



## **POLICY: SCHOOL PURPOSE, VALUES AND BELIEFS**

### **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.

### **AIM:**

Brentwood Park 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 Brentwood Park 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.

### **IMPLEMENTATION:**

This policy outlines our school's purpose statement, beliefs, values and expectations of our school community. This policy is available on our school website and in our Learning and Teaching Folder.

To celebrate and embed our school's purpose statement, values and beliefs, we

- display posters that promote our values and beliefs 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.

### **PURPOSE STATEMENT**

To develop socially well-adjusted children by providing a safe, supportive and enriched learning environment where self-esteem and attainment of personal best is promoted and enhanced through differentiated, high quality and parent involved educational programs.

### **BELIEFS ABOUT LEARNING**

- All students can learn.
- Teachers make a difference.
- Parents, teachers and students work together to assist learning.
- Assessment is essential for directing our student learning.

### **OBJECTIVE**

The 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

The values which Brentwood Park are committed to and form the basis of our actions within the community are:

- Responsibility-A responsible person is someone who can be counted on by others to do the right thing at all times.
- Respect-A respectful person treats others in a caring and valued way.
- Excellence-A person who shows excellence is someone who tries to be the best they can in everything they do.
- Teamwork-A person who displays good teamwork, works positively with others to achieve a goal.

## BEHAVIOURAL EXPECTATIONS

Brentwood Park has developed shared expectations to ensure that the learning, safety and rights of all are respected. The expectations are intended to be positive in that they set out the behaviours that are expected and appropriate for our community.

### All members of Brentwood Park Primary School community have the right to-

- fully participate in an environment free of discriminatory behavior including racist, sexist, religious, ability based harassment, bullying, including cyber-bullying (e-Smart), vilification, violence, intimidation, abuse and exclusion
- be treated with respect and dignity
- feel valued, safe and supported in an environment that encourages freedom of thought and expression

### All members of Brentwood Park Primary School community have a responsibility to-

- acknowledge their obligations under the Equal Opportunity Act 1995, Disability Discrimination Act 1992 and the Charter of Human Rights and Responsibilities Act 2006 and communicate these obligations to all members of the school community
- participate and contribute to a learning environment which supports the learning of self and others
- ensure their actions and views do not impact on the health and wellbeing of other community members

All students have the right to-	All staff have the right to-	All parents have the right to-
<ul style="list-style-type: none"> <li>• learn and socialise without interference and intimidation in a safe and secure environment</li> <li>• be treated with respect and fairness as individuals</li> <li>• expect a learning program that meets their individual needs</li> </ul>	<ul style="list-style-type: none"> <li>• expect to be able to work in an atmosphere of order and cooperation</li> <li>• use discretion in the application of rules and consequences</li> <li>• receive respect and support from the school</li> </ul>	<ul style="list-style-type: none"> <li>• know that their children are in a safe, happy learning environment where they are treated fairly and with respect</li> <li>• expect a positive and supportive approach to their child's learning</li> <li>• expect communication and participation in their child's education and learning</li> </ul>

	community	
<b>All students have the responsibility to-</b>	<b>All staff have the responsibility to-</b>	<b>All parents have the responsibility to-</b>
<ul style="list-style-type: none"> <li>• be prepared to learn</li> <li>• explore their full potential</li> <li>• respect the rights of others</li> </ul>	<ul style="list-style-type: none"> <li>• build positive relationships with students as basis for engagement and learning</li> <li>• use and manage the resources of the school to create a stimulating, safe and meaningful learning environment</li> <li>• Treat all members of the school community with respect, fairness and dignity</li> </ul>	<ul style="list-style-type: none"> <li>• build positive relationships with members of the school community</li> <li>• ensure students attend school regularly and punctually, and have the appropriate learning materials</li> <li>• promote respectful relationships</li> </ul>

### **ROLES:**

Leaders of the school 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 their 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.

Teachers and non-teaching school staff will:

- model positive behaviour to students consistent with the standards of their 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.

Parents and carers and community members will:

- model positive behaviour to their 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
- ensure their child attends school on time, every day the school is open for instruction
- take an interest in their child's school and learning
- work with the school to achieve the best outcomes for their 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.

Students 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 our educational opportunities.

### **Supporting positive behaviour and relationships**

The school seeks to foster a cooperative approach with parents through informal discussions and formal parent-teacher interviews, meetings and phone calls. In encouraging and building this cooperative approach it is acknowledged there will be behaviours and incidents that compromise this ideal. When this occurs the behaviour and incident are investigated and the school uses a restorative approach to repair damaged relationships. Consequences for inappropriate behaviour are outlined in the Student Code of Conduct.

Corporal punishment is prohibited at Brentwood Park Primary. Behavioural expectations of students, staff and families are grounded in our school's values. Student bullying behaviour will be responded to, consistent with our Bullying Prevention policy.

The school informs the parents of serious issues and will encourage parents to participate in a meeting. The Student Code of Conduct details the Classroom Expected Behaviour and Incentives negotiated with the students, and Consequences that are consistent across the whole school.

### **Appropriate Behaviour**

Brentwood Park acknowledges students who meet the shared expectations through recognition by:

- positive feedback
- class incentives as outlined in the Code of Conduct
- certificates, such as Star of the Week awarded at assembly
- “Catch Them Being Good” award
- leadership opportunities

### **Inappropriate Behaviour**

- discussing appropriate behaviours in the classroom through Learning and Growing Together, You Can Do It! and Respectful Relationships programs
- talking to the students and referring them to the school’s values and shared expectations
- using restorative practices when mediating both parties
- withdrawal from playground/ classroom
- withdrawal of privileges/rights i.e. excursions, camp
- suspension
- expulsion
- corporal punishment is prohibited and will not be used in any circumstance

### **Ongoing Behaviour Issues**

- Behaviour Management Plan outlining expected behaviours with parent awareness/involvement
- Explicit teaching of appropriate behaviours
- Monitoring and providing feedback
- Withdrawal of the student from the playground or restricted to a designated play area or withdrawal from activities, such as excursions or camp, if behaviour demonstrates risk to others or themselves
- Counselling from DoE or outside agencies personnel
- Student Support Group meetings- involving parents/carers and DoE or outside agencies personnel

### **Unreasonable behaviour by students or community members 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.

### **At the principal’s discretion, unreasonable behaviour by community members 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

**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](#)
- [Family engagement in learning](#)

**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
- Discussed at staff briefings/meetings as required

**POLICY REVIEW AND APPROVAL:**

Policy last reviewed	29/10/2024
Consultation	Consultation with school council and approved by School Council
Approved by	James Bell, principal
Next scheduled review date	October 2028