



Statement of Values and School Philosophy

Rationale

Cardinia 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, parents/carers and the community 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 Cardinia 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.

Aim

This policy outlines our school's vision, mission, 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 that promote our 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.

Implementation

Vision

Cardinia Primary School's vision is to educate all students to the highest levels of academic achievement, to enable them to reach and expand their potential, and to prepare them to become productive, responsible, ethical, creative and compassionate members of society.

Mission

Cardinia Primary School's mission is to provide a safe, caring and inclusive learning environment that inspires, challenges and supports all students to achieve their personal best.

Philosophy

At Cardinia Primary School:

- we will provide a safe, nurturing and engaging learning environment;
- we will be inclusive and accept all members of the school community;
- we will implement consistent whole school teaching and learning practices through agreed systems and processes;
- we will provide explicit instruction with clear learning intentions, success criteria and high expectations of all students;
- we will encourage each student to strive for their personal best through differentiated learning;
- we will empower students to take ownership and be actively involved in their learning;
- we will encourage students to be active participants in their school and wider community;
- we will value creativity and innovative thinking;
- we will closely monitor student wellbeing and achievement; and
- we will value our role as educators and through targeted professional development strive for continuous improvement.



Classroom Expectations

R RESPECT

- We are ready to actively listen and learn
- We follow classroom expectations
- We understand the needs and rights of others and their space
- We contribute to a positive learning environment

I INTEGRITY

- We are honest and use kind words in all we say and do
- We take responsibility for our choices and learn from our mistakes
- We treat others the way we would like to be treated
- We do what is right, even when no one is watching

S SELF-REGULATION

- We use safe, calm choices when feeling frustrated or upset
- We know that mistakes and challenges are part of learning and we keep trying
- We plan, we check in, we reflect and we grow
- We prepare what is needed and are ready to learn

E EXCELLENCE

- We are a T.E.A.M (Together Everyone Achieves More)
- We always put in our best effort and challenge ourselves in every subject area
- We take pride in our work
- We focus on our own achievements while celebrating others

Playground Expectations

R RESPECT

- We follow the playground expectations to keep everyone safe
- We are kind to everyone and treat them fairly
- We look after our school and treat school resources and equipment with care
- We display good manners and fairness

I INTEGRITY

- We take responsibility for our choices
- We play fair and show kindness to everyone
- We are upstanders. Don't be a bystander - seek help from a teacher when needed.
- We include everyone

S SELF-REGULATION

- We play safely taking care of ourselves and others
- We move away when something is frustrating or upsetting us and seek an adult if needed
- We use strategies to calm down and try again when we are feeling overwhelmed
- We think before we act

E EXCELLENCE

- We accept wins and losses gracefully
- We find ways to help, encourage others and model good behaviour
- We show our best selves through fair play, teamwork and kindness
- We use positive words and actions

Behavioural Expectations

Cardinia 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.

As Principal 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 their 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; and
- ask any person who is acting in an offensive, intimidating or otherwise inappropriate way to leave the school grounds.

As teachers and non-teaching 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; and
- 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; and
- 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; and
- 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; and
- 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 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:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone;
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space;
- sending demanding, rude, confronting or threatening letters, emails or text messages;
- sexist, racist, homophobic, transphobic or derogatory comments; and
- 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 session/s;

- 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; and/or
- legal action.

Inappropriate student behaviour will be managed in accordance with our school’s *Student Wellbeing and Engagement Policy*, *Bullying Prevention Policy* and *Behaviour Management 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 on Google Drive for 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](#)

Cardinia Primary School policies:

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

Evaluation

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