



## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY

**Everyone has the right to feel safe and learn.  
We are all responsible for ensuring this happens.**

### PURPOSE

The purpose of this policy is to outline the values and philosophy of our school community and explains the vision, mission and objectives of our school. This policy is available on our school website, our staff induction handbook, student diary and enrolment/transition packs. Reminders and expectations are published regularly in our school newsletter.

### POLICY

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

- display posters and banners that promote our 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.

## VISION

Kingsbury Primary School's vision is:

To learn together

To create a better future for our community

To achieve our personal best

## MISSION

Kingsbury Primary School's mission is to foster inclusive, high quality education programs encouraging curiosity in our learners, whilst socially, emotionally and academically equipping them for our constantly changing world.

## OBJECTIVE

Kingsbury graduates are confident. They realise and recognise their own goals and achievements. They have acquired skills in personal resilience and respect for others. They aspire, aim and achieve success in our ever-changing world.

## VALUES

Kingsbury Primary School's values are:

**Safety** (*secure, safe, reliable, protection*)

We look after each other and show we care by helping one another.

Our teachers and all our school staff keep us safe.

**Friendship** (*relationships, respect, trust*)

We value one another because friends are the best.

We make new people feel welcome.

We are kind and talk to everyone at school.

**Respect** (*esteem, consideration, dignity, kindness, fairness*)

We accept people for whom they are and treat them in a kind and fair way.

We rely on everyone to do the right thing.

We show consideration and care towards each other.

**Teamwork & Collaboration** (*cooperation, partnership, team, inclusive*)

We respect the ideas and opinions of others.

We can learn from each other.

We share our knowledge.

**Learning** (*curiosity, exploration, study, information, culture*)

We are curious about learning new things. Our learning and teaching environment stimulates inquisitive, active learners.

We can learn new things every day.

## RESPONSIBILITIES

### AS PRINCIPALS AND SCHOOL LEADERS, WE WILL:

- 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.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- Identify and support students who are or may be at risk of any form of abuse.
- 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.
- Communicate school policies, philosophies and values to the entire school community on a regular basis.
- 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 ALL NON-TEACHING STAFF, WE WILL:

- Model positive behaviour to students consistent with the standards of our profession.
- 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.
- Notify the school principal of any concerns around child safety.

#### **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.
- 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 AND VOLUNTEERS IN THE SCHOOL, 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.
- Ensure the welfare of all students we come into contact with.
- Communicate concerns regarding student wellbeing to the Child Safety Officer (school principal).

## **THE DEPARTMENT OF EDUCATION AND EARLY CHILDHOOD DEVELOPMENT WILL:**

- Provide support and advice to principals to equip them to manage and respond to challenging behavior of students, parents and staff.
- Provide practical guidance and resources to support schools to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools respond to and prevent bullying and promote cyber-safety and wellbeing.
- Provide access to evidence based resources and strategies to increase student safety, wellbeing and engagement.
- Provide schools with practical and legal support as required.
- Provide parents with practical guidance and resources to resolve conflicts with the school.

## **CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF VALUES**

### **UNREASONABLE BEHAVIOURS**

Behaviours that are considered inappropriate on and adjacent to school grounds or in relation to school business and that do not uphold the principles of this Statement of Values include when a person

- is rude, aggressive or harasses others
- sends rude, confronting or threatening letters, emails or text messages
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments
- inappropriately uses social media as a forum to raise concerns/make complaints against the school
- is physically intimidating, e.g. standing very close.

### **CONSEQUENCES**

Principals are responsible for determining what constitutes reasonable and unreasonable behaviour.

Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate consequences. This may include:

- utilising mediation and counselling services
- alternative communication strategies being applied
- formal notice preventing entry onto school premises or attendance at school activities. Written notice will follow any verbal notice given.
- an intervention order being sought
- informing the police which may result in a charge of trespass or assault

By agreeing to meet specified standards of positive behaviour, everyone in our school community can be assured that they will be treated with fairness and respect. In turn, this will help to create a school that is safe and orderly, where everyone is empowered to participate and learn.

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