



WILLOWBANK PRIMARY SCHOOL

STATEMENT OF VALUES AND 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 our school.

POLICY

Willowbank 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 Willowbank 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 website and enrolment packs.

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

- promote our values throughout the school
- explicitly teach our school values through our start up program and wellbeing curriculum
- 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

Willowbank Primary School is an inclusive school community where everyone is empowered to achieve excellence. This is captured in our school motto "Achieving excellence together".

MISSION

Willowbank Primary School's mission is to provide a safe, inclusive and supportive learning environment that inspires and challenges all members of the school community to embrace learning and achieve academic, social, emotional and physical excellence.

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

Willowbank Primary School's values are **courage**, **inclusion**, **excellence** and **collaboration**.

- We are **courageous** individuals who seek opportunities and learn from challenges.
- We are an **inclusive** school community, who celebrate diversity.
- We achieve **excellence**, by focusing on personal growth.
- We work in **collaboration** to achieve our individual and common goals.

BEHAVIOURAL EXPECTATIONS

Willowbank 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 highly effective leadership
- foster a collaborative culture and environment of high expectations
- engage politely and respectfully with all members of the school community
- behave in a manner consistent with the standards of our profession and meet core responsibilities to provide a safe and inclusive school community
- 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 academic, social, emotional and physical excellence
- work collaboratively 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 responses 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:

- work collaboratively with our colleagues to support a collective responsibility for student learning, engagement and wellbeing outcomes
- actively engage in professional learning, including coaching and feedback to build our capacity to meet the needs of our students
- model positive behaviour to students consistent with the standards of our profession

- communicate politely, professionally and respectfully with all members of the school community
- proactively engage with parents about student learning, engagement and wellbeing 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 your child/children
- communicate politely and respectfully with all members of the school community
- ensure our child/children attend school on time, every day the school is open for instruction
- take an interest in our child's school and learning
- work collaboratively 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 the 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 and try our hardest
- not disrupt the learning of others and make the most of our educational opportunities
- take ownership and be active participants in our own learning.

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 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.

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 enrolment packs
- made available in hard copy from school administration upon request.

FURTHER INFORMATION AND RESOURCES

The following school policies are also relevant to this policy:

- Student Wellbeing and Engagement Policy
- Child Safety and Wellbeing Policy
- Complaints Policy
- Duty of Care Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	17 May 2023
Approved by	School Council
Next scheduled review date	May 2026

* The Statement of Values and School Philosophy will be reviewed and approved by the School Council once they are appointed.



Help for non-English speakers

If you need help to understand the information in this policy, please contact Willowbank Primary School on 03 5460 1122.