

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact Mentone Primary School on 9583 2995 or mentone.ps@education.vic.gov.au

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

Mentone 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 Mentone 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 vision, mission, objective, values and expectations of our school community. This policy is available on our school website, our staff induction handbook, and enrolment/transition packs.

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.

VISION

At Mentone Primary School we work together as a community of practice and purposely aim to continually improve to enable all our students to be inspired to thrive and develop emotionally and academically throughout their school years with us. We are collectively committed to this purpose in

the knowledge that our students will take their skills and knowledge with them into the future to become inclusive, valuable, resourceful, contributing members of society.

MISSION

Mentone Primary School's mission is to encourage students to strive for personal excellence in a school community that values growth mindset and acknowledges that learning is an active partnership between all involved. The school motto "Learning Today for Tomorrow" acknowledges that we are collectively committed to this mission in the knowledge that our students will take their skills and knowledge with them into the future to become inclusive, valuable, resourceful, contributing members of society.

Our vision statement "At Mentone Primary School, our relationships are important, our learning is powerful and we are curious, creative and confident" exemplifies that we share high expectations of our professional practice, that we are all learners and we work together as a Professional Learning Community to purposely maintain a relentless focus on continuous improvement of teaching and learning so that our students are immersed, inspired and engaged in learning that encourages them to thrive and develop emotionally, socially and academically throughout their school years with us. At MPS our whole school wellbeing approach, Restorative Justice Practices (RJP), coupled with our embedded evidence based, whole school pedagogical approach, Curiosity and Powerful Learning, combine to provide a strong learning improvement framework and form the cornerstone of our school's positive, relational identity. We demonstrate and model our values and our restorative approach by; participating in daily relational circles, using consistent, non-judgmental and inclusive shared language with which to address wellbeing and learning issues, building and strengthening class/year level community through reciprocally respectful relationships and empowering student voice and agency while encouraging ownership of behaviours and self-awareness.

As a Professional Learning Community, we remain committed to embedding the continuous improvement program Curiosity and Powerful Learning, which is strongly aligned to The Framework for Improving Students Outcomes, (FISO) and Education Department initiatives such as the High Impact Teaching Strategies, (HITS) Practice Principles and Professional Learning Communities. Our commitment to this program enables Mentone PS leadership and teaching staff to relentlessly focus on our shared objective to continually improve by reducing teacher variability and improving teacher precision and practice. In doing so we enable students to build their learner confidence, engagement, curiosity, self-efficacy and ultimately their achievement.

OBJECTIVE

Mentone Primary School's objective is for students to take their skills and knowledge with them into the future to become inclusive, valuable, resourceful, contributing members of society.

VALUES

Mentone Primary School is committed to ensuring a vibrant learning environment that is safe, positive and supportive for all students, staff, families and visitors of the school. Above all, we promote the development of connected, confident, creative learners facilitated by the strong, authentic relationships that unite our learning community; a community partnering together with respect, integrity and understanding to model and instil high expectations in everything we do.

It is the intention of Mentone Primary School to provide clear guidelines to all staff, parents and visitors regarding the conduct expected of them whilst on the School premises, engaging in School related activities, communications or correspondence and/or when representing the School. Parents, students, staff and visitors are expected to uphold the School's core values at all times as behaviour integral to how the school operates successfully.

Our school values convey the beliefs that positively influence our behaviour and shape the way we interact with individuals, groups and the community. They represent the deepest beliefs and sentiments to which we can aspire.

Mentone Primary School's values are;

- Caring and Compassion: By being caring and compassionate we show that we feel and exhibit concern and empathy for others with an awareness of others' emotions, circumstances and feelings.
- Honesty: Modelling honesty enables us to demonstrate fairness and a truthful disposition, 'we say what we mean, and we mean what we say.' Honesty also enables us as learners to acknowledge our mistakes and learn from our errors.
- Respect: By being respectful we are grateful for what we have, and we consider others feelings and belongings. We respect the thoughts and opinions of everyone around us and we show due regard to the innate dignity and value of others.
- Teamwork: Teamwork enables us to collaborate and learn together by giving our best in all situations. Demonstrating that we value Teamwork means that we will try to cooperate, using our individual skills to achieve common goals.
- Friendliness: Positive relationships are at the core of how we build and maintain our dynamic learning environment. Friendliness allows us to focus on being kind in every situation and teaches us that to 'Have a friend' you must 'be a friend first' enabling relationships based on equality, mutual esteem and goodwill.

BEHAVIOURAL EXPECTATIONS

Mentone 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 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:

- 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 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 as annual reference in school newsletter

FURTHER INFORMATION AND RESOURCES

- Student Wellbeing and Engagement Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	9 September 2021
Approved by	School Council
Next scheduled review date	September 2024