



STATEMENT OF VALUES FOR PRINCIPALS and SCHOOL LEADERS, STAFF, PARENTS/CARERS, CHILDREN and THE DET

First Developed: March 2018

Rationale

- The school recognises the importance of the partnership between schools and parents/carers to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for children and young people.
- Our Statement of Values sets out our behavioural expectations of all members in this school community, including the Principal, all school staff teaching and non-teaching, parents/carers, children and visitors.
- Discrimination, sexual and other forms of harassment, bullying, aggression and threatening behaviour are unacceptable and will not be tolerated by this school.
- Our Statement of Values acknowledges that parents/carers and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

Purpose

- To ensure all members of Alphington Primary School community are informed about the values that underpin school policies and practices.

Implementation

Responsibilities

AS PRINCIPALS AND SCHOOL LEADERS, WE WILL:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our professions and meet core responsibilities to provide an inclusive, safe and orderly environment.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all children in attendance at the school is protected.
- Identify and support children who are or may be at risk.
- Do our best to ensure every child achieves their personal and learning potential.
- Work with parents/carers to understand their child's needs and, where necessary, adapt the learning environment accordingly.
- Respond appropriately when inclusive, safe or orderly behaviour is demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents/carers the school's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds.

AS TEACHERS AND NON-TEACHING STAFF, WE WILL:

- Model positive behaviour to children consistent with the standards of our profession.
- Proactively engage with parents/carers about student outcomes.
- Work with parents/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly.

- Work collaboratively with parents/carers to improve learning and wellbeing outcomes for children with additional needs.
- Communicate with the Principal and School Leaders in the event that we anticipate or face any tension or challenging behaviours from parents/carers.
- Treat all members of the community with respect.

AS PARENTS/CARERS, WE WILL:

- Model positive behaviour to our child.
- 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.
- Support the school staff to maintain a safe environment for all children.
- Communicate constructively with the school and follow the school's complaints processes if there are complaints or concerns.
- Treat all school leaders, staff, children and other members of the community with respect.

AS COMMUNITY MEMEBERS, WE WILL:

- Model positive behaviour to the school community.
- Treat other members of the community with respect.
- Support school staff to maintain a safe and orderly learning environment for all children.
- Utilise the school's Communication Policy to communicate with the school.

AS CHILDREN, WE WILL:

- Model positive behaviour to other children.
- 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.

THE DEPARTMENT OF EDUCATION AND TRAINING WILL:

- Provide support and advice to Principals and equip them to manage and respond to challenging behaviour of children, parents/carers and staff.
- Provide practical guidance and resources to support schools to manage and respond to challenging behaviour of children, parents/carers and staff.
- Provide practical guidance and resources to support schools to respond to and prevent bullying and to promote cyber-safety and wellbeing.
- Provide access to evidence based resources and strategies to increase student safety, wellbeing and engagement.
- Provide schools with practical and legal support as required.
- Provide parents/carers with practical guidance and resources to resolve conflicts with the school.

Consequences of Failing to Uphold the Statement of Values

UNREASONABLE BEHAVIOURS

Behaviours that are considered inappropriate on and adjacent to school grounds or in relation to school business and that do not uphold the principles of this Statement of Values include when a person:

- is rude, aggressive or harasses others
- sends rude, confronting or threatening letters, emails or text messages
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments
- inappropriately uses social media as a forum to raise concerns/make complaints against the school

- is physically intimidating e.g. standing very close

CONSEQUENCES

The Principal is responsible for determining what constitutes reasonable and unreasonable behaviour. Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate consequences. This may include:

- utilising mediation and counselling services
 - alternative communication strategies being applied
 - formal notice preventing entry onto the school premises or attendance at school activities (written advice will follow and verbal notice given)
 - an intervention order being given
 - informing police which may result in a charge of trespass or assault
- By agreeing to meet specified standards of positive behaviour, everyone in our school community can be assured that they will be treated with fairness and respect. In turn, this will help to create a School that is safe and orderly, where everyone is empowered to participate and learn.
 - Please refer also to the school's *Bullying & Harassment Policy*, the *Communication Procedures & Schedule Policy*, the *Parent Complaints Policy*, *Discipline (Overview) Policy*, *Internet Use /Social Media Policy*, *Mobile Phones, Use by Children Policy*, *Student Engagement Policy*, the *Wellbeing & Learning Policy* and the Child Safe Standards.
 - This Policy is published on the school website and also available in paper form if requested from the office

Evaluation

- This policy will be reviewed as part of the school's three-year review cycle or if guidelines change (published by DET 2016).

This policy was ratified by School Council in March 2019

Reference:
Nil