

# Community Engagement



Let's work together



BUILDING OUR FUTURE

**WEMBLEY**  
Primary School



## Community Engagement

### Mission

**A healthy culture at Wembley Primary School is our shared responsibility. When we communicate, collaborate and connect with one another in a manner that aligns with the CARES values we believe it will lead to a shared sense of belonging and a community that thrives.**

### Values

Wembley Primary School (herein referred to as the WPS) promotes the CARES values of courage, courtesy, accountability, respect, empathy, equity and service; we expect the community to engage in a manner that aligns with these values.

### Purpose

This WPS Community Engagement Plan provides members of the WPS Community with guidelines for the effective development of positive relationships within the WPS Community and assists in promoting the values that are in keeping with the WPS purpose and values.

All community members have the right to feel safe in their school community. With this right comes the expectation that each and every member of the community will take responsibility for their actions to ensure the safety and wellbeing of others.

### Our Culture Statement

WPS aspires to provide an open, welcoming and safe environment for all. WPS is a place of learning for students who are at the centre of all we do. We believe that all community members play a valuable role in the life of the School, building a culture that empowers growth.

The WPS Community Engagement Plan is for students, staff members, parents, guardians, carers and members of the wider community; it outlines the minimum expectations for those participating in our school community. We trust this will assist in ensuring the safety and wellbeing of students, staff, families and the wider community.

The WPS engagement plan is a broad outline of behavioural principles, expectations and ideals. This plan and the policies within will provide guidelines to promote desirable and appropriate behaviour to ensure that all interaction with students and adults is in line with CARES values.

This plan is underpinned by the Education Department's School Management and Human Resources policies.

## Application

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For the purpose of this plan 'School Community' comprises the principal, staff, students, parents, guardians, coaches, employees, volunteers, step-parents, relatives, extended family, visitors, friends, supporters, carers and invitees of WPS, representatives of the wider community when in the school environment or when attending any school related function or activity at any other location.

Parents/guardians and students agree to engage with the WPS Community Engagement Plan when parents/guardians enrol their child at WPS.

Although the wider community are not a party to the conditions of enrolment, this School Community Engagement plan is a guide for them about expected standards of behaviour.

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## Principles

Members of the School Community have a responsibility to develop and maintain a healthy environment that leads to a thriving culture, where conflict and diversity can be addressed in a manner consistent with the CARES values.

The shared responsibilities of the WPS Community Engagement Plan underpin the vision and mission of WPS and are integral to its continuing success.

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**The Wembley culture is built on our CARES values. It is embedded in all that we do and symbolised by a community that CARES for one another.**



A healthy school culture is our responsibility.



