



BNPS STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the School Office on 9859 4258.

PURPOSE

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

POLICY

Balwyn North 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 Balwyn North 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, values, objectives and expected behaviours of our school community. This policy is available on our school website, referred to in our staff induction handbook, in our transition packs and available under the School Documentation section of our Compass portal.

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 our values in our school newsletter
- provide awards and recognition for students who actively demonstrate the values
- proactively teach positive behaviours informed by our school values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Balwyn North Primary School's vision:

In the welcoming environment of BNPS, everyone has a place to be. High expectations for all are achieved through an engaging and progressive approach to education.

We foster strong relationships based on mutual respect with an appreciation for our cultural diversity.

We value quality teaching and deep learning to build caring and independent future thinkers.

MISSION

As an International Baccalaureate (IB) Primary Years Programme (PYP) school, Balwyn North Primary School aligns itself to the [mission of the IB](#):

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help create a better and more peaceful world through intercultural understanding and respect.

To this end the organisation works with schools, governments and international organisations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to be active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

VALUES

Balwyn North Primary School's values are *STRIVE, INSPIRE, BELONG*.

OBJECTIVES

Our school's objectives are considered as part of the 4 yearly strategic planning process and are 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.

BEHAVIOURAL EXPECTATIONS

Balwyn North 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 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
- 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, implementing 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](#)
- endeavour to have a general understanding of the policies and procedures of the school and support the school to comply with these policies
- ensure our child attends school on time on days the school is open for instruction
- take an interest in our child's school, learning and wellbeing
- 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 processes for communication with staff and for 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
- endeavour not to disrupt the learning of others and make the most of our educational opportunities
- actively welcome all to our school
- cooperate and collaborate with others in a positive manner
- demonstrate acceptance of people's differences and celebrate our similarities
- demonstrate empathy for all.

As community members, we will:

- model positive behaviour at all times
- treat other members of the school community with respect
- support school staff to maintain a safe and inclusive learning environment for all students

- utilise school 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, but is not limited to:

- being violent or threatening violence of any kind, including physically, emotionally or socially 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 or behaving in an exclusionary manner
- 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 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
- Available under the School Documentation section of our Compass portal
- Included in staff induction processes

- Referenced 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](#)

Balwyn North Primary school policies:

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

POLICY REVIEW AND APPROVAL

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| Policy last reviewed | 26.11.2024 |
| Consultation | School Leadership team Teachers Education Sub Committee 2024/25 Student School Leaders |
| Approved by | School Council |
| Next scheduled review date | Nov 2027 |