



## What constitutes ethical behaviour 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: A 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
- ▶ tolerance
- ▶ 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 Teachers And 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 **TOLERANCE** towards others by...

- recognizing 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...

- recognizing 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 program 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 **TOLERANCE** 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
- take responsibility for our actions and accept 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 **TOLERANCE** 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
- 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 ourself; being ourself
- 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.