



# STATEMENT OF VALUES AND SCHOOL PHILOSOPHY 2019-2023

## 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, objective, values and expectations of our school community. This policy is available on our school website, our staff induction 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 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.

## VISION

St Albans Heights Primary School's vision is to *empower students to reach their personal best.*

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## MISSION

At St Albans Heights Primary School we embrace the diversity of our community. We provide a safe and rich learning environment where quality programs enable students to achieve their full potential.

## OBJECTIVE

St Albans Heights Primary School's objective is to *to ensure all students leave our school with a practical understanding of the curriculum.*

## VALUES

St Albans Heights Primary School's values are:

Teamwork  
Respect  
Honesty  
Belonging

### School Values

The school values guide the way we, as school community, ensure we create a culture of engagement and wellbeing for all.

<b>Teamwork means working together.</b>		
<b>Students will:</b>	<b>Staff will:</b>	<b>Our Community will:</b>
<ul style="list-style-type: none"><li>● Work cooperatively in all environments.</li><li>● Be able to articulate what it means to be able to work 'as a team.'</li><li>● Understand individual and group roles that operate within a team.</li><li>● Listen, respect (empathise with, understand) and accept other's opinions within the team.</li><li>● Work toward a shared goal.</li><li>● Understand the need to share responsibility.</li><li>● Suspend judgement.</li><li>● Be actively involved.</li></ul>	<ul style="list-style-type: none"><li>● Suspend judgement.</li><li>● Understand the needs and reasons for sharing responsibilities.</li><li>● Be an active participant in the team.</li><li>● Appreciate the skill base in the teams.</li><li>● Facilitate and learn with the students.</li><li>● Recognise the importance of all staff.</li><li>● Listen and hear each other.</li><li>● Communicate honestly.</li><li>● Take responsibility to find out information regarding their school/team.</li></ul>	<ul style="list-style-type: none"><li>● Suspend judgement.</li><li>● Recognise the importance of all roles of the SAHPS community members.</li><li>● Recognise that students, staff and the community need to work as a team to achieve the best for all students.</li><li>● Participate as much as possible in school programs.</li></ul>

<b>Respect is when you show consideration and care for yourself, others and the environment.</b>		
<b>Students will:</b>	<b>Staff will:</b>	<b>Our Community will:</b>
<ul style="list-style-type: none"><li>● Use their manners.</li><li>● Care for each other.</li><li>● Value differences.</li></ul>	<ul style="list-style-type: none"><li>● Communicate in a professional manner.</li><li>● Be considerate and</li></ul>	<ul style="list-style-type: none"><li>● Show good manners and tolerance to all cultures and differences.</li></ul>

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<ul style="list-style-type: none"> <li>● Look after the school.</li> <li>● Be responsible for their own belongings</li> </ul>	<p>professional toward each other.</p> <ul style="list-style-type: none"> <li>● Value different knowledge, skills and experiences that individuals bring to the workplace.</li> <li>● Model responsible behaviours that show care for our school</li> </ul>	<ul style="list-style-type: none"> <li>● Practice our school values.</li> <li>● Be responsible for their own children and their wellbeing.</li> <li>● Work in partnership to support our school's decisions.</li> </ul>
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**Honesty means to be open and truthful in a respectful and tactful manner.**

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

**Belonging is to value and accept others regardless of individual differences.**

<b>Students will:</b>	<b>Staff will:</b>	<b>Our Community will:</b>
<ul style="list-style-type: none"> <li>● Include everybody.</li> <li>● Actively listen.</li> <li>● Show appropriate humour.</li> <li>● Accept our differences.</li> <li>● Proudly celebrate the success of others.</li> <li>● Help and encourage others.</li> <li>● Show compassion.</li> <li>● Want to help others.</li> <li>● Share knowledge.</li> <li>● Work as a team.</li> <li>● Ensure a safe and secure environment.</li> </ul>	<ul style="list-style-type: none"> <li>● Actively participate as a team.</li> <li>● Respect different opinions, viewpoints and teaching and learning styles.</li> <li>● Contribute fairly.</li> <li>● Share knowledge and ideas to further develop professionalism.</li> <li>● Make welcome new people.</li> <li>● Create a safe and secure environment.</li> </ul>	<ul style="list-style-type: none"> <li>● Be tolerant of other cultures, religions and traditions.</li> <li>● Show care for the well being of all children in the community.</li> <li>● Feel included.</li> <li>● Make welcome new families to our community.</li> <li>● Make people in our community feel safe.</li> </ul>

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## 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. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.

