



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

2026 - 2029



Help for non-English speakers

If you need help to understand the information in this statement, please contact the Watsonia Heights Primary School Office on (03) 9435 4617.

PURPOSE

The purpose of this policy is to outline the values of our school community and explain the vision, guiding principles and objectives of our school.

POLICY

Watsonia Heights 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 Watsonia Heights 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, guiding principles, values and expectations of our school community. This policy is available on our school website, our staff induction handbook and enrolment/transition packs.

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

- display posters and banners that promote our values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate our values
- discuss our values with students in the classroom, meetings and assemblies.



VISION

Watsonia Heights Primary School has a commitment to providing a safe, caring environment where children are encouraged to develop as individuals to their best ability. It is a school where well-planned programs are provided to engage students and help them maximise learning opportunities and become life-long learners.

GUIDING PRINCIPLES

At Watsonia Heights Primary School great emphasis is placed on developing each individual child to the maximum potential within a society that is constantly changing by:

- Identifying individual needs
- Giving equal opportunities to every child to achieve success
- Using a range of teaching styles and strategies
- Providing specialist programs across a diverse range of disciplines and interests.

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

The school motto of "Strive for the Heights" forms our ongoing school focus. If you believe you can achieve! Hence, our values represent the notion to STRIVE!

Our agreed values are:

S – Success – Our school is focussed on ensuring success for each and every child. This is built on the notion that all children can succeed and that success for one child is quite different to that of another. Success takes many forms and is a very personalised concept. Success also relates to team and school success. WHPS is built upon ongoing improvement and, collectively, we work extremely hard for sustained SUCCESS!

T- Teamwork – WHPS is a team. Staff, students and parents working together for a collective goal of improvement. This relationship between all stakeholders is imperatively important to securing our effectiveness. We promote a sense of team and a unified approach to 'getting better on purpose'. Relationship development is a highly valued commodity at WHPS. The way we interact and connect with people, learning and life is a focussed goal of our school.

R – Respect – WHPS develops the notion of respect in all that we do! Amongst other things we promote Respect for self, other people, their cultures, individual and collective learning, our physical and global environment. This is a cornerstone of our belief system that promotes empathy and a development of self.



I – Individuality – We are committed to improving and enhancing every individual at our school. We focus on providing an individual learning environment that ensures each child is catered for in their ongoing development. EVERYONE counts and EVERYONE is special. We also see ourselves as an individual school working and aligned within a quality education system. WHPS is special in it's endeavours and we provide the highest quality learning environment that is individual in it's uniqueness.

V – Visionary – At WHPS we Strive for the Heights! We are visionary in our pursuits and foresight to be 'cutting edge' in our mission and goals. Students and staff are encouraged to set aspirational goals – and to reach them! We have a future focused vision of education, and our high expectations are empowering, realistic and achievable! We can be what we choose to be!

E – Effort – We promote effort! This value is a lifelong trait that ensures ongoing success for all stakeholders. Whilst we acknowledge, celebrate and nurture achievement we understand the power of effort! People with an instilled work ethic are destined to achieve beyond expectations whilst those with innate skills can relax in self-belief. Effort = excellence!

Through these values we are able to focus on establishing classroom expectation and learning foci that include:

- Ensuring students feel safe, connected, respected and valued
- Establishing positive class routines
- Getting to know each individual learner and their needs
- Building relationships
- Develop a shared understanding of the school values and our school wide positive behaviours
- Understanding the learning process and the components for successful learning
- Understanding the brain and how to maximise it's use, healthy bodies, healthy diets etc...
- Understanding individual learning styles
- Goal setting and reflective practices
- Learning all about me!

BEHAVIOURAL EXPECTATIONS

Watsonia Heights 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.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the [Respectful, safe, engaged: shared expectations to support student behaviour statement](#).



Students are also 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.

Staff 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's Code of Conduct](#).

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of 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. Schools can share these expectations through use of [posters](#) available in over [30 translated languages](#).

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 demonstrated by school staff, parents, carers, students or members of our school community is not 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.

Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and is not 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 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 is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

This policy is communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff handbook/manual
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Example school policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2026
Consultation with School Council on	7 September 2026
Approved by	Tony Ryan, Principal on 7 September 2026.
Next scheduled review date	September 2029