



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

Bell 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, regardless of sex, gender, sexual orientation, race, ethnicity, age, ability, religion, health or socioeconomic status.

The programs and teaching at Bell Primary School support and promote the principles and practice of Australian democracy, including a commitment to:

- equal recognition and rights for all before the law
- the rule of law
- elected government
- freedom of thought, conscience, religion and belief
- freedom of expression and association
- recognition of Aboriginal people as the first peoples and Traditional Owners and custodians of the land and water on which we rely
- the values of openness and inclusion.

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available to the school community on our school website.

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

- promote our values through making them visible within our school
- celebrate our values in our school newsletter and at school gatherings
- recognise students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Bell Primary School is a caring community that fosters a love of learning in young people. At school and beyond, students are confident to think critically and empowered to thrive in a rapidly evolving world. We are grounded by our school values of resilience, creativity, curiosity, collaboration and respect that establish clear expectations around the attitudes and behaviours that support a positive and productive learning community.

PHILOSOPHY

The school's essential learning focus is to ensure students are literate, numerate and curious with a philosophy that encourages and supports students to operate independently and collaboratively, to be valued and value others and to take pride and pleasure in participation and achievement.

VALUES

Bell Primary School values are:

- **Resilience** - As learners we embrace challenge and don't give up. We can overcome obstacles and bounce back from difficult situations.
- **Creativity** - We are open to novel ideas and explore new ways to solve problems.
- **Curiosity** - We are excited to explore new and challenging ideas.
- **Collaboration** - We work together to share ideas and knowledge in order to achieve a common goal.
- **Respect** - We foster a culture in which people feel safe to be themselves and are inclusive of others. We take care of our environment and enjoy the wonders it offers.

BEHAVIOURAL EXPECTATIONS

Bell 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 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 social, emotional and physical 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/carers of the school's communication and complaints procedures
- ask any person who is acting in an offensive, intimidating, discriminatory 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 respectfully with all members of the school community
- proactively engage with parents/carers about student outcomes
- work with parents/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with colleagues and parents/carers 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/carers
- treat all members of the school community with respect.

As parents and carers, we will:

- model positive behaviour to our child
- communicate respectfully with all members of the school community
- ensure our child attends school on time, every day the school is open for instruction unless they are unwell or have a commitment that requires them to be absent
- take an interest in our child's school and learning
- work with the school to achieve the best outcomes for our child
- communicate constructively, using school-based 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 that demonstrate our school values.
- communicate respectfully with all members of the school community.
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment.
- actively participate in school and learning opportunities
- 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 formalised 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 *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 tone of voice, 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, ableist 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 in line with the Department of Education's Parent Complaint Policy.

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 and Procedures.

Our *Statement of Values and School Philosophy* ensures that everyone in our school community will be treated with kindness, 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.

RELATED POLICIES AND DOCUMENTS

- Digital Technology Acceptable Use Agreement
- Bullying Prevention Policy and Procedures
- Child Safe Policy
- Student Wellbeing and Engagement Policy
- Visitors and Volunteers Policy and Procedures

REVIEW CYCLE

This policy was ratified by School Council on 22/4/2021 and is scheduled for review in 2024.