



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 General Office.

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.

CONTEXT STATEMENT

Ngurruga School is a new school in Point Cook South West in the East Werribee precinct. The school provides educational programs for students aged 5-18 who have been diagnosed with a mild to profound intellectual disability.

Our school is co-located with a kinder and the Yurran P-9 School, supporting an educational integration for families, where required. All three educational settings operate independently with separate Administration buildings and access into their respective schools.

In 2026, the school has 55 enrolments from Foundation to Year 5. By 2028, this enrolment will grow to 168 students from Foundation to Year 12. A full enrolment policy, providing detailed entry eligibility criteria, is available online or at the school's general office.

POLICY

Ngurruga 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 Ngurruga 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 packs.



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

- display posters and banners that promote our values throughout our school, in our main entrance, high traffic areas and in classrooms
- highlight and celebrate our values in our school newsletter by sharing stories of how they have been demonstrated by students and staff.
- embed our values within various school policies
- provide awards and recognition for students who actively demonstrate the values
- discuss and reflect on school values with students in the classroom, meetings and assemblies.
- Integrate values into the curriculum. Plan lessons or projects that explore or reflect the school's values across different subjects.

VISION

Ngurruga School's vision is to create an innovative, inclusive, and nurturing environment where every student is empowered to reach their full potential. "Learning with purpose, growing through connection".

MISSION

Ngurruga School's mission is to provide students with the tools, support, and opportunities they need to thrive, grow, and succeed.

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.

VALUES

Ngurruga School's values are **Respect, Growth and Teamwork**.

- ✓ We **respect** each other by being kind, listening carefully, celebrating the differences and diversity of others and treating everyone fairly.
- ✓ We **grow** together by supporting one another, embracing challenges, and always striving to do our best.
- ✓ We work as a **team** by helping each other, sharing ideas, and making sure everyone feels included.

BEHAVIOURAL EXPECTATIONS

Ngurruga 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's 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](#)

In conjunction with the above, school leaders, teachers and non-teaching school staff comply with the Child Safe Standards and Ministerial Order 1359

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 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 is 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 in transition and enrolment packs
- 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](#)

Ngurruga 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 – Elaine Quinn
Next scheduled review date	March 2026 (or as soon as the School Council is appointed) To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 3-4 years thereafter

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