

Statement of Values and School Philosophy



Help for non-English speakers

If you need help to understand the information in this policy, please contact Pakenham Primary School on 03 5918 3900 or pakenham.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

Pakenham 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 Pakenham 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 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 school vision and expectations in our school community, we

- display posters and banners that promote our vision and expectations
- celebrate our vision and expectations through Compass and Facebook posts
- provide recognition for students who actively demonstrate the vision and expectations
- discuss our vision and expectations with students in the Learning Communities, meetings and assemblies.

1. Vision

Pakenham Primary School's vision is to create an inclusive school environment that empowers students to achieve their personal best socially, emotionally and academically.

2. Mission

At Pakenham Primary School we encourage a collaborative and community focussed learning environment. Our purpose is to create a learning environment where all students take responsibility for their learning in order to reach their personal best. We provide each student with the academic, social and emotional skills to become lifelong learners and successful participants in society. We aim to create an inclusive, positive and supportive learning environment reflecting a personalised approach to education.

The staff at Pakenham Primary School build genuine partnerships with families to ensure students are supported and encouraged to strive to achieve their personal best, demonstrate value and respect for education, and be considerate and supportive of one another. The school attracts and retains knowledgeable, caring and innovative staff who work collaboratively to provide a range of high quality learning opportunities to stimulate and challenge the individual needs and talents of their students.

3. 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.

4. Values and Behavioural Expectations

Pakenham Primary School's three school-wide expectations of Be a Learner, Be Respectful and Be Safe reinforce the positive school culture.

Be a Learner

To be a learner at Pakenham Primary School we value the importance of education, put our best effort into learning, utilise a range of learning strategies to achieve success and demonstrate a growth mindset.

Be Respectful

To be respectful at Pakenham Primary School we maintain an attitude that demonstrates respect for ourselves, others, our learning and the environment.

Be Safe

To be safe at Pakenham Primary School we behave in a manner that exhibits safety towards ourselves, others and the environment both physically and emotionally.

Pakenham Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and must follow our school and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession Code of Conduct](#).

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, and Bullying Prevention Policy.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

As Principal Class 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 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 expectations
- 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.

5. 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 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.
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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 according 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 as annual reference on Compass

- Made available in hard copy from school administration upon request



Related Policies and resources

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

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

Policy review and approval

This policy will be reviewed every 3-4 years by the School Council to confirm/enhance internal control procedures. Proposed amendments to this policy will be discussed with relevant staff and School Council if applicable.

School Council President	School Principal
Name: Travis Mether	Name: Gail Butterworth
Signed: 	Signed: 

Statement of Values and School Philosophy	
Approval Date	September 3rd, 2024
Next Scheduled Review Date	September, 2028

Version	Date	Modification	Consultation	Modified By
Draft	July 2018	Personalised Policy to Pakenham Primary School		Gail Butterworth
Draft	July 2019	Transferred to new template.		Rachael Kimber
Version 1	August 2019	Feedback from Policy Subcommittee and recommendation for School Council to approve		Rachael Kimber
Version 2	November 2023	The following changes have been made: <ul style="list-style-type: none"> • The 'Help for non-English speakers' section was added as per new template • Communication Section added as per new template 		Rachael Kimber

Version 3

School Council approved this policy on: September 3rd, 2024

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Version 3	September 2024	Updated based on the newest template for compliance with Child Safe Standards. Changes include: <ul style="list-style-type: none">• adding contact details to the first section• altering the Policy review section to ensure compliance• Added 'objective' section• Renamed 'School wide expectations' section to 'Values and Behavioural Expectations' amended this section• Added links to the further information and resources section	School Council: September 3rd, 2024 Community consultation through Compass Post: September, 2024	Rachael Kimber
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