



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
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- 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
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- discuss our values with students in the classroom, meetings and assemblies.



VISION

Mitcam Primary School's vision is to ensure equitable access to education for all students, so that they can learn, thrive and reach their full potential. Our vision is for inclusivity and support to allow all students to flourish.

MISSION

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

- developing students in the intellectual, physical, ethical and emotional and social domains
- giving every child a sense of self-belief and confidence
- providing innovative and challenging teaching
- catering for different learning strengths and needs
- encouraging success in a positive environment
- fostering the acquisition, integration and development of higher order skills in all learning areas

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

Our values guide the decisions and behaviours of all members of our school community.

Kindness – being friendly, generous and considerate to others and yourself.

Resilience – bouncing back from difficulties and disappointments. Accepting challenges, trying hard and not giving up easily.

Respect – for ourselves, others and our environment. Caring for, understanding, accepting and appreciating ourselves and others.

Love of Learning - is a valued disposition that embraces critical thinking and reasoning and celebrates gaining new understanding, knowledge, behaviours, skills, values and attitudes.



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:

- 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
- 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
- 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.



MITCHAM PRIMARY SCHOOL

Positive Behaviour Expectations

Our values	In the classrooms we...	In the school grounds we...	Using technology we...	In the community we...
We are respectful	understand and accept our differences let others learn	look after our equipment, gardens and the environment share the space	are mindful of what we are posting and sharing use our device for its intended purpose	represent the school with pride are positive upstanders
We are kind	treat others like we want to be treated think of, and help our classmates when we can	care for everyone in the yard show empathy to others	know if we wouldn't say it to someones' face, we shouldn't say it online communicate positively	think of and act upon ways to help others look after others, animals and the environment
We are learners	try our best and have a go collaborate and work cooperatively	take part in school events are open to learning in a different environment	aim to be innovative with technology use it as a learning resource	actively engage in the community value our community as a learning resource
We are resilient	We have a Growth Mindset We bounce back from hardship We seek help when needed We actively problem solve and challenge ourselves We are flexible and adapt to different situations			

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 other 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
- 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 publicly on our school's website
- Included in staff induction processes
- Discussed at staff briefings/meetings as required
- Made available in hard copy from school administration upon request

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 in July 2024 and is scheduled for review in July 2027.

Ratified by school council on the: 23rd July 2024