POLICY TITLE: STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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.

SCOPE

Hampton 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 Hampton 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 and via our staff resources site and shared drives.

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

- display posters and banners that promote our values (norms) in our school
- celebrate our norms in our school newsletter
- provide awards and recognition for students who actively demonstrate our norms
- discuss our norms with students in the classroom, meetings and assemblies.
- Integrate the norms into our wellbeing curriculum termly.

VISION

Hampton Primary School's vision is to develop lifelong learners who flourish and positively contribute to the world.

MISSION

Hampton Primary School's mission is to provide an environment that reflects our norms of collaboration, integrity, aspiration and resilience and always strives for collective improvement.

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

Hampton Primary School's values (norms) are:

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Resilience: To draw upon strengths within yourself and around you to overcome and flexibly respond to challenges while remaining true to yourself and others.

Integrity: To take self-responsibility and demonstrate good character and ethics by being respectful, honest, fair, compassionate and sincere to yourself and others.

Collaboration: To understand and act in ways that embrace diversity and to share and work together to achieve common goals where each member's contribution is valued and encouraged.

Aspiration: To seek to be better by having the desire, hope or ambition to challenge yourself to; grow in awareness, knowledge or skills, be supported to take risks and extend yourself to new limits, encourage learning from failure and achieve something personally meaningful.

IMPLEMENTATION/ PROCESS- BEHAVIOURAL EXPECTATIONS

Hampton 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.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the Respectful, safe, engaged: shared expectations to support student behaviour statement.

Students are also supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, and Bullying Prevention Policy.

Staff 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.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, information about the expectations of parents and carers to ensure schools remain respectful and inclusive places is outlined in the department's Respectful Behaviours within the School Community Policy . Schools can share these expectations through use of posters available in over 30 translated languages.

IMPLEMENTATION/ PROCESS - 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.

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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 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 according 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. It may be:

- published on our school's website
- included in staff induction processes and annual staff training
- communicated to the school community through school newsletters
- included in volunteer induction processes and training for relevant volunteers
- discussed in annual staff briefings or meetings
- included in staff handbook or manual
- made available in hard copy available from school administration upon request.

FURTHER INFORMATION AND RESOURCES

Department of Education policies and resources:

- Work-Related Violence in Schools Policy
- Respectful Behaviours within the School Community Policy
- Respectful, safe, engaged: shared expectations to support student behaviour

Hampton Primary School related policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	11.05.2026
Consultation	Consulted with School Council Wider School Community - ongoing via website
Approved by	Principal
Next scheduled review date	2030

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