



Statement of Values

The statement includes the democratic principles listed in the ETRA: elected Government; the rule of law; equal rights for all before the law; freedom of religion; freedom of speech and association; and the values of openness and tolerance.

Karoo Primary School recognises the importance of the partnership between schools and parents to support student learning, engagement and wellbeing. We share a commitment to, and a responsibility for, ensuring inclusive, safe and orderly environments for children and young people.

This Statement of Values sets out our behavioural expectations of all members in this school community, including the Principal, all school staff, parents, students and visitors. It respects the diversity of individuals in our school community and addresses the shared responsibilities of all members in building a safe and respectful school community. Unlawful discrimination, sexual and other forms of harassment, bullying, violence, aggression and threatening behaviour are unacceptable and will not be tolerated in this school.

Our Statement of Values acknowledges that parents and school staff are strongly motivated to do their best for every child. Everyone has the right to different opinions and views and to raise concerns, as long as we do this respectfully as a community working together.

RESPONSIBILITIES

As the Principal and school leaders, we will:

- Work collaboratively to create a school environment where respectful and safe conduct is expected of everyone.
- Behave in a manner consistent with the standards of our profession and meet core responsibilities to provide inclusive, safe and orderly environments.
- Plan, implement and monitor arrangements for the care, safety, security and general wellbeing of all students in attendance at the 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 inclusive, safe or orderly behaviour is not demonstrated and implement appropriate interventions and sanctions when required.
- Make known to parents the school's communication and complaints procedures.

- Ask any person who is acting in an offensive and/or disorderly way to leave the school grounds or, if appropriate, contact authorities to assist.

As teachers and all non-teaching staff, we will:

- Model positive behaviour to students consistent with the standards of our profession.
- 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 concerns or challenging behaviours from parents.
- Treat all members of the school community with respect.

As parents, we will:

- Model positive behaviour to our child.
- Ensure our child attends school on time, every day the school is open for instruction and take an interest in our child's learning and school.
- 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 any concerns.
- Support school staff to maintain a safe learning environment for all students.
- Follow the school's complaints processes if there are 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.
- 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 orderly learning environment for all students.
- Follow the school's community grievance policy when communicating with the school.

The Department of Education and Training will:

- Provide support and advice to the Principals to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support the school to manage and respond to challenging behaviour of students, parents and staff.
- Provide practical guidance and resources to support the school to respond to and prevent bullying and promote cyber-safety and wellbeing.
- Provide access to evidence based resources and strategies to increase student safety, wellbeing and engagement.
- Provide the school with practical and legal support as required.
- Provide parents with practical guidance and resources to resolve conflicts with the school.

CONSEQUENCES FOR FAILING TO UPHOLD THE STATEMENT OF VALUES

Unreasonable behaviours

Behaviours that are considered inappropriate on and adjacent to school grounds or in relation to school-related activities and that do not uphold the principles of this Statement of Values include when a person:

- is rude, aggressive or harasses others
- sends rude, confronting or threatening letters, emails or text messages
- is manipulative or threatening
- speaks in an aggressive tone, either in person or over the telephone
- makes sexist, racist or derogatory comments

- inappropriately uses social media as a forum to raise concerns/make complaints against the school
- is physically intimidating, e.g. standing unreasonably close
- attempts to inappropriately persuade others of a view they do not hold.

Consequences

The Principal is responsible for determining what constitutes reasonable and unreasonable behaviour. Unreasonable behaviour and/or failure to uphold the principles of this Statement of Values may lead to further investigation and the implementation of appropriate procedures and consequences. This may include, depending on the circumstances:

- utilising mediation and counselling services
- alternative communication strategies being applied
- formal notice preventing entry onto school premises or attendance at school activities (Written notice will follow any verbal notice given)
- an intervention order being sought
- informing the police, which may result in criminal charges.

By agreeing to meet specified standards of positive behaviour, everyone in our school community can be assured that they will be treated with fairness and respect. In turn, this will help to create a school that is safe and orderly, where everyone is empowered to participate and learn.

The Education Sub Committee and Karoo Primary School staff will review the effectiveness of the school's Statement of Values on a yearly basis in accordance with DET guidelines and priorities.