

GEMS POLICY • GEMS POLICY



Learning for life

GEMS Foundation Statement



EMERALD
CHRISTIAN
COLLEGE
LEARNING FOR LIFE



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GEMS FOUNDATION STATEMENT

Audience:	This GEMS Christian Education Limited (GEMS) Policy applies to: <ul style="list-style-type: none">• Emerald Christian College• Ontrack College• ECC Little Gems		
Purpose:	This statement outlines the framework, intentions and philosophy that underpins GEMS Christian Education Limited purpose and existence.		
Scope:	Students, parents/carers, employees and future employees, including full-time, part-time, permanent, fixed-term and casual employees, as well as contractors, volunteers and people undertaking work experience or vocational placements.		
Status:	Approved		
References:	<ul style="list-style-type: none">• <i>Alice Springs (Mparntwe) Education Declaration, December 2019</i>		
Related Documents:	GEMS Staff Code of Conduct		
Supersedes:	GEMS Foundation Statement, September 2024		
Authorised by:	GEMS Governing Body Chairperson	Date of Authorisation:	May 2025
Review Period:	Five-years	Next Review Date:	May 2030
Policy Owner:	GEMS Governing Body		

UNDERPINNING POLICY FOUNDATION

GEMS Christian Education Ltd. bases its governance and operations on Biblical truths and the teachings of Jesus Christ.

GEMS Christian Education Ltd. pursues the following strategic intentions towards its core purpose so that:

- Students will embrace the GEMS values of God, Excellence, Members and Service; discover who they are as individuals and pursue God's purpose for their lives.
- Employees will embrace the Core Values and personally display Christ to students by utilising stimulating, creative, innovative curriculum and teaching practices.
- Resource sustainability will continue to provide and maintain an outstanding and inspiring place of teaching and learning within an environment of seeking partnerships with the wider community.
- Culture is Christ-centred, driven by GEMS values and demonstrated by GEMS FACETS of Friendly, Appreciative, Compassionate, Encouraging, Truthful and Self-Controlled.

FOUNDATION STATEMENT

1. Policy Statement

1.1 Our Christian Foundations

GEMS is established on the belief that the Bible is the inspired and authoritative word of God and all functions of the Company are organised within a Biblical Christian Worldview to:

- a) ensure that Biblical Christianity is the foundation upon which the Company ethos, policies, practices and curriculum are built and developed;
- b) recognise that every person has gifting's from God, and we have a responsibility to use them to benefit both ourselves, others and God;
- c) integrate faith and learning to show that all truth is valued as God's truth; and
- d) foster the formation and outworking of a Biblical Christian Worldview in students through integrating Biblical values and principles with knowledge, processes and skills.

