



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY

Mitcham Primary School

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

Mitcham 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 Mitcham 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

Mitcham Primary School's vision is to create Learners, Leaders, Thinkers.

Mitcham Primary School core purpose is to promote the development of active thinkers with communication and technology skills for the future.

MISSION

Mitcham Primary School's mission is to facilitate student growth and development by:



- providing innovative and challenging teaching;
- catering for different learning styles;
- individualization of learning programs through a broad-based stimulating curriculum;
- encouraging success in a positive environment;
- fostering the acquisition, integration and development of higher order skills in all learning areas;
- developing students in the intellectual, physical, ethical and emotional and social domains;
- giving every child a sense of self-belief and confidence;
- providing the best possible access to learning technologies in the school programs.

OBJECTIVE

Mitcham Primary School's objective is to:

- encourage children to become life-long learners who see learning as engaging and critical to their development;
- foster the natural curiosity of children by encouraging inquiry and independence;
- develop critical and analytical thinking through problem-solving and decision-making activities;
- enhance creativity through open ended activities involving the manipulation of materials and ideas;
- develop student leadership and team skills by encouraging tolerance, respect and co-operation in a multi-cultural context;
- achieve high standards in all learning areas;
- prepare students to make a positive contribution as thinking participants in citizenship of Australia;
- prepare children to be resilient in embracing ongoing change

VALUES

Mitcham Primary School's values are Respect, Confidence, Getting Along, Persistence and Organisation.

CHILD SAFETY

Mitcham Primary School is committed to safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making.

Mitcham Primary School has zero tolerance for child abuse.

Mitcham Primary School is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with a disability.

Every person involved in Mitcham Primary School has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the



wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

BEHAVIOURAL EXPECTATIONS

Mitcham 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:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- 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 inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly 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.
- 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.
- 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 complaints processes if there are 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.
- 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 orderly learning environment for all students.
- Utilise the school's communications policy to communicate with the school.

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:

- is rude, aggressive or harasses others
- sends rude, confronting or threatening letters, emails or text messages
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments
- inappropriately uses social media as a forum to raise concerns/make complaints against the school
- is physically intimidating, e.g. standing very close.
- overrides staff directions
- tries to impose their personal views on others
- distributes information to others to support personal views and solicit support

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:

- utilising mediation and counselling services
- alternative communication strategies being applied
- formal notice preventing entry onto school premises or attendance at school activities. Written notice will follow any verbal notice given.



- an intervention order being sought
- informing the police which may result in a charge of trespass or assault

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.

FURTHER INFORMATION AND RESOURCES

School Policies

- [Student Wellbeing and Engagement Policy](#)
- Communication with School Staff Policy
- Respect for School Staff Policy

Department Websites

- [Student Wellbeing](#)

REVIEW CYCLE

This policy was last updated on June 2018 and is scheduled for review in June 2021.

Ratified by school council on the: 11th September 2018