



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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

Burwood Heights 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 Burwood Heights 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 staff induction handbook, student diary and enrolment/transition packs.

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

- display posters and banners that promote our values/ attitudes in our school
- celebrate our values/ attitudes in our school newsletter
- provide awards and recognition for students who actively demonstrate the values/ attitudes
- discuss our values/ attitudes with students in the classroom, meetings and assemblies.

MISSION

Burwood Heights Primary School is committed to providing high-quality education, care and safety to all students, to prepare them to become active, engaged and responsible citizens of the local and global community. The school aims to prepare students to contend with a world in which creativity, cooperative work, connectedness and adaptability are key features.

VISION

The Burwood Heights Primary School vision describes the objectives of our school community. Our school is committed to preparing our students to develop the knowledge and skills that will help them become life-long

learners who are successful and happy individuals who participate fully in and contribute to our community and the world around us.

ATTITUDES

Burwood Heights Primary School, in partnership with the International Baccalaureate, believes it is vital that there is a focus on the development of personal attitudes towards people, the environment, learning and attitudes that contribute to the well-being of the individual and of the group. These attitudes are:

- **Appreciation**- We notice the beauty of people around the world
- **Confidence**- We believe in ourselves
- **Commitment**- We never give up
- **Cooperation**- We work with others
- **Creativity**- We use our imaginations
- **Curiosity**- We wonder about the world
- **Empathy**- We understand how other people feel
- **Enthusiasm**- We enjoy learning and life
- **Independence**- We think and work on our own
- **Integrity**- We tell the truth
- **Respect**- We treat others the way we want to be treated
- **Tolerance**- We know there are many kinds of people

DET VALUES

Burwood Heights Primary School acknowledges and supports the Department of Education and Training's (DET) values which guide the actions we take, the decisions we make and the interactions we have with each other, children, young people and families. The DET values are:

- **Responsiveness**- We respond in a timely way with our best work
- **Integrity**- We are honest, ethical and transparent
- **Impartiality**- We behave in the best interests of the public by making fair and objective decisions
- **Accountability**- We hold ourselves and others to account for the work that we do
- **Respect**- We value others and accept their differences
- **Leadership**- We are genuine, supportive and do the right thing
- **Human Rights**- We uphold and respect the rights of others

CHILD SAFETY

Burwood Heights Primary School is committed to child safety and establishing and maintaining child safe and child friendly environments, where all children feel valued and safe, including Aboriginal and Torres Strait Islander children, children from culturally and/or linguistically diverse backgrounds, children with disabilities and vulnerable children. We have zero tolerance of child abuse, and all allegations and safety concerns are treated very seriously and consistently through our strict policies and procedures. We support and respect all children, staff, volunteers and community members.

EDUCATION AND TRAINING REFORM ACT

In accordance with the principles outlined in the *Education and Training Reform Act 2006*, as a Victorian government school, the programs of, and teaching at Burwood Heights Primary School will support and promote the principles and practices of Australian democracy including a commitment to:

- An 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

Also, in accordance with the *Education and Training Reform Act 2006*, the school will provide a secular education and will not promote any particular religious practice, denomination or sect and open to adherents of any philosophy, religion or faith.

IMPLEMENTATION

This school philosophy will be central to all:

- School initiatives, policies and practices;
- Teaching and learning programs;
- Internal and external interactions;
- Organisational structures and practices; and
- Dealings with parents, the School Council and the community.

Regular evaluation processes will be in place to measure performance in all areas of the school with respect to the implementation of the vision and values of the school.

BEHAVIOURAL EXPECTATIONS

Burwood Heights 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 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.

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 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.

This policy will be sent home to families yearly and is available on the school website.

School Council has approved this policy on 19th March 2018.

REVIEW CYCLE

This policy was last updated on March, 2018 and is scheduled for review in March, 2021

Ratified by School Council: March, 2018
