

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

1. Philosophical Basis

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of our school.

Birmingham 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 Birmingham 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 will be available on our school website, in our staff induction handbook, student diary and enrolment/transition packs once ratified by School Council.

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

- display posters and banners that promote our school values
- celebrate our values in our school newsletter and in all school publications
- provide awards and recognition for students who actively demonstrate the school values
- discuss our values with students in the classroom, meetings and assemblies.
- discuss our values with staff and use our values to underpin our curriculum planning

Vision

Birmingham Primary School's vision is to inspire the development of **global citizens** through providing a high quality international standard of education for all.

We aim to provide a challenging and inclusive education with an embedded focus on developing a culture of international mindedness designed to give every student success within and beyond our school.

We strive for a culture of cooperation with respect for individual differences and community values.

We aim to develop an international frame of reference, in response to an increasing global school community.

Mission

Birmingham Primary School's mission is to create a stimulating learning environment that inspires every individual to realise their unique potential as a **global citizen**.

We will provide a learning environment that is stimulating and challenging with high expectations to develop each child's unique potential as resilient, resourceful and internationally minded learners.

We provide extracurricular experiences to foster student's individual interests and talents, and every child is valued.

We respect individual differences, our community values and global cultures.

Objective

Birmingham Primary School's objective is to develop student awareness, knowledge and understandings of different cultures so they can work and contribute to our international community.

Values

Courage

We are courageous. We take responsible risks because we know what it takes to be a confident person. We are optimistic, positive and willing to try new things. We are proud of ourselves and the work we complete and have the positive attitude to expect better next time.

Compassion

We respect and love those around us. We want our teammates to succeed and we want to be part of their journey as much as we want them to be part of ours. We are cooperative, friendly and caring. We don't have to love everyone but we need to make sure that each day those around us feel valued and cared for.

Community

Because we love and care for those around us, we build a strong community here at Birmingham. We know teamwork is how we can do our best and strive for better. We know that it takes lots of people with lots of different skills to make this a successful place for people to succeed. We are cooperative, helpful and responsible for the wellbeing of all those around us.

Curiosity

Because we are strong in who we are and have a love for others, we build a strong community of people and learners. A strong group of people and learners are then ready to explore the world. We are curious. We are lifelong learners. We ask questions and we want to find ways to find the answers so we can ask bigger and better questions next time. We want to grow our minds and discover as much as we can about life, love and the universe.

Behavioural expectations

Birmingham 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
- provide a child safe environment
- 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
- 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.

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.
- 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*).

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*.

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

See also the following policies; *Student Wellbeing, Engagement and Inclusion, Communication with School Staff, Respect for School Staff*.

Review cycle

This policy was last updated on June 2018 and is scheduled for review in 2021.

School Council ratified this policy **August 2018**