

Statement of Values and School Philosophy



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Hillsmeade Primary School on (03) 9704 6313 or hillsmeade.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

Hillsmeade 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 Example 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, student diary 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 your values in our school
- 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.

Vision

At Hillsmeade Primary School, we aim to continually grow and learn together by:

- supporting individual abilities and excellence in academic achievement,
- celebrating diverse backgrounds and cultures, and

- becoming global citizens prepared for the needs and expectations of our ever changing society.

Mission

At Hillsmeade, we have a shared mission to provide a caring, safe, and supportive learning environment in which children can grow. We are committed to the safety and wellbeing of all children and ensure that all decisions made across the school are driven by our primary focus of 'What is best for our students?'. Hillsmeade has zero tolerance for child abuse.

Hillsmeade is committed to providing a child-safe environment where children are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, LGBTI children, as well as the safety of children with a disability.

Every person involved in Hillsmeade has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all children is at the forefront of all they do and every decision they make.

Hillsmeade has very clear expectations for learning, attendance, behaviour, uniform and technology use; we expect these to be adhered to always. These high expectations reinforce the importance of everyone contributing in a positive manner when at school and in the community.

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

Hillsmeade Primary School promotes an atmosphere of mutual respect, understanding and co-operation, which is underpinned by our school values:

- Kindness
- Resilience
- Respect

BEHAVIOURAL EXPECTATIONS

Hillsmeade 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's 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, Bullying Policy, Child Safety Policy and SWPBS Framework.

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

BEHAVIOURAL EXPECTATIONS

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 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:

- Provided to staff at induction and included in staff handbook/manual
- Discussed at staff meetings/briefings as required
- Made available publicly on our school website
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

- Respectful Behaviours within the School Community
- Respectful Workplaces
- Parent Complaints

POLICY REVIEW AND APPROVAL

Policy last reviewed	03/03/25
Approved by	School Council
Next scheduled review date	Before March 2028