**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**

Mount Dandenong 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 Mount Dandenong 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 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
* 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**

Mount Dandenong Primary School’s vision is to support the development of the whole child by inspiring a passion for life-long learning.  Our students are creative, curious and critical thinkers who are open to new ideas.

## **Mission**

Mount Dandenong Primary School values our unique environment and close community. It is a place for creative opportunities and academic excellence, nurturing respect, happiness and independence. We support children’s learning by emphasising the importance of independent thinking and supporting children’s resilience to challenge and change.  We emphasise the creative arts and creative thinking. We celebrate our connection to country and the environment. We acknowledge the context of community at our school, where the local people and environment play a vital role in sustaining future generations. We value and nurture the individuality of each child to reach their goals through inquiry and academic rigour.

## **Objective**

Mount Dandenong Primary School’s objective is to support each child throughout their discovery of learning within a safe and nurturing environment. We promote:

* A love of learning and curiosity
* All children achieving to their full potential; academically, socially, emotionally, physically and artistically
* A highly developed sense of belonging to both school and the community
* Confidence, compassion and the ability to get along with and accept others
* Diversity is seen as enriching our school and is valued and respected

## **Values**

Mount Dandenong Primary School’s values are respect, independence, community spirit and honesty:

Respect: Consider and understand the feelings, beliefs and qualities of self and others. Recognise that everyone has rights and responsibilities. Care for property and the environment.

Independence: Display initiative. Regulate own conduct and not be controlled by others. Carry out tasks without constant supervision.

Honesty: Act in ways that are sincere, truthful and fair.

Community Spirit: Share knowledge and resources cooperatively and work together to benefit the school and wider community.

## **Behavioural expectations**

Mount Dandenong 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.

**Staff Code of Practice**

Staff at Mount Dandenong Primary School form part of a team that demonstrate commitment to:

* The teaching and learning programs.
* Effective classroom management.
* Exemplary personal and professional conduct.

**Staff shall provide educational leadership using the following values:**

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| ***Respect* is demonstrated by:**   * **Listening** * **Caring** * **Sharing** * **Accepting diversity** * **Showing courtesy** * **Respecting other opinions** * **Using positive tone of voice and body language** * **Caring for others belongings** * **Caring for shared spaces** | ***Independence* is demonstrated by:**   * **Having confidence in your own ideas** * **Not relying on others to do things for you** * **Using initiative** * **Having a go** * **Taking responsibility** * **Problem solving** * **Good work ethic** * **Leading by example** * **Being well planned and prepared** * **Having difficult conversations** |
| ***Community* is demonstrated by:**   * **Working with the whole community** * **Being compassionate** * **Supporting each other** * **Authentic relationships** * **Contributing to meetings, whole school events, team meetings etc.** * **Being flexible** * **Being inclusive** * **Working in teams** * **Sharing ideas and resources** * **Effectively communicating** * **Celebrating together** | ***Honesty* is demonstrated by:**   * **Not borrowing items without asking prior** * **Owning your mistakes** * **Being sincere and trustworthy** * **Being reflective about your practice** * **Admitting weaknesses or areas to improve in** * **Being brave** |

**Student Code of Conduct**

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| **RESPECT**  To show consideration to yourself, others, property and the environment. | BEHAVIOURS:  Treat people the way you would like to be treated  Look after your own and other peoples’ property  Show politeness at all times |
| **INDEPENDENCE**  Making good choices and being yourself | BEHAVIOURS:  Making good choices  Being responsible for yourself and your own property  Having a go |
| **COMMUNITY SPIRIT**  To help and support each other and get involved in everything at school. | BEHAVIOURS:  Celebrate other’s success and efforts  Join in and encourage others to join in  Be an ambassador for the school |
| **HONESTY**  Be truthful and trustworthy. | BEHAVIOURS:  Own up when you do the wrong thing  (Don’t lie) Always tell the truth or your friends won’t trust you  Tell someone if something goes wrong |

**Community Building**

In providing high quality educational programs for children, Mount Dandenong Primary School relies on the support and assistance of the school community. The school values its relationship with the community. It recognises that a positive, co-operative and collaborative relationship with the community enhances the opportunities for the school to provide quality education through shared use of facilities, expert advice, sponsorship and support services.

The community is encouraged to support the school by:

* Providing access to resources for education through links with business and service organisations, and to health and welfare services.
* Providing sporting and other facilities
* Participating in, and contributing to, the life of the school.

**The strength and integrity of the school/home partnership underpins the success of this school**.

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| **Value** | **Behaviour** |
| **Respect**  ***Consider and understand the feelings, beliefs and qualities of self and others.***  ***Recognise that everyone has rights and responsibilities.***  ***Care for property and the environment.*** | * Accept and value the individual differences within our community. * Acknowledge the professional status of staff. * **Using positive tone of voice and body language** |
| **Independence**  ***Display initiative.***  ***Regulate own conduct and not be controlled by others.***  ***Carry out tasks without constant supervision.*** | * Offer suggestions for school improvement. * Encourage the leadership abilities of students, parents and teachers. * Keep informed of, and responsive to, school and classroom activities through newsletters and notices |
| **Honesty**  ***Act in ways that are sincere, truthful and fair.*** | * Treat children, staff and other parents fairly and honestly. * Demonstrate loyalty to the school. |
| **Community Spirit**  ***Share knowledge and resources cooperatively and work together to benefit the school and wider community.*** | * Invite community members to become actively involved with the school. * Foster a positive environment through participation in school activities. * Maintain open communication with the school. * Guide students towards behaviour that is safe, co-operative and supportive of a pleasant school environment. |

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 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 Policy*

## **Review cycle**

This policy was last updated on 17/9/19 and is scheduled for review in May 2022.