



Help for non-English speakers

If you need help to understand the information in this policy, please contact the principal or assistant principal.

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

Ardeer 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 Ardeer 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 and our staff induction handbook.

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

- display posters and banners that promote your 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.

Mission Statement

At Ardeer Primary School, we nurture confident, capable, and compassionate learners. We provide a safe, inclusive, and engaging learning environment where teachers, staff, and families work together to inspire curiosity and a love of learning. Through our deep understanding of each learner, we ensure every student thrives and achieves high levels of academic growth.

Vision Statement

Our vision is anchored in the delivery of high academic standards through a culture of excellence, equity, and continuous growth. We aspire to create a thriving community where students, staff, and families are connected and work together to achieve the highest learning and wellbeing outcomes for every child, every day. Preparing every student for success today and into the future.

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.

Ardeer Primary School's objective is to ensure all students leave our school as confident and curious learners who have a practical understanding of the curriculum.

We create, nurture and expand learning opportunities for all students through providing quality education.

VALUES

Ardeer Primary School's values are respect, responsibility, and safety.

Respect

We respect ourselves, our school and each other. We encourage our students to take ownership of their actions, reflecting on and owning those actions with integrity.

Responsibility

We take responsibility for our words and actions. We strive to make good choices for ourselves and others. We understand our responsibilities in the creation of a positive environment within our school, local area, and global setting.

Safety

We act and contribute to a school environment that keeps ourselves and others safe at all times. We understand the importance that positive interactions have in the creation of an inclusive, physically safe and culturally safe environment.

BEHAVIOURAL EXPECTATIONS

Ardeer 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](#). 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](#).

The principal, school leaders and all staff will:

Professionalism, Leadership and Respect

- 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 meet core responsibilities to provide safe and inclusive environments.
- Ensure all parents/carers are aware of the expectations outlined in the Department's Respectful Behaviours within the School Community Policy.
- Communicate with the principal and school leaders in the event we anticipate or face any tension or challenging behaviours from parents/carers.

Student Wellbeing, Safety and Inclusion

- Plan, implement and review our work to ensure the care, safety, security and general wellbeing of all students at our school.
- Identify and support students who are or may be at risk and respond appropriately when safe and inclusive behaviour is not demonstrated, including implementing appropriate interventions and sanctions when required.
- Do our best to ensure every child achieves their personal and learning potential, while maintaining high expectations and providing appropriate support.
- Create safe, inclusive, and student-centred environments.

Partnerships with Families and the School Community

- Proactively engage with parents/carers about student learning, wellbeing and outcomes, and work collaboratively to understand and respond to individual student needs.

Teaching, Learning and Professional Growth

- Set high expectations for themselves and all learners.

- Take collective responsibility for every student's growth and success.
- Actively engage in ongoing professional learning, collaborative practice, and model lifelong learning.
- Use evidence-based, high-impact practices to support strong academic growth.
- Empower students to take ownership of their learning while maintaining academic rigour.

Our students will:

- Strive for personal excellence and set high expectations for themselves.
- Build strong skills in literacy, numeracy, and across all learning areas.
- Think critically, solve problems creatively, and take responsible risks in their learning.
- Embrace a growth mindset and demonstrate resilience and emotional intelligence.
- Value learning as a lifelong pursuit.

Community connections will result in:

- Strong partnerships between families and the school to support learning and wellbeing.
- Connections with local and wider organisations that enrich student opportunities.
- Shared collective responsibility for student success and wellbeing.

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 demonstrated by school staff, parents, carers, students or members of our school community is not 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 is not 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.

Our Statement of Values and School Philosophy ensures that everyone in our school community is treated with fairness and respect. In turn, we 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 and staff training
- Included in staff handbook/manual
- Included in transition and enrolment packs
- Discussed at parent information nights/sessions
- Reminders in our school newsletter
- Hard copy available from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Ardeer Primary School policies:

- [Bullying Prevention Policy](#)
- [Inclusion and Diversity Policy](#)
- [Complaints Policy](#)
- [Child Safety and Wellbeing Policy](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2024
Approved by	School Council- September 2024
Next scheduled review date	September 2028