

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

2024-2028

Child Safe Standards

Children have the right to be safe and protected, including at school.

<http://www.vrqa.vic.gov.au/childsafes>

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

Kennington 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.

A student's ability to express their culture and enjoy their cultural rights is encouraged and actively supported. Staff, students, volunteers, and the school community are equipped to acknowledge and appreciate the strengths of Aboriginal culture and its importance to the wellbeing and safety of Aboriginal students. Measures are in place to ensure racism is identified, confronted and not tolerated, and any instances of racism are addressed with appropriate consequences. Active support for the participation and inclusion of Aboriginal children and students and their families.

The Department of Education and Training (the Department) has adopted the public sector values which are set out in the Code of Conduct for Victorian Public Sector Employees. They are:

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human Rights

The Department's Values underpin how we interact with colleagues, learners and families, members of the community, suppliers and government. We are all required to uphold and demonstrate the Department's Values in our work.

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 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

Kennington Primary School's vision;

At Kennington Primary School, we strive for educational excellence, promote lifelong learning and prepare students for their role in the local and global community.

VALUES

Kennington Primary School's values are Personal Best, Respect and Resilience.

BEHAVIOURAL EXPECTATIONS

Kennington 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
- 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, Kennington Primary School expect:

- model positive behaviour to our children
- 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, Kennington Primary School expect:

- 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, Kennington Primary School expect:

- 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 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.

FURTHER INFORMATION AND RESOURCES

Student Wellbeing and Engagement Policy

Communication with School Staff Policy

Respect for School Staff Policy

REVIEW CYCLE

This policy was last updated on June 2024 and is scheduled for review in June 2028
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Expectations & Values

	All Areas I will...	Learning Areas I will...	Play Areas I will...	In the Community I will...
<p>Personal Best</p> <p>Always aiming high and being the best I can be. It means being optimistic that I will be successful in the end.</p>	<ul style="list-style-type: none"> - strive for excellence - demonstrate integrity - be an active listener - act and move safely especially on stairs and balconies - choose an appropriate learning buddy - ask for help when I need it - tell a teacher about any injuries, dangers or problems - follow all teacher instructions - help others when I can - use equipment in the correct way and in the right areas. 	<ul style="list-style-type: none"> - be on time - follow teacher instructions - be an active participant - be organised for learning - complete all work given to the best of my ability - follow the ICT agreement - hand notes and forms in on time - use my time effectively, work co-operatively and avoid distractions - choose a quiet activity to stay occupied when playtime is inside - ask permission to leave learning areas. 	<ul style="list-style-type: none"> - use play equipment safely and appropriately - find a yard duty teacher when I need help - walk around corners, on pathways, in the amphitheatre, on stairs and on balconies - be Sunsmart and wear a school hat - avoid hazards - play appropriate games in the right places - be aware of others when moving around the yard - make sure that I can be seen by the yard duty teacher at all times. 	<ul style="list-style-type: none"> - make my school proud - take pride in representing my school - walk calmly, stay with my group and adult supervisor - follow rules expectations in different places - be 'Sunsmart', wear a school hat and school uniform as per uniform policy - stay seated on the bus and wear a seatbelt.
<p>Respect</p> <p>Treating everybody and everything with consideration and courtesy. It means looking after others, the environment and myself.</p>	<ul style="list-style-type: none"> - listen to the person talking - tell the truth - use positive body language - speak politely and use my manners - speak with a suitable volume and tone 	<ul style="list-style-type: none"> - work to the best of my ability - demonstrate a positive attitude - be considerate of the learning abilities of others - support others with their leaning 	<ul style="list-style-type: none"> - remember that the amphitheatre is a quiet area - share play areas and equipment - include others in games - support others on the 'Friendship Seat' - demonstrate good sportsmanship 	<ul style="list-style-type: none"> - clean up after myself and look after my property - support others - demonstrate good sportsmanship - demonstrate respect and manners to community members

Resilience

The ability to manage my emotions and bounce back from an experience that may not have turned out the way I expected.

<ul style="list-style-type: none"> - take care of equipment and people's belongings - care for others - keep my hands and feet to myself and respect others' personal space - wear the school uniform with pride - show care for the learning areas, equipment and garden areas. 	<ul style="list-style-type: none"> - value the rights and opinions of others - respect the right of others to learn in a distraction free environment - be an active listener. 	<ul style="list-style-type: none"> - return sports equipment to the classroom/stadium - place all rubbish in the bin before leaving the classroom and limit the packaging I bring to school. 	<ul style="list-style-type: none"> - be a good audience member - represent my school with pride.
<ul style="list-style-type: none"> - be patient and adapt to changes - accept the challenge of a new day - be a problem solver who does not give up - try to solve problems before asking for adult help - ask for help when I need it - consider ideas and feedback - accept the consequences of my actions - accept a real apology when it is offered - take turns when playing a game and demonstrate good sportsmanship. 	<ul style="list-style-type: none"> - be persistent and keep practising to be the best I can be - take responsibility for our learning - have a go at things that are difficult - maintain a positive attitude - have a growth mindset - look at my mistakes and think about how I can improve - try to solve technical problems before getting help - know that it is OK to make mistakes. 	<ul style="list-style-type: none"> - wait my turn and share equipment - accept that I may be unable to use a preferred area of the yard - be patient and wait for someone to play with - be patient if interrupted by others - accept that my abilities may be different to others - try new things - find a teacher on yard duty to assist with a problem I cannot resolve myself - try to be calm and brave if I have an accident - think about others point of view. 	<ul style="list-style-type: none"> - understand that different places outside the school can have different rules and expectations - demonstrate good sportsmanship and bounce back - manage my emotions - bounce back when things don't turn out as expected.