

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Saltwater P-9 College on 03 8366 7700 or saltwater.p9.co@education.vic.gov.au.

Saltwater P-9 College aims to build a school culture that demonstrates a strong belief in and a commitment to providing a rich and rigorous curriculum within a safe, secure and enriched learning environment for our children. We will have a clear focus on catering for the diverse range of students at their point of need. We will strive to be internationally minded, and provide a supportive, nurturing and challenging learning environment, with high expectations for student success.

The school's values will be aligned with the Department of Education's philosophy: 'We support students to reach their potential, regardless of their background, postcode or circumstance, and to develop the knowledge, skills and attributes they need to participate and thrive in a complex economy and society'.

The Community at Saltwater P-9 College will live by this set of values, where an understanding and respect of all cultures and beliefs will be an essential characteristic of productive and compassionate citizens of the third millennium.

A major feature of our school's curriculum is the establishment of an exclusive Performing Arts and Sporting Program which fosters students intellectual, social and physical development.

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

Saltwater P-9 College 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 Saltwater P-9 College 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 and our staff induction handbook.

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

Educating students to thrive in an ever-changing world.

MISSION

Developing critical, creative thinkers and connected global citizens.

OBJECTIVE




Saltwater P-9 College objective is to:

- Offer high quality education within a supportive and understanding environment
- Develop critical and creative learners who actively engage in the learning process to acquire knowledge, skills, concepts and attitudes.
- Encourage cultural understanding and acceptance of diversity.
- Encourage communication in both social and academic environments between all members of the community.

VALUES

To achieve our vision and mission, we as a community of learners at Saltwater P-9 College welcome the challenges of the third millennium by developing in each of our students the capacity to embrace the characteristics of a well-educated and internationally minded person.

Our school values, as demonstrated in our SWBBS Matrix of Expectations, are: Principled, Caring, and Risk taker. These values outline the expected behaviours across the school and align with our PYP learner attributes. (found further below).

| SALTWATER P-9 COLLEGE MATRIX OF EXPECTATIONS | | | |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| |  PRINCIPLED |  CARING |  RISK TAKER |
| We will ALWAYS ... | be honest and fair | be kind to others | overcome challenges and setbacks |
| In our CLASSROOM , we will... | give our best effort in all that we do | look after our belongings and space | try first, then ask for help |
| During TRANSITIONS , we will... | follow the teacher’s instructions | move respectfully and safely | be a role model for others |
| In the YARD , we will... | play appropriately with peers | put rubbish in the bin | work together to solve problems |
| In ASSEMBLY , we will... | sit calmly and listen actively | sing with pride | contribute and participate |
| In the TOILETS , we will... | use our allocated toilets respectfully | keep our environment clean | let a teacher know of any issues |
| Using ICT , we will... | use our devices as asked | take care of all technology | take turns when sharing technology |
| In our COMMUNITY , we will... | represent our school with pride | be considerate of those around us | seek help if needed |

W I S D O M B E G I N S W I T H W O N D E R

Our school's objectives are considered as part of the four yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We are also developing an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

International Baccalaureate Mission Statement

As our college is part of the International Baccalaureate's community of schools, our vision and mission have a strong focus on cultivating the philosophy, ethos and the values of the IB programme. The International Baccalaureate Organisation aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the IBO works with schools, governments and international organisations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

The Profile of the Third Millennium Learner

The community at Saltwater P-9 College strive to exhibit and foster a distinctive set of attributes. These qualities, embodied in the International Baccalaureate's Learner Profile, prepare students to make exceptional contributions at school and beyond.

IB learners strive to be:

- Caring
- Knowledgeable
- Inquirers
- Thinkers
- Communicators
- Principled
- Open-minded
- Risk-takers/Courageous
- Balanced
- Reflective

Attitudes:

To develop these attributes, students will learn to embrace and adopt the following attitudes into their daily school life.

- Appreciation
- Commitment
- Confidence
- Cooperation
- Creativity
- Curiosity
- Empathy
- Enthusiasm
- Independence

- Integrity
- Respect
- Tolerance

BEHAVIOURAL EXPECTATIONS

Saltwater P-9 College 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
- 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
- proactively engage with parents about student outcomes
- work with parents to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- 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
- 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

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 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 school Principal.

At the Principal's discretion, unreasonable behaviour may be managed by:

- requesting that the parties attend 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
- Included in staff handbook/manual
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

This policy should be read in conjunction with the following policies on the Department’s Policy and Advisory Library (PAL):

- [Respectful Behaviours within the School Community](#)
- [Respectful Workplaces](#)
- [Parent Complaints](#)
- [Work-Related Violence in Schools](#)

POLICY REVIEW AND APPROVAL

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| Policy last reviewed | May 2025 |
| Approved by | School Council – 15 May 2025 |
| Next scheduled review date | Before April 2029 |