



HARVEST HOME  
PRIMARY SCHOOL

# **Statement of Values and School Philosophy Policy**



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## 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 Harvest Home Primary School on 8468 9000 or email: [harvest.home@education.vic.gov.au](mailto:harvest.home@education.vic.gov.au)

### 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

Harvest Home 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 families/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 Harvest Home 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, principles, values and expectations of our school community.

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

- Display posters that promote school vision, mission, expectations, principles, and values in our school
- Celebrate our student expectations, principles, and values in our school newsletter
- Provide awards and recognition for students who actively demonstrate the school principle of Kaizen
- Discuss our expectations and principles with students in lessons, student conversations and assemblies.

## VISION

Harvest Home Primary School's vision is:

At Harvest Home Primary School, the students are at the centre and purpose of all that we do. We prepare students to pursue their goals, interests, and aspirations. All teachers and support staff work to provide a teaching pedagogy reflective of 21st-century designs focussed on rich environments and personalised learning for all students. Teachers and students will work collaboratively in Learning Communities, to create flexible teaching options to cater for the individual needs of all students. We commit to having a shared responsibility for the success, wellbeing, and safety of all students.

## MISSION

Harvest Home Primary School's mission is to establish a high-performing school community that embraces innovation, inclusivity, collaboration, and respect.

## OBJECTIVE

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.

## VALUES

Harvest Home Primary School's values are:

**Achievement:** A commitment to excellence in academic achievement and personal growth and development.

**Cooperation:** Working in partnership with school and community stakeholders.

**Acceptance:** Valuing others and accepting the differences and diversities of others.

**Responsibility:** Individual and shared accountability for quality outcomes as well as demonstrating and promoting our core values in all aspects of school life.

**Integrity:** High expectations for all to act ethically and fairly at all times.

## PRINCIPLES

**Pride of Place:** We take pride in our school, our learning communities, our appearance and our community.

**Better People = Harvest Home People:** Once we put on a Harvest Home Primary School uniform or badge, we will be better people than we were before.

**Harvest Home KAIZEN:** KAIZEN is a Japanese word meaning- A little bit of improvement every day. As a school leader, as a teacher, as a student or as a community member... we come to school every day with the intention of being better than we were yesterday.

**Pressure – Embrace Expectations:** How do we work in high-pressure situations? What do we do? What behaviours do we display? We embrace expectations to be better every day.

**Legacy:** As a student, as a staff member and as a community member what is your legacy at HHPS? What do you want to be known for?

## BEHAVIOURAL/CONDUCT EXPECTATIONS

Harvest Home Primary School acknowledges that the behaviour of staff, families/carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and 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](#).

Students are 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.

Information about the expectations of families/carers to ensure our school remains a respectful and inclusive place is outlined in the Department's [Respectful Behaviours within the School Community Policy](#) and our Respect for School Staff Policy.

Principals and School Leaders 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 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 our profession
- Communicate politely and respectfully with all members of the school community
- Proactively engage with parents about student outcomes
- Work with families/carers 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 class and other school leaders in the event we anticipate or face any tension or challenging behaviours from families/carers.
- Treat all members of the school community with respect.

Our Families/ carers 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.

Our 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.

Our community members 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 Class 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, families/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 and/or 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.

## 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](#)

Harvest Home Primary School policies:

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

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Referenced in the staff induction process
- Discussed at staff briefings/meetings, as required
- Discussed at parent information nights/sessions, as required
- Included as annual reference in school newsletter, as required
- Made available in hard copy from a Principal class member, upon request

## POLICY REVIEW AND APPROVAL

Policy last reviewed	September, 2023
Approved by	School Council
Next scheduled review date	September, 2026