

1. 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. Aims:

- to outline our school's vision, mission, objective, values and expectations of our school community.
- to support and promote the principles and practice of Australian democracy, including a commitment to the democratic principles of:
 - 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.
- to show a commitment to
 - providing a safe, supportive and inclusive environment for all students, staff and members of our community.
 - recognising the importance of the partnership between our school and parents/carers to support student learning, engagement and wellbeing.
 - creating an inclusive and safe school environment for our students.

3. Implementation:

3.1 The Statement of Values and School Philosophy will be available on our school website, our staff induction handbook and our school information book.

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

- display posters and banners that promote our 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.

3.3 The school acknowledges that the behaviour of staff, students, parents/carers and visitors has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for our students to ensure the school values and philosophy is enacted.

3.4 School leaders 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 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.

3.5 School staff 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.

3.6 Parents/carers will:

- model positive behaviour to our child
- 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 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.

3.7 Students 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.

3.8 Community members 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.

3.9 Unreasonable Behaviours

- Schools are not public places, and the Principal has the right to permit or deny entry to school grounds
- 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:
 - 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 our *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

3.10 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.

4. Evaluation:

- This policy will be reviewed as part of the school's ongoing policy and process review cycle.

References and Related Documents:

- DET <https://edugate.eduweb.vic.gov.au/edrms/keyprocess/cp/SitePages/SchoolPoliciesDetail.aspx?CId=14>

This policy was ratified by School Council in March 2021

STATEMENT OF VALUES AND PHILOSOPHY

OUR PHILOSOPHY

Our school values of *Resilience, Respect, Learning, Honesty, and Responsibility*, are the guiding principles and beliefs of the school community. Our school values will guide our students to become active and conscientious citizens.

OUR VISION

At Greenvale Primary School we believe that a safe, nurturing and engaging environment can provide the opportunity for all students to reach their full potential as literate, numerate and curious lifelong learners.

A focus on effective communication, creativity, collaboration and critical thinking are essential for our students to participate productively in the 21st century global community.

The school prides itself on promoting success for all students. It offers a wide range of learning experiences and challenges which encourage curiosity, excitement for learning and connectedness to the community. The students at Greenvale Primary School have a voice in the school and contribute actively to the school community.

OUR AIMS

We aim to

- be relentless in our efforts to improve student learning and teacher practice.
- set high expectations of ourselves and our students.
- encourage students to be active and reflective learners.
- work collaboratively in teams to drive our teaching and improve student outcomes.
- offer learning opportunities for all students which promote academic, social and emotional growth.
- provide a safe, stimulating, engaging and supportive environment which develops curiosity and the desire to learn.
- continue to foster strong connections within our community by developing mutually trustworthy relationships.
- consistently promote our school values.