



# Invermay Primary School

## Statement of Values and School Philosophy



### Help for non-English speakers

If you need help to understand the information in this policy, please contact [invermay.ps@education.vic.gov.au](mailto:invermay.ps@education.vic.gov.au)

### PURPOSE

To outline the values of our school community and explain the vision, mission and objectives of our school.

### POLICY

**Invermay 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 **Invermay 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 and within transition packs.

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

- have since 2016 embedded our school values within our school wide positive behaviours model
- display posters and banners that promote our values in our school
- celebrate our values and attributed positive behaviours at assembly
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies
- provide feedback to students, parents & carers regarding student representation of our school values in semester reports and online using the Class Dojo tool.

### VISION

**Invermay Primary School's** vision is to provide a caring learning environment that promotes a lasting enthusiasm for learning. One which unites our students, staff and families in the development of 'happy kids & high achievers'.

### MISSION

**Invermay 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.

## 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

The identified values that we promote within and among our school community are:

- Commitment – to ongoing improvement and doing our very best.
- Cooperation – working with others to achieve what you can't do yourselves.
- Respect – for ourselves, our school, our environment and others.
- Responsibility – for all that we do.
- Honesty – being truthful and trustworthy in our actions and words.
- Excellence – striving to do and be the best we can be.

## BEHAVIOURAL EXPECTATIONS

**Invermay 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:

- lead, model & promote our school values and aspirational behaviours as identified in our School Wide Positive Behaviours model
- 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
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)
- 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:

- lead, model & promote our school values and aspirational behaviours as identified in our School Wide Positive Behaviours model
- 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 in a respectful and timely manner

As parents and carers, we will:

- model positive behaviour to our child/ren
- communicate politely and respectfully with all members of the school community, in line with the Department's [Respectful Behaviours within the School Community Policy](#)
- 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 & promote our school values and aspirational behaviours as identified in our School Wide Positive Behaviours model
- communicate politely and respectfully with all members of the school community.
- 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 Visitor's 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.

**COMMUNICATION**

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

- Available publicly on our school’s website
- Included in staff handbook
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

**RELATED POLICIES and resources**

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

**Invermay Primary School** polices:

- Student Wellbeing and Engagement Policy
- Bullying Prevention Policy
- Complaints Policy

**POLICY REVIEW AND APPROVAL**

Policy last reviewed	May 2024
Approved by	School Council – August 2024
Next scheduled review date	Before May 2028