



Philosophy

Vision

In a warm and nurturing environment students are encouraged to be curious, enthusiastic, self-motivated learners assisted by integrated modern technology. The development of leadership skills and independence is an important focus for each individual along with a respect of the natural environment. Students develop an appreciation of the close community in which they live and are supported to be active members of their community and the wider global community.

Values

Pomonal Primary School should be a place of learning where everyone in the school community feels a sense of belonging. Where respect, responsibility and persistence are our key values.

Objectives

We concentrate on literacy (English) and numeracy (mathematics) and have a special emphasis on the arts and living in a healthy and sustainable way. Resources are provided to allow all children to develop. We have high expectations of our students and the teachers, parents and community are strongly committed to them.

Statement of Values

Promoting Respect, Responsibility & Persistence

Pomonal Primary School recognises the importance of the partnership between schools and parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and positive environments for children and young people.

This Statement of Values sets out our behavioural expectations of all members in this school community, including the principal, all school staff, volunteers, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building safe, inclusive and positive school communities.

Discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Values acknowledges that parents and school staff are strongly motivated to do their best for every child. Everyone has the right to differing opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

RESPECT: For yourself and others. Mental and inner strength to stand up for yourself. (self-confidence) and to show tolerance and acceptance of others. To be caring, compassionate, provide comfort and accept comfort from others. Imagine what it would be like to walk in someone else's shoes. Individuals do make a difference.

TAKE RESPONSIBILITY: For yourself and your actions. Demonstrate dignity, discipline and honesty.

PERSISTENCE: Do not give up, be brave and accept the challenges life and learning put to you.

Responsibilities

As principals and school leaders, we will:

- Work collaboratively to create a school environment where respectful and safe conduct is maintained and expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and positive environments.
- Plan, implement and monitor arrangements to ensure the care, safety, security and general wellbeing of all students in attendance at the school is protected.
- Identify and support students who are or may be at risk.
- Do our very 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 inclusive, safe or positive behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.
- Ask any person who threatens the care, safety, security or generally wellbeing of any child/ren by acting in an offensive or disorderly way to leave the school grounds.

As teachers and all non-teaching staff, we will:

- Model positive behaviour to students consistent with the standards of our profession.
- Proactively engage with parents about student progress and learning and wellbeing 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 challenges from parents.
- Treat all members of the school community with respect.

As parents, we will:

- Model positive behaviour to our child.
- 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 and positive learning environment for all students.
- Follow the school's complaints processes if there are 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.
- Comply, promote 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 positive learning environment for all students.
- Utilise the school's communications policy to communicate with the school.

The Department of Education and Early Childhood Development will:

- Provide support and advice to principals to equip them to manage and respond to challenges, including with the behaviour of students, parents and staff.
- Provide practical guidance and resources to support the school to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support the school to respond to and prevent bullying and promote cyber-safety and wellbeing.
- Provide access to evidence based resources and strategies to increase student safety, wellbeing and engagement.
- Provide the school with practical and legal support as required.
- Provide parents with practical guidance and resources to resolve conflicts with the school.

Consequences for failing to uphold the statement of values

Unreasonable behaviours

Behaviours that are considered inappropriate on and adjacent to school grounds or in relation to school business and that do not uphold the principles of this Statement of Values include when a person:

- is rude, aggressive or harasses others
- sends rude, confronting or threatening letters, emails, text messages or social media messages
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments
- inappropriately uses social media as a forum to raise concerns/make complaints against the school
- is physically intimidating or threatening, e.g. standing very close.

Consequences

Principals are responsible for determining what constitutes reasonable and unreasonable behaviour.

Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate consequences. Written notice will follow any verbal notice given. Appropriate consequences may include:

- utilising mediation and counselling services
- alternative communication strategies being applied
- formal notice preventing entry onto school premises or attendance at school activities.
- an intervention order being sought
- informing the police which may result in appropriate charges, e.g. trespass or assault etc.

By agreeing to meet specified standards of positive behaviour, everyone in our school community can be assured that they will be treated with fairness and respect. In turn, this will help to create a safe and positive school, where everyone is empowered to participate and learn.

This philosophy policy will be shared with teachers, parents, community members and students through meetings, newsletters and school discussions.

School Council Endorsement: February 2017

Policy review date: February 2020