



## STATEMENT OF VALUES AND SCHOOL PHILOSOPHY POLICY



### Help for non-English speakers

If you need help to understand the information in this policy please contact Karwan Primary School.

### 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

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

- provide detailed elaboration of the values in enrolment packs and staff induction process
- discuss our values with students in the classroom, and assemblies
- provide awards and recognition for students who actively demonstrate the values
- embed the values in the School Wide Positive Behaviour framework matrices
- display posters and banners that promote our values in our school.



## VISION

Karwan Primary School's vision is to empower everyone to reach their full potential, today and into the future.

## MISSION

At Karwan Primary School's we

- provide a safe environment in which every person is equal, and everyone is known and valued
- deliver a stimulating learning program where differing needs are acknowledged, accepted and met
- develop confident, passionate, and curious learners who discover their interests and grow in their love of learning
- grow links with the local, wider and global communities
- cultivate a sense of pride in our school.

## 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

Karwan Primary School's values are respect, responsibility and resilience.

**Respect** - We show care and concern for other people, property and the environment.

**Responsibility** - We show accountability for our actions and accept the consequences of our decisions.

**Resilience** - We show adaptability, optimism, and strength of character to cope with life's difficulties and challenges.

## BEHAVIOURAL EXPECTATIONS

Karwan Primary School acknowledges that the behaviour of students, school staff, and parents/carers 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, 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 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](#).

## 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 students, school staff, parents/carers, 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 will be communicated to our school community in the following ways:

- available publicly on our school’s website
- included in staff induction processes
- included as annual reference in school newsletter.

## RELATED POLICIES AND RESOURCES

- The Department’s Policy and Advisory Library (PAL) and resources:
  - [Work-Related Violence in Schools Policy](#)
  - [Respectful Behaviours within the School Community Policy](#)
- Related Policies:
  - Student Wellbeing and Engagement Policy
  - Inclusion and Diversity Policy
  - Bullying Prevention Policy
  - Parent Complaints Policy
  - Child Safety and Wellbeing Policy
  - Complaints Policy
  - Duty of Care Policy

## POLICY REVIEW AND APPROVAL

Policy last reviewed	November 2025
Approved by	School Council
Next scheduled review date	November 2028 - to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter. The review will include input from students, parents/carers and the school community.