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Date reviewed: 2019
Next review: 2022

**This Policy has been developed by members of School Council.
This includes both parent and DET representatives.**

PURPOSE

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 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, objectives, values and expectations held by our school community. This policy is available on our school website and as part of our staff induction program.

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.
- Use the school website, blogs and other online platforms to communicate our values and philosophy

VISION

The school vision is that "Greenhills Primary School is a G.R.E.A.T. place where all members are challenged to do their best". To achieve this vision, the school articulates its mission as providing "opportunities for excellence in a safe, supportive and stimulating environment, (Greenhills) is a place where differences are valued, risk taking is encouraged and participation expected. This will foster resourceful and resilient individuals with a passion towards life and learning.

OBJECTIVE

Greenhills Primary is committed to providing a holistic educational experience for all students, encouraging them to reach their full potential. The school goals are:

1. To maximise student learning through measuring student learning gain in Literacy and Numeracy across a 12-month period.



2. To develop student's thinking & questioning skills throughout Literacy & Numeracy and to form cross-curriculum connections.
3. To further increase student engagement in learning through the implementation of inquiry based learning and research and the use of preferred learning styles.
4. To continue programs designed to ensure each student receives a seamless transition into, through and out of Greenhills Primary School.
5. To develop student voice and input through effective, valued student leadership opportunities.
6. To develop the students' skills in the use of Digital Technologies to inquire, create and communicate.
7. To develop and promote resilient students who display Greenhills Primary Schools' behaviours and attitudes.
8. To create a positive learning environment, where students feel safe and enthusiastic about attending school.
9. To allocate resources strategically with an emphasis on improving teacher practice and consequently, student outcomes.
10. To maximise allocation of school resources to enable optimum implementation of school goals and priorities

VALUES

In working to achieve the shared vision, the school's agreed values are Generosity, Respect, Enthusiasm, Acceptance and Teamwork and the school motto incorporating these values is "Greenhills is G.R.E.A.T." The values are embraced by all members of the school community – students, parents and staff. The way in which the values are demonstrated, shows school community members who:

- Share with others
- Help others
- Are kind
- Care for the property of others
- Use manners
- Take risks
- Have a go
- Take turns
- Accept differences
- Value the effort of self and others
- Take feedback on board for enhanced learning
- Respect gender equality
- Demonstrate a growth mindset

For the students, this has produced a school environment which is safe, fair and friendly where they can confidently learn, play and cooperate with others.

BEHAVIOURAL EXPECTATIONS

Greenhills 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.

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
- behave in a manner consistent with the standards of our profession and the DET 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
- communicate politely and respectfully with all members of the school community
- 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 students with additional needs
- communicate with the principal and school leaders in the event 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
- 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.

Unreasonable behaviour and/or failure to uphold the principles of this *Statement of Values and School Philosophy* as per the School Philosophy Policy, 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 Policy* 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

The Greenhills School Philosophy Policy will be reviewed as per School Council Policy and School Council will evaluate its relevance in line with DET expectations as represented by parent members on School Council.

RATIFIED