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| POLICY | STATEMENT OF VALUES AND PHILOSOPHY |
| DATE | August 2025 |
| SCHOOL COUNCIL ENDORSEMENT | December 2025 |
| REVIEW DATE | December 2028 |



Help for non-English speakers

If you need help to understand the information in this policy please contact Blackburn English Language School (03)9803 4022

PURPOSE

The purpose of this policy is to outline the values of Blackburn English Language School's (ELS) community and explain the vision, mission and objective of the school.

POLICY

Blackburn ELS is committed to providing a safe, supportive and inclusive environment for all students, staff and members of the community. The school recognises the importance of the partnership between school and parents/guardians/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 all students.

The programs and teaching at Blackburn ELS 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, and
- the values of openness and tolerance.

This policy outlines the school's vision, mission and objective and expectations of its school community. This policy is available on the school website, staff Induction Handbook and in the enrolment pack.

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

- display posters and banners that promote the school's values,
- celebrate the school's values in the newsletter,
- provide awards and recognition for students who actively demonstrate the school's values,
- discuss the school's values with students in the classroom, meetings and assemblies
- outline our values at parent information sessions and open classrooms.

VISION

Blackburn English Language School is an inclusive, engaging and rigorous learning environment that enables newly arrived students to improve their English language proficiency and empowers them with the knowledge and skills to be confident, active participants in the Victorian schooling system and broader community.

MISSION

Blackburn ELS' mission is to work together as a learning community to provide students with the best possible foundation for their further learning and life in Australia.

OBJECTIVE

Blackburn ELS' objective is to ensure all students leave our school with confidence and competence in their English language knowledge and skill.

VALUES

Blackburn ELS' values are:

- Future Making
- Embracing Diversity
- Building Communities

| Values | Teacher Practice | Learner Behaviours | Parent Behaviours |
|----------------------|---|---|---|
| Future Making | <p>Explicit focus on:</p> <ul style="list-style-type: none"> - learning how to learn - learning how the English language works - personal responsibility - resilience, problem solving and social skills - goal setting - cooperation and collaboration - understanding of mainstream system | <ul style="list-style-type: none"> - independent learning, developing agency - taking responsibility for self and supporting others - setting learning goals - adapting to new environments - organisational capacity - confident, engaged and active learners - striving for personal best | <ul style="list-style-type: none"> - attending relevant meetings - providing a space for learning at home - showing an interest in their child's learning - following school procedures and working with the school to support learning for all - openness to learning about the Victorian schooling system |
| Embracing Diversity | <p>Explicit focus on:</p> <ul style="list-style-type: none"> - fostering trust in and among students - students working collaboratively and across varying learning styles - acknowledgement/celebration of school/class cultural and linguistic diversity - students' personal journeys - choosing texts that reflect a range of perspectives - MEA's assisting with communication and/or issues - multiculturalism in Australia | <ul style="list-style-type: none"> - showing respect for others' backgrounds - encouraging others to do their best - inclusive of others during learning tasks - embracing opportunities to learn from others - building the capacity to work together with all members of the school community in a productive and positive manner - honouring others; their home language, culture and experiences | <ul style="list-style-type: none"> - participating in school events with other families - providing a positive model for their children by interacting with those from other cultures - encouraging their child to maintain their home language - seeing difference as an opportunity - respecting all members of the school community |
| Building Communities | <p>Explicit focus on:</p> <ul style="list-style-type: none"> - promoting unity and collaboration in the classroom and across the school - strategic management of group composition in learning tasks - individual identity within the group - collective responsibility - celebrating success and being motivated by challenges - strength of team-work - understanding that our attitudes and behaviours have an impact on the people around us. | <ul style="list-style-type: none"> - working collaboratively with all classmates - feeling safe in the classroom and school environments - respecting all members of the school community - engaging with school and having a sense of belonging - involvement in whole school activities - participating in the wider community with confidence - making good choices about how to treat others | <ul style="list-style-type: none"> - showing interest in their child's learning - encouraging their child to be positive about all members of the school community - providing a positive role model for their child by engaging with the community - facilitating active participation by their child in the wider community |

BEHAVIOURAL EXPECTATIONS

Blackburn ELS acknowledges that the behaviour of staff, parents/guardians/carers and students has an impact on the school community and culture.

The school acknowledges a shared responsibility to create a positive learning environment for all its students.

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
- 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 the school
- identify and support students who are or may be at risk
- do our best to ensure every student achieves their personal and learning potential
- work with parents to understand their son/daughter'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/guardians/carers about student outcomes
- work with parents/guardians/carers to understand the needs of each student and, where necessary, adapt the learning environment accordingly
- work collaboratively with the SWC and sector and learning specialists 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/guardians/carers
- treat all members of the school community with respect.

As parents/guardians/carers, we will:

- 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 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. The principal has the right to permit or deny entry to school grounds.

Unreasonable behaviour that is demonstrated by school staff, parents/guardians/carers, students or members of the 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
- 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 the 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 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 is treated with fairness and respect. In turn, the school strives to create an environment that is inclusive and safe, where all members are 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 handbook/manual
- Discussed at staff briefings/meetings
- Discussed at parent information sessions

RELATED POLICIES AND RESOURCES

Department of Education and Training policies and resources:

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

Links to school policies:

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

ENDORSEMENT

This **Statement of Values and Philosophy Policy** was endorsed by the School Council of Blackburn ELS on Tuesday 9 December 2025.

Fiona Purcell
School Council President

This Policy will be reviewed in December 2028.