



# Gladysdale Primary School

## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

*(Ratified by School Council: May 2023)*



### Help for non-English speakers

If you need help to understand the information in this policy, please contact the office on (03) 5966 6202.

### **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:**

Gladysdale 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 Gladysdale 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.

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:**

Gladysdale Primary School's vision is to create enthusiastic, independent learners who achieve their potential and strive for excellence.

## **MISSION:**

Gladysdale Primary School's mission is to provide a supportive, safe and stimulating environment that promotes responsibility, continual improvement and positive social interaction.

## **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 to operationalise the goals and key improvement strategies contained in our SSP.

## **VALUES:**

<b><u>RESPECT</u></b>	<b><u>RESILIENCE</u></b>	<b><u>INTEGRITY</u></b>	<b><u>TEAMWORK</u></b>
<p>We respect ourselves by valuing who we are and doing our best.</p> <p>We respect others by treating them fairly and in the way we would like to be treated.</p> <p>We respect our community by being inclusive and friendly to others and taking care of our environment.</p>	<p>We accept feedback and use it for improvement.</p> <p>We bounce back when things just don't seem to be going right.</p> <p>We make an effort to make things right again.</p>	<p>We are honest with each other.</p> <p>We are accountable for the decisions we make.</p> <p>We own up to our mistakes.</p>	<p>We make sure that we listen and contribute.</p> <p>We make sure that we encourage and give others the opportunity to contribute.</p> <p>We work together to achieve our best.</p>

## **GLADYSDALE PRIMARY SCHOOL OATH:**

We are proud to be students of Gladysdale Primary School.

We are passionate about helping and taking care of one another.

We have a positive attitude to our learning and will make the most of every day.

We will protect the environment and work together to make our school and country great.

## **BEHAVIOURAL EXPECTATIONS:**

Gladysdale 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
- 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, manipulative, 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 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 according with our school's *Student Engagement and Wellbeing 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 as annual reference in school newsletter

- Made available in hard copy from school administration upon request

## **RELATED POLICIES:**

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

Gladysdale Primary School policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

## **POLICY REVIEW AND APPROVAL:**

Policy last reviewed	May 2023
Approved by	Gladysdale Primary School Council
Next scheduled review date	May 2027