



## **St Kilda Primary School**

### **Statement of Values and School Philosophy**



#### **Help for non-English speakers**

If you need help to understand the information in this policy please contact the school on 03 9534 3993

## **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**

St Kilda 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. By embedding a culture of respect and equality, all the children will be equipped with the lifelong skills and knowledge to build and maintain positive relationships and promote equality.

The programs and teaching at St Kilda 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, tolerance and moreover broad mindedness

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 Team Drive (Policy folder) and enrolment packs.

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 via our school's website
- discuss our values with students in the classroom, during meetings and at assemblies.

## VISION

*SKPS Vision*

**LIVE FOR TODAY**  
Care: about ourselves, family, school, world  
Connect: reaching out beyond the classroom  
Communicate: share your ideas and passion with others

**LEARN FOR TOMORROW**  
Character: grit, risk taking, problem solve  
Create: create new knowledge by thinking critically and problem solving  
Contribute: take action

**BE THE FUTURE**  
Imagine: think it  
Believe: make it happen  
Inspire: show others it can be done



## MISSION

*live for today*

Care  
Connect  
Communicate



*learn for tomorrow*

Character  
Create  
Contribute

*be the future*

Imagine  
Believe  
Inspire



## OBJECTIVE

St Kilda Primary School's objective is for children to be successful learners. To achieve this they need to be resilient, be able to work with others, demonstrate a growth mindset, independently solve problems, think outside the box, be curious, know how to learn and to love learning. Our school's objectives are considered as part of the 4 yearly strategic planning process and are 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. We are committed to implementing a whole school approach to Respectful Relationships Education which respects and empowers the social, emotional and positive relationship skills of children and young people, and enables them to thrive.

## VALUES

Our school values are:

**Love of Learning:** We have a vibrant learning and teaching environment that creates lifelong independent learners.

**Respect:** Each individual is treated with respect and trust and decisions made are valued and supported.

**Teamwork:** Teamwork is characterised by a sense of common purpose, shared responsibility, collaboration and mutual support which leads to productive outcomes and achievements.

**Friendliness:** We highly value all members of our community, encouraging and acting in a manner that is inclusive, caring and supportive.

**Creativity:** We encourage children to take risks and think beyond the square, maximising teaching and learning opportunities through innovative and alternative approaches.

**Resilience:** We build self-esteem and social skills which enable children to be themselves and also to be able to work and play happily within the school community.

## BEHAVIOURAL EXPECTATIONS

St Kilda 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 Principal, Assistant Principal 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 and staff member 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 and inclusive behaviour to students consistent with the standards of our profession
- communicate politely, professionally 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 all students
- communicate with the Principal, assistant 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 and inclusive 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 regardless of how we are feeling or the situation
- 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
- we will help 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, aggressive or threatening way, either in person, via electronic communication or 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 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.

## 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](#)

St Kilda Primary School policies:

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

## 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 volunteer induction processes and training for relevant volunteers
- Discussed at annual staff briefings or meetings
- Included on the staff website
- Hard copy available from school administration upon request

## POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2023
Approved by	School Council
Next scheduled review date	July 2027