


<p>Marnebek School Cranbourne</p>	<p>Statement of Values and School Philosophy Policy</p>	
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### Help for non-English speakers

If you need help to understand the information in this policy, please contact Marnebek School Cranbourne Ph: 59963858

### 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.

*Marnebek School believes in providing a stimulating and engaging environment, which enables students to embrace learning and achieve their full potential. We do this by building their social, emotional and physical wellbeing; empowering students to become active and valued members of their community.*

### POLICY


*Marnebek School is committed to providing a safe, and 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 Marnebek 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 [www.marnebek.vic.edu.au](http://www.marnebek.vic.edu.au), our staff handbook, and enrolment packs.

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

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- Display posters and banners that promote our values
- Celebrate our values in our school bulletin
- Provide awards and recognition for students who actively demonstrate our values
- Discuss our values with students in the classroom, meetings and assemblies

## VISION

*Marnebek School believes in providing a stimulating and engaging environment, which enables students to embrace learning and achieve their full potential. We do this by building their social, emotional and physical wellbeing; empowering students to become active and valued members of their community.*

## MISSION

*Marnebek School is a supportive learning community where everyone is encouraged to be responsible, respectful and resilient. We enable students to become active in their learning by participating in engaging programs that prepare them for the future.*

## OBJECTIVE

*Over the 4 year Strategic Plan our rationale is to focus on building staff capacity in high quality teaching for students with a range of disabilities, to set high expectations of professional teaching standards and to empower staff to be resilient employees, to own the professional responsibility of student learning and respectfully collaborate as colleagues to build a strong community and positive school culture.*

## VALUES

*We strive to show our values of Resilience, Respect and Responsibility in all aspects of our school community.*


**Resilience:** *We hold ourselves and each other to account within our school community.*

**Respect:** *We value others and accept everyone's differences across our school community*

**Responsibility:** *We are honest, ethical and transparent throughout our school community.*

## BEHAVIOURAL EXPECTATIONS

Marnebek School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

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Staff have a range of expectations around behaviour and must follow our school and Department of Education 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 and our Respect for School Staff Policy.


Marnebek 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
- Ensure all parents/carers are aware of the expectations outlined in the Department's Respectful Behaviours within the School Community Policy
- 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 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

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- Proactively engage with parents about student outcomes
- 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

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Schools are not public places, and the Principal has the right to permit or deny entry to school grounds (for more information, see the Marnebek School Visitors Policy).

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 acceptable 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 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:

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- Available publicly on our school website
- Included as annual reference in school bulletin
- Available in electronic format to all staff

## RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

- Work –Related Violence in Schools Policy
- Respectful Behaviours within the School Community Policy

Marnebek 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 2022
Approved by	July 2022
Next scheduled review date	July 2025