

Policy Number	Ratification Date	Reviewed	Review Date
65	October 2019	October 2019	October 2020



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

Elsternwick 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 Elsternwick 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, in our new staff induction pack, enrolment/transition packs and on the Compass portal.

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

- display posters and banners that promote the values of Respect, Responsibility, Personal Excellence and Curiosity in our school
- imbue our values in our Classroom Agreements, classroom and yard management guides and as part of our wellbeing curriculum
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

Vision

At Elsternwick Primary School students are empowered to be independent, critical thinking and collaborative learners. Their growth mindset fosters curiosity, and their independence motivates them to thrive and succeed. The learning environment created by caring, dedicated and diligent staff cultivates an atmosphere where students feel safe, valued and included, supported in achieving academic success, while developing a positive sense of well-being and school pride.

Mission

Elsternwick Primary School's mission is to build a dynamic and supportive school community, where students are encouraged to become independent and inquisitive thinkers; where learning is recognised as a team effort between teachers, students and families; and where students' wellbeing is our priority.

Objectives

Elsternwick Primary School's Strategic Plan has three goals which guide our learning and development:

- Students will achieve continuous learning growth in Literacy and Numeracy
- Students will be curious, creative and critical thinkers who have agency over their learning and experiences
- Students, staff and parents/carers will feel safe, valued and respected as members of our school community

Values

Elsternwick Primary School's values are:

RESPONSIBILITY

Students are encouraged to be self-managers; to develop a sense of responsibility for themselves, for others and for their community.

RESPECT

Students are supported to be collaborators and communicators; to develop an appreciation of their own self worth and that of others.

PERSONAL EXCELLENCE

Students are challenged to strive for the highest personal achievement in all aspects of schooling and life-long learning.

CURIOSITY

Students are inspired to become thinkers and researchers.

Behavioural expectations

Elsternwick 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
- adopt our school's Supporting Positive Behaviour approach consistently and equitably
- 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
- adopt our school's Supporting Positive Behaviour approach consistently and equitably
- 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
- act in accordance with our Classroom and Yard Agreements
- 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 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.

Further Information and Resources

EPS Student Wellbeing and Engagement Policy:

EPS Supporting Positive Behavior Policy: <http://elsternwickps.vic.edu.au/wp-content/uploads/2019/02/EPS-Supporting-Positive-Behaviour-updated-January-2019.pdf>

EPS Inclusion and Diversity Policy: <http://elsternwickps.vic.edu.au/wp-content/uploads/2019/06/EPS-Inclusions-and-Diversity-includes-Equal-Opportunity-and-Sexual-Harassment.pdf>

Review Cycle

This policy was last updated on October 2019 and is scheduled for review in October 2022