

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



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

Ngarri 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 Ngarri 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, 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 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

The vision of Ngarri Primary School is to provide the opportunity for our students to dream big and inspire others. To show pride in themselves and draw strength from their community. Ngarri Primary School strives to empower all students to learn, grow and succeed.

MISSION

At Ngarri Primary School, we equip all students with the skills, knowledge and growth mindset to reach the highest levels of academic success and inspire passion, ambition and creativity in pursuit of their dreams and aspirations.

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

Ngarri Primary School's values are:

PRIDE, RESPECT, INTEGRITY, DETERMINATION, EXCELLENCE

*We take **pride** in ourselves, our school and our community.*

*We **respect** ourselves, our school and each other, and understand the importance to treat others with compassion, care and courtesy.*

*We model and demonstrate **integrity** by being, honest, true and fair in all interactions.*

*We show **determination** by using a growth mindset to overcome challenges and use new and innovative ways to achieve our personal best.*

*We strive for **excellence**, aiming to be the very best we can be by setting goals and striving to gain new knowledge.*

BEHAVIOURAL EXPECTATIONS

Ngarri 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 expected behaviours 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, 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.

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
- discussed at staff briefings/meetings as required
- discussed at parent information nights/sessions
- included as annual reference in school newsletter
- made available in hard copy from school administration upon request.

RELATED POLICIES AND RESOURCES

- The Department's Policy and Advisory Library (PAL) and resources:
 - [Work-Related Violence in Schools Policy](#)
 - [Respectful Behaviours within the School Community Policy](#)

- Related Policies:
 - Student Wellbeing and Engagement Policy
 - Inclusion and Diversity Policy
 - Bullying Prevention Policy
 - Parent Complaints Policy
 - Child Safety and Wellbeing Policy
 - Complaints Policy
 - Duty of Care Policy

POLICY REVIEW AND APPROVAL

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.

Policy last reviewed	October 2025
Approved by	Principal & School Council
Next scheduled review date	2028