



Laurimar Primary School Policies

Statement of Values and School Philosophy



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Laurimar Primary School on 03 9717 7100 or laurimar.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

Laurimar 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 Laurimar 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, patience 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, LCD display at the front of the school, our staff induction handbook, student diary and all enrolment/transition packs.

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 and at Whole School Assemblies and year level assemblies
- provide weekly and monthly awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom and at class meetings

VISION

As a Leadership Team at Laurimar Primary School, we will support our teachers to grow every child and to focus on best practice to positively impact student outcomes. We will develop the potential of our staff so that they can be recognised as leaders in education. We want Laurimar Primary School to be recognised as a leading school in our network and across the state.

MISSION

Our mission at Laurimar Primary School is to empower and support our students, teachers, and stakeholders through collaboration and a commitment to continuous improvement. We strive to provide an engaging and inspiring learning environment that is grounded in evidence-based practices, and we work together to foster a sense of collective efficacy that drives our success as a team of educators and professional leaders.

VALUES

Laurimar Primary School's values are;

- **Respect**
- **Curiosity**
- **Belonging**
- **Integrity**
- **Excellence**

*Our Laurimar Primary School values are **Respect, Curiosity, Belonging, Integrity and Excellence.***

We respect ourselves, our school and each other and our environment, and we understand that our attitudes and behaviours have an impact on the people around us.

We model and demonstrate the value of curiosity, and we take every opportunity to bring our curiosity to the classroom in each and every lesson

We strive for excellence, which means trying our hardest and doing our best and reflective our growth as a learner

We model integrity by showing social and academic responsibility and doing the right thing even when no one is watching

BEHAVIOURAL EXPECTATIONS

Laurimar 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 all children and young people at our school. Along with this, please respect the profession of education and the complex work of ALL our teachers and support staff

As Principals and School leaders, we will:

- model positive behaviour, our school values and effective leadership
- communicate politely and respectfully with all members of the Laurimar Primary 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

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- do our best to ensure every child achieves their personal best, success and reach their learning potential
- work with parents to understand their child's needs and, where necessary, adapt the learning environment accordingly through parent meeting and SSG's
- 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, disrespectful 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 and fairness.

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 in partnership with Laurimar Primary
- 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 and profession with the utmost 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 our school values
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment.
- actively participate in all school activities
- 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

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- 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
- Vandalising, damaging or graffiti of property on school grounds
- 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
- Trespass Order administered
- 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 at ALL times. In turn, we will strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn in an engaging environment.

FURTHER INFORMATION AND RESOURCES

Please find related policies on our school website or in a paper copy in the school office.

REVIEW CYCLE

This policy was last updated on 24th June, 2024 and is scheduled for review in June 2026.

School council approved this policy on 7/8/2024