



## WHPS-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

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, mission, objective, 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 Philosophy in our school community, we

- display posters and banners that promote your 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

Watsonia Heights Primary School's vision is to provide a high functioning school and learning environment that promotes individual and collective success and fosters respect and responsibility for learning allowing all students to Strive for the Heights.

### MISSION

Watsonia Heights Primary School's mission is to lay the best possible foundations for life through a well balanced curriculum program.

### OBJECTIVE

Watsonia Heights Primary School's objective is to ensure all students leave our school with a practical understanding of the curriculum and with a broad skill set and ranging interpersonal skills to lay the foundations for success.

### VALUES

Watsonia Heights Primary School's values are Success, Teamwork, Respect, Individuality, Visionary, Effort.

**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 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 futuristic vision to 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 life long 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!

## **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.

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
- 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 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, 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 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 policy will be communicated to our school community in the following ways [please delete any of the options below that you do not intend to use]:

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

## ***FURTHER INFORMATION AND RESOURCES***

Department of Education and Training policies and resources:

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

Example school policies:

- [Student Wellbeing and Engagement Policy](#)
- [Inclusion and Diversity Policy](#)
- [Bullying Prevention Policy](#)
- [Parent Complaints Policy](#)

## EVALUATION

This policy was last updated in November 2022 and is scheduled for review in 2025.

Policy last reviewed	Nov 2022
Approved by	School Council November mtg
Next scheduled review date	November 2025