



CODE OF ETHICAL
CONDUCT **AT RUYTON**

Values

The principles and fundamental convictions which act as a general guide to behaviour, the standards by which particular actions are judged as good or desirable.

J. Halstead, J. & M. Taylor, 'Learning and Teaching about Values: review of recent research'. Cambridge Journal of Education Vol. 30, No. 2, 2000.

Rationale

Drawing together the values of an organisation enables the formulation of a statement to guide behaviour for all the participants of the organisation. We recognise that the values are shaped by reference to a number of important statements which include the Commonwealth Government's 'Nine Values for Australian Schooling'; The Victorian Teaching Profession Code of Ethics; and the Ruyton documents 'Behavioural Expectations' and 'Advice for Parents', and that they represent the breadth of values as they relate to students, staff and parents of the school.

The values underpinning ethical behaviour at Ruyton are:

- respect
- compassion
- responsibility
- integrity
- inclusion
- service
- honesty
- fairness

The Ruyton Codes of Ethical Conduct underpin our relationships, communications, decision-making and actions as a community of students, staff and parents.

Code of Ethical Conduct for Staff Members

As teachers and staff members in our interactions with students, parents and colleagues:

we demonstrate our RESPECT by treating others

- equitably and justly
- with kindness and courtesy
- with a sense of fairness.

we demonstrate our INCLUSION towards others by

- recognising and respecting individual differences
- acting fairly and equitably, with respect for differences in culture, language, status, ability, gender, religion
- listening to different points of view and making considered decisions
- being non-judgemental
- respecting and including others.

we demonstrate our FAIRNESS to others by

- actively seeking all information and perspectives before acting
- encouraging the voice of all those involved to be heard
- acting with sensitivity and a sense of justice
- displaying an equal regard for the views and wellbeing of all members of our community
- practising inclusion.

we demonstrate our COMPASSION for others by

- listening without prior judgement
- making decisions justly and with consideration of all available information
- acting with empathy, understanding and discretion in dealing with difficulties
- acting with understanding of individual circumstances and needs.



we demonstrate our RESPONSIBILITY to others by

- acting within professional boundaries and according to legal requirements
- understanding each student's needs (academic and social), providing appropriate programmes and a consistent, vigilant follow-up
- being up to date with educational best practice
- maintaining the best interests of students as our guiding principle
- being prepared to make difficult decisions and act accordingly.

we demonstrate our INTEGRITY by

- recognising the professional nature of teaching and acting accordingly
- being honest and consistent in our interactions with others
- acting in the best interests of students
- ensuring confidentiality is adhered to.

we demonstrate our HONESTY by

- giving realistic, measured and comprehensive feedback to students and parents
- helping students and parents to develop realistic goals
- being open and transparent in our behaviour and interactions.

we demonstrate our SERVICE by

- actively encouraging and promoting service to the School
- leading effectively and contributing to teams
- supporting service and involvement in the wider community
- supporting the co-curricular programme of the School
- promoting the values of citizenship and global responsibility.

Code of Ethical Conduct for Students

As students of Ruyton, in our interactions with each other, School staff and parents:

we demonstrate our RESPECT by

- listening, understanding and accepting each other
- valuing the person, their individuality, their property
- maintaining self respect, but in doing so not disrespecting others.

we demonstrate INCLUSION by

- realising we live in a diverse culture and understanding and accepting one another's values and differences
- treating others in the same way we would want to be treated
- trying to reach agreement/compromise but accepting that this is not always possible.

we demonstrate FAIRNESS by

- giving everyone an equal chance
- encouraging all levels of skill to participate
- allowing everyone to have an opinion, even if we don't agree with their viewpoint
- not having double standards
- helping others, without judgement.

we demonstrate our COMPASSION by

- being aware of the needs of fellow students across all year levels
- being inclusive and not leaving people out
- demonstrating selflessness
- taking the time to aid others.

we demonstrate our RESPONSIBILITY by

- enabling ourselves and others to learn
- taking responsibility for our actions and accepting the consequences of our decisions
- developing good intentions and making them reality
- working towards making the world a better place for all.

we demonstrate INTEGRITY by

- staying on our own pathway which is informed by moral guidelines
- maintaining our word
- achieving to the best of our ability and not allowing trivial considerations to override what we believe is good behaviour.

we demonstrate HONESTY by

- staying true to set guidelines of behaviour
- being open in our opinions, communications and intentions, and openly discussing problems.

we demonstrate SERVICE by

- being an active contributor to the well-being of those around us
- being involved in practices that develop a sustainable and environmentally aware world.



Code of Ethical Conduct for Parents

As parents in our interactions with School staff, students and other parents:

we demonstrate our RESPECT by

- accepting differences, including different points of view and treating all students, teachers and parents fairly
- being polite and observing common courtesies
- acknowledging teachers' integrity and accepting their professional opinion
- being inclusive.

we demonstrate INCLUSION by

- respecting and accepting others' differences and understanding different viewpoints and opinions
- being patient with others
- having an open mind and not prejudging or being judgemental
- listening to others and responding with consideration.

we demonstrate FAIRNESS by

- treating all equally and giving everyone access to the same opportunities
- considering all aspects of a situation and all points of view so that our responses are appropriate
- being discreet and not gossiping
- maintaining confidentiality
- setting realistic expectations for all
- sharing.

we demonstrate our COMPASSION by

- responding with sympathy and understanding to problems and aiding those in need
- actively demonstrating that we care
- being inclusive within all groups – parents, teachers, children, and with groups within the wider community
- putting others before ourselves, and considering their needs before our own.

we demonstrate our RESPONSIBILITY by

- accepting the consequences of our own actions, admitting we are wrong and not blaming others
- considering the needs of others, and anticipating the consequences of our actions
- encouraging our daughters to be independent and trusting them to do what is required
- recognising and respecting individual privacy and space
- obeying laws of society and the rules of the School.

we demonstrate INTEGRITY by

- having self respect and self awareness and being the best we can be rather than competing
- being true to our word, keeping our promises and doing what we say we will
- being trustworthy and showing trust
- acting within the boundaries of the School's ethical framework.

we demonstrate HONESTY by

- being true to oneself; being oneself
- acting with good faith and for the good of the School and community
- telling the truth and acting truthfully
- acting transparently and consistently.

we demonstrate SERVICE by

- helping others when asked and not being selfish
- helping those who are disadvantaged
- volunteering to help another's cause
- looking out for different ways in which we can be involved
- putting into action our ideals through helping charities.





Inside Ruyton

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