STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Birralee Primary School
Doncaster



Help for non-English speakers

If you need help to understand the information in this policy, please contact school administration.

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

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, values and expectations of our school community. This policy is available on our school website and in enrolment/transition packs.

To celebrate and embed our *Statement of Values and School Philosophy* in our school community, we:

- display posters that promote our values in our school,
- celebrate our values in our school newsletter,
- provide awards and recognition for students who actively demonstrate our values,
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Birralee PS's vision is to:

- empower students to be confident, curious learners who can meet challenges at school and beyond,
- provide students with skills, abilities and attributes to sustain ongoing learning to be successful and effective contributors to society as happy, healthy and productive adults.

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MISSION

Birralee PS's mission is to provide students with the best possible foundation in life through a well-rounded education.

OBJECTIVE

Our school's objectives are considered as part of the four-year 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

Birralee PS's values include care & kindness, integrity, respect and responsibility.
We state our values at every assembly when we say the following School Declaration:

> At Birralee we learn to live and work together:
>
> to show care and kindness,
>
> to behave with integrity,
>
> to be respectful and responsible,
>
> and strive to achieve our goals.

BEHAVIOURAL 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 and young people at our school.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the *Respectful, safe, engaged: shared expectations to support student behaviour statement*.

Students are encouraged and supported by school staff, to meet expected standards of behaviour as outlined in our:

- *Student Wellbeing and Engagement Policy*
- *Inclusion and Diversity Policy*, and
- *Bullying Prevention Policy*

Staff must follow our school and department policies and the *Victorian Public Service Code of Conduct and Values*. Teaching staff also adhere to the *Victorian Teaching Profession's Code of Conduct*.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places, is outlined in the department's *Respectful Behaviours within the School Community Policy*.

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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 demonstrated by school staff, parents, carers, students or members of our school community is not tolerated at school, or during school activities.

Unreasonable behaviour includes:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space,
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone,
- sending demanding, rude, confronting or threatening letters, emails or text messages,
- 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 (actions, language, attitude or communications) and unlawful discrimination are unacceptable behaviours, and are not 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 principal.

At the principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend 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 is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

This policy is communicated to our school community in the following ways;

- Available publicly on our school's website
- Included in staff induction processes

- Included in transition and enrolment packs
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- Work-Related Violence in Schools Policy
- Respectful Behaviours within the School Community Policy
- Respectful, safe, engaged: shared expectations to support student behaviour

Birralee PS polices:

- Bullying Prevention Policy
- Inclusion and Diversity Policy
- Parent Complaints Policy
- Student Wellbeing and Engagement Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	12/10/2026
Approved by	Principal: Mr Ashely Ryan
Consultation	Student Representative Group: 09/10/2026 Education sub-committee & School Council: 12/10/2026
Next scheduled review date	October 2030