



ELTHAM HIGH SCHOOL

POLICY DOCUMENT

Statement of Values and Philosophy



Help for non-English [speakers](#)

If you need help to understand the information in this [policy](#) please contact Eltham High School.

INTRODUCTION

The purpose of this policy is to outline the values of our school community and explain the vision of our school.

PHILOSOPHY

Eltham High School has established a tradition through its strong commitment to the areas of:

- Inspiring through excellence
- Creativity
- Individuality
- Social Justice.

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.

We believe that the “Deeds that Count” are:

- Respect
- Integrity
- Respect for diversity
- Environmental and social responsibility.

POLICY STATEMENT

Eltham High 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 policy outlines our school’s vision, mission, objective, values and expectations of our school community. This policy is available on our school website.

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.

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 Eltham High School values are further articulated in the following outline, the EHS Student:

The EHS Student

As an EHS Student I recognise that there are positive consequences for appropriate behaviour and being engaged in my learning, including:

- Feeling valued and cared for, with strong engagement in the school culture
- Personal motivation, resulting in enhanced learning and confidence
- Participation in the academic, social and extra-curricular opportunities of the school.

	MAINTAIN POSITIVE RELATIONSHIPS	FOCUS ON LEARNING
Pursuit of Excellence	<ul style="list-style-type: none"> • We can all learn from one another. • We have high expectations of ourselves and others. • We are mindful of everybody’s right to learn. 	<ul style="list-style-type: none"> • We demonstrate effort and persistence in all of our work. • We recognise that doing our best takes time and effort, both in and outside of class.
Respect for Diversity	<ul style="list-style-type: none"> • We value being part of a diverse school community. • We show respect to others in our words and in our actions. 	<ul style="list-style-type: none"> • We understand that being open-minded allows us to strengthen our own perspectives. • We recognise that everyone learns in their own way.
Social & Environmental Responsibility	<ul style="list-style-type: none"> • We take responsibility for our own actions. • We care for our environment so that the best learning community exists for us all. 	<ul style="list-style-type: none"> • We make sure we are prepared to learn. • We take responsibility for our own learning.
Integrity	<ul style="list-style-type: none"> • We work together to create a positive learning community. • We make decisions based on our values. • We stand up for the rights of all. 	<ul style="list-style-type: none"> • We are respectful of the knowledge and ideas of others. • We have the confidence to try new things with our learning.
Individuality	<ul style="list-style-type: none"> • We are all individuals and know that allowing others to express their individuality is important. • We understand that while we may have different views and opinions, it is important that they are presented in a respectful way. 	<ul style="list-style-type: none"> • We set goals for our learning. • We recognise that not everyone learns in the same way or at the same rate. • We know that getting feedback on our work helps us to improve our learning.
Creativity	<ul style="list-style-type: none"> • We are open to new ideas and possibilities. • We recognise that creativity is more likely when relationships are positive. 	<ul style="list-style-type: none"> • We know that creativity is a fundamental part of our learning. • We use a range of tools and processes to help us to think creatively. • We are open minded to a problem having more than one solution.

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.

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.

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*).

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 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 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
- Made available in hard copy from school administration upon request

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/policies-child-safety/>

Student Engagement and Wellbeing

Addressing Parent Complaints

Inclusion, Diversity and Respect

Bullying Prevention

FURTHER INFORMATION and resources

This policy should be read in conjunction with the following policies on the Department's Policy and Advisory Library (PAL):

- [Respectful Behaviours within the School Community](#)
- [Respectful Workplaces](#)
- [Parent Complaints](#)
- [Work-Related Violence in Schools](#)

Policy REVIEW and Approval

Policy last reviewed	11 October, 2024
Approved by	School Council – 16 October, 2024
Next scheduled review date	Before October 2027

