



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY



Help for non-English speakers If you need help to understand the information in this policy please contact Cheltenham Primary on **03 8585 3200** or cheltenham.ps@education.vic.gov.au

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

Cheltenham 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 responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at Cheltenham 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 and in student enrolment/transition packs.

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 learning spaces
- 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

Cheltenham Primary School's vision is: **'Supported We Achieve. Challenged We Grow'**.

Mission

Cheltenham Primary School's mission is for each child to 'Accept the Challenge' in learning for them - academically, socially, and emotionally, and physically as they learn and live our

values of Kindness, Respect and Responsibility in their Primary Years, and as they transition into Secondary School, and throughout their lives.

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

Cheltenham Primary School School's values are Kindness, Respect and Responsibility. We respect ourselves, our school and each other, and understand that our attitudes and behaviours have an impact on the people around us.

We model and demonstrate Kindness, Respect and Responsibility, and take every opportunity to help others that may be in need of support.

Behavioural Expectations

Cheltenham 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 may be at risk or are vulnerable
- do our best to ensure every child achieves their 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 where required
- inform parents of the school's communication and complaints procedures
- ask any person who is acting in an offensive, intimidating, or otherwise inappropriate manner 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 all areas of 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 on our school's website). 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.

Communication

This policy will be communicated to our school in the following ways:

- available publicly on our school's website
- included in staff induction processes
- 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](#)

Cheltenham Primary School policies:

- Student Wellbeing and Engagement Policy
- Communication with School Staff policy
- Bullying Prevention Policy
- Parent Complaints Policy

Policy review and approval

Policy last reviewed	May 2023
Endorsed	School Council
Next scheduled review date	May 2026