



# STATEMENT OF BELIEFS

## VALUES AND SCHOOL PHILOSOPHY

### SCHOOL SHARED RESPONSIBILITIES

#### PROMOTING OUR HEALTHY, SAFE AND RESPECTFUL SCHOOL COMMUNITY



#### Help for non-English speakers

If you need help to understand the information in this policy please contact the school reception.

#### 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.

Diamond Creek Primary School recognises the importance of the partnership between the school and its parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for our children and young people.

This Statement of Beliefs sets out our behavioural expectations of all members in this school community, including the principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe and respectful school communities.

Discrimination, sexual and other forms of abuse and harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Beliefs acknowledges that parents 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. This is accepted as long as we do this respectfully as a community working together, and as long as we adhere to the agreed processes and protocols.

#### POLICY

Diamond Creek 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 Diamond Creek 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, and in our policies booklets.

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.

## **VISION**

Diamond Creek Primary School's vision is to place students at the centre and embraces high quality, effective learning and teaching as its core purpose. Diamond Creek Primary School aims to empower students to reach their personal best.

All members of our school community share a collective responsibility towards maintaining a positive, inclusive social environment. We actively work to listen to and empower all children and are committed to promoting cultural safety for Aboriginal children, cultural safety for children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

We actively embed student safety and wellbeing throughout all school practices. Diamond Creek Primary School has zero tolerance for child abuse. Having systems in place to protect children from abuse, we will take all allegations and concerns very seriously and respond to them consistently in line with our policies and procedures.

The right of all members of our community to learn is respected. We focus on developing positive, supportive relationships with the aim to create a cooperative, calm environment where issues are dealt with in a fair, reflective, emotionally intelligent and composed manner. We acknowledge one another's strengths and talents, taking time to listen and connect with each other and offer constructive feedback with respect and openness. We value cooperation, teamwork, effective communication, participative decision-making and community involvement. Individuals are supported in a culture that promotes persistence and striving to reach personal best, and where all community members have the opportunity to learn continuously and from one another.

## **MISSION**

Diamond Creek Primary School's mission is to provide a stimulating, safe, happy and caring community school delivering quality education that promotes personal growth and enthusiastic learners who will respond in an empathic and thoughtful manner to new ideas and technologies within a rapidly changing world. This will be enabled by creating an innovative, high performing learning environment where lifelong learning and continuous improvement is nurtured, and individual excellence and responsible global citizenship and leadership are encouraged.

All students will be given the opportunity for individual development in a supportive learning environment that encourages positive self-esteem, resilience, personal excellence and uniqueness. We aim to optimize students' social, emotional, physical and academic outcomes. Students will be provided with opportunities to develop decision-making, problem solving and critical thinking skills as they develop social competencies as active citizens.

We celebrate the importance of learning and nurture student's curiosity by encouraging them to question, discover and create.

We provide students with the best possible foundation in life through a well-rounded education].

## **OBJECTIVE**

Diamond Creek Primary School's objective is to ensure all students leave our school with a practical understanding of the curriculum, a willingness and skills to think laterally and problem-solve and a positive mindset for future growth and development. Individuals are supported in a culture that promotes persistence and striving to reach personal best, and where all community members have the opportunity to learn continuously and from one another.

**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**

Diamond Creek Primary School's values are Respect, Cooperation, Persistence and Striving for Excellence.

Diamond Creek Primary School operates on the premise that everyone has the right to feel safe and to learn. The school **values** are used to support our students in becoming positive citizens within their community. We acknowledge the basis to successful learning is confidence, organisation, getting along, resilience and perseverance.

To support this foundation, our agreed **values** are:

**Co-operation** - working together - *We model and demonstrate kindness and take every opportunity to help others that may be in need.*

**Respect** - for each other and ourselves - *We respect ourselves, our school and each another, and understand that our attitudes and behaviours have an impact on the people around us.*

**Persistence** - never giving up – we keep trying and always use a positive growth mind-set

**Excellence** - We strive for excellence, which means trying our hardest and doing our best

The Diamond Creek Primary School ethos is centred on the four school values of *Respect, Cooperation, Persistence and (Striving for) Excellence*. These values form the heart for all aspects of school 'life' and apply to and permeate all areas of the community, including students, parents, staff and the broader, extended community.

## **OVERALL AIM**

**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.**

## **BEHAVIOURAL EXPECTATIONS**

Diamond Creek 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.

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 additional documents such as 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](#) and our Respect for School Staff Policy.

## **RESPONSIBILITIES**

The Principal and school leaders 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
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)
- 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.

Teachers and non-teaching school staff 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.

Parents and carers 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.

Students 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.

Community members 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.

**The Department of Education and Training will:**

- Provide support and advice to principals to equip them to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools respond to and prevent abuse and bullying, and 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 with practical guidance and resources to resolve conflicts with the school.

### **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' harassing 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, offensive, 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.
- Is manipulative or threatening
- Uses an aggressive tone, either in person or over the telephone, or in email
- Inappropriately uses social media as a forum to raise concerns/make complaints against 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 according with our school's *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

Our *Statement of Beliefs - 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.

### **CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF BELIEFS**

#### **Consequences**

Principals are responsible for determining what constitutes reasonable and unreasonable behaviour.

Unreasonable behaviour and/or failure to uphold the principles of this Statement of Beliefs 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 school premises or attendance at school activities.
- Written notice will follow any verbal notice given.

- An intervention order being sought
- Informing the police which may result in a charge of trespass or assault

## COMMUNICATION

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

- Available publicly on our school's website
- Included in staff induction processes
- Included in staff handbook/manual
- Include as annual reference in the school newsletter
- Made available in hard copy 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](#)

Example school policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

## POLICY REVIEW AND APPROVAL

Policy last reviewed	06-06-2020
Approved by	School Council
Next scheduled review date	June 2023