**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.

At Cockatoo Primary School our purpose is:

* To provide a safe, friendly and caring environment that enhances learning, personal growth and wellbeing so that students are equipped with the necessary skills and knowledge to become responsible members of our community and the global society
* To create a stimulating and supportive environment for all staff
* To develop a partnership between staff, parents and the community to achieve common goals for student success.

**POLICY**

Cockatoo 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 Cockatoo Primary School will support and promote the principles and practices of Australian democracy including a commitment to:

* An 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.

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**

Our school’s vision is to prepare young people to become active, engaged and responsible citizens of the local and global community. It aims to prepare students to contend with a very dynamic 21st century in which creativity, cooperative work, connectedness to the world and adaptability are key features. The school aspires to provide a contemporary approach to teaching and learning in its purposeful learning environment.

In all documents, in all practice by students and teachers, in work with the School Council and the community, in all teaching and learning programs, in all school initiatives, in all internal and external interactions, in all organisational structures and practices the vision of the school will sit at the centre and there will be expectations about all work aligning with the school vision.

**MISSION**

Our mission is to provide a quality education for all students and in doing so, lay a solid foundation for future successes. The school values achievement, excellence, curiosity, respect and responsibility, perseverance, integrity, inclusiveness, respect for diversity, honesty and equity. The school believes in high expectations for all students and a commitment to hard work. Cockatoo Primary School students are encouraged to have an active voice.

Our school is committed to child safety and has zero tolerance towards child abuse and family violence. Protecting children from harm and keeping them safe is in everything at our school. A member of leadership will be responsible for ensuring the priorities and gaps identified in the child. Safe action plans are addressed, reviewed and regularly reported on to all staff.

**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**

The school values of organisation, perseverance, getting along, confidence and resilience underpin all that is done at Cockatoo Primary School.

**BEHAVIOURAL EXPECTATIONS**

Cockatoo 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
* Ensure all parents/carers are aware of the expectations outlined in the Department’s Respectful Behaviours within the School Community Policy
* 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:

• 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 parents 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 and school leaders in the event we anticipate or face any tension or challenging behaviours from parents

• Treat all members of the school community with respect.

As parents and carers, we 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.

As students, we 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.

As community members, we 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 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, manipulative, aggressive or threatening way, either in person, via electronic communication or 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 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 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.

**COMMUNICATION**

The 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
* School newsletter

**POLICY REVIEW AND APPROVAL**

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| Policy last reviewed | August 2025 |
| Approved by | School Council |
| Next scheduled review date | August 2028 |