



## NEERIM SOUTH PRIMARY SCHOOL

# Statement of Values and School Philosophy



### Respect

### Learning

### Teamwork

### Perseverance

## 1. Rationale

The aim of this document is to explain and guide the implementation of the school's vision, mission, values, aims and objectives into day to day practice, connecting the various elements that make up our school community.

Neerim South 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 all share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students.

## 2. Aims

Neerim South Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. We recognise that we need to:

- 2.1 provide a dynamic learning environment in which students, teachers and parents work together in an atmosphere of mutual respect to create a friendly place, where students know they are valued and are challenged to achieve their best to become effective, contributing members of society
- 2.2 maximise the learning potential and educational opportunities for all students by providing professional, highly skilled and dedicated staff, support services and quality programs and encouraging cooperation and involvement of parents and the wider community
- 2.3 share a commitment to, and a responsibility for creating an inclusive and safe school environment for all our students
- 2.4 provide programs and teaching at Neerim South Primary School that 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 handbook 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 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

## 3. Implementation

### 3.1 Vision

Neerim South Primary School is committed to providing a safe, inclusive and engaging learning environment that enables all students to achieve their full potential.

### 3.2 Mission

Neerim South Primary School's mission is to offer an education that strives for academic excellence and provide an inclusive, balanced learning program that is rich in experiences. The school will provide opportunities for each student to become a confident and responsible global citizen, meeting challenges and embracing opportunities within our changing world

### 3.3 Objective

Neerim South Primary School's objective is to ensure all students gain skills, knowledge and understanding from the Victorian Curriculum enabling them to continue successfully through their education journey.

### 3.4 Values

These values are used to support our students in becoming positive citizens within our school and community.

1. **Respect** – is treating everyone and everything with consideration and courtesy. It means caring about myself, others and the environment.
2. **Learning** – is gaining knowledge, skills and understanding through endeavour and experience. It means knowing and understanding more.
3. **Teamwork** – is working together towards a common goal and being able to work and act positively with others. It means working together to get the job done.
4. **Perseverance** – is believing in yourself and doing your best until you achieve your goals. It means having a go and “sticking to it” until it's finished.

### 3.5 Behavioural Expectations

**Neerim South 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 and Consequences**

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.

#### **Further Information and Resources**

- Student Wellbeing and Engagement Policy
- Communication with School Staff Policy
- Respect for School Staff Policy
- Bullying, Cyberbullying & Harassment Prevention Procedures & Policy
- Complaints Policy

#### **4. Evaluation**

This policy will be reviewed as part of the Schools Strategic Plan review or more often if necessary due to changes in regulations or circumstances.

#### **5. Revision History**

<b>Date</b>	<b>Description</b>	<b>Author</b>
25/08/2015	Ratified by School Council	Environment SC
10/05/2016	Add revision history	Environment SC
28/06/2016	Update file name	Environment SC
16/09/2019	Approved and endorsed by School Council	Environment SC
30/09/2019	Philosophy and Democratic Principles Policies merged and renamed Statement of Values and School Philosophy to meet DET requirements	Principal