



School Philosophy and Statement of Values

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

Willowmavin Primary School 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 Willowmavin Primary School 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 policy folder 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.

VISION

Willowmavin Primary School's vision is to facilitate opportunities for our children to become confident, creative and inquisitive young people who thrive on learning; for our children to become young people of integrity, honesty, empathy and kindness, connected to the school and each other, and contributing in a meaningful and positive way to their local and global community.

MISSION

Willowmavin Primary School will achieve our vision by developing a culture of personal and community integrity. We will be welcoming, supportive, honest, respectful, inclusive, non-judgemental and accepting of diversity. We will have high expectations of ourselves and others and have great pride and confidence in our school.

Positive School wide behaviours mean that everyone in the school community lives and models the school values so that the school environment is safe and happy for those who live, learn and work at the school.

OBJECTIVE

Willowmavin Primary School’s objective is to improve our student’s lives through education.

VALUES:

Value	This Means	Positive School-Wide Behaviours
Achievement	Giving your best effort to any task and completing it with an aim to build your skills, make progress and develop towards your potential.	Try our best at all times Try our hardest to finish our work Put effort into or work Have a positive attitude toward learning Listen actively to all who teach us and follow directions Help others when they are learning Help our classmates to achieve their best Concentrate on our learning
Respect	Thinking and acting in a way that shows others you care about their feelings and their wellbeing. It means taking care of yourself, others, our school property and surroundings	Speak to each other nicely, respectfully and happily Speak in calm and respectful voices in our classrooms and around the school grounds Use our inside voices Share things with each other Respect other people’s opinions and interests Put up your hand if you want to speak Share things with each other Ask if we need to leave the room
Environmental Awareness	Understanding that our school community and environment are in a high fire danger area and that we need to be vigilant about keeping fire safe. It means that we are aware of our environment in a global sense and learn to make good choices that will lead to a healthy future	Keep our environment clean Put our rubbish in the bin Keep our school yard and classroom clean Look after the environment and don’t throw litter on the ground Treat our classroom and resources with respect and care

		Respect our school and our school property Use quiet voices, don't yell or scream
Community	Showing respect and kindness while working with and supporting everyone within our school, our families, the people who live in our area and the world.	Help others when they need it Help someone up if they fall Have nice quiet learning areas Include people Play nicely with each other Are kind to our classmates and community members Act safely and appropriately in our community Treat everyone in our school community the way we would like to be treated
Well-being	Looking after ourselves and each other in a positive way, so that we feel healthy, safe, comfortable and happy.	Wear our hats outside Be nice and respectful of other's feelings Help others even if they are not your friend Be friendly Keep hands and feet to ourselves Follow the classroom expectations Develop good relationships with each other and all those who teach us Act carefully inside and outside the classroom Use nice, kind language Respect other people's opinions and interests

BEHAVIOURAL EXPECTATIONS

Willowmavin Primary School 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 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.

As teachers and non-teaching school staff, we will:

- Model positive behaviour to students consistent with the standards and values 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 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.

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.

THE DEPARTMENT OF EDUCATION AND TRAINING WILL:

- Provide support and advice to principals to equip them to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools respond to and prevent bullying and promote cyber-safety and wellbeing.
- Provide access to evidence based resources and strategies to increase student safety, wellbeing and engagement.
- Provide schools with practical support as required.
- Provide parents with practical guidance and resources to resolve conflicts with the school.

CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF VALUES

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.

Behaviours that are considered inappropriate and that do not uphold the principles of this Statement of Values include:

- 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.

CONSEQUENCES

Principals are responsible for determining what constitutes reasonable and unreasonable behaviour.

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 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.

REVIEW CYCLE

This policy was last updated November 2018 and is scheduled for review in November 2021
This policy is to be ratified at School Council on November 28th 2018

School Council President.....

Principal