



Kurmile
PRIMARY SCHOOL

Statement of Values and School Philosophy

2025-2028





Help for non-English speakers

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

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

Kurmile 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 Kurmile 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 induction handbook, enrolment/transition packs and via the school office.

To celebrate 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
- explicitly teach our values as part of our wellbeing programs across the school.

Vision

Our vision at Kurmile Primary School is to build a dynamic learning environment that supports our students to be leaders in their community, demonstrating our core values of respect, responsibility, integrity and cooperation.

Learning is at the centre of all that we do. Our students are actively engaged in their learning, teachers are committed to effective instruction and there is a relentless focus on continuous improvement. Our work is grounded in evidence-based practices that

have been proven to enhance student learning. We continuously evaluate and adjust based on the needs of our students and community.

We have high expectations for all our students to achieve and reach their full potential. This is achieved by challenging our students to go beyond their comfort zone whilst providing a safe and supportive environment for them to do so.

We believe that collaboration between students, teachers and families is integral to our success. Through the sharing of ideas, resources and expertise, our learning environments are supportive and dynamic. We value diversity, promoting positive relationships and provide a safe and caring environment where all students feel valued and motivated to learn.

With a commitment to creating a positive school culture that is inclusive, respectful and supportive, our students will graduate from Kurmile Primary School equipped with the attitudes, skills and knowledge needed to be lifelong learners enabling them to continue to make positive contributions to their communities.

Mission

Our mission at Kurmile Primary School is to provide a place where our students feel safe and supported to take risks and accept challenge. We are committed to creating lifelong learners who demonstrate our core values in all that they do.

Objective

Our school's objectives are considered as part of the 4 yearly strategic planning process and reflected in the goals listed in the School Strategic Plan (SSP). We also develop an Annual Implementation Plan to operationalise the goals and key improvement strategies contained in our SSP.

Values

Kurmile Primary School's values are:

Respect

As a school community we promote a positive and inclusive environment where we treat others with kindness, empathy, and acceptance. We have respect for ourselves, our peers, teachers, staff, families, and our community.

Responsibility

We take ownership of our actions, choices, and learning. We are accountable and reliable, fulfilling our academic, social, and environmental duties.

Integrity

We act honestly, ethically and with strong moral principles. The choices we make are based on what is right, rather than what is easy. We are truthful, fair, and trustworthy in our interactions.

Cooperation

We believe in the importance of working together whilst respecting diverse perspectives. We know that we can achieve our goals through teamwork, collaboration, and shared effort.

Behavioural expectations

Kurmile 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 supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy and Child Safety and Wellbeing 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](#).

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 and Volunteers 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 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
- included in staff induction processes
- included in staff handbook/manual
- included in transition and enrolment packs
- included as annual reference in school newsletter
- made available in hard copy from school administration upon request.

Related policies and resources

- The Department's Policy and Advisory Library (PAL) and resources:
 - [Work-Related Violence in Schools Policy](#)
 - [Respectful Behaviours within the School Community Policy](#)
 - [Parent Complaints Policy](#)
 - [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Related Policies:

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

- Child Safety and Wellbeing Policy
- Duty of Care Policy
- Visitors Policy
- Volunteers Policy

Policy review and approval

Policy last reviewed	November, 2025
Approved by	Principal School Council
Next scheduled review date	November, 2028

DATE: 30/11/2025	Date for Review: 30/11/2028
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