



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Administration.

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

Serpell 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 Serpell 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, objective, values, and expectations of our school community. This policy is available on our school website, our staff induction handbook, and a hard copy is available from school administration upon request.

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.

Motto

Learning, Caring, Sharing

The school motto, 'Learning Caring Sharing' and the associated logo were developed through a school and community consultation in the late 1970s. Both are recognized symbols in the school and wider community.

Vision

Founded in 1978, Serpell Primary School continues to display academic excellence within a thriving multicultural and linguistically diverse community. This dynamic, international environment enhances the Serpell school community and exposes our students to a global experience.

United, we have developed a distinctive philosophy of:

- recognising that we are a community of lifelong global learners,
- maximizing individual potential through engagement and enrichment,
- offering learning opportunities that promote a thinking culture,
- catering for individual learning styles,
- fostering the development of independence, resilience and collaborative learning.

Serpell Primary has a strong tradition in the provision of excellence in educational standards and the development of students who strive and achieve success in academic, artistic, and sporting arenas. The School is committed to meeting the needs of its students and in catering for the large range of student interests and capabilities. We have

developed a distinctive ethos, encapsulated by its motto “Learning, Caring and Sharing.” High emphasis is placed on academic achievement in the context of the development of programs of excellence and the extension of all students to maximize individual learning potential. We have increasingly developed an International frame of reference, in response to an increasingly global school community.

Mission

Empowering learners in a global community through education, excellence, and personal growth.

The School Mission Statement was developed through a consultative community process at the time of our first CIS accreditation Visit. This mission statement has supported the school in developing an increasingly deep embedding of inter-cultural understandings and capabilities for our students and staff in practices and protocols which typify our everyday learning and work. Our community provides us with a natural advantage in living this mission, as our everyday accepted experience of diverse language, ethnicity, culture, religion, and beliefs enrich our educational and personal environment. Our community also provides us with first-hand links to the global community.

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

Serpell Primary School’s values are:

- Care and Compassion
- Doing your best
- Respect
- Integrity
- Responsibility
- Understanding
- Fair go
- Freedom
- Trustworthiness and Honesty
- Tolerance and Inclusion

Serpell’s values are demonstrated through our norms:

- We listen to each other.
- We build on each other’s ideas.
- We respect each other’s ideas.
- We know that sometimes there is more than one good answer.

Serpell Primary School values:

Child Centred Learning

- Design of a high-quality curriculum that meets the needs of individual students.
- Recognition that learning is natural.
- Recognition that learning is a lifelong, global, future focussed pathway.
- Teaching children the explicit skills of how to learn.
- Recognition of the breadth of learning styles and abilities.
- Recognition that childhood is a vital and valuable life stage.

Civic Learning

- Making a difference to students’ own lives and the lives of others.
- Taking civic responsibility.
- Developing awareness of global issues and sustainability.

- Upholding of the United Nations Charter of Human Rights to enshrine the inalienable rights of everyone to freedom, justice and peace.
- Working collaboratively.
- Respect for diversity and inclusiveness.
- Appreciation of talent, skills, differences, and potential.

Creative Learning

- Building a culture of innovation and exploration.
- Encouragement of flexible and adaptive thinking and problem solving.
- Emphasis on adventure and challenging experiences in order to provide students with lifelong skills in confidence, self-esteem, risk taking, independence and resilience.

Achievement Learning

- High achievement and academic competence.
- Individual learning goals.
- Self-assessment and responsibility for learning.
- Commitment to strive for International best practice.

Leadership Learning

- Resilience and life skills.
- An ability to reflect and plan, share with a team, and give feedback.
- Inspiration, influence, and the capacity take others on the learning journey.
- Change, challenge, improvement, and experience.
- Integrity, tolerance, and ethics.

Professional Learning

- Recognition of a highly skilled professional teaching culture which supports the growth of staff as a team unit.
- Commitment to ongoing professional learning and improvement.

Community Collaboration and Learning

- Utilising best practice in school governance processes.
- Participation and cooperation amongst all members of the wider school community.
- Efficient and effective open communication.
- Access to the significant professional and business experience and wisdom of parents.
- Opportunities for all stakeholders to be part of the decision-making process.
- Implementing responsible financial management.
- Making socially, emotionally, and responsible choices.

Cultural & Linguistic Diversity

- Celebrating cultural and linguistic diversity.
- Appreciating and respecting religious faiths.
- Providing access to languages other than English..
- Providing perspectives on events of worldwide significance.

Digital Citizenship:

Serpell students learn and communicate online safely, responsibly, ethically, and critically with an awareness of digital etiquette and the potential impact of their digital footprint.

Intercultural Learning:

Serpell students develop intercultural understandings as they learn to value identity through the experience of culture, language, and beliefs. They learn to appreciate commonalities and differences in diverse cultural

perspectives and practices. Students develop dispositions such as empathy and respect towards other cultures by creating connections with others.

Global Citizenship:

Serpell students have a sense of how their own role as a world citizen can shape sustainable communities locally, nationally, and internationally.

Behavioural Expectations

Serpell 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 Code of Conduct](#).

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 carers to ensure schools remain respectful and inclusive places is outlined in the Department's [Respectful Behaviours within the School Community Policy](#).

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.

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Serpell Primary School

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 school website.
- Included in our staff handbook/manual.
- Hard copy available from school administration upon request.

POLICY REVIEW AND APPROVAL

Policy last reviewed	This policy was last updated on the 28 th of March 2022.
Approved by	School Council 28 th of March 2022.
Next scheduled review date	This policy is scheduled for review in March 2026.