other and the environment
- **Originality** of thought and action
- **Courage** to embrace challenges
- **Knowledge** to seek, question and achieve
- **Support** through relationships and teamwork

To fulfil the vision, the college has been established as a Years 10-12 and post Year 12 Senior College catering for students seeking a specialised education in the Visual Arts, Design, Media, Performing Arts or Trades & Technologies. As an Arts & Technology college and a nationally Registered Training Organisation, the college is unique in Australia, delivering over 25 Vocational Education & Training (VET) programs extending to Certificate IV and Diploma level.

NCAT provides individualised programs & pathways for students wanting to pursue further study, employment or training in areas such as Design & Visual Arts, Photoimaging, Music Performance & Production, Multimedia, Animation, Dance, Media & Drama as well as Furniture & Musical Instrument Making, Automotive, Electro-Technology, Engineering, Telecommunications & IT, Plumbing, Building & Construction, and Sport & Fitness.

NCAT offers a mature, adult environment. Teachers work alongside students fostering individuality and personal growth, encouraging diversity & individual passions. As a College, we recognise multiple types of intelligence. We reward practical problem solving, creativity, lateral thinking, building, fixing, designing and innovating. Every student benefits from a curriculum designed to encourage individuality and creativity. Our hands-on learning approach develops confidence, adaptability, independence of thought, teamwork, respect for others and the environment, and the skills required for students to successfully pursue further study, apprenticeships or employment. Sitting at the centre of its work, the school believes in high expectations in all students and a commitment to hard work.

Skilled staff and state-of-the-art facilities ensure that our courses are cutting edge and highly valued by industry and tertiary institutions

NCAT is committed to safety and wellbeing of all our students. This will be the primary focus of our care and decision-making.

NCAT has zero tolerance for child abuse. It actively works to listen to and empower students, has systems to protect students from abuse, and will take all allegations and concerns very seriously and responds to them consistently in line with the organisation's policies and procedures.

NCAT is committed to promoting cultural safety for Aboriginal students, cultural safety for students from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for students with a disability.

BEHAVIOURAL EXPECTATIONS

NCAT 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
- 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 student 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 students
- communicate politely and respectfully with all members of the school community
- ensure our child attends school on time, every day the school is open for instruction
- take an interest in our student's school and learning
- work with the school to achieve the best outcomes for our student
- 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 the college or during college 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* and *Bullying & Discrimination Prevention Policy*.

Our *Statement of College Values and 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.

FURTHER INFORMATION AND RESOURCES

See *NCAT Student Wellbeing and Engagement Policy*,
NCAT Bullying & Discrimination Prevention Policy

REVIEW CYCLE

This Policy was endorsed by the NCAT College Council 16/5/2018.

It is scheduled for review in May 2019.