

## PHILOSOPHY STATEMENT

The philosophy of St Margaret's Primary School comes through in a number of areas but is based around our school Vision and Mission. The St Margaret's Community of Trust Touchstones' help to form the basis for how the staff work at our school.



### St Margaret's Community of Trust: 'Touchstones'



#### Know that a trust culture can grow

When we start with trust and we stick to it, others will follow. In this community we acknowledge that relational trust is built on movements of the human heart such as empathy, commitment, compassion, patience and the capacity to forgive.

#### Learn to keep it simple

The art of being wise is the art of knowing what to overlook. Through all the complexity, look for simplicity and harmony. Pay close attention to your own reactions and responses and learn from within.

#### Be present to yourself, the environment and others

Our decisions and beliefs define who we are and create the symptoms we see. Understand that a strong value system is critical towards developing authentic relationships and a strong community.

#### Seek first to understand

Aim to understand others without judgement and blame. In this community foster positive communication and gather information before making assumptions. Turn empathy into action and give your time and active listening to the needs of others.

#### Honour deep confidentiality

Confidentiality is the essence of being trusted. Honour and respect the dignity of each individual. A strong culture depends on knowing what we say, will stay with those whom we choose to share it.

#### Empower individual strengths and passions

People are more engaged and productive when we focus on our strengths. In this community, we provide opportunity for and support the development of each other's strengths.

#### When the going gets tough, make time for fun

A positive, warm, friendly environment is a much more successful one. A positive environment builds, snowballs and creates inclusivity. Take time out for collective fun and treat others as you would like to be treated.



#### Celebrate our story

Feeling valued, successful in what we do and included underpins a healthy culture. In this community we take pride in our school, we value tradition, take pride in our Catholic Faith and we move forward co-creating for the future. We give and receive healthy feedback to each other.

#### Cultivate a strong sense of belonging

Belonging enhances meaning and predicts how meaningful life is perceived to be. Be positive, authentic and inclusive in your interactions with others. Be confident to ask questions and know you will have full support of the group.

#### Co-design goals with all stakeholders

Believe you can make a difference through open discussions. Collaboration is more than just tapping into the individual knowledge that internal and external stakeholders possess. It is about discovering unique, and collective perspectives on the system/s in which we operate, which makes it vital to create together.



#### Acknowledge the collective

We value an eco-system over an ego-system, 'I am who I am because of who we all are' (Ubuntu). In our community we believe that a culture is formed by the actions of the collective, we work as a collaborative team and everyone contributes. More can be achieved when we work together.

