



Caulfield
grammar school

Our Culture

Community Values & Behaviours





Acknowledgement of Country.

Caulfield Grammar School acknowledges the traditional custodians of the land on which we gather, teach and learn, the Bunurong and Wurundjeri peoples of the Kulin Nation, and the Mirarr peoples in the Northern Territory. We pay our respects to Elders past and present.



Principal's Message.

Caulfield Grammar School is proudly a values-led School.

A thriving and inclusive culture provides an environment for all within our community to be the best they can be. Our culture is defined by our five values, and they underpin everything we do.

Every member of the Caulfield Grammar School community plays a role in living our values each day. The carefully defined and complimentary sets 'Values and Behaviours' for students, staff and community align us, and serve to guide how we interact with each other. They provide a common language and clear guidelines, ensuring respectful and empathetic interactions.

Shared community values and behaviors shape community action. Thank you for your commitment to supporting our thriving, purposeful and connected culture at Caulfield Grammar School.

Ashleigh Martin
Principal



Our Purpose, Vision and Values.

Our Purpose

To enable quality learning every day in every experience for every learner for life.

Our Vision

To be a leading, internationally recognised, co-educational school fostering responsible global citizenship.

Our Values

Our five values drive our behaviour, inform our decisions, shape our perspective and underpin our culture.

- PURSUING *Excellence*
- INSPIRING *Creativity*
- THRIVING *Together*
- EMBRACING *Diversity*
- LIVING *Wholeheartedly*

Our Values.

Inspired by our Anglican tradition of faith, hope and love, our values drive our behaviour, inform our decisions, shape our perspective and underpin our culture.

Collectively, these values are the blueprint we use to define, realise and deliver our goals.



PURSUING *Excellence*

INSPIRING *Creativity*

THRIVING *Together*

EMBRACING *Diversity*

LIVING *Wholeheartedly*

Our Staff Behaviours.

PURSUIING Excellence An ongoing commitment to individual and collective growth through perseverance, collaboration and resilience.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Set high expectations and actively pursue the best possible outcome ✓ Celebrate our achievements and successes with humility ✓ Embrace challenges ✓ Seek, give and be open to regular feedback ✓ Acknowledge and celebrate excellence in its many forms 	We won't <ul style="list-style-type: none"> ✗ Accept mediocrity, sub-standard work or a 'near enough' attitude ✗ Be afraid to fail and learn ✗ Diminish the view of others or pre-judge ideas ✗ Intentionally leave people behind ✗ Ignore or disregard constructive feedback
INSPIRING Creativity Imagining and initiating new possibilities and turning these into practical outcomes.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Listen respectfully and be open to new ideas ✓ Ask questions with a curious intent ✓ Engage in constructive self-reflection ✓ Model and encourage audacious thinking ✓ Find new ways of doing things within our role 	We won't <ul style="list-style-type: none"> ✗ Do the same thing over and over again without questioning its value ✗ Block purposeful change ✗ Be complacent ✗ Be limited by our negative bias ✗ Point out problems without offering solutions
THRIVING Together As a community take responsibility for personal wellbeing while positively impacting on the wellbeing of others.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Ensure that no one stands alone ✓ Positively contribute to our own wellbeing and the wellbeing of others ✓ Intentionally seek connections within and beyond the School ✓ Cultivate a sense of belonging ✓ Have respectful professional conversations 	We won't <ul style="list-style-type: none"> ✗ Be negative or inappropriately judgemental about others or the School ✗ Isolate ourselves or exclude people, ideas or opinions ✗ Blame others ✗ Say one thing and do another ✗ Gossip about others
EMBRACING Diversity Authentically valuing the richness of difference, appreciating and recognising that all perspectives contribute to our community.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Act and speak inclusively ✓ Seek differing views and ways of expanding our perspective ✓ Create safe and open opportunities to contribute ✓ Call out inappropriate behaviour ✓ Understand and respect what others are experiencing 	We won't <ul style="list-style-type: none"> ✗ Tolerate discrimination ✗ Be close-minded to difference ✗ Walk past disrespectful behaviour ✗ Use thoughtless language ✗ Pre-judge others before we understand their perspective
LIVING Wholeheartedly Engaging in life with purpose, courage, passion, humility and in service with others.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Express our passion and purpose through positive language ✓ Encourage depth and breadth in all that we do ✓ Look for ways to positively serve and contribute ✓ Promote a lifelong love of learning ✓ Seek out new experiences and be open to the awe, wonder and meaning in life 	We won't <ul style="list-style-type: none"> ✗ Be narrow in focus and think our area is the only priority ✗ Be confined by the past ✗ Be dismissive of the path that others choose to follow ✗ Deliberately hinder the growth of others ✗ Be insular and disconnected from the wider world

