



“We flourish as engaged bilingual global citizens who can face challenges as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.”

STATEMENT OF VALUES & SCHOOL PHILOSOPHY

HELP FOR NON-ENGLISH SPEAKERS



If you need help to understand the information in this policy please contact the school office on 9882 4663.

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.

SCOPE

This policy is intended for School Leadership, all staff, parents/carers, School Council and the broader community.

POLICY

Camberwell Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. We recognise the importance of the partnership between the school and parent/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 Camberwell 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 the vision, mission, values and expectations of our school community. This policy is available on our school website and on our staff Google Drive.

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

- display posters and banners that promote our values throughout our school
- display our school mission statement prominently in our administration areas and on our school letterhead

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- include explanation of our school vision, mission and values as part of our staff induction process
- use our school values as the basis for our whole school Positive Behaviour Matrix and the explicit teaching of expected behaviours
- discuss our values with students in the classroom, meetings and assemblies.

VISION

We flourish as engaged bilingual global citizens who can face changes as critical, creative thinkers. Our exemplary holistic education promotes a lifelong love of learning.

MISSION

As educators, our aim is to provide each child with a love of learning and equip them with the skills and knowledge to enable them to flourish as healthy and engaged members of society.

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.

SCHOOL VALUES

Camberwell Primary School's values are:

- Respect: we consider the needs, feelings, wishes, and rights of others and the environment
- Kindness: we are kind and generous to each other
- Collaboration: we work together using our individual strengths
- Perseverance: we do our best and keep trying even when things are challenging.

The school accepts that universal values apply:

- Every member of the school community has a right to fully participate in an educational environment that is safe, supportive and inclusive.
- Everyone deserves to be treated with respect and dignity.

Philosophy

Education is a lifelong process of continually acquiring, applying and refining knowledge, skills and attitudes. At Camberwell Primary School we believe that access to quality education is a fundamental right and that all children are capable of learning. Our purpose is to equip students for life and for them to become active and engaged citizens.

Regular evaluation processes will be in place to measure performance in all areas of the school with respect to the implementation of the vision and values of the school.

Bilingual Philosophy:

The ability to flourish and make a positive impact on the lives of others requires highly proficient, confident, engaged citizens who adaptively use the skills of creativity, innovation and critical thinking. Our

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bilingual learners inherently access rich intercultural understandings as well as sophisticated linguistic, metalinguistic and metacognitive skills where risk taking and problem solving will support them as they engage with their chosen forum.

BEHAVIOURAL EXPECTATIONS

Camberwell 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. To ensure a consistent approach, CPS uses a Positive Behaviour matrix to outline expected behaviours within our school community.

As principals and school leaders, we will:

- lead a positive, student-centred learning community where continual improvement is fostered
- model positive behaviour
- 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
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)
- 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
- model a positive approach to learning within our school community
- 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

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- 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, in line with the Department’s [Respectful Behaviours within the School Community Policy](#).
- ensure our child attends school on time, every day the school is open for instruction unless a valid reason for non-attendance exists
- 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
- try our best in all areas of our learning
- 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.

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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 to the School 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 accordance with our school's Student Wellbeing and Engagement Policy and Bullying Prevention Policy.

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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 with our school community in the following ways:

- available publicly on our school website
- included in staff induction materials and staff Google Drive
- available in hard copy from the school office on request.

FURTHER INFORMATION AND RESOURCES

The following Department of Education and Training policies and resources have informed the development of this policy:

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

The following Camberwell Primary School policies are informed by this policy:

- Attendance Policy
- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Complaints Policy

REVIEW PERIOD

Policy last reviewed	October 2022
Approved by	
Next scheduled review date	October 2025

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