



Brunswick South-West Primary School

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

At Brunswick South West Primary School we are proud of our strong and distinctive culture. We value, respect and care for ourselves, each other and our environment. We welcome and include everyone. We embrace and celebrate the fact that we are all different, and believe that everyone should feel a sense of belonging in our community. When we feel accepted and cared for, all aspects of our being can flourish. We can pursue our curiosity, ask questions, explore and learn about ourselves and our world, and thereby build the skills, knowledge, positive relationships and personal wellbeing that underpin successful participation in society.

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

Brunswick South West Primary School (BSWPS) is committed to providing a safe, supportive and welcoming environment for all students, staff and members of our community. We recognise the importance of the partnership between our school and parents and carers, in supporting student learning, engagement and wellbeing. We share a commitment to, and responsibility for, creating an inclusive and safe school environment for our students.

The programs and teaching at BSWPS 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, objectives and values, and the expectations we hold for our school community. This policy is available on our school website, in our staff induction handbook and in our enrolment/transition packs.

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

- discuss our values with students in the classroom, meetings and assemblies
- emphasise in all opportunities - with students, staff and in community interactions - how our values guide our behaviour
- discuss and review our shared sense of a common purpose in staff meetings, ensuring that the school values underpin staff actions and behaviours
- celebrate our values in our school newsletter
- display our values at the front of the school and around the school
- pursue a variety of avenues for deepening student and community awareness of our values, such as choosing student-drawn birds to represent each value
- ensure that School Council decision-making and policy documents reflect and are shaped by our school values.

VISION

Our vision at BSWPS is for our children to become curious life-long learners, inclusive of everyone and respectful of themselves, others and the environment.

PURPOSE

Our purpose at BSWPS is to engage, challenge and empower our students so that they become curious, inclusive and respectful individuals.

VALUES

The core values of BSWPS are Respect, Inclusiveness and Curiosity.

*Brunswick South West Primary School's we aim to be **respectful, inclusive** and **curious**.*

*We **respect** ourselves, each other, our school and the wider community and our natural environment, understanding that our attitudes and behaviours have an impact on those around us.*

*We are **inclusive** of everyone, accepting and caring for people in our community with kindness and empathy, embracing diversity, and valuing the uniqueness of each individual.*

*We demonstrate and model **curiosity** by asking questions, exploring and discovering more about ourselves, each other and the world, and thereby building our skills, knowledge, positive relationships and personal wellbeing.*

BEHAVIOURAL EXPECTATIONS

BSWPS 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 school leaders (including the Principal, Assistant Principal, leading teachers, coordinators and members of School Council), 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, inclusive 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 learning 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
- work on building a sense of belonging for everyone in our school community
- be guided by a shared purpose to engage, challenge and empower our students so that they become curious, inclusive and respectful individuals.

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
- do our best to ensure every child achieves their personal and learning potential
- engage proactively 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
- play our part in building a sense of belonging for everyone in our school community
- be guided by a shared purpose to engage, challenge and empower our students so that they become curious, inclusive and respectful individuals.

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, appropriately dressed, fed and equipped for learning
- 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
- play our part in building a sense of belonging for everyone in our school community
- be mindful of the shared vision of this school community, for our children to become curious life-long learners, inclusive of everyone and respectful of themselves, others and the environment.

As students, we will:

- be guided in our behaviours by the school values of respect, inclusiveness and curiosity
- respect ourselves, other members of the school community and the school environment.
- communicate respectfully with all members of our school community.
- behave in a safe and responsible manner
- include other children in our activities
- accept everyone and respect differences of background, opinion and personality
- participate in school and try our best in all things
- appreciate the importance of pursuing our curiosity and learning all we can
- respect the rights of others to learn and be curious
- play our part in building a sense of belonging for everyone in our school community.

As community members, we will:

- be mindful of the shared vision of this school community, for our children to become curious life-long learners, inclusive of everyone and respectful of themselves, others and the environment
- model positive behaviour to the school community
- treat other members of the school community with respect
- embrace the diverse nature of our school community and welcome diverse points of view
- 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
- play our part in building a sense of belonging for everyone in our school community.

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 accordance with our school's *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

This *Statement of Values and School Philosophy* makes clear our expectation 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*
- *Communication with School Staff policy*

REVIEW CYCLE

This policy was last updated in August 2021 and is scheduled for review in August 2025.