



Help for non-English speakers

If you need help to understand the information in this policy, please contact 03 9758 1527 or upper.ferntree.gully.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

Upper Ferntree Gully 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 Upper Ferntree Gully 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 handbook, and from the school office in hardcopy.

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

- display posters and banners that promote our values in our school
- celebrate our values in our school newsletter
- provide awards and recognition for students who actively demonstrate our values
- discuss our values with students in the classroom, meetings and assemblies.

VISION

Upper Ferntree Gully Primary School's vision is to be an engaging and inclusive learning community where students are confident, creative, curious and lifelong learners.

MISSION

Upper Ferntree Gully Primary School's mission is to provide an education that empowers all students to embrace learning, achieve their personal best and build their emotional, social and physical well-being.



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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

Upper Ferntree Gully Primary School's values are Respect, Resilience, Teamwork and Integrity.

Respect

We respect ourselves by valuing who we are and doing our personal best.

We respect others by treating them fairly and in the way we would like to be treated.

We respect our community by being inclusive/friendly to others and taking care of our environment.

Teamwork

We make sure that we contribute.

We make sure that we encourage and give others the opportunity to contribute.

We work together to achieve the best we possibly can.

Resilience

We accept feedback and use it for improvement.

We bounce back when things just don't seem to be going right.

We make an effort to make things right again.

Integrity

We are honest with each other.

We are accountable for the decisions we make.

We own up to our mistakes.

BEHAVIOURAL EXPECTATIONS

Upper Ferntree Gully Primary 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.

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 also 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.

Staff 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](#).

Parents and carers play a vital role in helping their child understand and meet shared behaviour expectations. Additionally, 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. Schools can share these expectations through use of [posters](#) available in over [30 translated languages](#).



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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 is not 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 is not 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 and Bullying Prevention Policy.

Our Statement of Values and School Philosophy ensures that everyone in our school community is treated with fairness and respect. In turn, we 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 staff handbook/manual
- Included as annual reference on COMPASS
- Made available in hard copy from school administration upon request



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY

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](#)

Upper Ferntree Gully Primary School policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2026
Approved by	School Council
Next scheduled review date	June 2028