



Sebastopol Primary School

P.O. Box 246
Warreen Street
Sebastopol 3356

Statement of Values and Philosophy

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

Sebastopol 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 Sebastopol 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, our staff induction handbook, student diary 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 your 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

Sebastopol Primary School is an open, inclusive and progressive Primary School, working hard to provide the best in Educational, Social, Sporting and Extra-curricular opportunities for all students. Sebastopol Primary School's vision is to empower students to reach their personal best.

MISSION

Sebastopol Primary School's mission is to provide Learning Programs that are supported by a talented and dedicated team of Educators, Support staff and Volunteers who work together to ensure each student is engaged in learning allowing them to grow whilst having fun in a safe environment.

We provide a rich learning environment which values and supports diversity, excellence and teamwork and fosters as spirit of mutual respect and support where every student strives to achieve individual excellence while developing strong social, emotional and academic skills essential for all citizens in this global world.



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OBJECTIVE

Sebastopol Primary School's objective is to provide a learning environment where there is respect for each individual and a commitment to build trust, promote self-esteem and ignite passion, where every individual feels valued and respected and where the richness of cultural and ethnic diversity is celebrated. It is to empower students to build solid foundations for the future by participating in social, intellectual, sporting and cultural activities. Our objective is achieved when our students leave the school literate, numerate, socially competent, politically aware, motivated to be life-long learners and have acquired the skills to do so independently.

VALUES

Our school values continue to be part of the vision for the school. We tie the values into the life of our learning community. As a community we use the values when dealing with students and adults on an everyday basis, displaying our values in all we do.

Our Values: - *We are ready to LEARN when we are:* Respectful, Responsible and Safe

Individual Excellence is embedded in our rich learning environment which values and supports diversity, excellence and teamwork. We foster a spirit of mutual respect and support, where every student is expected to strive to reach his or her potential.

At Sebastopol Primary School we:

- Welcome creativity, curiosity and celebrate innovation in a safe and supportive environment
- Foster courage in thoughts and actions
- Respect and support different learning styles
- Demonstrate enthusiasm for learning and teaching and welcome new challenges and opportunities
- Work collaboratively in pursuit of individual excellence for all members of the school community
- Interact positively, constructively and respectfully with each other
- Support the aspirations of others and accept responsibility for achieving our own individual excellence
- Display pride in our school, our heritage and ourselves
- Embrace our obligation to contribute positively to the school and wider community

BEHAVIOURAL EXPECTATIONS

Sebastopol 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



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- 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



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- 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 with the Student Welfare Co-ordinator
- 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.



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FURTHER INFORMATION AND RESOURCES

- Student Wellbeing, Inclusion and Engagement Policy

EVALUATION

This policy will be reviewed as part of the school's three-year review cycle.

This document was last ratified by School Council in June 2021.
The next scheduled review date will be in May 2025.