1.2 Statement of Faith

1.2.1 According to the constitution of GEMS, the Company's Statement of Faith is that of Hopelands Church.

1.2.2 As GEMS we believe:

- a) in the plenary-verbal inspiration of the accepted canon of Scriptures as originally given. The Scriptures are infallible, inerrant, and the sole and final authority for all matters of faith and conduct - *2 Timothy 3:16; 1 Corinthians 2:13*;
- b) in the Eternal Godhead who has revealed Himself as One God existing in Three Persons, Father, Son and Holy Spirit, distinguishable but indivisible - *Matthew 28:19; 2 Corinthians 13:14*;
- c) in the creation, test and fall of man as recorded in Genesis: his total spiritual depravity and inability to attain divine righteousness - *Romans 5:12 to 18*;
- d) in the Lord Jesus Christ, the Saviour of men, conceived of the Holy Spirit, born of the virgin Mary, very God and very man - *Luke 1:26-35; 1 John 1:18; Isaiah 7:14; Isaiah 9:6*;
- e) Christ died for our sins, was buried and rose again the third day, and personally appeared unto His disciples - *1 Corinthians 15:1-4; Romans 4:25*;
- f) in the bodily ascension of Jesus to Heaven, His exaltation, and personal, literal and bodily coming again the second time for His Church - *John 14:2,3; 1 Thessalonians 4:13-1*;
- g) in the salvation of sinners by grace, through repentance and faith in the perfect and sufficient work of Christ by which we obtain remission of sins - *Ephesians 2:8,9; Hebrews 9:12,22; Romans 5:11*;
- h) in the necessity of water baptism by immersion in the Name of the Eternal Godhead in order to fulfil the command of the Lord Jesus Christ - *Matthew 28:19; Acts 2:34-36; 19:1-6*;
- i) in the baptism of the Holy Spirit as a real experience at, or subsequent to salvation, with the Scriptural evidence, namely speaking in other tongues as the Spirit gives utterance - *Acts 2:1-4; 8:14-17; 10:44-46; Galatians 3:14,15*;
- j) in the operation of the gifts of the Spirit as enumerated in *1 Corinthians 12-14*, as manifested in the early Church;
- k) in the Spirit-filled life, a life of separation from the world and perfecting in the fear of God as expressing the true Christian's faith - *Ephesians 5:18; 2 Corinthians 6:14; 7:1*;
- l) in the healing of the body by divine power, or divine healing in its various aspects as practiced in the early Church - *Acts 4:30; Romans 8:11; 1 Corinthians 12:9; James 5:14*;
- m) in the table of the Lord, commonly called the Communion or the Lord's Supper, for believers - *1 Corinthians 11:28-32; Matthew 26:26-28*;
- n) in the reality and personality of the devil, and eternal judgement in the Lake of Fire for the devil and his angels - *Matthew 25:41; Revelation 20:14,15*;

- o) in eternal life for believers (John 5:24; 3:16) and eternal punishment for the unbelievers - *Mark 9:43-48; 2 Thessalonians 1:9; Revelation 20:10-15*;
- p) that there is one true universal Church, made up of genuine believers, but this one universal Church is also composed of many local churches in given localities. These churches are under the sovereign headship of the Lord Jesus Christ, exercising autonomous government under Him, administering all its local affairs and ministry, as well as the propagation of the Gospel - *Acts 15:22; Matthew 16:18; 18:15-20*; and
- q) that the government is ordained of God, and the powers that be, are ordained as ministers of God to us for good. To resist the powers and the ordinances is to resist the ordinance of God. We are subject, not only for wrath's sake but for conscience's sake, rendering to all their dues, custom to whom custom, fear to whom fear, honor to whom honor. We declare our loyalty to our government and its leaders and will assist in every way possible consistent with our faith in the Scriptures as Christian citizens - *Romans 13*.

1.2.3 Further the Board of Gems Christian Education Limited adds:

- a) We believe that the Genesis account of creation is a historical and literal record, not an allegory or a figurative narrative. The eternal Godhead—Father, Son, and Holy Spirit—created the heavens and the earth by His word and power, bringing all things into existence from nothing (Genesis 1:1; John 1:1-3; Colossians 1:16-17).
- b) Humanity was directly created by God in His own image and likeness (Genesis 1:26-27). We reject all forms of evolutionary theory, whether atheistic or theistic, as man's origin was not a gradual progression from lower to higher forms, but rather a direct act of God. All life was created by God according to His divine order, with the established law that every living thing reproduces only "after its kind" (Genesis 1:11-12, 21-25).

1.2.4 This is the Statement of Faith of GEMS Christian Education Limited and we expect that all employees acknowledge that it be in essence the same as their personal statement of faith, based on Christian Biblical Principles.

1.2.5 We acknowledge that there may be small particular points of variance in relation to point (h and i) above and Employees must accept individuals' varying views of belief in relation to this point.

1.3 Core Purpose Statement, Values

1.3.1 Core Purpose Statement

"Our Core Purpose is to be a Christian community built on the teachings of Jesus Christ by preparing hope-filled students for lifelong, quality learning across a number of educational enterprises."

