

VERMONT PRIMARY SCHOOL AND KINDERGARTEN



Statement of Values and School Philosophy



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school office on 9874 2511 or email vermont.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.

POLICY

Vermont Primary School and Kindergarten 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 Vermont Primary School and Kindergarten 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. It is available on our school website and in our staff induction handbook.

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

We succeed when our students are:

- always seeking to understand and respect the views, values and cultures of others
- literate and numerate; read with comprehension, write clearly, compute accurately
- responsible, organised, cooperative and independent
- respectful of others and demonstrate empathy to others
- able to learn and adapt to change and new technologies
- resilient and persistent
- able to recognise and understand their impact on their community and environment
- critical thinkers, problem solvers and willing to have a go
- inclusive of everyone
- self-motivated to be lifelong learners
- displaying a positive self-image.

Mission Statement

Vermont Primary School and Kindergarten's mission is to be a safe, inclusive and challenging learning environment that continues a tradition of excellence in education. We will prepare all students to become effective twenty-first century learners and instil an enduring appreciation of life-long learning. Our dedicated staff will provide an innovative and comprehensive curriculum. This will develop the academic, social, physical and emotional growth of every student and empower them to become positive members of a global society. We will provide a supportive community, that develops self-esteem, positive values, respect for others, cultural diversity and an appreciation of globalisation.

Objectives

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.

School Values

- **To be respectful** - respecting ourselves, others and the environment around us. Treating everyone with tolerance, acceptance and understanding.
- **To be responsible**- taking care of our own and other people's property. Taking ownership for our actions and realising that there are consequences (both positive and negative) for these actions. Being organised, ready and prepared for the school day and completing any tasks or duties that have been committed to.
- **To care** - being polite, friendly and inclusive. Giving our time and resources to help people in need and accepting different opinions, cultures, religions and languages.
- **To strive** - We are all members of the school community who are encouraged to be confident, positive, persistent and resilient, and to strive for our personal best. We follow our school values, take pride in ourselves and school. We always try our hardest and encourage others to do so too.

Behavioural expectations

Vermont Primary School and Kindergarten 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
- 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, in line with the Department's [Respectful behaviours within the School Community Policy](#).
- 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:

- adhere to the student code of conduct
- 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 communication processes and submit complaints appropriately.

Unreasonable behaviours

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds. Unreasonable behaviour from school staff, parents, carers, students or members of the 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, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic or derogatory comments
- using 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
- issuing written warnings
- establishing conditions of entry to school grounds or school activities
- exclusion from school grounds or attendance at school activities
- reporting 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 induction processes
- included in staff handbook/manual
- included as annual reference in school Newsletter

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](#)

This Statement and Values works in conjunction with:


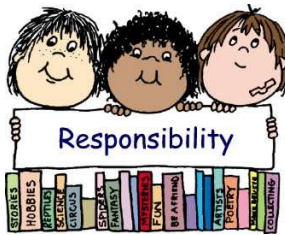


- VPS Child Safety Policy
- VPS Student Code of Conduct
- VPS Trespass Policy
- VPS Engagement and Wellbeing Policy
- VPS Bullying Policy

POLICY REVIEW AND APPROVAL:

Policy last reviewed	March 2025
Approved by	School Council
Next scheduled review date	March 2028

This policy will be reviewed in accordance with Departmental Guidelines.

Vermont Primary School Values – Student and Parent Guidelines

Value	Value	Students	Adults
<u>To be Respectful</u> 	<p>Respecting ourselves, others and the environment around us. Treating everyone with tolerance, acceptance and understanding.</p>	<ul style="list-style-type: none"> ✓ We speak and act appropriately at all times face to face and online ✓ We listen when someone speaks to us ✓ We treat everyone fairly ✓ We look after the environment. 	<ul style="list-style-type: none"> ✓ By modelling tolerance, acceptance and understanding ✓ Modelling respectful behaviours at all times ✓ Modelling appropriate behaviour and developing warm, supportive and positive relationships with students ✓ Encourage student voice in decision making
<u>To be Responsible</u> 	<p>Taking care of our own and other people's property. Taking ownership for our actions and realising that there are consequences (both positive and negative) for these actions. Being organised, ready and prepared for the school day and completing any tasks or duties that have been committed to.</p>	<ul style="list-style-type: none"> ✓ We are honest, truthful and fair ✓ We make good choices in the real world and online ✓ We accept the consequences of our actions ✓ We get to school on time ✓ We are SunSmart. ✓ We join in all class and school activities ✓ We look after our own and other people's property. 	<ul style="list-style-type: none"> ✓ Supporting the school's endeavours to provide the best education outcomes for each child ✓ promote self-discipline through the establishment and application of consequence for choice
<u>To Care</u> 	<p>Being polite, friendly and inclusive. Giving our time and resources to help people in need and accepting different opinions, cultures, religions and languages.</p>	<ul style="list-style-type: none"> ✓ We care about ourselves and others face to face and online ✓ We accept other's opinions and backgrounds ✓ We share with others ✓ We represent our school with pride ✓ We speak to teachers and our friends when we are worried ✓ We include others in our games and work 	<ul style="list-style-type: none"> ✓ Identify and acknowledge appropriate behaviour using encouragement and positive reinforcement ✓ Agreed behavioural expectations ✓ Maintain a school and classroom climate that promotes personal growth and positive self-esteem for all ✓ Plan and deliver an inclusive program that facilitates successful learning for all students
<u>To Strive</u> 	<p>We are all members of the school community who are encouraged to be confident, positive, persistent and resilient, and to strive for our personal best. We follow our school values, take pride in ourselves and school. We always try our hardest and encourage others to do so to.</p>	<ul style="list-style-type: none"> ✓ We are motivated ✓ We keep trying even when things are hard or we are not successful the first time ✓ We have high expectations of ourselves and others ✓ We strive to be the best we can in the real world and online 	<ul style="list-style-type: none"> ✓ Encouraging confidence and resilience in all children ✓ Establish and maintain high expectations of student behaviour ✓ Provide appropriate feedback about progress to students and parents/ caregivers