



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact Warrnambool East Primary School on 03 5562 4100 or warrnambool.east.ps@education.vic.gov.au

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

Warrnambool East 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 Warrnambool East 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, our staff bulletin, and enrolment/transition packs.

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

- display posters and banners that promote values in our school
- used to drive our School Wide Positive Behaviour expectations and agreed behaviours
- 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.

VISION

Through a culture of nurture, inclusion, and high-quality education, every student can thrive as a learner and contribute proudly to their school, local, and global communities.

MISSION

Warrnambool East Primary School's mission is to have engaged learners who will know precisely what and why they need to learn, how they will learn and when they have achieved the learning.

OBJECTIVE

Warrnambool East Primary School's objective is

- To provide a safe and inclusive learning environment where students can reach their personal and learning potential
- To promote student voice
- To continue to build creativity and curiosity into learning contexts both locally and globally
- To support students to take responsibility for their learning.

VALUES

Warrnambool East Primary School values - Be Respectful, Be Safe, Be a Learner and Be Kind are supported by the school's THRIVE wellbeing approach, encompassing Positive Education, Respectful Relationships, Zones of Regulation and Nurture Principals.

BEHAVIOURAL EXPECTATIONS

Warrnambool East 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 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
- 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
- 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 and follow our School Wide Positive Behaviour Matrix
- 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.

 SCHOOL WIDE POSITIVE BEHAVIOUR MATRIX							
Expectations	All Settings	Learning space	Moving around the school	Outside	Toilets and Taps	Assembly	Cyber safety
Be Respectful 	- I use my manners - I stick to the expected noise level - I care for others and myself - I care for school property - I am inclusive - I keep my hands and feet to myself	- I listen when someone is talking - I allow teachers to teach and learners to learn - I use an inside voice - I ask before using other peoples' things	- I use a quiet voice - I walk in class line order - I follow my school routine	- I put my rubbish in the bin - I look after the school grounds	- I use a quiet voice - I will use the bathroom to go to the toilet and wash my hands - I will shut the toilet door when going to the toilet	- I follow the assembly routine - I clap appropriately - I sit quietly and face the person who is speaking - I enter and exit quietly	I seek permission before posting something
Be Safe 	- I listen to and follow instructions - I wear the correct uniform and take my hat off inside - I use words to explain my feelings - I am at the right place at the right time	- I move quietly around the learning space - I am calm in my learning space - I keep my belongings organised - I stay in my learning space during class time	- I walk my bike or scooter through the school grounds - I look where I am going - I stay with my group - I stay inside the school boundaries	- I wear a hat during the designated times - I follow my class lineup routine - I stay within the school's boundaries - I find the yard duty teacher when I need help	- I will walk in and around the toilet area - I will respect others' privacy and leave as soon as I am finished - I will flush the toilet and then wash my hands - I will leave the lights on	- I keep my hands and feet to myself - I leave aisles and entry and exit points clear	- I keep my personal details private - I only speak with people online that I know - I hand my mobile phone into the office before school begins each day - I tell an adult if something online makes me feel uncomfortable
Be a Learner 		- I follow instructions - I am prepared - I give my personal best	- I arrive at class on time - I follow the teacher's instructions	- I use the solution cake - I follow the rules of the games - I play fairly	- I will tell an adult if the toilets are dirty or unsafe - I will ask the teacher to go to the toilet during class time - I will use the correct toilets	- I listen carefully - I look at the speaker	- I use the internet for research and learn new skills - I use devices for learning purposes - I only use sites that I have permission to go on from the teacher and that are appropriate for my age
Be Kind 		- I help others - I use positive and encouraging language to others	I keep to one side so others can pass	- I include others to play - I help others	I will leave the area clean	I will encourage and support others	When online, I use positive and encouraging language

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.

UNREASONABLE BEHAVIOURS

Schools are not public places, and the Principal has the right to permit or deny entry to school grounds.

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 according 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

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

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

Policy REVIEW and Approval

Policy last reviewed	November 2025
Approved by	School Council – November 2025
Next scheduled review date	2029

Is it compulsory for all Victorian government schools to have a policy addressing this issue?	Yes, a school policy addressing this issue is required by the Minimum Standards for school registration (and school reviews).
Does this policy have to be approved by school council?	Yes
Recommended consultation	It is recommended that school council be consulted and its views should be taken into account when you adopt this policy, as the sections in this template that are marked in yellow should be tailored to your school community.
What is the basis of this policy?	• Minimum Standards for school registration (and school reviews) • Common law duty of care
Recommended review cycle	3-4 years