



# Syndal South Primary School

## Statement of Values and School Philosophy



### Help for non-English speakers

If you need help to understand the information in this policy please contact Syndal South Primary School on 9802 5277.

### 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

Syndal South 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 Syndal South support and promotes 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.

To celebrate and embed our Statement of Values and Philosophy in our school community, we:

- Display posters and banners that promote the 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, MISSION AND OBJECTIVES

Our shared vision, values, beliefs and shared expectations around teaching and learning strengthen our focus on continuous improvement. A supportive collegiate environment enhances teaching practice and learning.

Our school is committed to providing each child with an excellent education within a supportive environment. We set high academic expectations and behavioural expectations for all students and assist them to achieve their personal best. Results consistently demonstrate strong student outcomes.



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Students enjoy a wide variety of programs which support our focus on English and Mathematics and the application of these skills, knowledge, and understandings to enhance each student's learning in all Victorian Curriculum Learning Areas and Capabilities.

Teachers use evidenced based teaching practices when developing their programs. Our school's objectives are considered as part of the four yearly strategic planning process and reflected in our current Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies in our Strategic Plan. Our staff work collaboratively in focused teams to analyse and track student achievement data. This informs effective planning for the diverse individual learning needs of the students in each class, by utilising the whole school approaches to learning.

The teachers acknowledge the importance of evidence based informed High Impact Teaching Strategies (HITS) such as setting goals, explicit teaching, worked examples, differentiation and personal learning. The purposeful use of a range of technologies supports student engagement and 21<sup>st</sup> century learning requirements.

Our school values of **respect, responsibility, resilience, and care** are an essential part of the school's ethos and underpin our actions in all areas.

### VALUES

Syndal South's values are:

- Respect
- Resilience
- Responsibility
- Care

The core values reflect the beliefs we hold about how children learn, how our school will operate, and how we relate to one another. The school believes in high expectations for all community members, stakeholders and a commitment to a rigorous work ethic.

We believe in high expectations for students and a commitment to hard work. We are committed to preventing and addressing bullying, including cyber bullying and providing a contemporary and purposeful approach to teaching and learning.

### BEHAVIOURAL EXPECTATIONS

Syndal South 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 students 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
- Ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.



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- 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
- In the event that we anticipate or face any tension or challenging behaviours from parents, we will communicate with the principal and school leaders.
- 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 that 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.



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- 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 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
- Discriminatory 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
- 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*.



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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
- Included in transition and enrolment packs

### RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)

School Policies

- [Student Wellbeing and Engagement Policy.](#)
- [Communication with School Staff Policy.](#)
- [Inclusion and Diversity Policy.](#)
- [Bullying Prevention Policy](#)
- [Parent Complaints Policy](#)

### POLICY REVIEW AND APPROVAL

|                      |                                                                              |
|----------------------|------------------------------------------------------------------------------|
| Policy last reviewed | May 2023                                                                     |
| Consultation         | School community via website<br>School Council on 20 <sup>th</sup> June 2023 |
| Endorsed by          | School Council on 20 <sup>th</sup> June 2023                                 |
| Next review date     | May 2026                                                                     |