



Northcote
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 Melissa Lewis
(Assistant Principal) on (03) 9481 0009.*

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

Northcote 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 Northcote 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 hard copy from our front office on request.

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

Northcote Primary School's vision is to develop children to be literate, numerate and curious, and to be part of a vibrant and engaged community of staff, family and friends.

We aim to develop students who are motivated, engaged and resilient, and who contribute to the wellbeing of others.

MISSION

Our goal is to provide collaborative learning in a community that cares.

We are here to help children to become literate, numerate and prepare them for life. Our community of students, staff, families and friends provide a supportive learning environment, engaging our children in lifelong learning.

OBJECTIVE

The objectives of Northcote Primary School are clearly documented in our Strategic Plan and Annual Implementation Plans. The goals in our 2018 – 2022 Strategic Plan include:

- Improving literacy outcomes for all students.
- Improving student engagement.
- Improving student wellbeing.

VALUES

Collaboration	Students are encouraged to be their best selves through progressive learning and teaching practices that give them the foundations, curiosity and creativity to be life-long learners.	Collaboration means: Working together towards a common goal. Teachers work with each other and with students to provide rich and challenging learning environments for students to achieve success and thrive. Staff have shared responsibility of the students in their care and in the delivery of the curriculum they teach.
Community-minded	Welcoming students, staff, families and friends by promoting a sense of belonging and sharing in our school	Community-minded means: Actions based on shared expectations, values, beliefs and meanings between individuals Involvement, connection, belonging, inclusion.
Respect	Accepting and valuing ourselves and others and demonstrating this in our behaviour.	Respect means: We respect ourselves by accepting and valuing who we are We respect others by treating people fairly and appreciating different circumstances and views We respect our community by welcoming newcomers and lending a hand to each other.

These values underpin a school environment and atmosphere where safety, caring attitudes, quality respectful relationships, consultative decision-making, and high education standards are encouraged.

BEHAVIOURAL EXPECTATIONS

Northcote 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
- 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
- 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
- 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.

COMMUNICATION

Northcote Primary is committed to ensuring that improved student learning is the highest priority. This is achieved by providing a comprehensive curriculum based on Government Curriculum Framework and guidelines with a focus on personalised learning. By identifying and focusing on the aptitude and interests of each individual student, the school provides a learning environment that ensures students have every opportunity to reach their potential.

To enable students to be the best they can requires a teaching and learning culture that helps students to become independent thinkers who can take risks and believe in their own abilities. In recent times, the school has had a sharpened focus on supporting improvement and consistency in teaching practices through the school. The school uses consistent teaching approaches to cater for differing student needs. The pedagogical focus is to provide an inclusive teaching and learning program, with the collaborative teaching approach to best meet the needs of all students. These approaches are informed by regular assessment of student learning and consist of a combination of targeted support programs; extension of highly able students; direct instruction; inquiry learning and the use of information and communication technology routinely across the curriculum.

High expectations and authentic relationships increase students' confidence and curiosity and energises their commitment to learning.

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
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

The following policies can be found on our school's website: *Student Wellbeing and Engagement, Communication with School Staff, Respect for School Staff.*

POLICY REVIEW AND APPROVAL

Policy last reviewed	October 2021
Approved by	School Council, 27 th October 2021
Next scheduled review date	October 2024

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