
	<h1 style="text-align: center;">STATEMENT OF VALUES AND SCHOOL PHILOSOPHY</h1>
	<p>Help for non-English speakers</p> <p>If you need help to understand this policy, please contact the office for assistance.</p>

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

Glenroy West 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 Glenroy West 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 packs.

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

- Display posters 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

Glenroy West Primary School K-6 aspires to create a challenging learning environment that will develop young people with active minds and ethical spirits who will be able to contribute compassion, empathy, integrity, and leadership in a local and global society.

MISSION

Glenroy West Primary School K-6 has high expectations of all students. We encourage them to strive to achieve their greatest potential and to make a positive contribution to a diverse global society. In embracing the school motto ‘Inspire Grow Achieve,’ we will develop creativity and innovation and encourage all students to reach their intellectual and physical capabilities

through their actions. We will provide a challenging education in a safe, supportive environment. We will strive to build positive relationships within a learning and inclusive school community to achieve the best possible educational experience for each student. Our ultimate aim is to develop personal qualities and attitudes that will enable students to face the challenges of the future with confidence.

OBJECTIVE

Glenroy West Primary School's objective is to ensure all students leave our school able to contribute compassion, empathy, integrity, and leadership in a local and global society supported by a practical understanding of the curriculum.

VALUES

Glenroy West Primary School values respect, kindness, and excellence.

- Respect: We respect ourselves, our school, and each other and understand that our attitudes and behaviours impact the people around us.
- Integrity: We act with honesty and uphold strong moral principles, ensuring our actions are consistent with our words and commitments.
- Responsibility: We take ownership of our actions, fulfilling our duties, and being accountable for our behaviours and their outcomes.
- Excellence: We strive for excellence, which means trying our hardest and doing our best in all aspects of school life.

BEHAVIOURAL EXPECTATIONS

Glenroy West Primary School acknowledges that the behaviour of staff, parents, carers, and students impacts 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 Education Support 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 our learning
- 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 mediation or counselling sessions
- Implementing specific communication protocols
- Issuing written warnings
- Setting conditions of entry to school grounds or school activities
- Excluding individuals from school grounds or attendance at school activities
- Reporting to Victoria Police
- Taking legal action

Inappropriate student behaviour will be managed in accordance with our school's Student Wellbeing, Inclusion 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
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	August 2024
Approved by	School Council August, 2024
Communication	Communicated through newsletter
Next scheduled review date	August 2028