



Rutherglen Primary School

Statement of School Values and Philosophy Policy

Principal: Karryn Williams

School Council President: Marika Partridge

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Approved By:	School Council
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Responsible for Review:	Principal
References:	Victorian Government Schools Policy and Advisory Guide



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand this policy, please contact our school Principal.

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:

Rutherglen 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 Rutherglen 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 and is available on our school website, and in our staff induction handbook and enrolment packs.

To celebrate and embed our Statement of Values and Philosophy in our school community, we

- display posters and banners that promote the values of our school
- celebrate our values in our school newsletter and on our Facebook Page
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, playground, student leadership teams and assemblies.

At Rutherglen Primary School we are 'Proud of our History, Passionate about the Future'. A school where students are at the centre of our F-6 approach to learning, a school community that is dedicated to the continuous learning journey of students in a safe and supportive environment and as educators a commitment to excellence in teaching and learning.

VISION:

Rutherglen Primary School's vision is to empower all learners to have the belief and aspiration to grow and succeed both now and, in the future, underpinned by a genuine sense of care for all regardless of difference.

MISSION:

Rutherglen Primary School's mission is to support and encourage -

- all students to articulate their skills and knowledge, reflect on current learning and be actively involved in future learning aspirations,
- all students to develop their resilience, preparedness to take supported risks academically and personally and be motivated to succeed; leading to self-pride and growth.
- all staff to work together developing content that is differentiated, engaging, authentic and challenging, while maintaining strong links to the Victorian Curriculum.
- all members of the school community to develop positive links and foster strong relationships between students, staff and families.
- the safety and protection of all school community members in an environment that actions our school values.
- all members of our school to develop pride in ourselves, our school and our community.

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:

Rutherglen Primary School's values help us to develop pride in who we are and what we do.

Our school values are **respect**, **responsibility**, **integrity** and **empathy**.

Respect is...

- use respectful words and body language when communicating with others
- listen to others, and respect their right to share their opinion
- respect the rights of all members of the school community
- show respect for and value the school beliefs
- follow school rules
- accept individual differences
- acknowledge the strengths and abilities of others – everyone belongs

Responsibility is...

- trying your best in everything you do
- making good choices without supervision
- be responsible for your own learning, behaviour, actions and words
- support others to achieve great things as a team, class, school
- being at school and on time

Integrity is...

- being truthful to yourself and others
- doing what is right, even when it is difficult
- choosing your words and actions carefully
- representing yourself and our school in a positive way at all times
- playing fairly

Empathy is...

- understanding and supporting the feelings of others
- showing care and kindness
- being a friend to others
- understanding and accepting other people's way of looking at things
- accepting and encouraging everyone

BEHAVIOURAL EXPECTATIONS:

Rutherglen 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 principal 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
- 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 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, 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 will:

- model positive behaviour to other students
- communicate politely and respectfully with all members of the school community.
- comply with and model school values and school-wide expectations
- 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 according 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

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 enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Student Well-being and Engagement Policy](#)
- [Inclusion and Diversity Policy](#)
- [Bullying Prevention Policy](#)
- [Parent Complaints Policy](#)