



NEWHAM PRIMARY SCHOOL

Statement of Values and School Philosophy Policy

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

Newham 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 Newham 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 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 our 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.

VISION

We envisage Newham Primary School as a community of learners working resiliently and responsibly learning in a respectful, safe and healthy environment which is success oriented, challenging and empowering.

To provide a friendly and caring environment that promotes excellence in learning and encourages personal growth and wellbeing for all students; provides support and professional motivation for staff and involves and includes parents and the wider community.

Newham Primary School encourages our students to develop a social conscience which enables them to contribute to their family, school and the wider community. We empower all students to embrace learning, achieve their personal best and build their emotional, social and physical well-being.

Newham Primary School is committed to providing a safe, inclusive and engaging learning environment which maximises outcomes, promotes personal growth and inspires life-long learning.

MISSION

Newham Primary School's mission is to prepare students for the demands of a world characterised by ongoing change, as well as to continually improve teaching and learning programs to ensure students achieve their full potential, experience success and develop a healthy self-esteem. We encourage ongoing learning and acknowledge the importance of teaching how to learn.

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.

VALUES

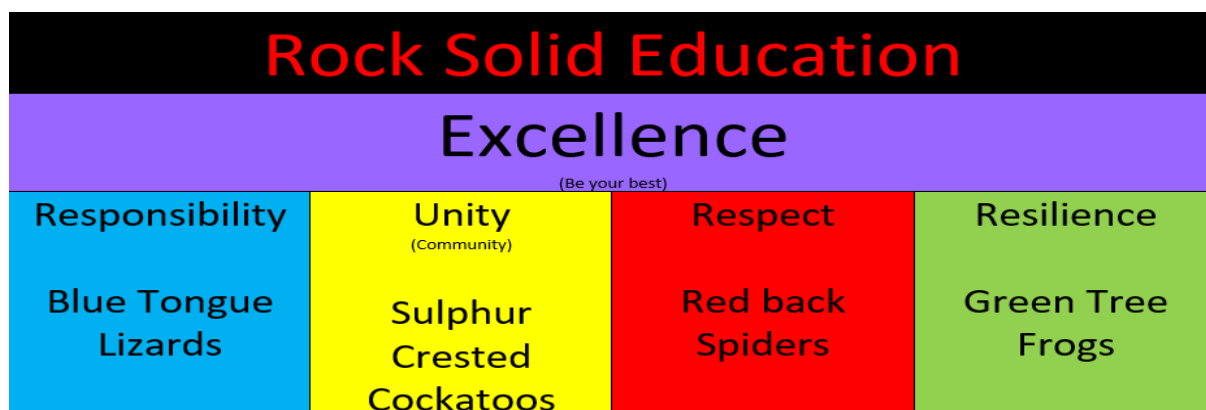
Newham Primary School's values are Respect, Responsibility, Unity and Resilience, which together achieve Excellence.

Respect - Due regard for the feelings, wishes, or rights of others, belongings and property. At Newham Primary School we keep our yard clean and tidy – Do the right thing.

Responsibility - A moral obligation to behave correctly towards or in respect of something or someone. At Newham Primary School we follow the rules and expectations – First time, every time.

Unity - A state of being united, coming together as a whole. At Newham Primary School we work together as a team – Together we can.

Resilience - The ability to recover quickly from a tough, difficult or challenging situation. At Newham Primary School we work through problems calmly together and ask for help from teachers if we need it – I choose to defuse.



BEHAVIOURAL EXPECTATIONS

Newham Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and 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 Code of Conduct](#).

Students are supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

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:

- 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.

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 to our school community in the following ways:

- Available publicly on our school's website.
- Included in staff induction processes.
- Included in staff handbook/manual.
- Included in transition and enrolment packs.
- Made available in hard copy from school administration upon request.

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

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

Newham Primary School policies:

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

POLICY REVIEW AND APPROVAL

Statement of Values and School Philosophy Policy					
Version	Date Created	Date Ratified at School Council (if required)	Revisions Made	Leader of Policy	Next Policy Review
1	Unknown		Statement of Philosophy not located		
2	Feb 2019	27 th February 2019	Staff looked at Philosophy - developed/amended.	Stuart Telford	
3	Mar 2019	25 th March 2019	School Council amended Philosophy to create a new draft.	Stuart Telford	March 2023
4	Mar 2023	27 th March 2023	Updated to DE guidelines	Simone Wood (Principal)	March 2027