



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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

White Hills 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 White Hills 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
- promote our values at assembly
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies

VISION

White Hills Primary School's vision is to provide students with skills to be lifelong learners. White Hills Primary School fosters a community of global lifelong learners striving for excellence. We provide an environment that acknowledges students' individuality and fosters independence, resilience, self-motivated and responsible students who enjoy and are purposefully engaged in ongoing learning.



MISSION

White Hills Primary School's mission is to cater for academic, physical, social and emotional needs.

Our School's motto, "educating for the future" enables students to understand, contribute to and succeed in a rapidly changing society. We will ensure that students receive a high quality education to develop both the skills and the competencies essential for success. We seek to create an environment that achieves equity for all students and ensures that each student is a successful learner, fully respected, and learns to respect others.

OBJECTIVE

White Hills Primary School's objective is to prepare our students to contribute productively to an increasingly globalised world. Students, staff and members of our school community are encouraged to live and demonstrate our core values of respect, resilience, responsible and aspire.

VALUES

White Hills Primary School's values are Respect, Responsible, Resilience and Aspire.

We define our values by the following: *Appendix 1*

- **We show Respect** – "thinking and acting in a way that shows others you care about their feelings and their wellbeing"
- **We are Responsible** – "being able to bounce back from challenges"
- **We display Resilience** – "doing what is expected and owning your actions"
- **We Aspire to be our Best** – "be your best, reach your goals"

BEHAVIOURAL EXPECTATIONS

White Hills 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. White Hills Primary School has developed an Expectation Matrix that support students to achieve their best.

White Hills Primary School Expectation Matrix – Appendix 2

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, we will:

- model positive behaviour to our child
- 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, 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 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*).

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 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

- *Student Wellbeing and Engagement*
- *Bullying Prevention*
- *Respect for School Staff*
- *School Visitors Policy*
- Visit the school website: <http://www.whitehillsp.vic.edu.au/page/60/Policies>



REVIEW CYCLE

This policy will be reviewed biennial or more often if necessary due to changes in regulations or circumstances.

Date Implemented	September 2018
Author	Wellbeing subcommittee
Approved By	School Council
Responsible for Review	Wellbeing subcommittee
Review Date	December 2020 or as required

White Hills PS Behaviour Management Process

How we follow our values

RESPECT

'thinking and acting in a way that shows others you care about their feelings and their wellbeing'

RESILIENCE

'being able to bounce back from challenges'

RESPONSIBILITY

'doing what is expected and owning your actions'

ASPIRE

'be your best, reach your goals'

<p>At White Hills PS...</p> 	<p>In Our Learning Areas</p> <ul style="list-style-type: none"> • Be an attentive listener • Follow teacher instructions • Speak kindly to each other • Allow others to learn 	<p>In Our Yard</p> <ul style="list-style-type: none"> • Play safely and fairly • Respect the rules of other students' games • Look after the equipment 	<p>In Our Office & Hallways</p> <ul style="list-style-type: none"> • Use our manners (say please and thank you) • Move safely and quietly through the buildings • Listen to others 	<p>While We are Eating</p> <ul style="list-style-type: none"> • We put our rubbish in the bin • Use our manners 	<p>In Our Toilets</p> <ul style="list-style-type: none"> • Give people space and respect their privacy • Use the toilet properly and keep them clean • We are patient and we wait our turn 	<p>On Our Excursions and Camps</p> <ul style="list-style-type: none"> • Follow the rules of places we visit • Use our manners and listen to others
<p>We show Respect</p>	<ul style="list-style-type: none"> • Arrange activities with an open mind and growth mindset • Take risks and try new things • Bounce back when things are tricky 	<ul style="list-style-type: none"> • Sort issues fairly before asking a teacher "Stay and Play, move away, if it doesn't help then get help" • Stay calm and make good decisions 	<ul style="list-style-type: none"> • Be kind, patient and show empathy • Be brave in the first aid room or when called to the office 	<ul style="list-style-type: none"> • Move somewhere else if you are being disturbed • Appreciate the food you have • Stay seated 	<ul style="list-style-type: none"> • Ignore inappropriate behaviour • Do the right thing 	<ul style="list-style-type: none"> • Have a positive attitude • Bounce back when things aren't going our way • Manage our emotions around others
<p>We display Resilience</p>	<ul style="list-style-type: none"> • Take care of our belongings and learning space • Be ready to learn and organised • Move quietly and safely • Own our behaviour 	<ul style="list-style-type: none"> • Make good choices about the games we play • Move around safely in the right spaces • Take responsibility for our words and actions 	<ul style="list-style-type: none"> • Own our actions • Help other students and teachers • Walk quietly, safely and calmly 	<ul style="list-style-type: none"> • Keep our area and the surrounding environment clean • We place unwanted or uneaten food back in our lunch box • We eat our own food 	<ul style="list-style-type: none"> • Wash our hands and turn the taps off • Ask a teacher before going to the toilet • Report a problem 	<ul style="list-style-type: none"> • Listening to teachers and leaders of groups • Look after our own belongings • Be safe by staying close to the group
<p>We are Responsible</p>	<ul style="list-style-type: none"> • Make good choices that help us learn • Everyone is a leader and role model • Set goals and challenge yourself • Try your hardest 	<ul style="list-style-type: none"> • Set good examples for others • Treat others how we like to be treated • Follow the rules of games 	<ul style="list-style-type: none"> • Use our manners • Listen to staff • Offer to help 	<ul style="list-style-type: none"> • We use the bins and keep our area clean 	<ul style="list-style-type: none"> • Move straight to and from the toilet • Go during lunchtimes and break times • Encourage others to make good choices 	<ul style="list-style-type: none"> • Think before we act • Be positive ambassadors for the school • Try new things
<p>We Aspire to be our Best</p>						