

Pakenham Hills PS

Statement of Values and School Philosophy

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 Hills PS 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 Hills PS 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 and in our enrolment/transition packs.

VISION

At Pakenham Hills Primary School our motto is "Life is for Learning". Our vision is to provide each child with the lifelong learning skills, knowledge and social development that will enable them to reach their full potential and participate successfully as productive citizens of our society.

MISSION

Pakenham Hills Primary School is committed to improving the learning and wellbeing outcomes of every student. Every student has the right to a quality education and our school wants to be even better at ensuring this is the reality.

OBJECTIVE

Pakenham Hills PS's objective is to develop a positive climate for learning that will maximise the opportunities for all students to be able to engage and learn at school.

VALUES

Pakenham Hills PS's values are:

Respect: Respect is the way we communicate and show our actions and behaviour towards others. Respect is shown by:

- Listening to others in a non judgmental way, and valuing their views
- Understanding and accepting the differences and needs of other people; finding the win/win outcome

- Taking/accepting actions that are for the common good

Teamwork: Teamwork is a group of individuals working together co-operatively to effectively reach a common goal. Teamwork is shown by:

- Willingly working together to achieve shared goals
- Planning together, sharing ideas and resources
- Actively encouraging others
- Meetings being effective and focused

Professionalism: Professionalism is teachers using their knowledge and skills in a collaborative manner to help students achieve to the best of their ability. Professionalism is shown by:

- Maintaining confidentiality and setting a good example for others
- Using ongoing research and best practice to improve teaching and learning
- Completing tasks to the best of your ability
- Dealing with everyone in a fair and equal manner

Positive Attitude: Our school community aims to provide a flourishing and prosperous environment for all members. We will undertake our role in a friendly and encouraging manner. Positive attitude is shown by:

- Finding the positive/good in situations or events
- Making positive and encouraging comments to others; acknowledge others' successes
- Smile, remain happy and be open to new ideas
- Actively participate in school events

Integrity: Honesty and integrity is being open and honest in your interactions with others whilst upholding and acting upon shared beliefs. Integrity is shown by:

- Speaking openly and honestly, whilst showing empathy and respect for others
- Being reliable, trustworthy and truthful
- Seeking and giving feedback in a constructive way

Communication: Communication is sharing information on a regular basis in an open and inclusive manner. Communication is shown by:

- Ensuring everyone is involved and informed
- Making sure that communication and discussion are open, inclusive and transparent
- Assisting everyone to share information effectively

BEHAVIOURAL EXPECTATIONS

Pakenham Hills PS 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 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.

This statement can be found on the school website: <https://pakenhamhillsps.vic.edu.au/>

EVALUATION

Pakenham Hills Primary School is committed to ensuring this policy is publicised and implemented, and will monitor and review its effectiveness.

This policy will be reviewed as part of the school's multi-year review cycle.

This policy was ratified by school council March 2021

Dale Hendrick
Principal

Elise Chapman
School Council President

Version	Date	Modification	Modified By
1	Feb 2021	Policy completely re-done, in line with DET exemplar.	Dale Hendrick