

# Middle Indigo

## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

### 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

Middle Indigo 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 Middle Indigo 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 induction handbook, 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 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 and assemblies.

### VISION

Middle Indigo's vision promotes values, learning, creativity and innovation as the platform upon which to build prosperity and quality of life for all. We have a commitment to provide a safe, caring and supportive environment that focuses on the needs and emotional wellbeing of all students.

### MISSION

Middle Indigo's mission is to develop:

- Students who have desire to learn and an ability to maximise their educational opportunities;

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- Students with a capacity to grow academically, socially, emotionally, physically and creatively to their full potential;
- Students who have social conscience, recognising the importance of contributing to their family, school and the wider community;
- Students who are empowered to assess their own behaviour and develop strategies to act in a responsible manner; and,
- Students who can look at how their learning is going to make a difference and how it will affect others.

## OBJECTIVE

Middle Indigo's objective is to *ensure all students leave our school with a practical understanding of the curriculum*].

## VALUES

Middle Indigo's values are on the development of its core values which have been established by the children, parents and staff; however, they are all linked through their direct relationship to the core values of Australian Schools as outlined in the Victorian Department of Education Values. These values are displayed in prominent positions around our school.

### Leadership

- We will foster co-operation, trust and goodwill between students, teachers and parents
- We will negotiate solutions
- We will be courteous and tolerant of others in our school community
- We will demonstrate reliability and honesty in our interactions with others
- We will work together to achieve common goals
- We will acknowledge the contributions of all group members

### Confidence

- We will do our best and not give up when faced with tasks that are difficult
- We will encourage individual improvement
- We will support each other in achieving our goals
- We will recognise and celebrate achievements

### Respect

- We will be honest and fair
- We will support others who may be having difficulties and never put anyone down
- We will try to understand and accept others' needs, values, opinions and differences – cultural, religious, abilities
- We will treat others with care and understanding, we will treat others as we want them to treat us

### Responsible

- We will take responsibility for ourselves, others and our environment
- We strive to do our best
- We will follow school rules because we know they are there to keep us safe
- We will always try to make good choices

We believe that values education is an integral part of our school and as such, needs to be clearly reflected in school policies, codes of conduct and school documentation. These core values are the cornerstone on which we build our vision and underpin all that we do.

## BEHAVIOURAL EXPECTATIONS

Middle Indigo 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
- 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

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- 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* 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

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- 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, Communication with School Staff, Respect for School Staff*

### REVIEW CYCLE

This policy was last updated on 29 March 2021 and is scheduled for review in 2023