



Williamstown Primary School

Statement of Values and School Philosophy

1. 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.

2. POLICY

Williamstown 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 Williamstown 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, 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 our values
- 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

3. DEFINITIONS

- The term 'my child' refers to a child or children of one or more parents.

VISION

Our vision is for all Willy Kids to succeed in a complex, changing world.

MISSION

Our mission is to provide an inclusive and engaging learning environment that challenges students to reach their potential.

OBJECTIVE

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.

VALUES

Values and beliefs strongly influence the decisions we make, our behaviours and procedures, as individuals, as a school and as a community. These core values and beliefs underpin all we aim to achieve at Williamstown Primary School.

Our core values are Respect, Responsibility, Resilience and Learning

RESPECT

We value our school community being respectful of mind, body, property and environment. We nurture the qualities of being grateful, kind and of valuing the rights of others. We are inclusive of diversity, value the differences of others and respect personal choices.

RESPONSIBILITY

We value the trait of being accountable and reflective in all that we do, taking responsibility for our actions as we learn and interact with all members of our school community. We take responsibility for personal and school property, and for our environment, adopting sustainable practices in our everyday lives.

RESILIENCE

We value the ability to persevere, manage our emotions and respond to challenges in a way that demonstrates resilience and flexibility. We welcome change and navigate the opportunities it brings with an open and curious mind.

LEARNING

As lifelong learners, we value a positive mindset that engenders wonder, curiosity and problem solving. We foster strong relationships between students, teachers, and our school community, to enhance and support the learning journey.

BEHAVIOURAL EXPECTATIONS

Williamstown 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, constructively 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
- 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 when required
- implement our Willy Kids Program, to support the development of our students' positive social behaviour and enhance health and wellbeing

- uphold, model and educate the whole school community about the four pillars of the Willy Kids Program: Respect, Responsibility, Resilience and Learning
- take the appropriate action to address any offensive, intimidating or otherwise inappropriate behaviour conducted either in person, via electronic communication or social media, or over the telephone
- provide an open and supportive environment for all members of the school community, including staff, students and parents
- acknowledge that Williamstown Primary School has played a significant role in our local community for many years and its traditions be considered and respected
- incorporate sustainability practices throughout the school environment

As teachers and non-teaching school staff, we will:

- model positive behaviour to students consistent with the standards of our profession
- communicate politely, constructively and respectfully with all members of the school community
- treat all members of the school community with respect and foster a culture of inclusiveness
- implement our Willy Kids Program to support the development of our students' positive social behaviour
- use the common language of our Willy Kids program throughout the school to support shared understandings of behavioural and social expectations
- engage with parents about student outcomes where deemed appropriate in a timely manner, with teacher discretion
- 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
- implement practices of inclusion towards students living with a disability or additional needs
- communicate with the principal and school leaders in the event we anticipate or face tension or challenging behaviours from parents either in person, via electronic communication, social media, or over the telephone
- promote the inclusion of diverse cultures and perspectives, including First Nations, Aboriginal and Torres Strait Islander peoples
- promote a positive attitude towards diversity including culture, ethnicity and gender
- promote gender equality, and positive gender relations including access to literature, opportunities, gender-neutral language and the explicit teaching of positive gender relations through the Rights, Resilience and Respectful Relationships program.
- actively seek input and value the ideas and contributions of our students
- ensure our working environment is cooperative, consultative, supportive, positive, safe, good humoured and flexible
- ensure each staff member's work is acknowledged, respected and encouraged
- acknowledge the unique talents and perspectives each staff member brings to our school and encourage all staff to further develop these qualities within the context of our overall school direction
- foster collective efficacy through our pedagogical practices and ongoing commitment to student improvement through our Professional Learning Community program
- reflect on our performance and behaviour to acknowledge our strengths and areas for improvement, and work towards improving these
- promote and work to develop a positive and sustainable work-life balance
- incorporate sustainability practices throughout the school environment

As parents and carers, we will:

- communicate politely, constructively and respectfully with all members of the school community
- model positive behaviour to my child in alignment with our Willy Kids Program
- have an understanding that everyone has a right to be treated with care and compassion, and be free from harassment and discrimination
- ensure, to the best of our ability, that my child attends school daily, in a punctual manner

