St Kilda Park Primary School

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.

POLICY

St Kilda Park 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 with parents and carers to support student learning, engagement and wellbeing.

The programs and teaching at St Kilda Park 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, objectives, values and expectations of our school community. This policy is available on our school website and our staff induction handbook.

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

- display posters and displays that promote our values in our school
- celebrate our values in our school newsletter
- discuss our values with students in the classroom, meetings and assemblies.

VISION

At St Kilda Park Primary School, we begin with relationships built on care, kindness and connection. We provide a challenging and supportive education, grounded in evidence-based teaching and high expectations. Together with our families, we celebrate individuality, nurture community connections, and foster a love of learning that prepares our students to thrive.

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MISSION

We achieve our vision through explicit, evidence-based teaching, a knowledge-rich curriculum, and consistently high expectations for learning and behaviour. Our teachers work with commitment and consistency, drawing on professional expertise and a positive behaviour model supported by restorative practices. Together with our families and community, we foster sustainability, celebrate creativity and individuality, and create engaging environments where every student can succeed.

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

Four core values guide community life, teaching, and learning at St Kilda Park Primary School.

These values are reflected in all aspects of school life and contribute to a sense of common purpose within the school community.

Pride

Pride means working hard, striving for excellence, and being proud of our achievements and effort. It is about recognising our strengths, acknowledging our imperfections, and embracing our potential for growth. Pride is also shown in the way we respect our school environment, contribute positively to our culture, and uphold our shared expectations. It creates a sense of belonging and something special that we all share. Pride is about valuing our own identity, heritage, and traditions, while also showing respect for the diversity of our community.

Kindness

Kindness means showing respect, care, empathy, honesty, and support for others. It is demonstrated when we include and accept people, celebrate diversity, and value difference. Kindness is seen in the way we share, take turns, apologise when needed, and use empathy and good manners. It is reflected in how we care for our environment and belongings, and in the way we are welcoming and encouraging to others. Above all, kindness means communicating openly and treating everyone with dignity.

Perseverence

Perseverance means staying focused and committed, even when faced with challenges and obstacles. It is shown through dedication, consistency, and a determined mindset. Perseverance is about embracing mistakes as part of the learning process and recognising that success rarely comes easily. It is demonstrated when we think creatively to solve problems, approach tasks with curiosity, and keep going until we reach meaningful outcomes. Curiosity sparks the questions, creativity explores the answers, and perseverance drives us forward to achieve our goals.

Creativity

Creativity means thinking differently, expressing ideas with confidence, and finding new ways to solve problems. It is about imagination, originality and initiative, and it grows when supported by strong knowledge and understanding. Creativity is shown when we take risks with our ideas, work together to explore possibilities, and approach challenges with open minds. It is built through skill, practice and persistence, and it reflects the individuality and spirit of our school. Creativity can be seen in the vibrancy of our arts programs, in the way students share their unique perspectives, and in our commitment to finding fresh and thoughtful ways to learn and connect.

BEHAVIOURAL EXPECTATIONS

St Kilda Park Primary School acknowledges that the behaviour of staff, parents, 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's Code of Conduct.

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

Information about the expectations on parents and carers to ensure schools remain respectful and inclusive places is outlined in the Department's Respectful Behaviours within the School Community Policy

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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 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/manual
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- 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

St Kilda Park Primary School polices:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	Semester Two 2025
Approved by	School Council - September 2025
Next scheduled review date	Semester Two 2029