



ELTHAM HIGH SCHOOL

POLICY DOCUMENT

Statement of Values and Philosophy

INTRODUCTION

The purpose of this policy is to outline the values and the philosophy of Eltham High School.

PHILOSOPHY

In the last 90 Years Eltham High School has established a tradition through its strong commitment to the areas of; Inspiring through Excellence, Creativity, Individuality and Social Justice.

We believe in developing the next generation of ethical, moral, happy and respectful citizens who have the skills to be resilient and be optimistic about the future. Who through their creative talents, their ability to think critically, their voice, their compassion, their courage and their determination will be able to make their mark on the world and leave it a better place than what they had found it.

We aspire to achieve this through:

- Active, mutual respect for all.
- Resolving lapses of respectful behaviour and differences between individuals or groups using a restorative approach, which aims to “restore harmony”.
- Providing opportunities to our students that challenge them to be continuous learners.
- Developing strong, positive, relationships with them and the home.
- Developing our staff to be the best that they can be.

We believe that the “Deeds that Count” are; Respect, Integrity, Respect for Diversity and Environmental and Social Responsibility.

POLICY STATEMENT

Eltham High School is a school with high expectations where you feel safe to be yourself and challenged to think critically, to work independently and in teams, to show leadership and to achieve success along many pathways.

The 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 Eltham High 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 commitment is central to our work, with moving beyond tolerance to acceptance being crucial.

This policy outlines our School's vision, values and expectations of our school community. This policy is available on our school website.

GUIDELINES FOR IMPLEMENTING THE POLICY

Vision

Eltham High School is a school with high expectations where you feel safe to be yourself and challenged to think critically, to work independently and in teams, to show leadership and to achieve success along many pathways.

Values

Eltham High School's values are;

- Pursuit of Excellence
- Respect for Diversity
- Social and Environmental Responsibility
- Integrity
- Individuality
- Creativity

The school values are the cornerstone of all work at Eltham High School – from the development of policies, to the decisions made about curriculum, student engagement and wellbeing and all discussions about school improvement. They inform the approach we take to empower students to use the values in their decision-making processes and in reviewing their ideas, leadership strategies and behaviour.

To celebrate and embed our values and philosophy in our school community we:

- Display posters and banners that promote our values in our school
- Celebrate our values in our school newsletter
- Connect our values to our commitment to respectful relationships,
- Provide awards and recognition for students who actively demonstrate the values
- Discuss our values with students in the classroom, meetings and assemblies.

The values of the school are placed within the context of the values of the Department of Education and Training. Education is a critical public service. As public sector employees, our staff in schools and offices uphold the Victorian public sector values:

- Integrity
- Responsiveness
- Impartiality
- Accountability
- Respect
- Leadership
- A commitment to Human Rights

Behavioural expectations

Eltham High School acknowledges that the behaviour of staff, parents, carers and students has an impact on our school community and culture. We acknowledge a shared responsibility to create a positive learning environment for the children and young people at our school. The underlying approach to managing student behaviour is based on the expectation of active mutual respect for all. We expect that our students and teachers are expected to demonstrate their respect for themselves and for each other. We recognise that lapses of respectful behaviour and difference between individuals or groups are resolved using a restorative approach, which aims to 'restore harmony'.

At the core is an unshakeable commitment to encouraging all students to progress at their own pace towards their own goals and to be respected as individuals in their own right; a commitment to our students to be nurtured and challenged in an atmosphere that inspires creativity and independent thinking in all areas of life and does not, overtly or subtly, use competition or punishment to motivate through fear of failure.

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

As parents and carers, we will:

- model positive behaviour to our child
- communicate politely and respectfully with all members of the school community
- 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, and the Principal has the right to permit or deny entry to school grounds (for more information, see our *Visitors Policy and the DET Occupational Violence and Aggression in Schools 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:

- speaking or behaving in a rude, manipulative, aggressive or threatening way, either in person, via electronic communication or social media, or over the telephone
- the use or threat of violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space
- sending demanding, rude, confronting or threatening letters, emails or text messages
- sexist, racist, homophobic, transphobic 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 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 according 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 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.

BASIS OF DISCRETION

The School Council has responsibility for the establishment, evaluation and review of school policies. The School Principal has the responsibility to ensure that school policies are implemented effectively.

Minor changes to the policy (changes that will not affect the spirit of the policy) may be made at the discretion of the Principal.

The Policy Review and Evaluation process will recommend any major changes to the policy to School Council.

RELATED POLICIES

Eltham High School Policies

<https://www.elthamhs.vic.edu.au/documents/index.php?dir=Information+and+Help%2FPolicies%2F>

Student Engagement and Wellbeing

Addressing Parents Complaints

Respectful Relationships

Bullying Prevention

DET Policies

Occupational Violence and Aggression in schools

<https://www.education.vic.gov.au/hrweb/safetyhw/Pages/occviolence.aspx>

Public Sector Values

<https://www.education.vic.gov.au/about/department/Pages/vision.aspx>

REVIEW

This policy should be reviewed every 3 years.

Date Endorsed: 19/ 08 / 2020

Executive Officer

Eltham High School Council

CONSULTATION PROCESS AND WORKING PARTY INFORMATION:

This policy was written by: Fran Mullins

Consultation has taken place with the relevant group(s) in the following list:

Group	Consultation ✓
School Operations Committee	
Staff	
Students (randomly selected group)	
Parents (randomly selected group)	
Members of the Community	
Other (where relevant please specify)	
Planning and Policy Review Team of Council (Mandatory)	✓
School Council (Mandatory)	✓

PROCESS FOR POLICY DEVELOPMENT AND REVIEW

The Policy is developed or reviewed by the Policy Writer or Policy Writing Team using the agreed "Policy Template"

The policy is presented to the Planning and Policy Review Team

Relevant groups are consulted in relation to the policy by the Policy Writer / Policy Writing Team

Feedback is addresses by the Policy Writer /Policy Writing Team

The policy is re-presented to the Planning and Policy Review Team

Approved

The policy is presented to the School Council for endorsement

The policy is endorsed by the School Council

Further Clarification

Additional Feedback

Re-presented

