

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact Mount Martha Primary School Office 0359742800 or email Mount.Martha.PS@education.vic.gov.au

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

Mount Martha 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 Mount Martha 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 on our school website, our staff handbook, and induction of new staff.

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.
- Mount Martha Primary School's vision enacted across all aspects of the school's operations. Our vision forms the basis of discussions with prospective parents and students during school tours and is evident by the large, coloured posters displayed throughout the learning and public areas around the school.



The coastal banksia cone has been our emblem since the school opened in 1982. The cone with buds bursting into flower symbolizes growth and our vision *"the school community empowering students to be active learners who make a positive impact in a changing world"*.

"Learning and Growing Together" symbolizes the commitment by the school to nurturing school and community learning partnerships.

Specific school goals and achievement targets outlined in our philosophy continually guide the allocation of financial and human resources, the use of facilities and forward planning. Staff selection is referenced to our Strategic Plan and an additional school specific criterion is included in the staff selection process and the goals and targets within the Strategic Plan are an integral component in individual staff performance reviews. This Strategic Plan document is provided to prospective and incoming staff and informs the school's processes in fostering high quality leadership and in building instructional leadership capacity across the school.

VISION

Mt Martha Primary School strives to empower students to be active learners who make a positive impact in a changing world.

MISSION

Ensure a high quality and engaging learning program that builds on the capability of every student.

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

Mount Martha Primary School learning community works together to create an environment in which the values are developed and upheld. These values have been co-created to foster a supportive and effective learning community.

Mount Martha Primary School's values are

Respect

Integrity

Collaboration

Knowledge

Our school vision states, Mount Martha Primary School strives to empower students to be active learners who make a positive impact in a changing world. To achieve this, , Mount Martha Primary School expects 4 core values from each child — Knowledge, Integrity, Collaboration and Respect — and it is these values that empower students to make positive change

Each value comes with a set of expectations that we have of every child. These expectations are written in the same wording for each year level from Prep - Year Six however the exact nature of the expectation changes as students' progress through the school. Each of the values is broken down into I can statements for students



Respect is appreciating everyone's differences by understanding how words and actions affect the world, ourselves and others.

- I can be kind to myself and others.
- I can choose positive words when I speak.
- I can be an active listener.
- I can consider opinions before responding.
- I can care for our learning resources and environment.
- I can contribute to everyone's right to feel safe, happy and included.

Integrity is doing the right thing in the right way at all times, even if it is hard or no one is looking.

- I can be fair, honest and respectful in what I say and what I do.
- I can act in the best interest of my 'community'.
- I can treat everyone the way I would like to be treated.
- I can accept responsibility for my actions.
- I can be the best version of myself.
- I can choose not to be a bystander.

Collaboration is working, growing, learning and playing together, towards a common goal.

- We can collectively make clear expectations as part of a community.
- We can complete tasks together.
- We can listen to and respect everyone's voice and be willing to make compromises.
- We can actively listen to and value everyone's ideas and opinions.
- We can support each other and learn from each other's strengths.
- We can give and receive constructive feedback.

Knowledge is information and experiences that allow us to understand the world, ourselves and others. Learning is a lifelong journey.

- I can use what I already know to further my knowledge.
- I can recognise that mistakes can be learning opportunities.
- I can be curious and open to new learning and ideas.
- I can continue to challenge myself to grow.
- I can enrich my learning by having a growth mindset.

BEHAVIOURAL EXPECTATIONS

Mount Martha 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, 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*. [MMPS Website Policy Page](#)).

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 induction processes
- Included in staff handbook/manual
- Included as annual reference in school newsletter

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](#)

Mount Martha Primary School policies: [MMPS Website Policy Page.](#)

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2025
Approved by	School Council
Next scheduled review date	September 2028