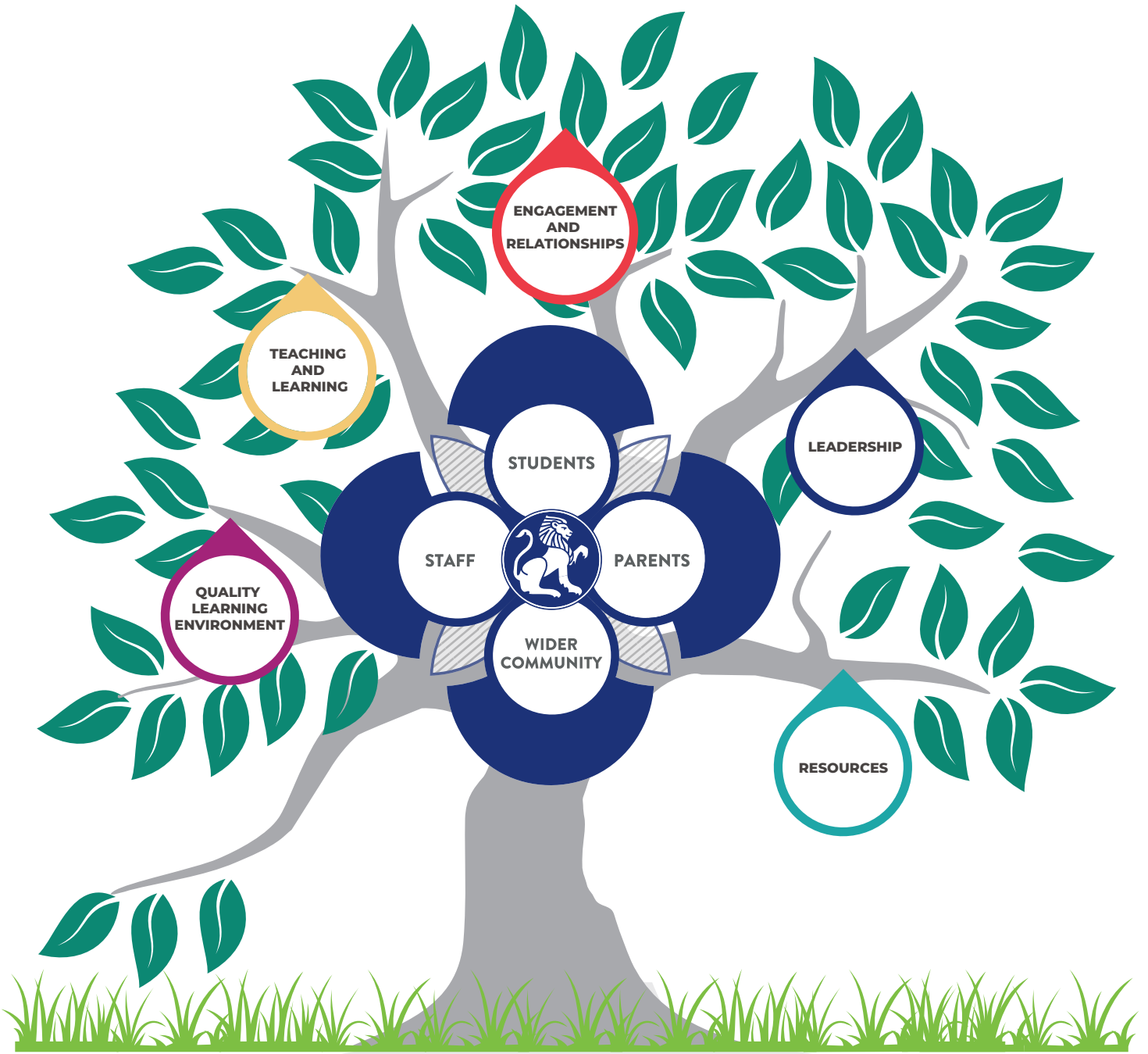
# Our Culture

is our responsibility

Collaborate

Connect

Communicate



Together we contribute to a dynamic environment that is underpinned by a strong set of values:

courtesy courage    respect    service

**C** **A** **R** **E** **S**

accountability    empathy equity

Community    Opportunity    Excellence

## Common Behaviours

A small sample of the behaviours and actions that accompany and embody each value as recorded by the WPS focus groups.

C

### courtesy

*Acts of politeness, respect, and consideration for others.*

### courage

*Having fear but persevering and moving forward despite that.*

A

### accountability

*Willingness to accept responsibility or to provide justification for one's own actions.*

R

### respect

*Behaving in a positive way that shows regard and acceptance for someone, property or self.*

E

### empathy

*Understanding what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position.*

### equity

*Acting fair and unbiased remembering that equity doesn't always mean equal.*

S

### service

*Helping or doing work for someone without expectation of reward or returned service.*



## SHARED RIGHTS AND RESPONSIBILITIES

Active and engaged members of the School Community are aware of their rights but, more importantly, accept responsibility for protecting their own rights and the rights of others. The following shared responsibilities have been raised by focus groups of staff, parents/community and students. Each voice has been heard during this process.

- Recognise how you speak to people can impact the way your words are perceived (written and verbal)
- Be proactive and find out what you need to know to be involved in the community.
- Identify, report and respond to incidences in line with WPS processes.
- Understand and accept others' perspectives.
- Be someone's support person.
- Be inclusive.
- Celebrate cultures.
- Trust WPS processes are in the best interest of the child.
- Take responsibility for your words and actions
- Knowing boundaries for safety but pushing your boundaries for growth.
- Asking for help.

# Community Engagement

----- Students, Staff, Parents/Guardians/Carers -----

## INDIVIDUAL RIGHTS

WPS is bound by and will act in accordance with the Education Department Policies.

### STUDENTS

**Within the WPS Community Engagement Plan, as a minimum expectation, students will have the right to:**

- Learn and play in a safe environment.
- Be heard and valued.
- Engage in a balanced curriculum.
- Be treated equitably.
- Be involved in the learning process.
- Be supported when struggling academically, socially or emotionally.
- Be equipped with the tools for learning.
- Give and receive feedback.
- Have individual strengths identified and valued.
- Participate in an environment where extra-curricular activities are available (this includes activities before, during and after school).

### STAFF

**Within the WPS Community Plan, as a minimum expectation, staff will have the right to:**

- Be respected, supported and heard.
- Grow and develop professionally.
- To thoughtful and effective communication.
- Give and receive feedback.
- Communicate with parents, students in a direct and honest way.
- Be trusted in their abilities.
- Maintain a balanced workload, good health and personal wellbeing.
- Work in a safe and supportive environment.

