Dandenong West PRIMARY SCHOOL

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

Help for non-English speakers`

If you need help to understand the information in this policy please contact Dandenong West Primary School on dandenong.west.ps@education.vic.gov.au or 9792 2868.

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

Dandenong West 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 Dandenong West 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, student diary 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 of values in our school
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

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VISION

At Dandenong West Primary School, we believe every student can learn and deserves access to an exceptional education. Our vision is to create a safe, inclusive and high-performing learning community where every child experiences success, develops confidence and leaves with the knowledge, skills and character to thrive.

MISSION

Our mission is to improve life outcomes for every student through high-quality, evidence-informed teaching, strong relationships and a culture of continuous improvement. We are committed to creating classrooms where every minute matters, every student belongs and every lesson builds knowledge that lasts.

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

At Dandenong West Primary School, we Show HEART.

Our HEART values underpin everything we do and guide the way we learn, work and interact with one another. They provide a common language and a shared set of expectations for all members of our school community.

Respectful: We treat ourselves, others and our environment with care and consideration. We value diversity, listen to different perspectives and contribute positively to our learning community.

Accountable: We take responsibility for our learning, behaviour and actions. We strive to do our best, act with integrity and learn from both our successes and our mistakes.

Kind: We demonstrate empathy, compassion and inclusion. We support others, celebrate each other's successes and foster a culture where everyone feels safe, valued and has a strong sense of belonging.

At Dandenong West Primary School, showing HEART means living these values every day—in our classrooms, in the playground and throughout our wider school community.

BEHAVIOURAL EXPECTATIONS

Dandenong West Primary School acknowledges that the behaviour of staff, parents, carers and students has a significant impact on our school community, culture and the learning environment.

We acknowledge a shared responsibility to create a safe, inclusive and positive learning environment where every student is known, valued and supported to achieve success.

Shared expectations of staff, parents, carers and students to support positive student behaviour are set out in the *Respectful, Safe, Engaged: Shared Expectations to Support Student Behaviour* statement.

Students are supported to meet expected standards of behaviour through our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy and Bullying Prevention Policy. At Dandenong West Primary School, these expectations are explicitly taught, modelled and reinforced through our **School Wide Positive Behaviour Support (SWPBS)** framework and our **We Show HEART** values of being **Respectful, Accountable and Kind**.

We believe that behavioural expectations should be taught with the same clarity, consistency and explicitness as academic knowledge. Students are supported through clearly defined behavioural expectations, including our **Minor and Major Behaviour Matrix**, which enables staff to respond consistently, fairly and proportionately to student behaviour. Minor behaviours are primarily managed through proactive classroom practices and restorative conversations, while major behaviours receive additional leadership support in accordance with our Student Wellbeing and Engagement Policy.

Positive behaviour is actively acknowledged and celebrated through our school-wide acknowledgement systems. By recognising students who consistently demonstrate our HEART values, we strengthen positive behaviour, foster a strong sense of belonging and reinforce the behaviours that contribute to a safe, respectful and productive learning environment.

Staff must follow our school and Department policies, the Victorian Public Service Code of Conduct and Values, and the Victorian Teaching Profession's Code of Conduct. Staff are expected to model the behaviours and values we seek to develop in our students and contribute positively to a culture of respect, inclusion and continuous improvement.

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Information about the expectations of parents and carers 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*. We value strong partnerships with families and believe that positive relationships between home and school are fundamental to supporting student wellbeing, engagement and learning.

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 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

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

- Available publicly on our school's website
- Included in staff handbook/manual
- Made available in hard copy from school administration upon request

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RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

- Work-Related Violence in Schools Policy
- Respectful Behaviours within the School Community Policy
- Respectful, safe, engaged: shared expectations to support student behaviour

Dandenong West Primary School polices:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy
- Respect for School Staff Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	12.08.2026
Consultation	Presented to School Council 12.08.2026
Approved by	Principal – Joshua Bourke
Next scheduled review date	12.08.2027