

# WILLMOTT PARK PRIMARY SCHOOL

## 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

Willmott Park 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 Willmott Park 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, our staff induction handbook and enrolment/transition packs.

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

- teach the values through the 'Welcome to Willmott' start up program
- revisit the staff, student and parent Matrices of Expectations
- revisit the values weekly through our Wellbeing lessons
- display posters and banners that promote our values
- celebrate and promote 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

Willmott Park Primary School's vision and overarching philosophy is that every child has the right to learn in a safe and supportive environment. We pride ourselves on being an inclusive school, catering for differences and placing a high priority on the wellbeing of all stakeholders. Developing confidence and resilience is a key foundation to all curriculum with the inclusion of a range of specialist and extracurricular activities. As a result of catering for the whole child, students learn to build relationships, be literate, numerate and curious. We foster positive relationships and communicate with each other in a respectful and open manner. ***Every child is treated fairly and always heard at Willmott.*** We are proud of our diverse and inclusive school community and the commitment to engage all learners.

The school believes in continuous improvement and high standards of teaching and student learning outcomes. Teachers at the school work collaboratively and support each other to improve student outcomes and their own professional practice.

## MISSION

Willmott Park Primary School's mission is

- All students have the right to learn.
- All teachers have the right to teach.
- Everyone has the right to be safe and included.



**POSITIVE BEHAVIOUR**  
**PURPOSE STATEMENT**

At Willmott Park Primary School we provide a safe and inclusive learning community where students are responsible and respectful. We empower students to have a voice and achieve through an engaging and diverse curriculum.

## OBJECTIVE

Willmott Park Primary School's objective is to ensure all students are happy, healthy and continue to be passionate about their education in future years. We want to be their stepping stone to being lifelong and resilient learners.

## VALUES

Willmott Park Primary School's values are Responsibility, Respect and Achievement.

We show Respect at our school by respecting ourselves, our school and everyone, and showing kindness. We also understand that our choices have an impact on those around us.

We show Responsibility at our school by acknowledging and taking responsibility for our actions and choices, taking care of our school and of our community and being responsible for our learning.

We show Achievement by striving for excellence in both academics and behaviour and having a growth mindset to set and achieve our goals both inside and outside of the classroom.

## BEHAVIOURAL EXPECTATIONS

Willmott Park Primary School's 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.

When a student does not follow the School Values and Matrix of Expectations, staff follow the Responses to Minor and Major Behaviours and flowcharts as a staged and consistent response, consistent with the Department's Student Engagement and Inclusion Guidelines. Staff use the Responses to Minor and Major behaviours to give students the opportunities to correct their behaviour and restorative discussions to learn from their behaviour choices. Where appropriate, parents will be informed about the inappropriate behaviour and, where deemed appropriate, the consequence of their behaviour.

Behavioural expectations of students, staff and families are grounded in our school's Values. Willmott Park implements the School Wide Positive Behaviour framework with a focus on improving student positive behaviour, and restorative practises. Student bullying behaviour will be responded to consistently with WPPS's Bullying Prevention policy.

School-wide positive behaviour support (SWPBS) is a framework that brings together our school community to develop safe, positive, inclusive learning cultures. SWPBS aims to improve the social, emotional, behavioural and academic outcomes.

***SWPBS framework is a whole-school approach to increase and improve:***

- respectful and positive behaviour
- social-emotional wellbeing
- positive and respectful relationships among students and staff
- a predictable learning environment with improved perceptions of safety and increased attendance
- restorative and reflective practises
- students' sense of self and belonging
- collective efficacy amongst staff and students to all be working together to achieve these improvements

***As principals 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
- promote and model the school values of Respect, Responsibility and Achievement
- follow the Matrix of Expectations for Staff
- 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 and code of conduct
- communicate politely and respectfully with all members of the school community
- promote and model the school values of Respect, Responsibility and Achievement
- follow the Matrix of Expectations for Staff
- 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 all students
- communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from anyone in our community
- 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
- promote and model the school values of Respect, Responsibility and Achievement
- follow the Matrix of Expectations for Parents
- ensure our child attends school 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 and all community members
- follow the school's processes for communication with staff and raising concerns
- treat all school leaders, staff, students, and other members of the school community with respect at all times

### ***As students, we will:***

- model positive behaviour to everyone, at all times
- follow the school values of Respect, Responsibility and Achievement
- follow the Matrix of Expectations for 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
- endeavour to be resilient and try our best focusing on the effort involved

### ***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.

#### REVIEW CYCLE

This policy was last updated on May 2021 and is scheduled for review in May 2023.