

STATEMENT OF VALUES AND SCHOOL PHILOSOPHY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school on 03 5829 8282

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

Zeerust 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 Zeerust 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, and enrolment/transition packs.

To celebrate and embed our Statement of Values and School Philosophy in our school community, we

- Display posters and banners that promote our values in our school
- Celebrate our values in our school newsletter and FaceBook posts
- Provide awards and recognition for students who actively demonstrate our values
- Discuss our values with students in the classroom, meetings and assemblies.

VISION

Zeerust Primary School's vision is that our students will grow into curious, innovative thinkers with a passion for lifelong learning, enabling them to become compassionate members of the community.

MISSION

Zeerust Primary School's Mission is that we are dedicated to fostering an environment where curiosity is encouraged, and excellence is pursued. Through a rich, dynamic curriculum and innovative teaching practices, we support each student's journey to reach their full potential.

OBJECTIVE

To provide a stimulating and supportive educational environment that encourages curiosity, fosters innovative thinking, and cultivates a lifelong love of learning. Through a comprehensive curriculum and dedicated teaching, we aim to develop compassionate, responsible, and well-rounded individuals who are prepared to make a positive impact on their communities and the world. 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.

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VALUES

Zeerust Primary School's values are:

Curiosity: Fostering a sense of wonder and a passion for discovery in every learner.

Excellence: Striving for the highest standards in all academic and personal endeavours.

Respect: Promoting a culture of kindness, empathy, and respect for all.

BEHAVIOURAL EXPECTATIONS

Zeerust Primary School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture.

Staff have a range of expectations around behaviour and 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 Code of Conduct.

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.

Information about the expectations on 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. Information about the expectations on 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).

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 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/manual
- 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](#)
- [Respectful, safe, engaged: shared expectations to support student behaviour](#)

Zeerust Primary School policies:

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

POLICY REVIEW AND APPROVAL

Policy last reviewed	28/07/2026
Approved by	School Council
Consultation	Consulted with School Council at meeting on 28 th July 2026
Next scheduled review date	28/07/2029