



STATEMENT OF VALUES & SCHOOL PHILOSOPHY POLICY

Latest DE Update: February 2022

First Developed: Unknown

First Developed in This Format: May 2019

Updated: July 2025

Ratified: July 2025



Help for non-English speakers

If you need help to understand the information in this policy please contact the staff at Lethbridge Primary School.

PURPOSE

The purpose of this policy is to outline the values of our school community and explain the vision, mission and objectives of the school.

POLICY

Lethbridge Primary School is committed to providing a safe, supportive and inclusive environment for all students, staff and members of our community. We recognise the importance of the partnership between the school and parent/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 the 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 school values
- 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.

School Vision

As a community of learners, we respect and value the differences that make us unique. We are committed to genuine and sustained collaboration and learning that has the wellbeing and development of our children at the centre of all that we do.

School Mission

Our mission is for Lethbridge Primary School to always be a wonderful, welcoming and positive learning environment where students are at the centre of all we do.

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.

School Values

- Respect - Respecting, valuing and embracing difference
- Care - Care for self, others and the environment
- Collaboration - Community collaboration and lifelong cooperative learning
- Resilience - Perseverance and resilience

BEHAVIOURAL EXPECTATIONS

Lethbridge 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 and 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.

Lethbridge 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 the principal 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 Behaviours within the School Community Policy](#)
- 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, 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, please refer to the school's *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
- 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
- Included as annual reference in school newsletter
- 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](#)


Lethbridge Primary School policies and resources relevant to this policy can be found on our website <https://www.lethbridgeps.vic.edu.au/school-policies/> and include:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	School Council 2025
Next scheduled review date	May 2029

Appendix A

<div>  <h2>Our Values Matrix</h2> </div>				
	Always	Inside	Outside	Virtual
Respect <i>Respect means:</i> <ul style="list-style-type: none"> being kind. listening to the opinions of others. treating others how we want to be treated. 	We accept the opinions of others. We wait for our turn to speak. We use the toilet, wash our hands and leave. We follow the instructions of staff. We keep our hands and feet to ourselves. We show respect when representing our school at special events.	We track the speaker. We support others to focus on their learning.	We follow the rules of games being played. We line up when the bell goes. We stay inside the school boundary.	We stay on task when using a device. We use approved sites and apps as instructed by the teacher. We follow the school's user agreement. We show our school values when using a device outside the school.
Care <i>Care means:</i> <ul style="list-style-type: none"> being helpful. being kind. looking after others, yourself, and the things around you. 	We use kind words and our manners. We care for our belongings and the belongings of others. We include others. We report inappropriate behaviour to an adult. We help others if they are hurt or upset.	We look after our school. We support others to look after our school.	We walk on the paths around buildings. We use materials and equipment safely.	We keep our personal information private. We bring charged devices to school. We report unsafe behaviours and damage to devices.
Collaboration <i>Collaboration means:</i> <ul style="list-style-type: none"> working with others. sharing ideas. listening. helping, and being an effective team member. 	We help ourselves and others succeed. We take turns to speak and share ideas. We solve problems calmly and fairly or get an adult to help.	We support each other to remain focused during group tasks.	We include others. We encourage everyone to follow game rules. We share equipment and show fairness.	We encourage each other to remain focused during group tasks. We use digital tools to share ideas, solve problems, and support each other.
Resilience <i>Resilience means:</i> <ul style="list-style-type: none"> bouncing back from challenges. not giving up and trying again. learning from mistakes. 	We try our best. We encourage others to keep trying. We embrace mistakes as part of our learning.	We bounce back from challenges and try again. We ask for help.	We play fairly and show good sportsmanship.	We are patient when technology doesn't work. We remain focused on the task.
<div> Respect Care Collaboration Resilience </div>				