



## ***STATEMENT OF VALUES & 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 the school.

### **SCOPE**

This policy is intended for school leadership, all staff, parents/carers, students, School Council and the broader community.

### **POLICY**

Kew Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. We recognise the importance of the partnership between the school and parent/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 Kew 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. These form part of the school profile in the School Strategic Plan.

To celebrate and embed our school's vision, mission, values and objectives Kew Primary School makes a concerted effort to highlight these within the community. Ways of doing this may include:

- Display of statements in public places, readily accessible to parents/carers, students, staff and visitors to the school
- Statements may be displayed in the staffroom, offices, classrooms so that decisions can be tested against the school vision, mission and values statements
- Celebration of our school values and community efforts in upholding these values will be regularly highlighted, including announcements in the school newsletter and at school assemblies and events, as well as the delivering of C.A.R.E.(Community, Achievement, Resilience, Empathy) awards to students and staff

- Refer to our school Vision and Values when engage in restorative chats or reflecting upon behavior management and conflict resolution

The school's Vision, Mission and Values will be reviewed collaboratively at least every four years. Those included in this policy were revised in 2020 by leadership, staff, parents/carers and students.

### School Mission

Kew Primary School develops knowledgeable, inquiring and caring young people who strive to create an interconnected and respectful world, through cooperation, acceptance and excellence.

The school works in partnership with staff, parents/carers, students, and the local and wider community to develop engaging and academically rigorous programs to support students to achieve their personal best. The school strives to ensure a successful entry to and exit from school by working with pre-schools and DET secondary schools to deliver an effective transition program for students.

The school creates an inclusive environment that acknowledges and celebrates individual differences to encourage students to become interdependent, responsible, life-long learners.

### School Vision

To provide a high functioning learning community that inspires, engages, and supports students to achieve their best and become active, compassionate, lifelong learners.

### School Values

Our core values are outlined using the acronym C.A.R.E.

**Community** - a united and high functioning, collaborative environment

**Achievement** - accomplishing something special through effort, commitment, drive and focus

**Resilience** - the ability to cope and thrive in the face of difficulties, challenges or adversity

**Empathy** - the capacity to place oneself in another's position

Kew Primary School is a learning community that provides a safe, healthy and caring environment for all. It is expected that we all behave in a way that allows us to learn in a positive, inclusive and cooperative environment while demonstrating the C.A.R.E values.

### Philosophy

Kew Primary is committed to providing a holistic educational experience for all students, encouraging them to reach their full potential. Kew Primary School's teaching philosophy is strongly embedded in the Learning and Teaching model, which guides staff and students in reaching their potential in different learning environments.

The school goals are:

1. to maximize the achievement and growth of each child, in their academic, social and emotional learning.
2. to foster student agency and social responsibility within the global community
3. to provide a welcoming and warm culture that values and celebrates effort and success
4. to develop a strong sense of community that celebrates and cultivates a deep respect for diversity.

## The IB Mission Statement

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment. These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

### Enactment of School Philosophy:

Kew Primary School believes that parents/carers and staff, in partnership, are the essential cornerstones needed to build caring, resilient, engaged learners in the 21st century.

This partnership is strengthened by the interconnecting communication and collaborations between parent - student – teacher, acting responsibly and providing equal voice to all, in line with DET requirements.

The school is committed to providing a safe environment for its community, actively preventing and addressing bullying, including cyber bullying. The school will take a preventative, proactive and participatory approach to child safety issues.

The safety and wellbeing of our school population is our highest priority and our first consideration. We have **zero tolerance of child abuse**, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

Child abuse includes:

- any act committed against a child involving:
  - a sexual offence; or
  - grooming; and
- the infliction, on a child, of:
  - physical violence; or
  - serious emotional or psychological harm; and
- serious neglect of a child.

An explanation of the school philosophy will form part of the induction process for new members of staff.

## BEHAVIOURAL EXPECTATIONS

The school acknowledges that the behaviour of staff, parent/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 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, be open to, 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, be open to, adapt the learning environment accordingly
- do our best to ensure every child achieves their personal and learning potential
- 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/ 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, visitors 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 Engagement & Wellbeing 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 Statement of Values & School Philosophy Policy was reviewed by the Policy, Education and Communication Sub-Committee in September 2020 and ratified by School Council in November 2020.

This policy will be updated in 2023 as part of the school's three year review cycle or if guidelines change.