



**Help for non-English speakers**

If you need help to understand the information in this policy please contact the school on (03) 93119325

## **STATEMENT OF SCHOOL VALUES AND PHILOSOPHY**

### **OUR 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.

### **SCOPE**

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

### **POLICY**

Western English Language 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 Western English Language 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 induction handbook, and enrolment/transition packs.

To enact and embed our Statement of Values and 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 the values
- discuss our values with students in the classroom, meetings and assemblies.

### **VISION**

The vision of the Western English Language School (WELS) is to empower newly arrived students through the delivery of an excellent EAL curriculum and to assist in their future success through strong working relationships with educational providers in the West.

## **MISSION**

Western English Language School's mission is to provide a focused learning environment that supports all students to reach their potential in English language development and aims to prepare them for the academic, behavioural and social challenges of mainstream schools or alternative learning pathways

## **OBJECTIVES**

Western English Language School's objective is to sustain a school environment that encourages students from a range of culturally and linguistically diverse backgrounds to become confident and active participants in the wider Australian community.

## **VALUES**

### **Respect**

We show respect for the cultures and experiences of students and their families through knowledge and understanding of them in every interaction we have with them. We show respect for colleagues by listening and actively supporting them - in the classroom, at meetings and by speaking well of them at all times. We show respect for the community by working cooperatively with them.

### **Responsibility**

We give students clear guidelines and models of good behaviour so that they know what is expected of them. We invite parents to be part of the school. We share duties with colleagues - curricular and extracurricular activities so that we are always cooperating with each other. We involve ourselves in community activities so that new communities know that we support them.

### **Caring**

We show compassion for students by understanding their backgrounds and by listening to them and actively supporting the WELS pastoral care program. We understand parents' backgrounds, cultures and experiences. We listen to colleagues, understand and support them and acknowledge their differences. We model and demonstrate care for each other, and take every opportunity to help others that may be in need.

## **BEHAVIOURAL EXPECTATIONS**

Western English Language 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 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 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
- 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 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 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 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 and communication portal
- Included in induction processes for staff
- Included in our staff handbook/manual
- Discussed in an annual staff briefing/meeting
- Made available in hard copy from school administration upon request

## RELATED POLICIES AND RESOURCES

Related school policies:

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

Department policies:

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

## REVIEW AND APPROVAL

Last reviewed	March 2026
Approved by	Principal and School Council
Consultation (recommended)	26 <sup>th</sup> March 2026
Next scheduled review date	March 2030

