



Malvern Central School

Statement of Values and School Philosophy Policy

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

Malvern Central 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 Malvern Central 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, 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 that promote our vision and school values in our school
- celebrate our school values in our school newsletters
- recognise and celebrate our students who actively demonstrate the values
- discuss our school values with students in the classroom.

Vision

Malvern Central School's vision is to create independent, collaborative and contemporary thinkers with a passion for learning who make positive contributions as global citizens in an ever changing world

Mission

Malvern Central School's mission is to provide a safe, caring and stimulating learning environment, which enables students to grow socially, emotionally, intellectually and physically.

Objective

Malvern Central School's objective is to:

- provide a curriculum that is rich and relevant and allows all students to succeed
- promote collaboration and teamwork to achieve high quality teaching and learning
- develop responsible, resilient and engaged life-long learners
- encourage a strong, supportive partnership between home, the school and the community
- foster kindness, respect and inclusive behaviour.

School Values

Respect

- We value and appreciate the strengths and skills of ourselves and others
- We speak, act and treat others fairly and equally irrespective of individual differences
- We treat all members of the school community equitably, justly and with kindness
- We engage parents, carers and the broader community and acknowledge the vital role they play in supporting successful learning outcomes for all students
- We learn from others and share our ideas.

Integrity

- We act at all times in a responsible and ethical manner
- We are truthful, honest and caring
- We ensure that the classroom and the school environment is positive, safe, caring and purposeful.

Community

- We foster a social responsibility both locally and globally
- We foster a positive and inclusive culture based on healthy relationships between all members of the school community
- We provide students with a safe, supportive and inclusive learning environment, where the risk of harm is minimised and students feel physically and emotionally secure
- We foster high standards of behaviour based on school values.

Innovation

- We use evidence to reflect on how effective our practice is and look beyond what we currently do to identify best practice through research
- We foster creativity and deep level learning to transfer our understandings, skills and knowledge from one context to another
- We use technology to enhance our learning
- We create contemporary and flexible learning spaces that support and inspire learning opportunities both individually and collaboratively.

Perseverance

- We are committed to continual improvement of learning
- We strive to develop a deep understanding of our strengths and capabilities
- We are risk-takers and agents of our own learning through constantly being challenged by creative learning activities.

Behavioural Expectations

Malvern Central 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 will:

- model positive behaviour and effective leadership to all members of the school community consistent with the standards of our profession
- work collaboratively to create a school environment where respectful and safe behaviour is expected of everyone
- 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
- treat all members of the school community with respect.

As teachers and non-teaching school staff, we will:

- communicate politely and respectfully with all members of the school community
- 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
- respond and report appropriately when safe and inclusive behaviour is not demonstrated
- 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
- proactively engage with parents about student outcomes
- work with parents and carers 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 if 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 and other MCS children
- communicate politely and respectfully with all members of the school community
- 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
- 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 and will be managed in accordance with our school's *Student Engagement and Wellbeing Policy* and *Anti Bullying Policy*.

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

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.

Further Information and Resources

- MCS Child Safety Policy
- MCS Inclusion and Diversity Policy
- MCS Student Engagement and Wellbeing Policy
- MCS Duty of Care Policy
- MCS Social Media Policy
- Child Safe Standards
<https://ccyp.vic.gov.au/child-safety/being-a-child-safe-organisation/the-child-safe-standards/>

Review Cycle

This policy was last updated on 13th August, 2019 and is scheduled for review in July 2020.

This policy was endorsed by School Council on 21st August, 2019