



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy please contact our school office

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

Hurstbridge 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 Hurstbridge 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, objective, values and expectations of our school community. This policy is available on our school website, our staff induction handbook, and enrolment/transition packs.

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

- display posters and banners that promote your values in our school
- 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, meetings and assemblies.



VISION

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

- Curiosity, inquiry, engagement and opportunity
- Psychological and physical safety
- Strong expectations

MISSION

Hurstbridge Primary School's mission is to provide a school environment where every student feels safe, comfortable and included. We aim to engage students to achieve their personal best, to develop their capacities and talent and enhance their chances for success. We strive to build the values of diversity, respect, curiosity and balance so students are equipped as global and digital citizens to meet the challenges of a changing world. We seek to ensure that all students, staff and volunteers are respected and supported in our friendly and positive atmosphere at Hurstbridge Primary School.

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

Hurstbridge Primary School's values are

Respect

- for self and others
- for the environment
- for our learning areas and belongings
- we work and play cooperatively
- we make sure we are safe online

Diversity

- we respect differences in others
- we accept other people's opinions and abilities
- we respect other people's choices and rights

Curiosity

- we are positive about our learning
- we challenge ourselves
- we make the most of our learning opportunities
- we ask questions to find out new information

Balance

- we show empathy



- we persevere
- we achieve learning goals
- we celebrate the success of ourselves and others

BEHAVIOURAL EXPECTATIONS

[NOTE: Schools are not required to outline behavioural expectations in their Statement of Values and School Philosophy, but if you wish to do so, then the following content may be of use. This content is consistent with the Department-wide [Respectful Behaviours within the School Community Policy](#). You can choose the level of detail that you would like to provide in your local policy and to support your decision around this we have provided two options with differing levels of detail.]

Option One – Refer to relevant policies including the Department’s [Respectful Behaviours within the School Community Policy](#).

Hurstbridge 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, 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 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 everyone is empowered to participate and learn.

COMMUNICATION

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

- Available publicly on our school's website
- Included in staff handbook/manual
- Available from the School Office

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](#)



Hurstbridge 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 2023
Approved by	School Council
Next scheduled review date	July 2027