

# STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



## Help for non-English speakers

If you need help to understand the information in this policy, please contact the school's administration office.

## 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.

## CONTEXT STATEMENT

MINDALK Primary School is a Supported Inclusion School (SIS) located in Truganina in the City of Wyndham. A SIS is a local government school with additional professional capabilities and facilities designed to cater to a higher proportion of students with disability. Students with disability will be provided with enhanced support to receive high-quality, evidence-based educational provision alongside their peers without disability in a safe, accessible, inclusive and supportive environment.

MINDALK Primary School can enrol 575 students, including 50 places for students with a disability. Further information regarding enrolment is contained within our school's *Enrolment Policy*.

## POLICY

MINDALK 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 MINDALK 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, in our Staff Administration Guide and in our enrolment and transition packs.

To celebrate and embed our *Statement of Values and School 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
- review our School-wide Positive Behaviour Support Matrix on an annual basis with teacher, parent and student input by way of our values.

## VISION

### ***Every Voice – Every Journey – One Community***

Our vision at MINDALK Primary School is to be a vibrant, inclusive learning community where every student embarks on a journey of adventure, discovery and personal and academic growth. We envision a school where learning is meaningful and engaging, responsibility is embraced, diversity is celebrated, and every individual is cared for and valued.

Together, we strive to build a compassionate and connected community that empowers students to thrive and make a difference.

## MISSION

At MINDALK Primary School we believe that learning is an adventure - one that inspires curiosity, discovery and growth. Our school's mission is to create a safe and supportive space where students explore new ideas, build meaningful connections and embrace challenges with courage. Through engaging in learning experiences with a strong sense of responsibility we will empower every student to contribute positively to the world around them, locally and globally.

## OBJECTIVE

Our school's objectives are considered as part of the 4 yearly strategic planning process and are 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

MINDALK Primary School values are **Learning, Adventure, Responsibility and Inclusion**.

**Learning** - Learning is more than getting the right answers. It's about asking questions, trying new things and growing with every experience. We value learning because it helps us discover our strengths, understand the world and become who we are meant to be.

We uphold learning as a shared responsibility and a central value in our school culture. We model lifelong learning through reflective practice, collaboration and a commitment to continual growth – for ourselves and for our students.

**Adventure** - Adventure is stepping out of our comfort zone, trying new things and being open to the unknown. We value adventure because it helps us grow, learn and discover what we are capable of. Every day is a chance to explore, imagine and be brave.

We see adventure as a mindset that encourages students to take initiative, embrace challenges and experience learning as a journey. It nurtures creativity, independence and resilience – helping our learners to grow into confident individuals.

**Responsibility** - Responsibility means doing your best, being honest and making choices that show care for yourself, others and the environment. It is about owning your actions, helping your community and doing the right thing.

Responsibility guides our actions as educators and role models. It means holding high expectations for ourselves and our community, promoting accountability and creating a school culture where everyone takes ownership of their role in learning and community life.

**Inclusion** - Inclusion means everyone belongs. We value inclusion because every person deserves respect, kindness and a chance to be heard. Despite background, abilities or beliefs we learn best when we learn together.

Inclusion shapes our teaching, relationships and school culture. We commit to equitable practices, removing barriers and ensuring every student feels seen, supported and empowered. We recognise that true inclusion requires ongoing reflection and action every day.

## BEHAVIOURAL EXPECTATIONS

MINDALK 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's 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* and *Bullying Prevention Policy*. We model, teach, correct and reflect on our expected behaviours through the whole-school behaviour matrix which encompasses clear, positively stated examples, co-constructed with our community and displayed in different school settings.

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](#).

In conjunction with the above, school leaders, teachers and non-teaching school staff will comply with the Child Safe Standards and Ministerial Order 1359.

## 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*, *Bullying Prevention Policy* and *Behaviour and Learning Support Model*.

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 is communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in staff induction processes
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Included in the Staff Administration Guide
- Made available in hard copy from the administration office upon request

## RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

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

MINDALK Primary School policies:

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

## POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	School Council* and Principal
Next scheduled review date	March 2026 (or as soon as the School Council is appointed). To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter.

\*The *Statement of Values and School Philosophy* will be reviewed and approved by the School Council once they are appointed, or earlier if a significant incident occurs or due to legislative or other changes.