

# STATEMENT OF VALUES & SCHOOL PHILOSOPHY POLICY

**Policy No: ES11**

**Version No: 2**

**Ratified: June 2020**

**Review Cycle: 4 year**

**Last Review: May 2025**

**Policy Owner: Principal**

**Approver: School Council**



## Help for non-English speakers

If you need help to understand the information in this policy, please contact the school on 03 97585022 or email [fairhills.hs@education.vic.gov.au](mailto:fairhills.hs@education.vic.gov.au)

## 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.

## POLICY

Fairhills 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 Fairhills 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, philosophy, values and expectations of our school community. This policy is available on our school website and key information handbooks

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.

## **OUR VISION**

Fairhills High School's vision is 'Empowering our community to be curious, creative and confident learners'.

## **OUR MISSION**

Fairhills High School's mission is 'Inspiring and empowering members of our school community to achieve their full potential in an inclusive and supportive environment.'

## **PHILOSOPHY**

Fairhills High School is a learning community for all. It is the school's duty to provide every student with the learning environment to thrive in.

Our values ensure we build and maintain respectful and positive relationships. The School Wide Positive Behaviour Framework, high expectations of community members and consistency of teaching practices via the FHS instructional model enables a supportive and orderly learning environment for our students.

We focus on innovative and engaging learning strategies that capture each student's interests at their point of need.

Through our personal growth programs our students are given the necessary learning and life skills to overcome any obstacles they will face at school and beyond.

## **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**

Fairhills High School's values are Act Responsibly, Build Relationships and Show Respect

- Act Responsibly – by providing opportunities for students to take responsibility for their learning and behaviour we aim to develop life-long learners.
- Build Relationships – by focusing on positive, empathetic interactions and genuine communication we aim to develop supportive relationships that allow students to be engaged in their school and education.
- Show Respect – by providing learning opportunities that encourage cooperation, cohesion and compassion among students and staff, we aim to develop kindness, mutual respect and thoughtfulness.

## **BEHAVIOURAL EXPECTATIONS**

Fairhills High 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, 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](#) and our Respect for School Staff Policy.

## **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:

- 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 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 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

- Included in staff induction processes
- Included in staff handbook/manual
- Included as annual reference in the school newsletter
- Made available in hard copy on request

## RELATED POLICIES AND RESOURCES

Department of Education policies and resources:

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

### Fairhills High School policies:

- Student Wellbeing and Engagement Policy
- Inclusion and Diversity Policy
- Bullying Prevention Policy
- Parent Complaints Policy

## VERSION CONTROL TABLE

Version	Author	Date	Change Made
1.1	Toni Kirk	18 April 2023	updated title panel, added version and date to footer and added version control table
1.1	Toni Kirk	12 Jan 2025	Updated vision statement
2	IVS	30 March 2025	Restructured document, checked DE guidelines