ST MARY'S COLLEGE

EST. 1869

The Veritas Way

The Veritas Way is a shared commitment to how we embody being a community grounded in Veritas.

It is the fullest expression of our 2026 College theme, “I am, We are” - honouring both the dignity, rights and freedoms of each individual, and the care, responsibility and respect we owe one another.

As a Catholic, Dominican community, we believe that every person reveals to us the face of God, and that in the dialogue we share, we are offered the opportunity to encounter the divine. It is through shaping, defining and committing to right relationships with one another that we respond to this belief.

The Veritas Way guides how we live, work and grow together. It is far more than a set of school rules; it is a lived expression of our collective love of truth. It reflects our understanding that truth resides both in our being and in our becoming - that we are enough as we are, and that we are continually learning, growing and changing.

In this, we hold both personal authenticity and collective responsibility in balance. We recognise that our right to be ourselves must never diminish the rights of others, and that belonging calls us to accountability - to ourselves and to each other.

We are Veritas people, together.

The Veritas Way

The Veritas Statement

Our identity

LEVEL ONE

Veritas Codes

Our behaviours

LEVEL TWO

Veritas Agreements

Our work together

LEVEL THREE

LEVEL ONE

The Veritas *Statement*

The Veritas Statement defines what it means to be a Veritas person. It applies across the entire St Mary's College community:

everyone, everywhere, every day.

It provides a shared language and a collective commitment that shapes our lives and learning as members of the St Mary's College community. It applies equally to all, holding each of us to account:

in the Board Room, on the sideline at a sporting match, at staff meetings, at the front gate, in the classroom.

The Veritas Statement is expressed through active verbs, also known as present participles: seeking, speaking, living. These reflect Veritas as an ongoing practice:

an active search, a daily commitment, the way in which we learn and grow together.

It is from this shared understanding that our expectations, behaviours and ways of working together take shape.

SEEKING TRUTH

IN OURSELVES, IN OTHERS, IN POSSIBILITIES

SPEAKING TRUTH

WITH COURAGE, WITH KINDNESS

LIVING TRUTH

WITH RESPONSIBILITY, IN COMMUNITY

LEVEL TWO

Veritas *Codes*

Veritas Codes provide greater clarity on how different groups within the St Mary's College community live out the Veritas Statement. They articulate observable behaviours that call us to act and respond with authenticity and responsibility.

The Codes extend our shared language, support us to navigate conflict positively, and create a charter for recognition and celebration within the community.

While there is strong commonality across all Veritas Codes, each is tailored to the context and responsibilities of specific groups within the College.

The Student Veritas Code is designed for students in Years 3 to 12. An age-appropriate version has been developed for students in Reception to Year 2. Additional modified versions may be developed from time to time to ensure accessibility for all students, including those with disabilities or those for whom English is an additional language.

The Veritas Code for Parents, Caregivers and Families recognises the importance of our partnership in the education and care of children and young people. It is designed to support respectful, constructive collaboration between home and College.

Given the significant duty of care, professional standards and regulatory requirements that apply to staff and volunteers, the Veritas Code for this group is further supported by a detailed Code of Conduct.

The Veritas Codes make visible what it means, in practice, to live as a Veritas person.

We do this by...

LEVEL THREE

Veritas *Agreements*

Veritas Agreements are developed for specific contexts to provide clarity about what is required for those contexts to operate effectively and enable a positive experience for those involved. These agreements may be in place over an extended period or for a short, defined duration.

Veritas Agreements are typically co-constructed by the people involved. They provide targeted guidance on how individuals will work together, including the expectations, responsibilities and ways of relating that support the purpose of the context. Each agreement is tailored to its specific setting and need.

In this way, Veritas Agreements translate shared commitments and behaviours into clear, local practice.

Examples of *Veritas Agreements*

- A working agreement co-created by a class and their teacher at the beginning of the year, identifying norms and practices that support learning, wellbeing and relationships
- Terms of reference for a parent group or committee, such as Hearts and Hands
- An agreement between the College, a student and their parents developed in response to identified areas of concern, supporting the student's learning and growth
- A plan regarding interpersonal strategies agreed to by a group of students developed through a supported restorative process
- An agreement between the College and a family regarding a tuition fee payment plan

veritas

We are *Veritas people,* together.

The Veritas Way is not finished. Neither are we.

It asks us to keep growing, learning and evolving, individually and together. Our practices will change as we deepen our understanding of what it means to seek truth, speak truth and live truth.

We are building a community where truth is sought with curiosity, spoken with candour and lived with kindness and mutual respect.

The Veritas Way gives us a shared foundation, but its strength will be found in how we continue to shape it through our everyday choices, relationships and practices.

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