STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Help for non-English speakers

If you need help to understand the information in this policy, please contact Kala Primary School Administration Office Staff.

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

Kala 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 Kala 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, objectives, values and expectations of our school community. This policy is available on our school website, in our staff induction handbook, and available in a hard copy from our Administration Office upon request.

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

- display posters throughout our school that promote and explain our values
- celebrate our values via Compass and ClassDojo posts to families
- provide student awards and recognition for students who actively demonstrate our values at weekly school assemblies
- incorporate discussion related to our values with students on a regular basis throughout the school year.

VISION

Kala Primary School's vision is; to create an inclusive and supportive environment, underpinned by our school values of **Respect, Responsibility, Resilience and Kindness**. Our vision celebrates diversity

and strives to develop individuals who have an active voice in their learning to achieve their personal best.

MISSION

Kala Primary School's mission is to nurture a love of learning, foster creativity and build a strong foundation for lifelong success. We are committed to providing a safe, inclusive and supportive environment where every child feels valued, challenged and supported to reach their full potential. Through partnerships with families and the community, we empower students to become confident, compassionate, resilient and responsible citizens of our global community.

OBJECTIVES

Our school's objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan (AIP) to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

Kala Primary School's values are Respect, Responsibility, Resilience and Kindness:

Respect:	We treat everyone, including ourselves, with consideration, displaying care and support for others. We value each other's worth and contributions, embracing and celebrating differences and diversity.
Responsibility:	We are dependable and accountable for our actions, commitments, and in the choices we make.
Resilience:	We bounce back from challenges, adapt positively to adversity, and learn from difficult experiences.
Kindness:	We listen, empathise and understand others' needs and where possible try to help meet those needs.

BEHAVIOURAL EXPECTATIONS

Kala 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 Principal and school leaders, we:

- 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
- ensure all parents and carers are aware of the expectations outlined in the Department's Respectful Behaviours within the School Community Policy
- 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 and carers 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 and carers 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
- nurture a culture that is inclusive, engaging and supportive and that embraces and celebrates diversity and empowers all students to participate and feel valued
- model and create a child safe culture.

As teachers and non-teaching school staff, we:

- 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 and carers about student outcomes
- work with parents and carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents and carers 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 or carers
- treat all members of the school community with respect
- adhere to school policies and procedures
- model and create a child safe culture
- engage with professional learning, when encouraged, to build capabilities in inclusive practices
- aim to understand the strengths, challenges and needs of all students on an ongoing basis.

As parents and carers, we:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community, in line with the Department's Respectful Behaviours within the School Community Policy.
- ensure our child attends school on time, every day the school is open for instruction
- take an interest and foster positive conversations about student learning - participating in both formal and informal communication forums (SSGs, parent-teacher interviews etc.) about student strengths and support needs.
- work with the school to achieve the best outcomes for our child and our school community
- 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:

- 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
- adhere to school policies and procedures.

As community members, we:

- 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 are 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 behaviour and unlawful discrimination are unacceptable 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 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 is 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 staff handbook
- Included as a reference in a school Compass post at the beginning of each school year
- Made available in hard copy from our school Administration Office 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

Kala Primary School polices:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	Principal and School Council*
Next scheduled review date	March 2026 (or as soon as the school council are appointed) - to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter.

*The Statement of Values and School Philosophy will be reviewed and approved by the School Council once they are appointed.