



Kilmore Primary School

Principal: Mr Neil O'Sullivan

35 Lancefield Road, Kilmore 3764 • PO Box 105, Kilmore 3764 • ABN 85 985 746 253
P 03 5782 1268 F 03 5782 1553 E kilmore.ps@education.vic.gov.au W www.kilmoreps.vic.edu.au

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand this policy, please contact the school administration office on (03) 5782 1268 or via kilmore.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.

Implementation

Kilmore 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 Kilmore Primary School support and promote the principles and practice of Australian democracy, freedom, equality, tolerance and acceptance.

This policy outlines the vision, mission, objective, values and expectations of our school community. This policy is available on our school website 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 our 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.



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VISION

Kilmore Primary School's vision is to *'Foster a community of learners who are confident, creative and challenged to achieve their full potential within a safe, happy and supportive environment.'*

MISSION

Kilmore Primary School's mission is to provide the best learning opportunities and experience for all students so that they can reach their full potential.

VALUES

At Kilmore Primary School we endeavour to promote a healthy, supportive and secure environment for all members of the community. The following values are seen as central to the life of our school and provide a strong foundation for social and emotional learning and values education, high expectations for academic achievement, pride in ourselves, our learning achievements and our learning environment, and the provision of a safe and secure learning environment for the whole school community. Our Start-Up programs at the beginning of each year focus strongly on these behavioural and academic expectations. This enables us to create a community of learners who have shared goals and expectations of themselves and others, which in turn promotes an environment that supports and encourages our students to achieve their full potential.

Kind, Proud and Safe

Kind – Social and Emotional Learning and Values Education, being a Responsible and Active member of a Learning Community

Proud – High Expectations for Academic Learning, Positive involvement in all School Activities, Pride in our School and in our Learning Environment, Pride in Self

Safe – Safe and Secure Learning Environment, Safe Practices, Student Engagement and Wellbeing

In our community these values are also demonstrated when:

- Students have the opportunity to learn in a positive, caring environment and are encouraged to become self-motivated lifelong learners
- Diversity is seen as enriching our school and is valued and respected
- Partnerships between students, staff, parents and the wider community are fostered and valued



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- Students are encouraged to work cooperatively and collaboratively with their peers and other members of the school community, and to be active responsible citizens
- Students are expected to take responsibility for their learning and their behaviour
- All community members are working towards a shared goal

Department of Education and Training Values

The school acknowledges and supports the Department of Education and Training's (DET) values which guide the actions we take, the decisions we make and the interactions we have with each other, children, young people and families. The DET values are:

- **Responsiveness** – we respond in a timely way with our best work
- **Integrity** – we are honest, ethical and transparent
- **Impartiality** - we behave in the best interests of the public by making fair and objective decisions
- **Accountability** - we hold ourselves and others to account for the work that we do
- **Respect** – we value others and accept their differences
- **Leadership** - we are genuine, supportive and do the right thing

School Motto:

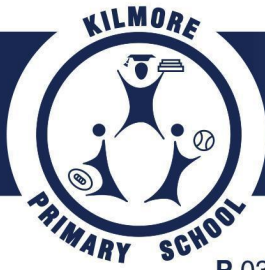
'Building Dreams for a Brighter Future.'

BEHAVIOURAL EXPECTATIONS

Kilmore 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 Principals and school leaders, 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 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 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



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- 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

As teachers and non-teaching school staff, we will:

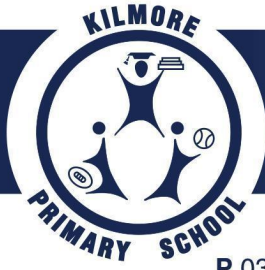
- Model positive behaviour to students consistent with the standards of our profession
- Communicate politely and respectfully with all members of the school community
- Proactively engage with parents about student outcomes
- Work with parents to understand the needs of each student and, where necessary, 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.

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, every day the school is open for instruction
- 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.

As students, we will:

- 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.



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- Actively participate in school
- Not disrupt the learning of others and make the most of our educational opportunities.

As community members, we will:

- 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 in School Policies](#)).

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



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- 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.

FURTHER INFORMATION AND RESOURCES

The following *School Policies* are also relevant to this policy:

- *KPS Bullying Prevention Policy*
- *KPS Child Safety and Wellbeing Policy*
- *KPS Code of Conduct*
- *KPS Inclusion and Diversity Policy*
- *KPS Student Wellbeing and Engagement Policy*
- *KPS Wellbeing Way Manual*

POLICY REVIEW AND APPROVAL

The Principal and School Council is responsible for reviewing and updating the Statement of Values and School Philosophy every three years. The review will include input from students, parents/carers and the school community.

Policy last reviewed	May 2023
Consultation	School Council and Kilmore Primary School staff
Approved by	Principal
Next scheduled review date	May 2026