



Help for non-English speakers

If you need help to understand the information in this policy please contact the school.

PURPOSE

- To outline the values of our school community and explain the vision, mission and objectives of our school.

POLICY STATEMENT

Greenhills 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 Greenhills 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.

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.

OUR VISION

Greenhills Primary School will be curious, connected and open to challenge and have a positive impact on all members of the community.

OUR MISSION

Greenhills Primary School is committed to educational excellence and providing children with the opportunity to learn to the best of their ability.



OUR VALUES

Greenhills is G.R.E.A.T.! Our school values are central to the culture of our school. They provide a basis for decision-making and action and help to shape the way we all learn together by creating shared expectations and norms. They are constantly reinforced and developed throughout the year, alongside other values to assist students, staff, parents and carers to grow as learners and active community members.

G GRIT

This means:

- We show passion, perseverance and persistence when facing obstacles
- We have courage, show strength of character and follow through with things
- We focus on goals and work hard to achieve them
- We practice, practice, practice and get a little better every day

R RESPECT

This means:

- We treat others as we would like to be treated
- We always try to be fair, honest and responsible to ourselves and others
- We look out for and protect our environment

E EFFORT

This means:

- We are excited and motivated about what we do and embrace all areas of our growth
- We motivate and build confidence in ourselves and others
- We talk in a positive way and provide constructive feedback
- We try our best

A ADVENTURE

This means:

- We embrace challenge and step out of our comfort zones
- We think big and bigger about who we are, how we learn and what we can do in the world
- We have a GROWTH mindset
- We dream, dare and do

T TEAMWORK

This means:

- We value working with others to achieve common goals
- We understand that we all have different strengths and how we can contribute these positively
- We have confidence, belief and trust in each other
- We do what we say we will do



BEHAVIOURAL EXPECTATIONS

Greenhills Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

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.

Students are 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.

Information about the expectations on 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 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 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
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

FURTHER INFORMATION and resources

- [Respectful Behaviours within the School Community](#)
- [Respectful Workplaces](#)
- [Parent Complaints](#)
- [Work-Related Violence in Schools](#)

POLICY REVIEW AND APPROVAL

This policy will be reviewed every three years or earlier as required.

School Council consultation is recommended before Principal approval.

Approval

Created date	20 th February 2023
Consultation	School Council meeting – 7 th March 2023
Endorsed by	James Penson – Principal & School Council
Endorsed on	7 th March 2023
Next review date	March 2026