STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Purpose

This policy aims to outline the values of our school community and explain our school's vision, mission and objectives.

Policy

Watsonia 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. We share a commitment to and a responsibility for creating an inclusive and safe school environment for our students.

The programs and teaching at Watsonia 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
- 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, staff induction handbook, student diary, enrolment and transition packs.

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

- display posters and flags 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.

Vision

Watsonia North Primary School is committed to providing a learning environment and educational programs which will motivate, challenge and support students to become lifelong learners. The school aims to maximise student potential in a safe and caring community in which academic achievement, positive self-esteem, cultural diversity and the rights of all are highly valued and respected.

Mission

Watsonia North Primary School aims to provide a safe, stimulating and supportive environment that develops all students academically, socially and personally to their full potential. We aim to instil in children a lifelong love of learning.

Watsonia North PRIMARY SCHOOL

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Objective

Our school's objectives are considered as part of the four-year strategic planning process and are reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Implementation Plan to operationalise the goals and the key improvement strategies contained in our SSP.

Watsonia North Primary School's objective is to encourage our students to strive for excellence in their endeavours. To achieve this, the school provides sequential teaching and learning programs that deliver a comprehensive, broadly based and inclusive curriculum.

Watsonia North students will:

- be confident and curious learners
- make excellent progress regardless of their starting point
- achieve high individual standards in literacy and numeracy.

Values

Watsonia North Primary School's values are Integrity, Responsibility, Respect, Understanding and Excellence.

Integrity:

We have a strong, moral character and demonstrate an understanding of ethical standards. We make choices based on our morals and live by the belief that being the best is something we do all of the time.

Responsibility:

We believe that demonstrating responsibility promotes independence and self-efficacy. We own our actions and behaviours.

Respect:

We respect ourselves, our school and each other. We understand that our attitudes and behaviours impact the people around us.

Understanding:

We model and demonstrate understanding. We take every opportunity to help others that may be in need.

Excellence:

We strive for excellence by trying our hardest and doing our best. We live by the motto "aim high and never give up."

Behavioural Expectations

Watsonia North Primary School recognises that the behaviour of staff, parents, carers and students have an impact on our school community and culture. We acknowledge a shared responsibility in creating a positive learning environment for the children and young people at our school.

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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 our 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 (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 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 Engagement and Inclusion Policy* and *Positive Behaviours and Anti-Bullying Policy*.

Our *Statement of School Values and Philosophy* ensures that everyone in our school community will be treated with fairness and respect. In turn, we will strive to create an inclusive and safe school where everyone is empowered to participate and learn.

Further Information and Resources

- WNPS *Student Engagement and Inclusion Policy*
- WNPS *Child Safety Standards*
- WNPS *Positive Behaviours & Anti-Bullying Policy*
- WNPS *Visitors Policy*

Department of Education and Training policies and resources:

- Work-Related Violence in Schools Policy
- Respectful Behaviours within the School Community Policy

Communication of School Policies

All Watsonia North Primary School Policies are communicated to the general public and school community via the school website.

Policies - Watsonia North Primary School (wats-north.vic.edu.au)

School Operational and Curriculum Policies are available in classrooms, office spaces and communal areas for convenient access.

Evaluation and Review

Evaluation of the *Statement of Values and School Philosophy* will occur every four years as stipulated in the *Watsonia North PS Policy Review Cycle* document.

This policy was updated in July 2022, endorsed by School Council in August 2022 and is scheduled for review in 2025.

Policy last reviewed	**23 August 2022**
Approved by	**School Council**
Next scheduled review date	**August 2026**