

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.

OBJECTIVE

Thornbury 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 Thornbury 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.

POLICY

This policy outlines our school's vision, mission, objective, values and expectations of our school community. This policy is available on our school website, our staff and community handbook, Gurrin Gurrin information foundation transition information.

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

- display posters and banners that promote your values 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.

VISION

Thornbury Primary School's vision is to live respectfully and learn from Wurundjeri ways to care for Country. We promote curious and resilient learners who make a difference in our world. We are courageous and proud individuals who have high expectations for learning. (Nanggit Balit). We are "A creative and diverse community growing together".

VALUES

Thornbury Primary School's Deadly values are Respect - Trust - Working Together - Integrity - Perseverance.

BEHAVIOURAL EXPECTATIONS

Thornbury 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
- 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 by Deadly by modelling our values:

PERSEVERANCE

We are open to new challenges and opportunities, stay motivated to reach a common goal.

WORKING TOGETHER

We have a collaborative mindset. We are organised, timely and professional.

We encourage best practice with each other and are consistent in our processes.

RESPECT

We model kindness and respect through mindful listening, speaking and behaviour.

We respect our diversity, perspectives, preferences, cultures and stories.

TRUST

We trust each other's professional ability and judgement.

We ensure confidentiality and develop trust. Our professional conversations have a positive intent.

INTEGRITY

We are honest and support each other by remaining accountable to our words, actions and intentions

As Deadly Community Members, we will model the Deadly Community Values:

PERSEVERANCE

We recognise that lasting positive change takes time and we will be patiently involved in the process.

WORKING TOGETHER

We do our best with our community to make TPS a better place

RESPECT

We respect everyone's story and we choose kindness in our interactions with children, teachers, staff and community.

We respect the guidance of teaching staff when invited to volunteer in classrooms and arrange times outside of teaching hours to discuss our children to respect learning time.

TRUST

We trust that everyone at TPS is committed to the learning and well-being of our children

INTEGRITY

We will speak constructively about the school to others and if there is a problem we take it respectfully through the appropriate channels to resolve

Our students will be Deadly by following our Deadly Always values:

PERSEVERANCE

I ask for help

I keep trying

I check what can be done better next time

I am brave

I try my hardest

WORKING TOGETHER

I include others

I share

I help and encourage others

If there is a problem I speak with a teacher

RESPECT

I am an active listener and speak nicely

I am kind

I am prepared and ready to learn

I am proud of who I am and I respect your story

I look after the school and other people's things

TRUST

I tell an adult if something is not right

I look after my mob

I am safe

I ask permission

I keep my hands and feet to myself

INTEGRITY

I do the right thing even when noone is watching

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:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic 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 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 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 in staff handbook
- Included in transition information "Gurrin Gurrin"
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

RELATED POLICIES

[Student Wellbeing and Engagement Policy](#)

[Bullying Prevention Policy](#).

[TPS Visitor Policy](#)

REVIEW CYCLE

- This policy was last updated on 10 November 2021 and is scheduled for review in November 2025



VISION

A creative and diverse community
growing together.

Marramb-ik Deadly!

I am Deadly!

We live respectfully and learn from
Wurundjeri ways to care for Country.

We promote curious and resilient learners
who make a difference in our world.

We are courageous and proud individuals
who have high expectations for learning.
(Nanggit Balit)

Balit Narrun

Strong Spirit

DEADLY VALUES

Respect - Trust - Working Together - Integrity - Perseverance