



Help for non-English speakers

If you need help to understand the information in this policy please contact the school.

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

St Albans Heights 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 St Albans Heights 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, values and expectations of our school community. This policy is available on our school website.

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

- display posters and banners that promote your 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.
- Teach our values through SWPBS

VISION

St Albans Heights Primary School's Purpose statement is *Soaring to Greater Heights!*

MISSION

At St Albans Heights our graduates will be empowered to thrive, collaborate and think critically. They will be supported by the school community and will be at the centre of all decision making. All students will be provided with highly effective instruction, in every classroom, every day. They will have sound literacy and numeracy skills and an inquiring mindset to create opportunities to live successful lives. They will develop positive social and emotional capabilities and a strong moral compass in order to effectively contribute to society.

OBJECTIVE

Our school's objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

St Albans Heights Primary School's values are Honesty, Excellence Respect and Belonging.

Honesty means to be open and truthful in a respectful and tactful manner.

Excellence is striving to do your best.

Respect is when you show consideration and care for yourself, others and the environment.

Belonging is to value and accept others and their individual differences.

BEHAVIOURAL EXPECTATIONS

St Albans Heights Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and must follow our school and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession Code of Conduct](#).

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#).

St Albans Heights 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.

Honesty means to be open and truthful in a respectful and tactful manner.

Students will:	Staff will:	Our Community will:
<ul style="list-style-type: none"> • Tell the truth and accept responsibility for their actions. • Acknowledge their own strengths and weaknesses. • Voice their opinions in a kind and respectful way. 	<ul style="list-style-type: none"> • Voice their opinions in a respectful and professional manner and accept those of others. • Ensure open communication with all members of the school community. • Be accountable for their decisions and actions. • Acknowledge and respect the rights of others, including respect for personal property. 	<ul style="list-style-type: none"> • Share their views and opinions in a respectful manner, e.g. school council and community questionnaire. • Open communication with the school regarding relevant information that impacts on student's wellbeing and learning. • Open and respectful communication with all members of the school community. • Show care and respect for school property.

Excellence is striving to do your best.

Students will:	Staff will:	Our Community will:
<ul style="list-style-type: none"> • Work to the best of your ability in all areas • Encourage others to do their best. • Accept and apply feedback • Have a growth mindset • Ask questions to clarify • Actively engage in all lessons • Set high achievable goals • Take pride in my work and achievements • Be proud of our school 	<ul style="list-style-type: none"> • Set high expectations for all students and themselves • Encourage and support students to have high standards for themselves. • Be an active and positive role model for the SAHPS community • Provide current, evidence based teaching strategies and information • explicitly teach students to succeed • have a growth mindset to improve their own practice and knowledge base 	<ul style="list-style-type: none"> • Encourage and support their children to have high standards • Practise a growth mindset • Set high expectations for their children and themselves • be a good role model to their children • Engage in their child's learning • Value learning time at school • Positive communication about school

Belonging is to value and accept others and their individual differences.

Students will:	Staff will:	Our Community will:
<ul style="list-style-type: none"> • establish positive friendships • Interact with others positively • Accept our similarities and differences. • Proudly celebrate the success of others. • Help and encourage others. • Show compassion. • Work as a team and show good sportsmanship • Act safely in all environments • wear correct uniform 	<ul style="list-style-type: none"> • work and participate as a collaborative team • Respect different opinions, viewpoints and teaching and learning styles. • share the workload • Share knowledge and ideas to further develop professionalism. • Make welcome new people. • Create a safe and secure environment. 	<ul style="list-style-type: none"> • Be tolerant of other cultures, religions and traditions. • Show care for the well being of all children in the community. • Feel included. • Make welcome new families to our community. • Make people in our community feel safe. • Strive to attend school everyday
Respect is when you show consideration and care for yourself, others and the environment.		
Students will:	Staff will:	Our Community will:
<ul style="list-style-type: none"> • Use manners and be polite. • Care for each other. • Active listening to each other • Follow the first instruction • Value people's differences. • Look after our school. • Care for own and others belongings • Represent our school positively 	<ul style="list-style-type: none"> • Interact in a positive and professional manner at all times. • Value different experiences, backgrounds and abilities of all community members • Value different knowledge, skills and expertise that individuals bring to the SAHPS community. • Model responsible behaviours that show care for our school 	<ul style="list-style-type: none"> • Show good manners and tolerance to all cultures and differences. • Practice our school values. • Be responsible for their own children and their wellbeing. • Maintain open communication across the school community • Work in partnership to support our school's decisions.

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:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- sending demanding, rude, confronting or threatening letters, emails or text messages
- discriminatory 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 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.

COMMUNICATION

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook/manual
- Included as annual reference in school newsletter
- Made available in hard copy form school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)

- [Respectful Behaviours within the School Community Policy](#)

St Albans Heights Primary school policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2022
Consultation	School Council June 2022, school community was asked to make recommendations for this policy in September 2022
Approved by	Principal and School Council
Next scheduled review date	June 2025