



STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy please contact Marra School's Administration Team.

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.

CONTEXTUAL STATEMENT

Marra School is a new specialist school in Kalkallo located in the northern region within the city of Hume. Marra School provides educational programs for students with mild to profound intellectual disability and is open to students aged 5 to 18. The school strives to provide a highly differentiated, nurturing environment that empowers students to reach their personal best, in their learning, social and personal capabilities and in their wellbeing.

POLICY

Marra 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 Marra 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, values and expectations of our school community. This policy is available on our school website and in our staff handbook.

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
- embed our values within various school policies



- provide awards and recognition for students who actively demonstrate the values
- integrate values into the curriculum – plan lessons or projects that explore or reflect the school's values across different subjects.
- discuss our values with students in the classroom, meetings and assemblies

VISION

Marra School's vision is to provide aspirational education ensuring wellbeing and learning growth for all students.

MISSION

Marra School's mission is to provide students with the best possible foundational skills in life, through a diverse, dynamic and highly differentiated curriculum to meet the needs of every student.

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. These objectives are reported on and shared with our broader school community through the annual report which is located on the school website.

VALUES

Marra School's values are **Bravery, Resilience, Respect** to create an inclusive environment. As an inclusive school, our school is safe and welcoming, where all members of our school community are valued and supported to fully participate, learn, develop and succeed. Inclusivity runs through all three values:

- **Bravery** - we encourage staff and students to be brave and take risks, enabling ourselves to stretch our thinking and capacity across all areas of school life.
- **Resilience** - we show resilience by not giving up, encouraging each other, adapting when we need to and bouncing back.
- **Respect** - we model and demonstrate respect with how we communicate, work together and look after our school and each other.

BEHAVIOURAL EXPECTATIONS

Marra 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:

- 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
- ensure all parents/carers are aware of the expectations outlined in the Department's [Respectful Behaviours within the School Community Policy](#)
- 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/carers 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/carers 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
- nurture a culture that is inclusive, engaging and supportive and that embraces and celebrates diversity and empowers all students to participate and feel valued
- model and create a child safe culture.

As teachers and non-teaching school staff, we:

- model positive behaviour to students consistent with the standards of our profession
- communicate politely and respectfully with all members of the school community
- model and create a child safe culture, empowering all students to participate and feel valued
- proactively engage with parents/carers about student outcomes
- work with parents/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with parents/carers 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/carers
- treat all members of the school community with respect.
- support students to meet expected standards of behaviour as outlined in our *Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy, Bullying Prevention Policy*
- adhere to school policies and procedures
- engage with professional learning, when encouraged, to build capabilities in inclusive practices
- aim to understand the strengths, challenges and needs of all of our students on an ongoing basis.

As parents and carers, we:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community, in line with the Department's [Respectful Behaviours within the School Community Policy](#).
- ensure our child attends school on time, every day the school is open for instruction
- take an interest and foster positive conversations about student learning - participating in both formal and informal communication forums (SSGs, parent-teacher interviews etc.) about student strengths and support needs
- 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:

- use the school values and behaviour expectations to learn from, practise and model positive behaviour in school
- communicate respectfully with all members of the school community
- behave in a safe and responsible manner
- respect ourselves, other members of the school community and the school environment
- actively participate in school
- make the most of our educational opportunities
- adhere to school policies and procedures.

As community members, we:

- 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 is not tolerated at our 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 are 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 is 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
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

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

Marra School policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 2025
Approved by	School Council* and Principal
Next scheduled review date	March 2026 (or as soon as the School Council is appointed) To ensure ongoing relevance and continuous improvement, this policy is reviewed every 3-4 years thereafter

*The Statement of Values and School Philosophy is reviewed and approved by the School Council once they are appointed or earlier if a significant incident occurs or due to legislative changes.