

School Values and Philosophy Policy



Help for non-English speakers

If you need help to understand the information in this policy please contact the school on 95443231

At Clarinda Primary School our core values are;

Care
Achieve
Respect
Excel

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. The policy will be made available to parents on request and also located on the school website.

The 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, student and enrolment information.

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

- Display posters and signage that highlight 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.

Policy

Clarinda Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of the 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 Clarinda 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 Statement of Values sets out our behavioural expectations of all members in this school community, including the principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe and respectful school communities.

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
- discuss our values with students in the classroom, meetings and assemblies.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of values acknowledges that parents and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

Vision:

At Clarinda Primary School;

We promote an engaging, inclusive and supportive education that empowers students to become lifelong learners.

Behavioural expectations

Clarinda 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 students at our school.

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](#).

RESPONSIBILITIES

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 conduct is expected of everyone
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments
- Develop, plan, implement and monitor arrangements to protect and ensure the care, safety, security and overall general wellbeing of all students in attendance at the 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 inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required
- Make known to parents the school's communication and complaints procedures
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds.

As teachers and non-teaching staff, we will:

- Model positive behaviour to students consistent with the standards of our profession
- Communicate courteously 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, we will:

- Model positive behaviour to our child
- 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 complaints processes if there are 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 orderly learning environment for all students
- Utilise the school's communications policy to communicate with the school

Unreasonable behaviours

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds, (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 phone
- The use of 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
- School events offsite.

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 session
- Implementing specific communication protocols
- Written warnings
- Conditions of entry to school grounds or school activities
- Exclusion from school grounds or attendance at school activities
- Report to Victoria Police
- Legal action

Inappropriate student behaviour will be managed in accordance 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](#)
- [Inclusion and Diversity Policy](#)
- [Visitors in School Policy](#)
- [Bullying Prevention Policy](#)

Regular evaluation processes will be in place to measure performance in all areas of the school with respect to the implementation of the statement of the values and philosophy of the school.

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 from school administration upon request

Other linked policies:

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

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

<https://www.education.vic.gov.au/Pages/Respectful-Behaviours-within-the-School-Community-Policy.aspx>

POLICY REVIEW AND APPROVAL

Policy last reviewed	February 2025
Approved by	School Council
Next scheduled review date	September 2028