

# 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, and mission of our school.

## POLICY

Ballarat North 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.

The programs and teaching at Ballarat North 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 and the values of openness and tolerance.

This policy outlines our school's vision, mission, values and expectations of our school community. This policy will be available on our school website, in our staff handbook and with enrolment information.

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

- display our values around the school, in classrooms and specialist learning areas
- develop anchor charts with students that show how the values can be demonstrated
- celebrate our values in our school newsletter and website
- provide awards and recognition for students who actively demonstrate the values
- promote our school values in all interactions with students, parents and staff.

## VISION

Ballarat North Primary School promotes high achievement and success for all by working with students to:

- Strive for personal excellence in all aspects of their education
- Develop independence, persistence, self-motivation and the ability to work cooperatively with others
- Become adaptable and creative thinkers who enjoy and are actively involved in their learning
- Build resilience and develop highly effective social skills
- Show care and respect for themselves, others and the environment
- Develop a sense of belonging and pride in their school and an awareness of their place within a global community

## MISSION

To achieve our vision for students the school will:

- Provide a safe, caring and stimulating learning environment
- Offer an engaging and challenging curriculum that caters for the diverse needs of all learners

- Use a range of effective, evidence-based teaching approaches to maximise the learning growth of all students
- Adopt practices that enhance student wellbeing and promote positive relationships
- Establish cooperative learning partnerships with parents and the wider community
- Have high expectations of all students

## VALUES

Our core values are: care, respect, excellence and community.

We demonstrate:

- Care by looking after ourselves, others and our environment
- Respect by using manners and being kind in words and actions
- Excellence by always giving our personal best
- Community by everyone working together

## BEHAVIOURAL EXPECTATIONS

Ballarat North 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 students 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 where possible
- 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 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 (for more information, see our *Visitors Policy*).

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 according 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 and approved by School Council in September 2019 and is scheduled for review in August 2021.