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## Statement of Values and School Philosophy

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### HELP FOR NON-ENGLISH SPEAKERS

If you need help to understand the information in this policy, please contact Heathmont College on 03 9871 4888 or [heathmont.co@education.vic.gov.au](mailto:heathmont.co@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

Heathmont College 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 Heathmont College 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, values and expectations of our school community. This policy is available on our school website, our staff information portal and in our enrolment/transition packs.

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.

### 1. Vision

At Heathmont College, we empower our community to achieve their best and flourish in a changing, future focused world.

### Mission

The Heathmont College learning community has a vision for providing excellent education to all students. We believe that the fostering of positive relationships will enable all to grow. As a team we seek to do this through providing an engaging and inclusive learning environment. Here, all work collectively, to contribute to a myriad of

growth opportunities that allow for transformation of self. This encourages the learning to flourish by having meaning and purpose.

Heathmont College is committed to assisting young people to develop the skills, attributes, knowledge and personal qualities that they require to act as resilient, independent, lifelong learners. We are a learning community that values individual and collegiate growth within a respectful and positive environment and a learning community where all are encouraged to achieve their social and academic best.

Heathmont College is committed to providing a safe, secure and stimulating learning environment in which students can reach their full educational potential in a positive school culture that engages and supports them in their learning.

## 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.

## 2. Values

Heathmont College's values are Curiosity, Compassion and Community.



### CURIOSITY

We have a desire for learning and a sense of hope and positivity. We celebrate growth when we understand new things.



### COMPASSION

We respect each other and celebrate our differences. We show kindness to ourselves and others to help us build the resilience to achieve together



### COMMUNITY

We strive to build positive connections. We listen and respect all contributions and work together so everyone feels a sense of belonging

## 3. Behavioural expectations

Heathmont College 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 Code of Conduct](#). In addition, our college has a staff code of conduct centred around our three values.

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, and Bullying Prevention Policy. Expectations for student behaviour are also outlined on our School Wide Positive Behaviour matrix.

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.

#### 4. 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 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
- Included in staff induction processes
- Included in staff handbook/manual
- Included in transition and enrolment packs
- Included as annual reference in school newsletter
- Made available in hard copy from school administration upon request

## 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

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| Policy last reviewed       | 27/08/2025                        |
| Approved by                | School Council – 1 September 2025 |
| Next scheduled review date | Before October 2029               |