

Values and School Philosophy Policy



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school on 9802 0663 for support.

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

Weeden Heights 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 Weeden Heights 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.

Vision

Weeden Heights Primary School's vision is to provide a dynamic child centred learning community committed to providing exemplary programs in a challenging, vibrant and safe environment to empower students to reach their personal best.

Mission

Weeden Heights Primary School's mission is vision is to empower and support students to achieve personal excellence and to become life-long learners and global citizens who make a positive difference.

Objective

Weeden Heights Primary School's objectives are considered as a part of the four 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 the SSP.

Values

Weeden Heights Primary School's values are collaboration, curiosity and creativity, personal excellence and respect:

- **Respect** - having regard for yourself, others and our environment
- **Personal Excellence** – being the best you can be
- **Curiosity and Creativity** – having a passion for learning, being inventive, imaginative and resourceful and acknowledging there are many ways to do things well
- **Collaboration** – working together as a team for a common purpose

Behavioural Expectations

Weeden Heights 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.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the [Respectful, safe, engaged: shared expectations to support student behaviour statement](#).

Students are also supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy and Bullying Prevention Policy.

Staff have a range of expectations around behaviour and must follow our school and Department policies and the Victorian Public Service Code of Conduct and Values. Teaching staff also adhere to the [Victorian Teaching Profession Code of Conduct](#).

School staff supports students to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy.

Parents/Guardians play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents/guardians to ensure schools remain respectful and inclusive places is outlined in the department's [Respectful Behaviours within the School Community Policy](#). Schools can share these expectations through use of [posters](#) available in over [30 translated languages](#).

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 the Visitor's Policy).

Unreasonable behaviour demonstrated by school staff, parents/guardians, 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 will be 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
- Included in staff induction process
- Included in staff handbook
- Included in school newsletter.

Policy Review and Approval

Policy last reviewed	19 October 2026
Consultation	Principal Staff Education Sub Committee and School Council Newsletter item to the school community Website
Approved by	Principal
Next scheduled review date	20 October 2030 <i>Mandatory review cycle for this policy is 3-4 years.</i>