- take an active interest in my child's school and learning
- work with the school to achieve the best outcomes for my child
- communicate constructively with the school and use expected processes and protocols when raising concerns, with the aim to work cooperatively and productively to resolve areas of concern
- support school staff to maintain a safe learning environment for all students
- follow the school's processes for communication with staff and making complaints
- at all times, treat all school leaders, staff, students, and other members of the school community with respect
- respect others and their cultures, accept diversity and adopt behaviours that include others
- acknowledge that difficulties and disappointments are a normal part of life and by managing these wisely we can build greater resilience and achieve better outcomes for all
- acknowledge that Williamstown Primary School has played a significant role in our local community for many years and its traditions be considered and respected
- respect the experience and knowledge of others, particularly those with special skills and expertise
- encourage my child to be responsible for their own behaviours and actions at school and in a digital space, including problem solving and relationship building
- incorporate sustainability practices throughout the school environment

As students, we will:

Input from our students (as per their words)

As students, we will:

- Aim to create a positive environment by acting with care and consideration
- Aim to be the best Willy Kids we can be - behave respectfully and treat everyone with equal care and respect
- Show understanding to, and support fellow students
- Be inclusive and accommodate the needs, wants, abilities and thoughts of others
- Make inclusive compromises to include everyone's needs, wants and abilities
- Show kindness to other people
- Communicate problems and ideas respectfully and effectively
- Demonstrate a willingness to learn by reflecting on our learning and setting appropriate goals
- Be flexible, have a growth mindset and a positive attitude
- Be cooperative and collaborative when working with peers and show teamwork
- Put our best effort into everything we do
- Give feedback in a nice way
- Showcase leadership skills and responsibility by setting a good example for our peers and younger year levels
- Be inspired by others
- Be honest by telling the truth and owning up to each other
- Always represent our school well
- Be eSmart and behave appropriately online and on all devices

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, both at school and in a digital space
- utilise the school's processes for communication with staff and for submitting complaints
- acknowledge and respect everyone's rights to be treated with care and compassion, free from harassment and discrimination
- acknowledge that difficulties and disappointments are a normal part of life and by managing these wisely we can build greater resilience and achieve better outcomes for all
- aim to work cooperatively and to resolve conflict amicably
- respect others and their cultures, accept diversity and adopt behaviours that include others
- acknowledge that Williamstown Primary School has played a significant role in our local community for many years and its traditions be considered and respected
- respect the experience and knowledge of others, particularly those with special skills and expertise
- incorporate sustainability practices throughout the school environment

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 below*)

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 but not limited to:

- 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, derogatory or discriminatory 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 (see below)*.

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.

FURTHER INFORMATION AND RESOURCES

Willy Kids Program

- [Willy Kids Program](#)

Visitors Policy

- [Visitors Policy](#)

Student Wellbeing and Engagement Policy

- [Student Engagement and Wellbeing Policy](#)

Bullying and Prevention Policy

- [Bullying and Prevention Policy](#)

Communication with School Staff

- [Communication with School Staff](#)

Complaints Policy

- [Complaints Policy](#)

Respect for School Staff

- [Respect for School Staff](#)

COMMUNICATION

This policy will be communicated to our school community in the following way:

- Included in staff induction processes and staff training
- Available publicly on our school's website
- Included in staff handbook/manual
- Hard copy available from school administration upon request

REVIEW CYCLE AND POLICY HISTORY

This policy is due for formal review in April 2025 although it may be changed at any time as required after approval by the School Council and the Principal or if guidelines change.

Policy History

Version Approval Date	Summary of changes	VRQA Requirement	DET Mandated Policy	School Council Input
June 2022	New policy	Yes	Yes	Recommended

Policy last reviewed	New Policy - June 2022. School Council
Approved by	School Council – June 15 th , 2022
Consultation	Ed Pol - April - May 2022 and Oct-Nov 2021
Next scheduled review date	June 2026 (Recommended minimum review cycle for this policy is 3 to 4 years)