STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY

Help for non-English speakers

If you need help to understand the information in this policy, please contact Essex Heights Primary School on 9807 4944.

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

Essex 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 Essex 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.

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.

Our Mission

Essex Heights Primary School Mission is to equip each student with the skills to lead a successful life in a global world.

Our School Vision

Essex Heights Primary School strives to educate every child so that they reach their maximum potential in their educational, social and emotional growth.
As a school community we support all children to be connected and engaged in their learning, while feeling safe and happy at school.
We will constantly aim for our students to be resilient, motivated and confident learners willing to take on new challenges and experiences.

Our School Values

Essex Heights Community Values: The Essex Heights PS community has identified the following values as foundational in all aspects of teaching, learning and community engagement:

Friendliness, Honesty, Inclusiveness, Persistence, Respect

Essex Heights Staff Values: The Essex Heights staff have also identified that the following statements reflect their collective beliefs about their professional role, alongside the community values:

- *We place the child at the centre of everything we do*
- *We conduct ourselves in a professional manner at all times; with children, colleagues and parents*
- *We work together – recognizing our collective responsibility for all the children*

Our Commitment

Essex Heights Primary School will achieve success by ensuring:

1. The learning environment is supportive and productive
2. The learning environment promotes independence, interdependence and self-motivation

3. Students' needs, backgrounds, perspectives and interests are reflected in the learning program
4. Students are challenged and supported to develop deep levels of thinking and application
5. Assessment practices are an integral part of teaching and learning
6. Learning connects strongly with communities and practice beyond the classroom

Behavioural Expectations:

Essex 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.

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 behaviour is expected of everyone
- 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:

- model positive behaviour to students consistent with the standards of our profession
- 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 with respect.

As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community
- 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 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.

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.

The goal of School Wide Positive Behaviour Support (SWPBS) at Essex Heights PS is to create and maintain a stimulating learning environment which promotes BEING SAFE, BEING RESPONSIBLE and BEING A LEARNER. The Student Behaviour matrix was developed in consultation with staff, students and the community at Essex Heights Primary School:

Essex Heights PS Expectations

	Be Safe	Be Responsible	Be a Learner
Moving	• Always walk carefully and calmly • Look where you are going • Be aware of others	• Stay with your partner/class • Use manners • Report any hazards	• Listen to instructions
Inside	• Ask to leave the learning space • Use noise levels appropriate to the task • Follow instructions • Use furniture and equipment appropriately	• Speak politely to everyone • Tidy your belongings and pack up equipment • Work quietly in collaborative spaces • Make good choices	• Stay on task • Ask for help when needed • Have a go • Be an active listener • Organise your time/ equipment • Be a good team member
Outside	• Stay in bounds • Wear a hat to be Sunsmart • Move & play safely • Sticks/stones stay on the ground • Obey road rules	• Listen to & share with others • Put rubbish in the bin • Seek help to solve a big problem • If still eating, sit outside the hall • Use bubblers properly	• Establish & follow the rules of the game, be honest • Be a good sport • Accept differences in others • Try to solve a small problem
Toilets	• Flush, wash hands and leave	• Allow others to use the toilet privately	• Follow the rules for correct use of this area
Fairness doesn't mean everyone gets the same; fairness means everyone gets what they need.			

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 *Bullying & Harassment 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:

- Provided to staff at induction and included in staff handbook/manual
- Discussed at staff meetings/briefings as required
- Made available publicly on our school website
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

REVIEW CYCLE
This policy was last updated November 2022 and is scheduled for review in 3 years.

George Perini — Principal

Jennifer Bittner — School Council President

School Council November 2022