 <p>Belmont High School 'Strive for the Highest'  www.bhs.vic.edu.au</p>	<h1>Statement of Values and School Philosophy</h1>	
<p>Policy Status:</p>	<p>Document Owner: Principal Team</p>	<p>Authorised by: BHS School Council</p>
<p>Date of issue: 27/05/2025</p>	<p>Review Date: July 2029</p>	<p>Version 3</p>

## 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

Belmont 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 Belmont 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, our staff induction handbook, student diary and 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
- celebrate our values at each of our school assemblies and during special events
- provide awards and recognition for students who actively demonstrate the values
- discuss our values with students in the classroom, meetings and assemblies.

## VISION

Belmont High School is a proud learning community where student growth is at the heart of everything we do. We provide rich opportunities and tailored learning experiences that respond to the developmental needs of our students, supported by strong wellbeing and a shared set of positive values.

Guided by our school motto, *Strive for the Highest*, we foster a culture of respect, taking opportunities and building resilience — for both students and staff. Our young people leave Belmont High equipped to meet the challenges of the 21st Century, confident in themselves, and enriched by the experiences they've had along the way.

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## MISSION

Belmont High School's mission is to ensure a dynamic, personalised, and positive learning community grounded in research and best educational practice. At the core of our work is a strong focus on literacy and numeracy, forming the foundation for student growth and success. We empower our learners to thrive as active citizens and valued members of our proud community.

## VALUES

At Belmont High School, our values of **Respect, Opportunity, and Resilience** underpin everything we do. These values guide our behaviours, shape our culture, and ensure every member of our community can thrive.

### Respect

We foster a culture of respect for ourselves, others, and our environment.

Respect in Action:

- We value each other's right to learn in a safe, supportive and inclusive environment.
- We listen actively, engage constructively, and welcome different perspectives.
- We take pride in our learning spaces and school environment, caring for them as shared community assets.
- We uphold our professional roles and responsibilities with integrity and purpose.
- We promote global citizenship through understanding, empathy, and appreciation of diversity.

### Opportunity

We embrace the wide range of learning experiences and pathways available at Belmont High School.


Opportunity in Action:

- We engage in rich, meaningful learning that is accessible and relevant to all students.
- We prioritise literacy and numeracy as foundational to student success across all areas.
- We offer diverse programs and co-curricular activities that encourage students to explore their interests and passions.
- We encourage curiosity, creativity and critical thinking to prepare students for life beyond school.
- We celebrate participation, recognising that growth often begins with a willingness to get involved.

### Resilience

We build the confidence and capacity to persist, adapt, and thrive in the face of challenge.

Resilience in Action:

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- We support students to reflect on setbacks, learn from experience, and bounce back stronger.
- We cultivate perseverance by encouraging students to step outside their comfort zones and pursue personal excellence.
- We promote self-awareness, self-worth and a belief in one's ability to grow.
- We act with honesty, empathy and a strong sense of personal responsibility.
- We support one another through challenges, drawing on the strength of our community and House system

## BEHAVIOURAL EXPECTATIONS

Belmont 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, and 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.

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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 website
- Included in staff induction processes
- Included in staff handbook/manual
- Made available in hard copy form, from the front office upon request

## FURTHER INFORMATION AND RESOURCES

Related policies:

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



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## REVIEW CYCLE

This policy was last updated on 27/05/2025 and is scheduled for review every 4 years and is due in July 2029.

## AUTHORISATION

This policy and procedure was ratified by School Council on: 27/05/2025

Signed:  (School Council President)

Signed:  (School Council Executive Officer)