Our Student Behaviours.

PURSUIING Excellence An ongoing commitment to individual and collective growth through perseverance, collaboration and resilience.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Support the personal growth and achievements of each other ✓ Strive to be our best, reflect and grow ✓ Persist and learn from our setbacks ✓ Respect and celebrate the drive to succeed ✓ Be patient and know that progress takes time 	We won't <ul style="list-style-type: none"> ✗ Let our failures define us ✗ Be afraid to take risks ✗ Give up on our goals ✗ Ignore useful feedback
INSPIRING Creativity Imagining and initiating new possibilities and turning these into practical outcomes.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Build on old ideas with new and critical thinking ✓ Push ourselves to think outside the box ✓ Learn from our mistakes and turn them into opportunities ✓ Encourage others to reach their creative potential ✓ Give others feedback to improve 	We won't <ul style="list-style-type: none"> ✗ Have a fixed mindset ✗ Always stay in our comfort zone ✗ Judge or criticise others for their creativity ✗ Force people to think in certain ways ✗ Give up on our ideas
THRIVING Together As a community take responsibility for personal wellbeing while positively impacting on the wellbeing of others.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Work together to live by our values every day ✓ Collaborate with each other to promote optimism, health and wellbeing ✓ Listen to understand ✓ Celebrate each other's strengths and weaknesses ✓ Promote safety and belonging 	We won't <ul style="list-style-type: none"> ✗ Exclude others ✗ Let anyone stand alone ✗ Let others down ✗ Force opinions on others
EMBRACING Diversity Authentically valuing the richness of difference, appreciating and recognising that all perspectives contribute to our community.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Learn from and be open to other perspectives ✓ Understand that our actions have an impact on others ✓ Respect others' opinions ✓ Ensure everyone is heard ✓ Actively understand and celebrate what makes others unique 	We won't <ul style="list-style-type: none"> ✗ Behave in a way that makes others feel uncomfortable ✗ Be afraid of being who we are ✗ Discriminate or be judgemental
LIVING Wholeheartedly Engaging in life with purpose, courage, passion, humility and in service with others.	
Our Expectations We will <ul style="list-style-type: none"> ✓ Show kindness and empathy ✓ Learn with and from the greater community ✓ Have brave and courageous conversations ✓ Be ok if things don't go our way and ask for help when we need it ✓ Try new things with an open mind 	We won't <ul style="list-style-type: none"> ✗ Ignore ours or others' values ✗ Put ourselves or others down ✗ Throw away opportunities ✗ Neglect our passions

PURSUIING *Excellence*

An ongoing commitment to individual and collective growth through perseverance, collaboration and resilience.



Our Expectations.

We will

- ✓ Set high, and realistic, expectations and actively pursue the best possible outcome
- ✓ Embrace change and celebrate both growth and success
- ✓ Be patient and know that progress takes time
- ✓ Respect of the learning process and qualifications of staff
- ✓ Adhere to the expectations of student participation in all learning experiences

We won't

- ✗ Dwell on disappointment failures
- ✗ Reduce the regard for others' perspectives or judge the ideas of others
- ✗ Settle for substandard efforts
- ✗ Ignore feedback or dismiss the advice/strategies provided by our educators

INSPIRING *Creativity*

Imagining and initiating new possibilities and turning these into practical outcomes.



Our Expectations.

