

SCHOOL PHILOSOPHY

Rationale

The purpose of this policy is to outline the values of our school community and explain our vision, our mission and objectives.

Birralee PS 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 Birralee PS 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, student diary and enrolment/transition packs.

To celebrate and embed our Statement of Values and Philosophy in our school community, we;

- display posters that promote our values
- 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, at meetings and at assemblies

Vision

Birralee PS's vision is to empower students to be confident, curious learners who feel supported and able to meet the challenges at school and beyond. Our purpose is to provide students with skills, abilities and attributes to sustain ongoing learning and to be eventual successful and effective contributors to their future society.

Mission

Our mission is to provide a safe, supportive and inclusive educational environment where students have the right to fully participate in all learning and activities. The school community will support, enable and encourage students to achieve the best learning outcomes and personal successes that they are able to accomplish.



Values

At Birralee PS, we value diversity, responsibility, kindness, integrity, endeavour and achievement.

Our School Declaration (below), encapsulates our shared beliefs about our principles and is learned by all students in order to assist them to recall the agreed values of our school. The School Declaration is recited each week at an assembly.

*At Birralee we learn to live and work together,
to be responsible and think of others,
to respect our community,
to care for the environment
and strive to achieve our goals*

Objectives

Behaviour Expectations

Birralee PS 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 at our school.

1. As principals and school leaders, we will;
 - i. model positive behaviour and effective leadership
 - ii. communicate politely and respectfully with all members of the school community
 - iii. work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
 - iv. behave in a manner consistent with the standards of our profession, and meet core responsibilities to provide a safe and inclusive environment
 - v. plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at school
 - vi. identify and support students who are, or who may be at risk
 - vii. do our best to ensure that every child continues to experience successful personal and learning achievements
 - viii. work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly
 - ix. respond appropriately when safe and inclusive behaviour is not demonstrated, and implement appropriate interventions and sanctions when required
 - x. inform parents of the school's communication and complaints procedures
 - xi. ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds

2. As teachers and teaching school staff, we will;
 - i. model positive behaviour to students, consistent with the standards of our profession
 - ii. communicate politely and respectfully with all members of the school community
 - iii. proactively engage with parents about student outcomes
 - iv. work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly
 - v. work collaboratively with parents to improve learning and wellbeing outcomes for students with additional needs
 - vi. communicate with the principal and school leaders in the event that we anticipate, or face any tension or challenging behaviour, from parents
 - vii. treat all members of the school community with respect

3. As parents and carers, we will;
 - i. model positive behaviour to our child
 - ii. communicate politely and respectfully with all members of the school community
 - iii. ensure that our child attends school on time and every day that the school is open for instruction
 - iv. take an interest in our child's school and learning
 - v. work with the school to achieve the best outcomes for our child
 - vi. communicate constructively with the school and use expected processes and protocols when raising concerns
 - vii. support school staff to maintain a safe learning environment for all students
 - viii. follow the school's processes for communication with staff and making complaints
 - ix. treat all school leaders, staff, students, and other members of the school community with respect

4. As students, we will;
 - i. model positive behaviour to others, including; consideration, co-operation and courtesy
 - ii. communicate politely and respectfully with all members of the school community
 - iii. comply with, and model school values
 - iv. behave in a safe and responsible manner
 - v. respect ourselves, other members of the school community and the school environment
 - vi. actively participate in school
 - vii. not disrupt the learning of others
 - viii. make the most of our educational opportunities

5. As community members, we will;
 - i. model positive behaviour to the school community
 - ii. treat other members of the school community with respect
 - iii. support school staff to maintain a safe and inclusive learning environment for all students
 - iv. utilise the school's processes for communication with staff and submitting complaints

Unreasonable Behaviour

Schools are not public places, and a principal has the right to permit or deny entry to school grounds (for more information, see our *Visitors & External Provider 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 a school principal.

At a 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 all students are empowered to participate and learn.

Evaluation: This policy will be reviewed as part of the School's three year review cycle.