

# Talbot Primary School – No. 0954

*The Future Begins Here*

## Statement of Values and School Philosophy

### 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

Talbot 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 Talbot 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 and our staff induction handbook.

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

- display posters and banners that promote your 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

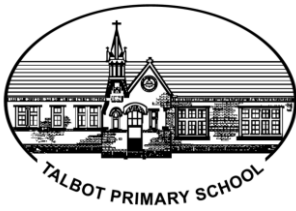
At Talbot Primary School, we are a connected, caring, and inclusive learning community where every student is empowered to thrive. We are committed to enhancing learning outcomes for all students by delivering high-quality, evidence-based teaching practices that cater to the diverse needs of our learners. Our teaching is not just guided by our beliefs – it is reflected in the actions we take every day.

We provide a dynamic and challenging curriculum within a safe and supported environment, designed to equip every student with the knowledge, skills and dispositions needed for a success in learning and life. Our goal is to develop confident, curious, and capable learners who are not only academically strong but also socially responsible and emotionally resilient.

Students at Talbot Primary School are encouraged to take ownership of their learning, set meaningful goals, and approach challenges with persistence and courage. We actively nurture student voice and agency, ensuring that every learner feels valued and heard.

We place great emphasis on strong, respectful partnerships between home and school and recognise that working together with families and the broader community is essential to student success.

Our values – Aspiration, Tenacity, Kindness and Safety – are at the heart of who we are and what we stand for. They guide how we learn, how we treat others, and how we grow together.



**Talbot Primary School – No. 0954**  
*The Future Begins Here*  
**Statement of Values and School Philosophy**

### **MISSION**

Talbot Primary School is committed to developing life-long learners who strive to achieve their personal best in an atmosphere of mutual respect and cooperation that celebrates student success.

### **OBJECTIVE**

Talbot Primary School's objective is to:

- Demonstrate exemplary teaching and learning.
- Encourage and support innovation and reflection.
- Build strong partnerships between school, home, the wider community and globally.
- See each member of our community as an individual.
- Recognise and celebrate effort and achievement.
- Promote a safe and caring environment.

### **VALUES**

Talbot Primary School's values are Aspiration, Tenacity, Kindness and Safety.

**Aspiration** ~ Aspiration refers to having a strong wish or hope to achieve something important in the future. It's about dreaming big, setting goals, and always working hard to achieve them.

**Tenacity** ~ Tenacity refers to being determined and having persistence to keep going despite challenges or obstacles. Tenacity is often associated with resilience, making it an important characteristic for success in personal and academic endeavours.

**Kindness** ~ Kindness refers to being caring, helpful, and compassionate towards others. It involves treating people with respect and consideration, and showing empathy for their feelings. Kindness is not just about doing good deeds, but also about being friendly, inclusive, generous, and understanding.

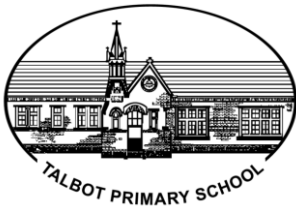
**Safety** ~ Safety refers to protecting yourself and others from harm and danger, or anything that could hurt you. It is about making sure you and the people around you stay healthy and secure, both in person and online.

Through these values we aim to:

- provide a caring, supportive and protective environment, which promotes a healthy spirit of co-operation and encourages respect for all
- offer a comprehensive curriculum, which encourages high standards in learning and provides opportunities to maximise the potential of all students
- develop in each child the ability to adapt to change, accept challenges and set realistic goals
- foster and develop each child's natural abilities, which make it possible for each to enjoy a sense of achievement and self-worth
- develop in each child a sense of responsibility to the community by fostering networks with other local groups
- promote effective communication processes, which enhance and strengthen the partnership between home and school.

### **BEHAVIOURAL EXPECTATIONS**

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



**Talbot Primary School – No. 0954**  
*The Future Begins Here*  
**Statement of Values and School Philosophy**

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 and 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.

### **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.

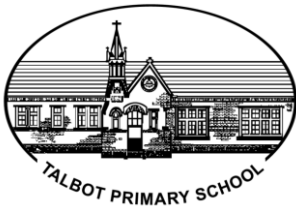
Harassment, bullying, violence, aggression, threatening behaviour and unlawful discrimination are unacceptable and will not be tolerated at our school.

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*.



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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
- Made available in hard copy from school administration upon request

### 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](#)

Talbot Primary School policies:

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

### POLICY REVIEW AND APPROVAL

Policy last reviewed	February 2026
Approved by	School Council – Meeting March 2026
Next scheduled review date	February 2030