



Respect, Care, Honesty & Teamwork

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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

Panmure Primary 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 Panmure 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, values and expectations of our school community. This policy is available on our school website 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.

VISION

Our vision is for Panmure Primary School to be seen as a valued and respected establishment in the local community. It's an inviting place where students receive a quality education. We take pride in nurturing close relationships with students, parents, family and teachers. We enjoy working together to build strong partnerships with the wider community. Students, staff and parents are viewed as respectful, caring, cooperative, productive community members who contribute positively to and

take pride in being an integral part of the local, rural community. It's a school that parents want their children to attend, and one of which students are proud, enthusiastic and happy to belong.

MISSION

Panmure Primary School is dedicated to providing our students with a quality education that caters for individual differences and enables all students to attain their full potential. The development of leadership skills and a strong sense of community are promoted at our school through our students' active involvement in school activities and events within the wider community.

Our students are friendly, caring and respectful and enjoy learning and coming to school. They display initiative, leadership and provide a supportive environment where individual students feel safe and confident to learn both individually and as part of a team. Our enthusiastic, supportive, caring staff members are dedicated to ensuring each student is provided with an individualised program, which meets their needs and enables them to progress and grow academically, personally and socially, at their own rate. Students achieving their full potential as well as their safety, well-being and welfare are always paramount in our staff's endeavours.

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

At Panmure Primary School we value:

Respect

- Listening attentively to others
- Treating people fairly and equally
- Using your manners
- Treating others as you would like to be treated
- Accepting people for who they are
- Talking to others in a calm, courteous manner
- Acknowledging others' efforts
- Using people's name
- Being considerate and tolerant
- Not judging others
- Looking after others' property/belongings

Care

- Cheering up someone who is sad or lonely
- Looking after someone who is hurt
- Show compassion and kindness to others
- Not hurting people's feelings
- Including everyone not just some or one person

- Being friendly to everyone
- Sharing and taking turns
- Making others feel valued and appreciated
- Having empathy with others
- Looking after and respecting the school and its grounds
- Looking after your belongings
- Looking after yourself and taking pride in your work and appearance
- Thinking about the consequence of your actions
- Striving to do your best
- Taking pride in what you do

Honesty

- Always doing your best
- Telling the truth
- Giving people all the information not just the bits you want them to hear
- Being trustworthy and doing the right thing when you aren't being directly supervised
- Admitting when you've done the wrong thing
- Doing what you say you will
- Being honest even if it means you might get in trouble

Teamwork

- Helping each other
- Being there for others
- Cooperating and working together
- Displaying sportsmanship
- Giving compliments and praising others' efforts
- Sharing the credit for good work
- Trusting each other
- Listening to everyone's opinion
- Developing/building positive relationships
- Sharing ideas
- Working to achieve a common goal
- Being able to compromise and not always having to get your own way
- Sharing the workload
- Good communication between parents, staff and students
- Supporting each other

The 5 Keys to School Success (Organisation, Resilience, Getting Along, Persistence and Confidence).

Using our values and the 5 Keys our goal is to ensure our students' feel safe, enthusiastic, valued and respected.

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:

- 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 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
- 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 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

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](#)

Example school policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	31/10/2022
Approved by	School Council
Next scheduled review date	October 2024