### PARENTS GUARDIANS CARERS

**Within the WPS Community Plan, as a minimum, families have the right to expect WPS staff, to the best of their ability, will provide a quality education and identify, value and nurture all students by:**

- Providing a safe learning environment.
- Treating them equitably.
- Supporting and empowering them if they are struggling or disengaged.
- The school will support me by:**
- Giving me the opportunity to resolve conflict in a fair and restorative manner to ensure the best outcome for my child.
- Giving and receiving feedback in a clear, thoughtful and honest manner.
- Having a voice in decisions that affect me personally.
- Encouraging the freedom to participate.
- Valuing diverse beliefs.
- Providing meaningful communication.
- Listening and being open to change in my child's best interest.

## WE MODEL THE WEMBLEY CARES VALUES WHEN WE

- Value and consider others' perspectives.
- Am open and transparent.
- Am informed, timely and reciprocal.
- Understand the WPS communication processes.
- Work with one another to achieve the best outcomes.
- Display cooperation and teamwork.

- Have a shared purpose.
- Am accountable.
- Connect with and belong to WPS community.
- Foster healthy relationships.
- Engage with class and community activities.
- Demonstrate shared values.
- Actively participate through service in the school.

## INDIVIDUAL RESPONSIBILITIES

WPS is bound by and will act in accordance with the Education Department Policies.

### STUDENTS

**In accordance with the WPS CARES values and School Agreements, the responsibilities of students includes, but is not limited to:**

- Acting responsibly in and out of the classroom.
- Showing respect for school equipment
- Treating others how they want to be treated.
- Being organised.
- Building positive and respectful relationships with peers and staff.
- Listening and speaking respectfully to others.
- Being disciplined when learning.
- Communicating effectively.
- Accepting others' opinions and respectfully standing up for our rights.
- Owning mistakes and asking for help when needed.
- Adapting and embracing changes that will promote personal growth and development.

### STAFF

**The staff will act in accordance with the WPS values to:**

- Build positive, respectful relationships with students, staff/colleagues, parents and wider community.
- Cater for all students by creating a safe and inclusive environment.
- Communicate openly and effectively with all stakeholders.
- Listen to the students, seek feedback and respond appropriately.
- Plan, act and assess students using the WA Curriculum and WPS plans.
- Ensure equity and consistency, when planning collaboratively in teams.
- Act professionally, morally and ethically and model the CARES values and expected social norms.

### PARENTS GUARDIANS CARERS

**Parents, guardians and carers will act in accordance with the WPS values and Community Plan to:**

- Partner with the school to achieve the best outcome for their child.
- Engage with their child's experiences and be accessible.
- Participate, support, foster and follow through with communication regarding the academic, social and emotional engagement of their child.
- Embrace and trust the new and innovative ways of learning researched and implemented by the school.
- Support the health and wellbeing of the teachers by engaging with them in a manner that honours their 'humanness' and professional abilities (consistent with the Talking with my School guidelines).
- Foster age appropriate independence within their child.
- Promptly inform the school of relevant information impacting their child's academic, social or emotional learning.

## Responsibilities for Implementing our Engagement Plan

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The School Board is responsible for endorsing the WPS Community Engagement Plan. Significant breaches to the Plan will be directed to the principal. The principal will assess the breach in accordance with the Education Department's Code of Conduct and related policies that are accepted in the enrolment process for all children in a Western Australian Public School.

## Extra-curricular Activities

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School community members are expected to comply with the CARES values and the WPS Community Engagement Plan when attending extra-curricular activities within the school or when representing the school:

- › Students are involved in extra-curricular activities principally for their enjoyment.
- › Students should always be encouraged to abide by the school agreements.
- › Students should be taught that team commitment is encouraged and to give their best effort.
- › Students should be taught that honest effort is as important as victory, so results are accepted without undue disappointment. Turn defeat into victory by helping students work towards performance improvement and good sporting behaviour.
- › Students learn best by example. Applaud good performance by all participants in an activity.
- › Do not publicly question the referee's or official's judgement.
- › Support all efforts to remove verbal and physical abuse from extra-curricular activities.
- › Recognise the value and importance of volunteer coaches, managers and officials. They give of their time and resources to provide recreational activities for all students; and
- › Do not approach a referee or official at any stage during or immediately after an event, except in appreciation.

## Acceptance by Parents

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When signing WPS' Enrolment Application Form and by the act of accepting enrolment at WPS, parents are accepting this School Community Engagement Plan, the Education Department's Code of Conduct and all associated policies in their entirety.





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