NARRE WARREN SOUTH P-12 COLLEGE

Getting the best from and for our students

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Help for non-English speakers
If you need help to understand the information in this policy, please contact the school office Narre Warren South P-12 College on 9704 3333.

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.

Narre Warren South P-12 College 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 Narre Warren South P-12 College 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, 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 School 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 our values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Narre Warren South P-12 College vision is to develop young people so they can become fulfilled, positive members and leaders of our society. By recognising and celebrating diversity, high aspirations and positive relations, we create a harmonious school that has a positive sense of purpose and a commitment to each person.

MISSION

Narre Warren South P-12 College mission is to get the best from and for our students.

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

Narre Warren South P-12 College values are PRIDE

- Perseverance
- Respect
- Integrity
- Dedicated Teamwork
- Excellence

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BEHAVIOURAL EXPECTATIONS

Narre Warren South P-12 College acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

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.

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.

We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school.
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.

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
- Ensure all parents/carers are aware of the expectations outlined in the Department's Respectful Behaviour within the School Community Policy
- Behave in 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

- 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, in line with the Department's Respectful Behaviours within the School Community Policy.
- 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 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 demonstrated by school staff, parents, carers, students or members of our school community is not 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 is not 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 is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

This policy is communicated to our school community in the following:

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

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

Narre Warren South P-12 College polices:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2026
Approved by	School Council
Next scheduled review date	July 2030