1.3.2 Core Values

The core values, which are the heart of our ministry, are **GEMS**. When these **GEMS** are established in the heart of an individual, the individual students develop **FACTS** that cause them to shine with brilliance and beauty in the world around them.

a) **GEMS**

G - God	In each individual, we foster a personal relationship with God through an understanding of His truth, His purposes, His character.
E - Excellence	In every thought, word and action, we challenge each member of our company's community to realise their potential in the context of 'life in abundance', enabling them to participate meaningfully in contemporary society.
M - Members	We encourage good relationships, right attitudes and commitment between members of the community.
S - Service	We encourage service To God, family and community through educational programmes that are based on social justice and compassion.

b) **FACETS**

F - Friendly	Concerned and kind.
A - Appreciative	Uniqueness, individuality, observant, resourcefulness and thoroughness.
C - Compassionate	Caring, considerate, tolerant, respectful, kind, patient, sincere and merciful.
E - Encouraging	Available, concerned, confident, cooperative, faithful and persuasive
T - Truthful	Discerning, honest, responsible, discreet, truthful and virtuous.
S - Self-Controlled	Tactful, tolerant, patient and peaceful.

c) **OUR MOTTO**

Learning for Life

1.4 Strategic Framework

The strategic intentions of the Board of GEMS Christian Education Limited are guided and underpinned by our:

- a) moral owners, Hopelands Church (formerly 3CI Church), continue to seek to glorify God, change lives, impact the community and touch nations through the ministry of GEMS Christian Education Limited;
- b) constitution, statement of faith and core purpose are central to work in partnership with families, churches and the broader community to be a Christian community built on the teachings of Jesus Christ that is preparing hope filled students for lifelong, quality learning; and
- c) biblical values are based on a personal relationship with Jesus Christ and are expressed in our GEMS and FACETS and are lived out, taught and promoted in our Christian learning community.

1.5 Strategic Intentions

We pursue the following strategic intentions towards our core purpose so that our:

- a) students will embrace the values of God, Excellence, Members and Service; discover who they are as individuals; and pursue God's purpose for their lives;
- b) employees will embrace our core values and personally display Christ to students utilising stimulating, creative, innovative curriculum and teaching practices;
- c) resource sustainability will allow us to continue to provide and maintain an outstanding and inspiring place of teaching and learning within an environment of seeking partnerships with the wider community;
- d) culture is Christ-centred, driven by our GEMS and demonstrated by our FACETS and will be a welcoming, accessible and inclusive Christian educational community through partnerships with local, national and global communities; and
- e) governance will proactively ensure we provide effective strategic and operational leadership to achieve our core purpose and to glorify God.

1.6 Philosophy

- 1.6.1 GEMS is established on the belief that the Bible is the inspired and authoritative Word of God. We use the Bible as our sole standard of faith, truth and practice. The Bible provides the framework for all truth and is the foundation upon which our decision making is based.
- 1.6.2 GEMS Christian Education Ltd embraces a close relationship between school and home, as both institutions work closely together to establish young men and women in sound Biblical ethics and morals. Every Student is encouraged to examine and develop a Biblical view of what is real, what is true and what is of value in their lives. As students recognise their identity, we encourage them to diligently use all the resources, talents and gifts that God has given them. Students are taught to acknowledge God as the source of these gifting's.
- 1.6.3 Educators at GEMS Christian Education Ltd are to have a very clear understanding of both their Christian worldview and how such a worldview affects their educational practice. Teaching Employees recognise that they have a calling by God to minister to students, as well as a responsibility to lead Students by example into a holistic understanding of their spiritual, academic, physical and emotional development. They are expected to pursue educational leadership characterized by professional competence and to exemplify Christian character and devotion to God.

- 1.6.4 The Company's curriculum is designed from the perspective of God's truth and integrates all subject areas within the framework of a Biblical Christian worldview. The curriculum focuses not only on what is taught, but how it is taught and why it is taught. Its central thread is an integration of faith and learning where all truth is valued as God's truth.
- 1.6.5 Christian culture is essential to GEMS Christian Education as a means in which values, beliefs and ethics are nurtured within the Company's community. The culture of the Company is one in which we value God, Excellence, Members and Service (GEMS).

