



McKinnon 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 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 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.

This policy outlines our school's vision, mission, objectives, 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 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.

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. OBJECTIVE:

Our school's objectives are considered as part of the 4 yearly strategic planning process and are 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.

6. VALUES:

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

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

7. BEHAVIOURAL EXPECTATIONS

McKinnon Primary School acknowledges that the behaviour of staff, parents, carers and students have an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for our school's children and young people.



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As principals and school leaders, we will:

- Work collaboratively to create a school environment where respectful and safe conduct 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](#).
- 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 well-being 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, 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 and that embody the spirit of the PYP.
- Communicate 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 well-being 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 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 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 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 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.



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- Support school staff to maintain a safe and orderly learning environment for all students.
- Utilise the school's processes for communication with staff and submitting complaints.

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:

- 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 discriminatory or derogatory comments
- 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.

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 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 - formal notice preventing entry onto school premises or attendance at school activities. A 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 according to 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.

9. 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/manual
- Included in transition and enrolment packs
- Included as an annual reference in the school newsletter
- Made available in hard copy from school administration upon request

10. RELATED POLICIES AND RESOURCES



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Department of Education and Training policies and resources:

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

McKinnon Primary School policies:

- Student Well-being and Engagement
- Bullying Prevention Policy
- Visitors Policy
- Staff Code of Conduct

11. POLICY REVIEW AND APPROVAL

Date	Consultation with /Reviewed by	Description of outcome	Council Consultation date
<i>15th November, 2022</i>	<i>Education</i>	<i>Approved</i>	
<i>21st November, 2022</i>	<i>School Council</i>	<i>Approved</i>	<i>21st November, 2022</i>