

Statement of School Values and School Philosophy



Help for non-English speakers

If you need help to understand this policy, contact croydon.hills.ps@education.vic.gov.au

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

Croydon Hills 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 Croydon Hills 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, our staff induction handbook, and, at our school office.

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 acknowledgement of students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Croydon Hills Primary School's vision is to create and maintain a community culture of:

- positivity, curiosity, courage, and opportunity
- psychological and physical safety
- high expectations

MISSION

Croydon Hills Primary School's mission is to provide a child-safe, inclusive, caring and dynamic environment that engages students to achieve their personal best in an atmosphere of mutual respect and cooperation. We aim to build social responsibility, resilience, perseverance and independence so students can best meet the challenges of our rapidly changing world and become ethical and responsible global and digital citizens. Croydon Hills has a commitment to zero tolerance of child abuse and is committed to child safety.

We support and respect all children as well as our staff and volunteers. We want all children at this school to be safe, happy and empowered.

OBJECTIVE

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 to operationalise the goals and key improvement strategies contained in our SSP.

VALUES

Croydon Hills Primary School's values are:

[Integrity

- we are honest with ourselves & others
- we follow school rules and values

Care & Compassion

- we act in a kind and compassionate manner
- we consider the needs & feelings of others
- we are inclusive and supportive
- we do not accept bullying

Respect

- for self & others
- for the environment
- we respect differences in others
- we work and play cooperatively

Resilience

- we are positive
- “we show empathy
- we are grateful
- we persevere

Responsibility

- we make good choices
- we take ownership of our “actions
- we do our best and aim high
- we have a positive mindset
- we make sure we are safe online
- we challenge ourselves

BEHAVIOURAL EXPECTATIONS

Croydon Hills Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and 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 Code of Conduct](#).

Students are 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](#).

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#).

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:

- 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 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 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](#).

Our *Statement of Values, School Philosophy, and Statement of Respect for Diversity* (Appendix 1) 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.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on the school website
- Included in staff induction processes
- Included in our staff handbook
- Annual reference in the school newsletter
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

Croydon Hills Primary School policies:

- [Student Wellbeing and Engagement Policy](#)
- [Inclusion and Diversity Policy](#)
- [Bullying Prevention Policy](#)
- [Parent Complaints Policy](#)

POLICY REVIEW AND APPROVAL

Consultation	- 13-20 February 2024 (Staff) - 21 February 2024 (School Council)
Ratified by School Council	- February 2024
Ratified by Principal	- February 2024
Review Date	- February 2027

APPENDIX 1

Statement of Respect for Diversity



Croydon Hills Primary School believes all people should be treated with dignity and equality.

Our school recognises and respects diversity. All people, regardless of age, gender identity, race, sexual orientation, physical or mental ability, religion, or perspective are valued in our inclusive community.