### Rights and Responsibilities of Students, Staff and Parents/Carers

All members of our school community have the right to feel safe, valued and welcomed in our school.

Students	
<p><u>Rights</u></p> <ul style="list-style-type: none"> <li>● to learn and experience success.</li> <li>● to be safe and secure at school.</li> <li>● to be heard and express an opinion.</li> <li>● to be valued and treated with respect, fairness and</li> <li>● courtesy by all members of the school community.</li> <li>● to know what is expected of them academically and socially.</li> <li>● to be supported in challenging situations.</li> <li>● to be free of harassment and bullying, including cyber bullying.</li> </ul>	<p><u>Responsibilities</u></p> <ul style="list-style-type: none"> <li>● to engage in learning and allow others to learn.</li> <li>● to display positive behaviours that demonstrate respect for self, peers, teachers and all other school community members.</li> <li>● to respect, value and learn from the differences of others.</li> <li>● to be a positive role model.</li> <li>● to communicate problems and participate positively in discussions</li> <li>● to resolve conflict.</li> <li>● to be responsible for own behaviour.</li> <li>● to comply with all school policies.</li> </ul>
Staff	
<p><u>Rights</u></p> <ul style="list-style-type: none"> <li>● to teach and experience success.</li> <li>● to be safe and secure at school.</li> <li>● to be heard and express an opinion.</li> <li>● to be valued and treated with respect, fairness and courtesy</li> <li>● by all members of the school community.</li> <li>● to know what is expected of them in terms of role and responsibility.</li> <li>● to be supported in challenging situations.</li> <li>● to be free of harassment and bullying, including cyber bullying.</li> </ul>	<p><u>Responsibilities</u></p> <ul style="list-style-type: none"> <li>● to have high expectations of all students, recognising and developing each student's abilities, skills and talents.</li> <li>● to develop a positive and inclusive classroom environment, and clearly communicate expectations.</li> <li>● to provide an engaging, inclusive and differentiated curriculum.</li> <li>● to communicate problems, seek support and resolve conflict in a timely manner.</li> <li>● to be a positive role model.</li> <li>● to attend meetings, share ideas and support others.</li> <li>● to work in partnership with families and communities.</li> <li>● to comply with all school policies.</li> </ul>
Parents / Carers	
<p><u>Rights</u></p> <ul style="list-style-type: none"> <li>● to be involved in students' learning.</li> <li>● to be included in decision-making.</li> <li>● the right to expect student safety in a supportive environment.</li> <li>● to access information and communication (access to interpreters).</li> <li>● to be heard and express an opinion.</li> <li>● to be treated with respect, fairness and courtesy</li> </ul>	<p><u>Responsibilities</u></p> <ul style="list-style-type: none"> <li>● to maintain high expectations of children's learning.</li> <li>● to ensure regular student attendance and actively support engagement in the school.</li> <li>● to ensure regular and constructive communication with the school</li> <li>● regarding learning and wellbeing.</li> <li>● to work collaboratively with the school to</li> </ul>

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<p>by all</p> <ul style="list-style-type: none"> <li>● members of the school community.</li> <li>● to be free of harassment and bullying, including cyber bullying.</li> </ul>	<p>maintain a safe and respectful learning environment for all students.</p> <ul style="list-style-type: none"> <li>● to support students to develop and maintain positive study habits.</li> <li>● to attend information sessions, social activities, and student support groups.</li> <li>● to support school programs and comply with all school policies.</li> </ul>
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## 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 *Anti-Bullying & Harassment 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 policy was last updated in March 2019 and is scheduled for review in March 2023.

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