

1. Purpose & Rationale

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. Policy Goals

Sandringham 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 Sandringham 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 SharePoint site and enrolment/transition packs.

3. Implementation

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

- display images via our display screens that promote the values of 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.

3.1 Vision

Sandringham College's vision is to foster *academic excellence and create young people of great character.*

3.2 Mission

What We Do

- Deliver an evidence-informed curriculum aligned to the Victorian Curriculum 2.0 and the Victorian Teaching and Learning Model (VTLM 2.0)
- Teach the knowledge and skills students need to succeed, ensuring clarity, consistency and high expectations in every classroom
- Provide targeted support and extension so that every student makes strong learning growth
- Offer a wide range of co-curricular opportunities in the arts, sport, leadership and academic enrichment
- Foster student voice, agency and leadership within a structured and supportive environment.

How We Do It

- We know our students and use evidence to respond to their learning needs
- We implement evidence-based teaching practices with across the College, with a particular focus on routines that build attention to learning
- We prioritise strong teacher collaboration to continuously improve practice
- We explicitly teach and model the behaviours, habits and dispositions that support success as learners and citizens.

3.3 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.

3.4 Values

Sandringham College's values are Respect, Creativity, Excellence, Community and Integrity

- **Integrity** – Acting with honesty, responsibility and strong moral purpose
- **Excellence** – Striving for the highest standards in learning, effort and achievement
- **Community** – Building strong, respectful relationships between students, staff and families
- **Creativity** – Encouraging curiosity, innovation and courageous thinking

- **Respect** – Valuing ourselves, others and our environment

3.5 Behavioural expectations

Sandringham 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.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the respectful, safe, engaged: shared expectations to support student behaviour statement.

Students are also supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy

Staff must follow our school and Department of Education policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the Victorian Teaching Profession's Code of Conduct.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places is outlined in the department's *Respectful Behaviours within the School Community Policy*, and our *Respect for School Staff Policy*. Schools can share these expectations through use of posters available in over 30 translated languages.

3.6 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.

3.7 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 transition and enrolment packs
- Provided annually to parents via COMPASS.

4. Monitoring & Review

This policy was last updated March 2026. Please refer to the Sandringham Policy Schedule for the next review date.

5. Definitions

DE – Department of Education

6. References

This policy should be read in conjunction with the following:

Department of Education policies and resources:

[Work-Related Violence in Schools Policy](#)

[Respectful Behaviours within the School Community Policy](#)

[Respectful, safe, engaged: shared expectations to support student behaviour](#)

School policies:

Sandringham College Student Wellbeing and Engagement Policy

Sandringham College Communication with School Staff Policy

Sandringham College Bullying Prevention Policy

Policy Number	AA-000-00	Last Approval Date	March 2026
Policy Owner	Sandringham College	Approved By	School Council
Policy Reviewer	Principal	Next Review Date	March 2029
Review Frequency	Document Availability	Policy Delivery	
<input type="checkbox"/> 1 Year <input type="checkbox"/> 2 Years <input checked="" type="checkbox"/> 3 Years <input type="checkbox"/> As Required <input type="checkbox"/> n/a	<input checked="" type="checkbox"/> College Website <input type="checkbox"/> Student Compass <input checked="" type="checkbox"/> Parent Compass <input type="checkbox"/> Staff Compass <input type="checkbox"/> Staff Information Drive <input checked="" type="checkbox"/> Enrolment Pack <input checked="" type="checkbox"/> Staff Sharepoint	<input type="checkbox"/> Annual Staff Meeting <input type="checkbox"/> Annual Parent Meeting <input type="checkbox"/> Annual Student Meeting <input type="checkbox"/> Annual School Assembly <input type="checkbox"/> Per Semester Staff Meeting <input type="checkbox"/> Per Semester Parent Meeting <input type="checkbox"/> Per Semester Student Meeting <input type="checkbox"/> Per Semester School Assembly <input type="checkbox"/> Post-incident Staff Meeting <input type="checkbox"/> Post-incident Parent Meeting <input type="checkbox"/> Post-incident Student Meeting <input type="checkbox"/> Post-incident School Assembly <input checked="" type="checkbox"/> Staff Sharepoint <input checked="" type="checkbox"/> Compass	