STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy please contact Mandama Primary School on 5243 0820 or email mandama.ps@education.vic.gov.au.

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

Mandama 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 Mandama 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, motto, objective, values and expectations of our school community. This policy is available on our school website, and referred to in our staff induction handbook.

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 achievement of our values in our school newsletter, assemblies and online
- provide awards and recognition for students who actively demonstrate the values
- explicitly teach our values to students in the classroom
- give staff the opportunity to build capacity to teach and model values through professional development

VISION

Mandama Primary School's vision is displayed in every classroom.
It describes the vision we have for students, staff and community in terms of the ways in which we work and learn together.

MANDAMA'S MOTTO/MISSION

We will aspire to be a school renowned as a vibrant, safe, respectful and supportive community that lives the school's motto of ***'Learning for Life'*** in all our thoughts and actions.

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 AND PLEDGE

Mandama Primary School's values are respect, responsibility and resilience. The Mandama community is reminded of our commitment to these values through our school pledge 'At Mandama, we ROCK'.

BEHAVIOURAL EXPECTATIONS

Mandama 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.

How students demonstrate expected behaviours
At school, all students are expected to be respectful, safe, and engaged. These behaviours help make schools a place where everyone can succeed.
Students meet these behaviour expectations by being respectful, safe and engaged.

Respectful

- Following staff instructions and school rules.
- Caring for school property and others' belongings.
- Using respectful language.

Safe

- Keeping themselves and others safe from harm.
- Speaking up or seeking help from an adult if they or someone else is being treated unfairly.
- Only bringing safe and necessary items to school.

Engaged

- Going to school every day, being on time, and ready to learn.
- Taking part, doing their best, and asking for help when they need.
- Knowing and following the school's policies, including the mobile phone policy.

How parents and carers can help

By modelling and encouraging positive behaviour, you help your child build the skills and habits they need to be successful at school. When families and schools work together, students can achieve their best.
Parents and carers can help support their child's behaviour to be respectful, safe and engaged.

Respectful

- Knowing the school's rules and supporting them at home.
- Modelling respectful behaviour in how you speak to and about school staff, families, and others both in person and online.
- Making use of the school's processes to raise and resolve concerns early.

Safe

- Working together with staff if your child is having problems at school to understand and resolve the issue.
- Ensuring your child knows it is okay to ask for help from a trusted adult at school.
- Ensuring your child stays safe online by talking with them and addressing concerns early.

Engaged

- Helping your child to attend school every day – every day counts.
- Communicating with school staff and working together to support your child's learning and wellbeing.
- Talking with your child about their day and how they are feeling, and encouraging their learning by noticing their effort and progress.
- We know that some students and their families are struggling with school attendance or navigating school refusal. Here are some resources that can help:

    - Attendance and missing school
    - Parenting strategies.

How schools support students to meet behaviour expectations

By teaching and reinforcing positive behaviour, schools ensure positive, safe and fair learning environments with a focus on learning and wellbeing.
Schools support families and students by being respectful, safe and engaged.

Respectful

- Teaching and demonstrating school rules and positive behaviour expectations to students.
- Explicitly teaching, modelling and acknowledging expected respectful behaviour.
- Engaging collaboratively and positively with all students, parents and carers.

Safe

- Having clear policies and procedures to prevent and respond to bullying and keep students safe.
- Offering additional supports to students proactively, and supporting students to speak up and seek help.
- Proactively identifying and addressing problems to maintain a physically, socially and culturally safe school environment.

Engaged

- Delivering evidence-based, inclusive education that meets the needs of all students.
- Empowering students to have a say in decisions that affect their learning and school life.
- Building strong, trusting relationships to ensure all students feel seen, heard and valued.
- The Department of Education provides resources and support for schools to build positive student behaviour and foster positive relationships between schools, students and families.

Where parents and carers can go for help
If you are concerned about your child's wellbeing, behaviour or safety you can:

- Talk to your child's teacher or identified contact person as the first step and follow the school's process for communicating concerns.
- Ask the school for support or a referral – they can connect you with wellbeing staff or specialist services.
- Contact the Department of Education's regional office if you need further assistance.

The following resources are also available:
Raising Children Network – provides advice for parents and carers of school-aged, pre-teens and teens.
eSafety Commissioner – advice for parents and carers to help keep children safe online.
Report Racism hotline – find out how to report racism or religious discrimination in schools.
Bully Stoppers – advice for parents and carers about bullying.

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. Schools can share these expectations through use of posters available in over 30 translated languages.

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 according 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 n 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

Mandama primary school polices:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	August 2025, Updated December 2025
Approved by	School Council
Next scheduled review date	August 2028