



## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



### Help for non-English speakers

If you need help to understand the information in this policy, please contact Narrarrang Primary School General Office.

### 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

Narrarrang 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/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 Narrarrang 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, within the staff induction handbook (located on our school drive), and enrolment/transition packs (located on our school's website).

To celebrate and embed our *Statement of Values and School 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.

## **MOTTO**

Growing futures, together.

## **VISION**

At Narrarrang Primary School, we empower all learners to thrive – as individuals, as thinkers, and as creators of a better future. To bring this vision to life, we:

- Build a connected community where every learner is seen, known, and valued.
- Foster strong relationships and meaningful learning partnerships.
- Commit to rigorous, purposeful, and joyful learning.
- Promote aspiration and strive for excellence.
- Foster character, confidence, and leadership.

## **OBJECTIVE**

Our school's objectives are considered as part of the 4-year 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**

Narrarrang Primary School's values are:

Connection:

- We build trusting relationships.
- We are inclusive.
- We honour and celebrate our diversity.
- We are curious about the world and how things work.
- We collaborate to connect, learn, and create.

Compassion:

- We are kind.
- We treat ourselves and others with respect.
- We care for Country and the world around us.
- We show empathy through our actions and words.
- We help each other thrive, for the greater good.

Courage:

- We challenge ourselves to grow.
- We learn from our mistakes.
- We are resilient.
- We stand up for what is right.
- We bravely shape a better future.

## **BEHAVIOURAL EXPECTATIONS**

Narrarrang 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:

- 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](#)
- 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/carers 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/carers 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
- nurture a culture that is inclusive, engaging and supportive and that embraces and celebrates diversity and empowers all students to participate and feel valued
- model and create a child safe culture.

As teachers and non-teaching school staff, we:

- 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/carers about student outcomes
- work with parents/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents/carers 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/carers
- treat all members of the school community with respect
- model and create a child safe culture.

As parents/carers, we:

- 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 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:

- 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:

- 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 is not tolerated at school, or during school activities.

Unreasonable behaviour includes:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- speaking or behaving in a rude, aggressive or threatening way, either in person, via email, social media, or over the telephone
- 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 is not 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
- 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 is 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 is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

## COMMUNICATION

This policy is communicated to our school community in the following ways:

- available publicly on our school's website
- staff induction handbook (located on our school drive)
- enrolment/transition packs (located on our school's website)
- made available in hard copy from the school's General Office upon request.

## RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

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

Narrarrang Primary School policies:

- *Student Wellbeing and Engagement Policy*
- *Inclusion and Diversity Policy*
- *Bullying Prevention Policy*
- *Parent Complaints Policy*

## POLICY REVIEW AND APPROVAL

|                            |   |
|----------------------------|---|
| Policy last reviewed       | July 2025   |
| Approved by                | Principal and School Council*   |
| Next scheduled review date | March 2026 (or as soon as the School Council is appointed)<br>To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter |

\*The *Statement of Values and School Philosophy* will be reviewed and approved by the School Council once they are appointed or earlier if a significant incident occurs or due to legislative changes.