2. Responsibilities

2.1 Student Development and Relationships

- 2.1.1 Students are nurtured by GEMS employees in conjunction with their family into awareness of their potential.
- 2.1.2 Students become aware of their identity through the holistic development of their spiritual, academic, physical and emotional attributes.
- 2.1.3 GEMS acknowledges its responsibility to:
 - a) develop within students the ability to determine what is of value in their lives;
 - b) provide a safe and supportive environment: this promotes the growth of young people through effective role modelling and fostering the development of positive and supportive student relationships;
 - c) recognise each student's distinctive intellectual, emotional, spiritual, personal, cultural and physical needs and foster their development;
 - d) develop in Students an awareness of responsibility for one's decisions, attitudes and behaviour and their consequential effects on themselves, others, the GEMS Christian Education community and the environment;
 - e) develop within students an appreciation and understanding of other people and their cultures, including Aboriginal and Torres Strait Islander cultures; and
 - f) develop within the students, the importance of good relationships with all who are part of their sphere of influence.

2.2 Teaching Processes and Curriculum Management

- 2.2.1 Teachers prepare and deliver lessons that are Biblically infused and designed to develop desired learning outcomes including attitudes, values.
- 2.2.2 Curriculum management is focused on a curriculum that not only considers what is taught but how it is taught and why it is taught in order to achieve a level of skills and proficiencies that Students require for further education or employment.
- 2.2.3 GEMS employees have a responsibility to:
 - a) equip students for employment and further education in a changing world, through multi-skilling students with the ability to acquire and use knowledge;
 - b) prepare students as lifelong learners;
 - c) identify and effectively cater for the different learning abilities and learning styles of Students as well as their individual rates of development;
 - d) provide foundations for learning success through advocating the use of teaching practices that foster inquiry-based learning, collaborative learning and the development of critical thinking skills, creativity and complex problem solving;
 - e) foster a culture of learning which engenders the love of learning, academic rigour and where striving for excellence is the expected norm;
 - f) provide a broad curriculum, developed within a Biblical Christian worldview across all eight key learning areas;
 - g) provide a quality education that will equip students for life-long learning, incorporation into the workforce and the ability to make a powerful contribution to, and influence on, the world;
 - h) prepare Students for their future learning by embracing the integration of Technologies across all areas of the curriculum; and

- i) provide different pathways of learning for Students with different abilities and interests, across a broad range of academic, cultural, and sporting pursuits and provide Students with informed advice about these pathways.

2.3 Service to Gems Christian Education and Wider Community

- 2.3.1 Students develop a care and compassion for the GEMS Christian Education community and the wider community through exposure to the needs of the groups involved.
- 2.3.2 The students are encouraged to look beyond their immediate needs and wants and consider others and not just to understand these but also to put into action.
- 2.3.3 GEMS staff have a responsibility to
 - a) teach the students to identify the needs in the Company and in the community which they may make a difference with;
 - b) train the students in the ability to organise and collaborate together in service to the Company or community;
 - c) train the students to be active and informed citizens who know that they can make a difference if they commit to the needs of others; and
 - d) develop in the students through service that they have an understanding, a concern for and display stewardship of the natural environment.

Alice Springs (Mparntwe) Education Declaration

Young Australians are at the centre of the Alice Springs (Mparntwe) Education Declaration.

Education has the power to transform lives. It supports young people to realise their potential by providing skills they need to participate in the economy and in society, and contributing to every aspect of their wellbeing.

The Education Goals for Young Australians

Improving educational outcomes for all young Australians is central to the nation's social and economic prosperity and will position young people to live fulfilling, productive and responsible lives.

The Declaration has two distinct but interconnected goals:

Goal 1: The Australian education system promotes excellence and equity

Goal 2: All young Australians become:

- confident and creative individuals
- successful lifelong learners
- active and informed members of the community.

A Commitment to Action

GEMS Christian Education Ltd is committed to working with the education community and in partnership with young Australians, their families and the broader community to achieve the educational goals for young Australians.

GEMS Christian Education Ltd is committed to:

- Developing stronger partnerships
- Supporting quality teaching and leadership
- Strengthening early childhood education
- Building foundational skills through the primary school years
- Enhancing middle years development
- Supporting senior years of schooling
- Embedding pathways for learning throughout life and supporting effective transitions
- Delivering high quality curriculum and assessment
- Supporting Aboriginal and Torres Strait Islander learners to reach their potential
- Supporting all young Australians at risk of educational disadvantage
- Strengthening accountability and transparency with strong meaningful measures
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END OF POLICY