



respect



resilience



collaboration



progress



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## STATEMENT OF PHILOSOPHY, VISION AND VALUES



### Help for non-English speakers

If you need help to understand the information in this policy, please contact Glengarry Primary School on 03 5192 4292 or [glengarry.ps@education.vic.gov.au](mailto:glengarry.ps@education.vic.gov.au)

#### Purpose

The school's philosophy statement communicates the nature of the school to current and prospective staff, students, parents and guardians. It provides a foundation for the school's strategic planning decisions and performance reviews.

#### POLICY

Glengarry 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 Glengarry 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.

To celebrate and embed our Statement of Values and 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 the values
- discuss our values with students in the classroom, meetings and assemblies.

#### 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.

**Our Mission:** Partners in Success



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**Our Vision:** At Glengarry Primary School, we are empowered learners and respectful community members who embrace challenge and celebrate growth.

### Our Values

 <p>respect</p> <p>Caring for yourself, others and the environment and taking responsibility for your actions.</p>	 <p>resilience</p> <p>Being able to problem solve and progress through challenges.</p>	 <p>We are</p>	 <p>empowered learners</p>
 <p>collaboration</p> <p>Working effectively with others to achieve a common goal.</p>	 <p>progress</p> <p>Growing as a person and as a learner</p>	 <p>respectful community members</p>	 <p>who embrace challenge</p>
 <p>joy</p> <p>Finding your own happiness and helping others find theirs.</p>		 <p>and celebrate growth.</p>	

Statement of commitment to child safe standards  
Glengarry Primary school is committed to the safety and wellbeing of all children and young people. This commitment will be the primary focus of our decision-making processes, and in the care of our students. Glengarry primary school has zero tolerance for child abuse.

Glengarry primary school is committed to providing a child safe environment where children and young people *are safe, feel safe*, and where their voices are heard regarding decisions which 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 glengarry primary school has a responsibility to understand the important and



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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

Glengarry 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](#).

### 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 *GPS 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.

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



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## STATEMENT OF PHILOSOPHY, VISION AND VALUES

- 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 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 to the school community on Compass
- Included in staff induction processes
- Included in student diaries so that it is easily accessible to parents, carers and students
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

### FURTHER INFORMATION 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

Policy last reviewed	Term 4, 2022
Approved by	School Council - 19/10/2022
Next scheduled review date	Before term 4, 2026