



KVPS STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY 2020

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:

Kilberry Valley 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 Kilberry Valley 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, <https://www.kilberryps.vic.edu.au/page/105/Policies>, our staff induction handbook and student enrolment packs.

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

- ✚ model and demonstrate our values through our actions and behaviours
- ✚ display signs, posters and banners that promote our values within KVPS
- ✚ celebrate our values in our school newsletter
- ✚ provide awards and recognition for students who actively demonstrate our values
- ✚ discuss our values with students in the classroom, meetings and assemblies.

VISION:

Kilberry Valley Primary School's vision is to *'develop responsible learners for a changing society.'* This is at the forefront of everything we do.

MISSION:

Kilberry Valley Primary School's mission is *'our staff strive daily to "Make THE Difference" to meet the needs of every student.'*

VALUES:

Kilberry Valley Primary School's values are Respect, Integrity, Accountability, Responsiveness, Impartiality, Leadership and Human Rights.

We demonstrate **respect** for our students, staff and school community by treating them fairly and objectively; ensuring freedom from discrimination; harassment and bullying; and using others views to improve outcomes on an ongoing basis.

We demonstrate and model **integrity** by being honest, open and transparent in our dealings; using powers responsibly; reporting improper conduct; avoiding any real or apparent conflicts of interest; striving to earn and sustain public trust of a high level.

We demonstrate **accountability** by working to clear objectives in a transparent manner; accepting responsibility for our own decisions and actions; seeking to achieve best use of resources; submitting themselves to appropriate scrutiny.

We strive to demonstrate **responsiveness** by providing frank, impartial and timely advice; providing high quality services to the whole school community; identifying and promoting best practice.

We model and demonstrate **impartiality** by making decisions and providing advice on merit and without bias, caprice, favouritism or self-interest; acting fairly by objectively considering all relevant facts; and implementing Department and school policies and programs equitably.

We model and demonstrate **leadership** by actively implementing, promoting and supporting each of these values.

We respect and promote **human rights** set out in the Charter of Human Rights and Responsibilities by making decision and providing advice consistent with human rights and actively implementing, promoting and supporting human rights.

BEHAVIOURAL EXPECTATIONS:

Kilberry Valley 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 strive to:

Responsiveness Behaviours

- ✚ care about the quality of our services and programs, and aim to be the best
- ✚ provide efficient and timely service, honest advice, and information based on all available facts
- ✚ remain committed to ensuring that the school community has a high quality education system that gives opportunities for all
- ✚ make a difference and seek better ways to do our work
- ✚ respond promptly and get our work done well
- ✚ remain apolitical, ensuring we do not use our positions to support personal political preferences

Integrity Behaviours

- ✚ spend money wisely for its intended purpose
- ✚ ask questions, raise issues, speak up and report unethical behaviour and misconduct
- ✚ avoid or manage potential or perceived conflicts of interest
- ✚ carry out our work safely and avoid conduct that puts ourselves or others at risk
- ✚ deliver on our promises and avoid conduct in our work or personal lives that may diminish the public's trust
- ✚ act honestly, openly and consultatively in the performance of our work and use our positions fairly and responsibly

Impartiality Behaviours

- ✚ make decisions based on the best available facts, evidence, information and arguments
- ✚ provide clear and proper reasons for the decisions we make
- ✚ act fairly, consistently, objectively and with equality(in all our interactions and actions)
- ✚ avoid being influenced by others through gifts, benefits or hospitality and adhere to DET policy
- ✚ follow agreed processes and manage issues consistently, fairly and in a timely manner

Accountability Behaviours

- ✚ use work resources responsibly and appropriately
- ✚ engage genuinely with the community
- ✚ use, share and disclose information as intended
- ✚ consider and accept the consequences of our actions and own decisions
- ✚ know what we need to do in our work and take responsibility to achieve it
- ✚ act and make lawful and transparent decisions within our level of authority

Respect Behaviours

- ✚ treat everyone in a considerate, fair and courteous manner
- ✚ maintain confidentiality and treat private information properly
- ✚ recognise the achievements of others and share team success
- ✚ listen and encourage everyone to explain ideas and actions
- ✚ ensure that everyone has the right tools to do their work
- ✚ collaborate and engage constructively with each other working towards a common goal

Leadership Behaviours

- ✚ act in a genuine and authentic way, modelling DET's Values and support others to do so
- ✚ walk the talk and match our actions with our words – others can rely on us to do as we promise
- ✚ promote frank and honest discussions and have courage to challenge the status quo
- ✚ acknowledge the great ideas of others that improve the way we work
- ✚ help others to be accountable for their actions, decisions and their own development
- ✚ make choices and take actions that promote a safe working environment for everyone

Human Rights Behaviours

- ✚ are inclusive and embrace equal rights for all
- ✚ make sure everyone can be involved, regardless of their circumstances, background, or personal preferences
- ✚ respect the rights of others
- ✚ report any suspected breaches of human rights
- ✚ promote the Charter of Human Rights in all our interactions and activates, with our colleagues, our students, our parents and in our communities

As teachers and non-teaching school staff, we strive to:

Responsiveness Behaviours

- ✚ care about the quality of our services and programs, and aim to be the best
- ✚ remain committed to ensuring that the school community has a high – quality education system that gives opportunities for all
- ✚ strive to make a difference and seek better ways to do our work
- ✚ respond promptly and get our work done well

Integrity Behaviours

- ✚ ask questions, raise issues, speak up and report unethical behaviour and misconduct
- ✚ avoid or manage potential or perceived conflicts of interest
- ✚ carry out our work safely and avoid conduct that puts ourselves or others at risk
- ✚ deliver on our promises and avoid conduct in our work or personal lives that may diminish the public's trust
- ✚ act honestly, openly and consultatively in the performance of our work and use our positions fairly and responsibly

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Leadership Behaviours

- ✚ act in a genuine and authentic way, modelling DET's Values and support others to do
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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 schools 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 know, model and demonstrate the school's five golden rules:

- ✚ be a responsible and supportive member of a learning community
- ✚ communicate with others in a courteous and respectful manner
- ✚ stay within your own 'personal space'
- ✚ use equipment for its correct purpose, at the correct time
- ✚ follow all staff instructions

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 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.

FURTHER INFORMATION AND RESOURCES:

- ✚ [Student Wellbeing and Engagement Policy](#)
- ✚ [Bullying Prevention Policy](#)
- ✚ [Visitors Policy](#)

EVALUATION:

This policy will be reviewed as part of the school's three-year review cycle, or more often if necessary due to changes in regulations or circumstances.

THIS POLICY IS AVAILABLE ON THE FOLLOWING PLATFORMS:

School website, policies folder on Sentral and Kilberry Valley Primary School Council Policy Records

Date Implemented	20/10/2020
Author	Principal – Corey Fleming
Approved By	Kilberry Valley Primary School Council
Approval Authority (Signature & Date)	
Date Reviewed	14/10/2020
Responsible for Review	Principal
Review Date	September 2023

FEEDBACK:

Kilberry Valley Primary School staff and parents/carers may provide feedback about this documents by emailing Kilberry.valley.ps@education.vic.gov.au