

Statement of Values and Philosophy Policy

This policy was last ratified by School Council in September 2025



Help for Non-English Speakers

If you need help to understand the information in this policy, please contact the school office on 9364-1007.

Purpose

The purpose of this policy is to outline the values of our school community and explain the Mission, Vision, Values and Philosophy statements of Monmia Primary School.

Our school community will prepare students to become active, engaged and responsible citizens of the local and global community.

Monmia 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 guardians to support student learning, engagement and wellbeing. We share a commitment to and a responsibility for, creating an inclusive and safe school environment for all our students where all have a sense of connectedness and belonging.

Teaching and Learning Programs at Monmia 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 Mission, Vision, Values and Philosophy 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:

- develop a personalised class code of collaboration that reflects expected behaviours reflecting Respect, Responsibility and Safety
- distribute a student handbook including the Mission, Vision, Values and Philosophy statements for students to unpack at the start of each year
- implement a social and emotional learning program with a clear focus on each of the school values at the start of the year and revisiting them frequently
- explicitly teach the expected behaviours outlined in the matrixes for classroom and non-classroom settings aligned to the school values
- display the behaviour matrixes prominently in all learning spaces
- implement an acknowledgement system of expected behaviours that reflect our school values
- read the Mission, Vision, Values and Philosophy statements at each whole school assembly and award bonus awards to those students demonstrating the school values
- display the Mission, Vision, Values and Philosophy statements in each learning space throughout the school
- document and celebrate our achievements against our Mission, Vision, Values and Philosophy in the school newsletter.

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.

The Philosophy Statement includes the school's Mission, Vision Statements and Core Values.

MISSION

The Monmia mission statement embraces high expectations for all community members. It states:

At Monmia we learn and achieve with excellence. The community works together to develop creative learners who will think act and contribute to the world now and in the future.

VISION

The school community has engaged all stakeholders to develop a vision statement which embodies what Monmia community expects to achieve:

Loving to Learn
Learning to Live
Being the Best!

VALUES

The Monmia Primary School Community embraces the following core values:

- ***RESPECT***
 - Respect is caring, being friendly and treating each other as equals.
 - Respect is accepting that everyone is different.
 - Self-respect is when you like, accept and protect yourself.
 - Respect is looking after others, property and the environment.
- ***RESPONSIBILITY***
 - Responsibility is doing what you are supposed to be doing and making good choices.
 - Responsibility is understanding and accepting the consequences of your actions.
 - Responsibility is looking out for others and understanding that we all have a part in making the world a better place.
- ***SAFETY***
 - Safety is behaving in a way to protect yourself and others from all types of harm.
 - Safety is following rules and codes of collaboration to help prevent harm from happening.

PHILOSOPHY

We are a community of dedicated and passionate learners working in a dynamic and collaborative environment.

We are focused on social, emotional and academic growth so that our students demonstrate resilience, responsibility and make informed choices.

We serve our students so they will all learn and achieve at high levels.

We are committed to building strong relationships with our families, embracing equality and diversity.

We employ staff who are quality educators, committed to their own and student learning, taking collective responsibility for all our students. The staff members work in a collaborative culture in high performing teams, ensuring all students achieve their individual goals, in a positive and safe learning environment. Our students are happy and engaged, taking active responsibility for their learning.

We acknowledge and celebrate individual and whole school success.

Scope

This policy is to:

- collaborate to provide a dynamic, passionate and purposeful learning environment
- engage regularly in a process of reflective practice
- focus on the social, emotional and academic growth of students so that they develop resilience and responsibility
- build strong relationships with staff, students, parents, guardians and the wider school community which embrace equality and diversity

Implementation

BEHAVIOURAL EXPECTATIONS

Behaviour expectations are broad goals for behaviour and serve as guidelines for all members of the school community. Monmia Primary School acknowledges that the behaviour of staff, parents, guardians 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 these values.

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 on parents and guardians to ensure schools remain respectful and inclusive places is outlined in the Department's Respectful Behaviours within the School Community Policy and our Respect for School Staff Policy.

The extended Monmia Primary School's Philosophy Statement outlines expectations of all community members. (Refer to Appendix A)

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, guardians, 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*

	<i>School Philosophy</i> 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 • made available in hard copy from school administration upon request
Evaluation	The program leaders will review this policy as part of the school four-year review cycle. Data to inform this review will be collected through discussion and consultation with students, staff, parents and guardians.
Policy Last Reviewed	September 2025
Consultation	School Staff, School Council and Principal
Approved By	School Council 2025
Next Scheduled Review Date	2029

APPENDIX A- MONMIA PRIMARY SCHOOL PHILOSOPHY STATEMENT



PHILOSOPHY

WE BELIEVE

We are a community of dedicated and passionate learners working in a dynamic and collaborative environment.

Students will:	Staff will:	Parents and Guardians will:
• set high learning goals and work hard to reach them • be risk takers, learning from their mistakes • follow the code of collaboration • be active listeners • celebrate their own achievements and others' achievements.	• have high expectations of their own and student learning • know all students and how best to motivate their learning • be risk takers, learning from their mistakes • know what they need to teach and be prepared • cooperate with others and work together in professional learning communities.	• share their enthusiasm for learning • be involved in the work of the school community.

We are focused on social, emotional and academic growth so that our students demonstrate resilience, responsibility and make informed choices.

Students will:	Staff will:	Parents and Guardians will:
• know and model the school values of Respect, Responsibility and Safety • make wise choices about friendships and relationships • Stand up for themselves and others • be engaged in their learning.	• know and model the school values of Respect, Responsibility and Safety • build trusting relationships with all students, staff and families • use restorative practices to help students in finding solution • will give feedback on learning and personal behaviours • keep themselves and others safe.	• know and demonstrate the school values of Respect, Responsibility and Safety • build trusting relationships with the school • have regular, positive conversations with their child • guide children with making wise choices.

We serve our students so they will all learn and achieve at high levels.

Students will:	Staff will:	Parents and Guardians will:
• know where they are in their learning • know how they are going, and where to next • make smart choices about their learning and others • see mistakes as a learning opportunity • will attend school regularly and punctually.	• develop Learning Intentions and Success Criteria to direct the learning • set goals for students so they know what they need to work on • give timely and specific feedback • deliver an exciting, engaging and rich curriculum • provide learning opportunities for students to work individually and together • adjust the learning experiences according to individual needs.	• reinforce that mistakes are learning opportunities • make positive comments about learning • encourage their children to do and show their best • establish morning routines that help their children to get to school every day on time • help their children at home with their learning • ask the teacher for what they can do at home to help them achieve.

We are committed to building strong relationships with our families, embracing equality and diversity.

Students will:	Staff will:	Parents and Guardians will:
• include one another so that everyone belongs • treat others kindly and play fairly • be a 'bucket filler' and acknowledge expected behaviour.	• welcome and connect with families • model positive and fair behaviour • have a genuine interest in every child • be a 'bucket filler' and acknowledge expected behaviour.	• take an interest and be involved in the school community • communicate positively with the school and about the school • follow school processes when raising concerns • model positive behaviours with their children and all members of the school community • provide feedback to the right person, in the right place, at the right time • be a 'bucket filler' and acknowledge expected behaviour.

We employ staff who are quality educators, committed to their own and student learning, taking collective responsibility for all our students. The staff members work in a collaborative culture in high performing teams ensuring all students achieve their individual goals, in a positive and safe learning environment. Our students are happy and engaged, taking active responsibility for their learning. We acknowledge and celebrate individual and whole school success.