



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

Mickleham 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 all.

The programs and teaching at Mickleham 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 motto, vision, mission, objectives, values and expectations of our school community.

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

- Display posters and banners that promote our values
- 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.

MOTTO

I belong, together we succeed

VISION

Our children will have an awareness of themselves and their role as active members of our school and wider community.

Respect Independence Cooperation Honesty



MISSION

At Mickleham Primary School, we embrace our history and our future as we create a supportive learning environment through which:

Our children will grow as learners:

- They will learn to be confident and curious, to question the what, when, where, why & how, of their own world
- They will learn to be persistent and seek innovative, creative solutions
- They will engage in learning by collaborating with others
- They will learn to take risks and learn from attempts
- They will work to meet and exceed high expectations
- They will learn in a stimulating and safe environment

Our children will grow as citizens:

- They will learn to be resilient in the face of challenges
- They will be empathetic and compassionate, showing kindness and caring
- They will communicate clearly and respectfully
- They will embrace diversity and be inclusive of all others, creating a sense of belonging
- They will be proactive contributors to the school community
- They will contribute to the community beyond the school

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 (AIP) to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

Mickleham Primary School's values are:

BE RESPECTFUL, BE INDEPENDENT, BE COOPERATIVE & BE HONEST (R.I.C.H.).

We respect ourselves, our school and each other, and understand that our attitudes and behaviours have an impact on the people around us.

We model and demonstrate kindness, and take every opportunity to help others who may be in need.

We strive for excellence, which means trying our hardest and doing our best.



Behavioural Expectations

Mickleham Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

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](#).

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, and Bullying Prevention Policy.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

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
- 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:

- 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, 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 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 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:

- Being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- Speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- Sending demanding, rude, confronting or threatening letters, emails or text messages
- Discriminatory 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 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 staff handbook/manual
- Included in transition and enrolment packs
- Included in student diaries so that it is easily accessible to parents, carers and students
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

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](#)



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Mickleham Primary School on 03 9745 2250 or mickleham.ps@education.vic.gov.au.



POLICY REVIEW AND APPROVAL

Policy last reviewed	December 2023
Consultation	School Council - December 19th 2023
Approved by	School Council – December 19th 2023
Next scheduled review date	December 2027