



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the Kerribana Primary School administration office in Pavillion A.

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.

CONTEXTUAL STATEMENT

Kerribana Primary School is located in the city of Wodonga and serves the diverse and growing communities in the city's southern fringe. Kerribana Primary School is a Supported Inclusion School (SIS). A SIS is a local government school that prioritises the learning and support needs of all students - where resources, including equipment and technology and the physical environment, are carefully considered. Students with a disability are provided with enhanced support to receive high-quality, evidence-based educational provision alongside their peers without a disability - in a safe, accessible and supportive environment.

Kerribana Primary School has the capacity to enrol 525 students, including 50 students with disabilities. Further information regarding enrolment is contained within our school's *Enrolment Policy*.

POLICY

Kerribana 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/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 Kerribana 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, objectives, values and expectations of our school community. This policy is available on our school website, our staff induction handbook and enrolment/transition packs.

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

- display posters and banners that promote our values in our school
- celebrate our values in our school newsletter
- explicitly teach our values through our wellbeing programs
- discuss our values with students in our home groups, classrooms and assemblies
- provide recognition for students who actively demonstrate the values
- display our values as 'branding' on our website, paper documentation, social media platforms
- refer to, and discuss, our values at School Council and parent/carer meetings.

VISION

Kerribana Primary School's vision is 'Celebrating Everyone's Best'. We empower each student to explore their potential, embrace their uniqueness, and excel in a caring and supportive community.

MISSION

Kerribana Primary School's mission is to value and champion every student and their unique strengths and abilities. We are inclusive of all and welcome and celebrate diversity. Our vision of 'Celebrating Everyone's Best' underpins our mission.

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 acronym **BEST** unpacks the actions of our Levena (Frederic Street Road) Primary School (interim names) values:

B – Be Brave and Participate

E – Encourage Everyone's Best

S – Speak Kindly and with Care

T – Treat All with Respect

At Kerribana Primary School, to be a learner is to be brave and step into challenging tasks. It is to give one's best effort in all their classes and always contribute in some way. It is to listen to their teachers, staff, and peers. It is to come to class with the positive mindset that 'I can learn' and to know that mistakes help our brain grow. Our commitment to best efforts extends to a commitment to the Arts to develop creativity, self-expression, self-esteem and confidence.

At Kerribana Primary School, we are thoughtful about the words we use and how we speak. Everyone is in charge of their mouths, so we practice using kind language, positive language, and caring



language. We apologise when our words hurt others. By speaking kindly and with care we are better friends and students and will feel better about ourselves.

At Kerribana Primary School, we are aware of others and want others to be successful. We notice their progress, are proud of their achievements and ensure they know they are important. We celebrate others doing well through acknowledging them, congratulating them and feeling proud of everyone in our school.

At Kerribana Primary School, we treat everyone at our school with respect. To be respectful is to actively listen to others when they are speaking. It is to show appreciation when someone is helping you or doing the right thing. It is to speak to people using kind and appropriate language. It is to take turns and be inclusive of everyone.

BEHAVIOURAL EXPECTATIONS

Kerribana 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:

- 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](#)
- nurture a culture that is inclusive, engaging and supportive and that embraces and celebrates diversity and empowers all students to participate and feel valued
- model and create a child safe culture
- 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 parent/carers 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 parent/carers 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
- follow our school and Department policies and the Victorian Public Service Code of Conduct and Values
- adhere to the [Victorian Teaching Profession Code of Conduct](#).

As teachers and non-teaching school staff, we:



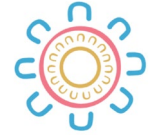
- model positive behaviour to students consistent with the standards of our profession
- model and create a child safe culture
- communicate politely and respectfully with all members of the school community
- proactively engage with parents/carers about student outcomes
- work with parents/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents/carers 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/carers
- treat all members of the school community with respect
- engage with professional learning, when encouraged, to build capabilities in inclusive practices
- take measures or actions to assist students (where applicable) to participate in all school activities on the same basis as their peers without a disability.
- aim to understand the strengths, challenges and needs of all of our students on an ongoing basis
- follow our school and Department policies and the Victorian Public Service Code of Conduct and Values
- adhere to the [Victorian Teaching Profession Code of Conduct](#).

As parents/carers, we:

- 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
- are exemplary role models for the school vision, mission and values.

As students, we:

- 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



- meet the expected standards of behaviour as outlined in the *Student Wellbeing and Engagement Policy*, *Inclusion and Diversity Policy* and *Bullying Prevention Policy*.

As community members, we:

- 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 are not 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.

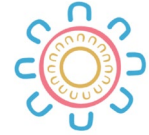
Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and are not tolerated at our school.

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 is 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 is treated with fairness and respect. In turn, we strive to create a school that is inclusive and safe, where everyone is empowered to participate and learn.

COMMUNICATION

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

- available publicly on our school's website
- included in staff handbook
- included in transition and enrolment packs
- made available in hard copy from administration office in Pavillion A 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](#)

Kerribana Primary School policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed:	July 2025
Approved by:	School Council* and Principal
Next scheduled review date:	March 2026 (or as soon as the School Council is appointed) - to ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter. The review will include input from students, parents/carers, and the school community.

*The *Statement of Values and School Philosophy* will be reviewed and approved by the School Council once they are appointed or earlier if a significant incident occurs or due to legislative changes.