Statement of Values and School Philosophy

Date Implemented	November 2026
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Approval Authority – School Council President	Daniel Jansen
Responsible for Review	Estelle Alder
Review Date	September 2029

Statement of Values and School Philosophy

EXPECT MORE – ACHIEVE MORE

Help for non-English speakers

If you need help to understand the information in this policy please contact Monbulk Primary School on 9756 6481.

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

Monbulk 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 Monbulk 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 and values and expectations of our school community. This policy is available on our school website, 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 our values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- discuss and explicitly teach our values with students in the classroom, meetings and assemblies.

VISION

Monbulk Primary School's vision is to build confident learners of outstanding character who are valued members of our community.

Confident Learners are curious, resilient, take risks, and share their ideas. They know what they're learning, use different strategies to improve and give and receive feedback.

Students of **Outstanding Character** show our values of Courage, Compassion, Co-operation and Respect.

Valued **Community Members** have a sense of belonging, and are accepting and inclusive of others. They understand their responsibilities towards their community, and are actively connected to their school and wider community.

MISSION

As a whole staff we work collaboratively, share responsibility, and use evidence to achieve our Vision.

We work collaboratively in all areas; planning, learning, teaching, decision making and problem solving.

We all share responsibility for the learning, engagement, and wellbeing of all students at our school.

We use evidence and data to inform our teaching, professional learning, and to guide decisions.

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 Monbulk Primary School our Values are

Respect *We are responsible*

Courage *We are brave*

Compassion *We are kind*

Co-operation *We work together*

Our Values Explained

Respect – this value underpins how we learn and work together. We are responsible for our behaviour, and act responsibly towards others and property.

Courage – this value focuses on students to show strength and resilience, even if they're worried or afraid. This value is about 'me'.

Compassion – this value focuses on students understanding others and helping others in the way they need. This value is about 'you'.

Co-operation – this value focuses on students working together with others in their learning and playing. This value is about 'us'.

BEHAVIOURAL EXPECTATIONS

Monbulk 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. These are underpinned by the School Wide Positive Behaviour Support framework.

Staff 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's Code of Conduct.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places is outlined in the department's Respectful Behaviours within the School Community Policy, and our Respect for School Staff Policy.

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 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
- 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

Monbulk Primary School polices:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy
- Communication with School Staff Policy
- Visitor Policy

REVIEW CYCLE AND EVALUATION

This policy will be reviewed on an 4 yearly basis.

This policy was last updated on November 2026 and is scheduled for review in September 2029.