Brunswick North Primary School

Help for non-English speakers
If you need help to understand the information in this policy please contact the school on 03 9383 1400 or email brunswick.north.ps@education.vic.gov.au

STATEMENT OF SCHOOL VALUES AND PHILOSOPHY

OUR 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

Brunswick North 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 Brunswick North 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, objectives, 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 acknowledgements and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

MISSION

Together, we build a community of belonging where respect, kindness, and courage inspire academic excellence and unlock every student's potential

VISION

Brunswick North Primary School's vision is that every student knows that they belong and that every student recognises and achieves their academic potential.

OBJECTIVES

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

Brunswick North Primary School's values are **kindness, respect and courage.**

- Kindness – We are positive and kind. We look after each other and our community.
- Respect – We act with integrity and include everyone. We take responsibility for our actions and our learning.
- Courage – We challenge ourselves to try new things, to be true to who we are and to be the best people we can be.

BEHAVIOURAL EXPECTATIONS

Brunswick North 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.

Students are also 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.

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.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of 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 and communication portal
- Included in induction processes for staff
- Included in our staff handbook/manual
- Discussed in an annual staff briefing/meeting
- Made available in hard copy 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

Example school polices:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy
- Respect for School Staff Policy

REVIEW AND APPROVAL

Last reviewed	November 2025
Approved by	Education SC 19/11/25 School Council 02/12/25
Next scheduled review date	November 2029