

# 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 administration office.

## 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.

## CONTEXT STATEMENT

Murrum Primary School is a Supported Inclusion School (SIS) located in Weir Views in the City of Melton. A SIS is a local government school with additional professional capabilities and facilities designed to cater to a higher proportion of students with disability. Students with a disability will be provided with enhanced support to receive high-quality, evidence-based educational provision alongside their peers without disability in a safe, accessible, inclusive and supportive environment.

Murrum Primary School can enrol 715 students, including 65 places for students with a disability. Further information regarding enrolment is contained within our school's *Enrolment Policy*.

## POLICY

Murrum 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 Murrum 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, objectives, values and expectations of our school community. This policy is available on our school website, in our staff induction programs, staff information portal, and enrolment/transition packs.

To celebrate and embed our *Statement of Values and School Philosophy* in our school community, we will

- display posters and banners that promote our values in our school

- celebrate our values in our school communications
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

## VISION

Murrum Primary School's vision is to cultivate a safe, calm, dignified, inclusive and supportive educational community where every individual is embraced, valued, and empowered to reach their full potential.

By working together with a shared commitment to be caring, honest, celebrate achievement, cultivate motivation, and persistence, we aim to inspire a culture of acceptance and collective growth.

Through collaboration and mutual respect, we will create an environment where all students are equipped with the tools, mindset, and determination to succeed, fostering lifelong learners who contribute positively to the world around them.

## MISSION

Murrum Primary School's mission is to provide an equitable, nurturing learning environment where diversity is celebrated, and every student is given the opportunity to thrive.

We are dedicated to fostering a sense of belonging, ensuring that all voices are heard, and empowering learners to take ownership of their educational journey.

Through evidence-based practices, collaborative partnerships, and a shared commitment to our values, we will equip students with the skills, confidence, and resilience needed to achieve their goals. Together, we will create a pathway to success, inspiring each individual to contribute meaningfully to their community and beyond.

## 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

Murrum Primary School's values are:

- Care
- Honesty
- Achievement
- Motivation
- Persistence

**Care** is fostering empathy, understanding, and kindness toward all individuals, creating a supportive environment where students feel cared for and respected.

Caring creates an atmosphere where students and educators alike can thrive emotionally and socially, recognising each person's unique struggles and strengths. We respect ourselves, our school and each another, and understand that our attitudes and behaviours have an impact on the people around us.

**Honesty** is the commitment to truthfulness, integrity and transparency in our actions and words.

In an inclusive school community, honesty means respecting others by communicating openly, acknowledging mistakes, and taking responsibility while fostering a culture of trust and fairness for all individuals regardless of background.

**Achievement** is striving for personal and academic excellence, setting high expectations for all students and celebrating the progress they make toward their goals.

Achievement is about setting clear, measurable goals and continuously working toward them with resilience and determination, regardless of challenges.

**Motivation** is cultivating intrinsic and extrinsic motivation through meaningful learning experiences, goal-setting and fostering a growth mindset.

Motivation is the spark that drives learning. A motivated student is eager to overcome obstacles, pursue knowledge, and develop a passion for lifelong learning.

**Persistence** is encouraging resilience, perseverance, and a growth mindset in the face of challenges, teaching students to view setbacks as opportunities for growth.

Persistence supports students in their ability to keep pushing forward, even when faced with difficulty, helping them develop the mindset that effort leads to success over time.

## BEHAVIOURAL EXPECTATIONS

Murrum 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](#)
- nurture a culture that is inclusive, engaging and supportive and that embraces and celebrates diversity and empowers all students to participate and feel valued
- model and create a child safe culture
- 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
- model and create a child safe culture
- 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
- engage with professional learning, when encouraged, to build capabilities in inclusive practices
- take measures or actions to assist students (where applicable) to participate in all school activities on the same basis as their peers without a disability
- aim to understand the strengths, challenges and needs of all of our students on an ongoing basis.

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](#).
- 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 our 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:

- 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 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 is communicated to our school community in the following ways:

- Available publicly on our school's website
- Available on Compass
- Included in staff induction processes and staff training
- Included in our online staff information portal
- Included in transition and enrolment packs
- Included as annual reference in school communications
- Made available in 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](#)

Murrum Primary School policies:

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

## POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	School Council* and Principal - S Fleming
Next scheduled review date	March 2026 (or as soon as the School Council is appointed)

\*The *Statement of Values and School Philosophy* will be reviewed and approved by the School Council once they are appointed or earlier if a significant incident occurs or due to legislative changes.