

POLICY TITLE: Statement of Values and School Philosophy

DATE RATIFIED: May 2026

REVIEW DATE: May 2030

ENPS MISSION: We maximise the potential of all; empowering independence, excellence, innovation and engagement with the world.

Critical Engagement
with the World

Academic Excellence

Inclusive Learning
Environment

Personal and Social
Wellbeing

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

Essendon North 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, learning and teaching at Essendon North 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 Guiding Statements including our vision, mission, objectives, values and expectations of our school community. The information in this policy is available on our school website, our staff induction handbook, student diary and enrolment/transition packs.

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.

VISION

Our vision at Essendon North Primary School is that we are all '*Global learners and leaders, exceeding expectations*'.

MISSION

Essendon North Primary School's mission is that *'We maximise the potential of all; empowering independence, excellence, innovation and engagement with the world'*.

OBJECTIVE

Our school's objectives are considered as part of our four yearly strategic planning process and reflected in the goals listed in our current School Strategic Plan (SSP). We also develop an Annual Implementation Plan (AIP) to operationalise the goals and key improvement strategies contained in our SSP. The strategic planning documentation and outlined school wide objectives are available on the [Strategic Intentions](#) page of our School Website.

TAG LINE

At Essendon North Primary School we are *Brave, Bold and Connected*.

GUIDING STATEMENTS:

Essendon North Primary School Guiding Statements

<h3>Vision</h3> <p>Global learners and leaders, exceeding expectations.</p>			
Mission We maximise the potential of all; empowering independence, excellence, innovation and engagement with the world.		BRAVE BOLD CONNECTED	
Critical Engagement with the World	Academic Excellence	Inclusive Learning Environment	Personal and Social Wellbeing



GUIDING PRINCIPLES:

Personal and Social Wellbeing	Academic Excellence
<ul style="list-style-type: none"> Develop the whole person; socially, emotionally, academically and physically All members of the community demonstrate values of respect and social responsibility Promote student voice to encourage ownership and motivation Implement restorative practices to build and enhance relationships in the school community Demonstrate resilience to persevere and solve problems Promote the right to be happy and safe at school Adaptable to change 	<ul style="list-style-type: none"> Clear and explicit focus on the learning essentials to be literate and numerate Innovation through inquiry Rigour and challenge for academic engagement and success Future technologies embedded in learning and teaching Evidenced based practice designed to add value and maximise the potential of the individual Accountability to self and others as learners Opportunities for individual curricular and and extra curricular pursuits A guaranteed and viable curriculum based on the International Baccalaureate Primary Years Programme and the Victorian Curriculum

Vision: Global learners and leavers, exceeding expectations.
Mission: We maximise the potential of all; empowering independence, excellence, innovation and engagement with the world.

Inclusive Learning Environment	Critical Engagement with the World
<ul style="list-style-type: none"> A positive and orderly learning environment that promotes safety and a sense of belonging A collaborative culture that nurtures and supports learning Demonstrate pride and respect for our community Promote a productive and challenging environment that inspires excellence and maximises potential through personalised learning Promote independence, interdependence and self-motivation 	<ul style="list-style-type: none"> Development of a disposition of 'self' and personal identity Respectfully engaging with other cultures and perspectives through intercultural awareness and understanding Create a depth of learning that inspires active and compassionate global citizens Opportunities to learn and experience language and cultures other than our own Adaptable to change

VALUES:

AT ENPS WE ARE

safe

kind

respectful

Our shared values of being safe, kind and respectful support the attributes we develop as ENPS learners.

ENPS LEARNERS ARE

RESPONSIBLE

We make safe and respectful choices, take ownership of our actions, and contribute positively to our learning community.

CURIOUS


We ask questions, explore new ideas, and seek to understand the world around us.

COMMUNICATORS

We share our thinking, ask questions, collaborate, and learn with others.

RESILIENT

We manage setbacks, stay motivated, and use positive strategies to overcome challenges.



REFLECTIVE

We look back on our learning, celebrate progress, and set goals to keep improving.

By demonstrating these values and attributes each day, we build a positive, inclusive and supportive school community and maximise our potential as learners.

BEHAVIOURAL EXPECTATIONS

Essendon North 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 also supported by school staff to meet expected standards of behaviour as outlined in our Student Wellbeing and Engagement Policy, Inclusion and Diversity Policy and Bullying Prevention 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](#), and our [Respect for School Staff Policy](#). Schools can share these expectations through use of [posters](#) available in over [30 translated languages](#).

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:

- 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, which are both available on the [Policies Page](#) of our school website.

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
- Included in transition and enrolment packs
- Included in student diaries so that it is easily accessible to parents, carers and students
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

- [Bullying Prevention Policy](#)
- [Complaints Policy](#)
- [Inclusion and Diversity Policy](#)
- [Student Wellbeing and Engagement Policy](#)

Department of Education and Training policies and resources:

- [Work-Related Violence in Schools Policy](#)
- [Respectful Behaviours within the School Community Policy](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

HELP FOR NON-ENGLISH SPEAKERS



If you need help to understand the information in this policy please contact Essendon North Primary School on (03) 9379 3979.

POLICY REVIEW AND APPROVAL

Policy Last Reviewed	May 2026
Approved By	School Council
Next Scheduled Review Date	May 2030 – <i>noting that the recommended minimum review cycle for this policy is 3 to 4 years</i>