



McKinnon Primary School

Statement of Values, Philosophy and Expectations

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 and that of the International Baccalaureate (IB) and outline community expectations for all.

2. POLICY:

McKinnon Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. As part of the International Baccalaureate (IB) we aim for all students to reach their potential and ***'to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect'***...

We share a commitment to, and a responsibility for, creating an inclusive and safe school environment for our students to learn and grow to be the best they can be. The programs and teaching at McKinnon 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.

3. VISION:

McKinnon Primary School is committed to developing internationally minded learners in a safe and nurturing environment, where students are empowered to develop 21st century skills and attitudes.

4. MISSION:

The teaching and learning culture at McKinnon Primary School inspires learners to inquire, reflect and understand in an inclusive and safe environment. An ongoing partnership between home and school to foster their social, emotional, physical, intercultural and academic development. Each child is supported to reach their full potential. Students are motivated to become active life-long learners who develop respect, compassion, caring and understanding for their role as global citizens.

5. VALUES:

The International Baccalaureate mission to develop active, compassionate and lifelong learners, McKinnon Primary School's values are core guiding principles match the IB Learner Profile.

The Learner Profile: Caring, Open-Minded, Courageous, Thinkers, Inquirers, Reflective, Knowledgeable, Principled, Communicators, Balanced

6. BEHAVIOURAL EXPECTATIONS

McKinnon 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:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- 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 inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.
- Ask any person who is acting in an offensive or disorderly way to leave the school grounds.

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



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- Model positive behaviour to students consistent with the standards of our profession and that embody the spirit of the PYP.
- 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.
- 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 healthy and safe learning environment for all students.
- Follow the school's complaints processes if there are complaints.
- Treat all school leaders, staff, students, and other members of the school community with respect.

As students, we will follow the school wide expectations of:

- Be Safe
- Be Respectful
- Be Caring
- Be a Learner

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 orderly learning environment for all students.

The Department of Education and Training will:

- Provide practical guidance and resources to support schools to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support schools respond to and prevent bullying and promote cyber-safety and wellbeing.
- Provide access to evidence-based resources and strategies to increase student safety, wellbeing and engagement.
- Provide schools with practical and legal support as required.
- Provide parents with practical guidance and resources to resolve conflicts with the school.

8. 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 behaviours that are considered inappropriate on and adjacent to school grounds or in relation to school business and that do not uphold the principles of the Community Expectations include when a person:
 - Is rude, aggressive or harasses others either in person or over the phone
 - Sends rude, confronting or threatening letters, emails or text messages
 - Is manipulative or threatening
 - Speaks in an aggressive tone, either in person or over the telephone
 - Makes sexist, racist or derogatory comments



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- Inappropriately uses social media as a forum to raise concerns/make complaints against the school
- Is physically intimidating, e.g. standing very close
- Uses or threatens violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- Uses 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.

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 - formal notice preventing entry onto school premises or attendance at school activities. Written notice will follow any verbal notice given.
- Conditions of entry to school grounds or school activities
- An intervention order being sought
- Exclusion from school grounds or attendance at school activities
- Reports to Victoria Police - informing the police which may result in a charge of trespass or assault
- Legal action

Inappropriate student behaviour will be managed in according with our school's *Student Wellbeing and Engagement Policy* and *Bullying Prevention Policy*.

9. FURTHER INFORMATION AND RELATED POLICIES

Student Wellbeing and Engagement
Bullying Prevention Policy
Visitors Policy
Staff Code of Conduct
Bullying Prevention Policy

10. EVALUATION

This policy was last updated on November 2018 and is scheduled for review in November 2021.

Next Review Date: November 2021

This policy was last ratified by School Council in: November 2018