



BFPS STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

DUE FOR REVIEW

June 2028



Help for non-English speakers.

If you need help to understand the information in this policy, please contact the office on 9782 1333.

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

Banyan Fields 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 Banyan Fields 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, mission, objective, values, and expectations of our school community. This policy is available on our school website to view by our community.

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.
- promote our values through our school website.
- 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

Banyan Fields Primary School is a proud and inclusive learning community. We provide education in an environment where students love to learn whilst feeling supported by our caring staff. Everybody feels safe and happy coming to school each day.

MISSION

At Banyan Fields Primary School's we are Learning to Thrive.

OBJECTIVE

Banyan Fields Primary School's objective is to instil the values of: Belonging, Resilience, Ambition, and Integrity to create influential and positive members of society.

VALUES

Banyan Fields Primary School's values are: Belonging, Resilience, Ambition, and Integrity.

Our school values are the basis for all interactions. The School Council believe these values are accepted within our community. Our values are:

Belonging: Including everyone using the common themes of acceptance; tolerance; caring and loyalty.

Resilience: Bouncing back using the common themes of learning from mistakes; mental toughness and never give up, even when it is hard.

Ambition: My very best effort using the common themes of high expectations of myself and others; spirit; future success; self-belief and doing my very best.

Integrity: Always doing the right thing using the common themes of truth, honesty, and trust.

BEHAVIOURAL EXPECTATIONS

Banyan Fields 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.

The School Council expects that all students, parents, staff, and visitors of the school conduct themselves in the following way:

- Listen and respond with consideration, speaking politely.
- Support, help and treat others fairly.
- Support school procedures, policies, and requests.
- Take care of the school's property and environment.
- Take pride in our school and promote community spirit.
- Report any concerns relating to student safety to the Principal or Assistant Principal in line with the Child Safe Standards.

The School Council expect that parents support their child and the school in coming to a resolution in regard to difficult issues.

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.
- 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.
- 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 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 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 session.
- 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.

FURTHER INFORMATION AND RESOURCES

Student Wellbeing and Engagement

Inclusion and Diversity Policy

Volunteers Policy

Visitors Policy

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website.
- Discussed at annual staff briefings or meetings.
- Included in staff handbook or manual.
- Hard copy available from school administration upon request.

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2024
Consultation	Consultation with School Council and endorsed on June 2024
Approved by	Principal
Next scheduled review date	June 2028