We will

- ✓ Listen respectfully to new ideas and think of other members in the community
- ✓ Ask questions with a curious intent
- ✓ Offer solutions that can translate into practical outcomes
- ✓ Respect the expertise, encouragement and experience of educators who hold the best interest of your child

We won't

- ✗ Have a fixed mindset
- ✗ Block purposeful change
- ✗ Be limited by our single perspective and/or limiting bias
- ✗ Do the same thing over and over again without questioning its value
- ✗ Point out problems without offering solutions

THRIVING *Together*

As a community, take responsibility for personal wellbeing while positively impacting on the wellbeing of others.



Our Expectations.

We will

- ✓ Cultivate a sense of safety, belonging and inclusivity
- ✓ Listen to understand and acknowledge different perspectives
- ✓ Have respectful conversations
- ✓ Use the appropriate pathway of care to raise concerns about personal or community wellbeing
- ✓ Partner with the school to find solutions and contribute to a sense of community

We won't

- ✗ Gossip about others
- ✗ Isolate ourselves or exclude people, ideas or opinions
- ✗ Force opinions on others
- ✗ Manifest negativity or close-mindedness towards others or the school

EMBRACING *Diversity*

Authentically valuing the richness of difference, appreciating and recognising that all perspectives contribute to our community.



Our Expectations.

We will

- ✓ Engage in respectful and inclusive dialogue with members of the CGS community
- ✓ Be openminded to the CGS community and listen to all perspectives
- ✓ Support a safe learning environment for all
- ✓ Model behaviour aligned with our values
- ✓ Consider the needs and perspectives of others

We won't

- ✗ Use discriminatory or rude language
- ✗ Have a fixed mindset
- ✗ Ignore disrespectful behaviour
- ✗ Engage in inappropriate behaviour

LIVING *Wholeheartedly*

Engaging in life with purpose, courage, passion, humility and in service with others.



Our Expectations.

We will

- ✓ Allow students to pursue their passions, experience success and overcome challenges
- ✓ Accept discomfort or difficult situations and embrace them as opportunities for growth and learning
- ✓ Support students to meet our expected values behaviours
- ✓ Share gratitude and respect other families' beliefs and values
- ✓ Work with school staff, respecting the role of each adult in the student's life

We won't

- ✗ Hinder students from upholding expected values and behaviours
- ✗ Avoid discomfort or difficult situations but rather embrace them as opportunities for growth and learning
- ✗ Shield students from both success and challenge, recognising that growth comes from facing difficulties
- ✗ Be narrow in focus and think our interests is the only priority

Our Community Behaviours.

	<h2>PURSUIING <i>Excellence</i></h2>	<p>An ongoing commitment to individual and collective growth through perseverance, collaboration and resilience.</p>
Our Expectations	<p>We will</p> <ul style="list-style-type: none"> ✓ Set high, and realistic, expectations and actively pursue the best possible outcome ✓ Embrace change and celebrate both growth and success ✓ Be patient and know that progress takes time ✓ Respect of the learning process and qualifications of staff ✓ Adhere to the expectations of student participation in all learning experiences 	<p>We won't</p> <ul style="list-style-type: none"> ✗ Dwell on disappointment failures ✗ Reduce the regard for others' perspectives or judge the ideas of others ✗ Settle for standard efforts ✗ Ignore feedback or dismiss the advice/strategies provided by our educators
	<h2>INSPIRING <i>Creativity</i></h2>	<p>Imagining and initiating new possibilities and turning these into practical outcomes.</p>
Our Expectations	<p>We will</p> <ul style="list-style-type: none"> ✓ Listen respectfully to new ideas and think of other members in the community ✓ Ask questions with a curious intent ✓ Offer solutions that can translate into practical outcomes ✓ Respect the expertise, encouragement and experience of educators who hold the best interest of your child 	<p>We won't</p> <ul style="list-style-type: none"> ✗ Have a fixed mindset ✗ Block purposeful change ✗ Be limited by our single perspective and/or limiting bias ✗ Do the same thing over and over again without questioning its value ✗ Point out problems without offering solutions
	<h2>THRIVING <i>Together</i></h2>	<p>As a community, take responsibility for personal wellbeing while positively impacting on the wellbeing of others.</p>
Our Expectations	<p>We will</p> <ul style="list-style-type: none"> ✓ Cultivate a sense of safety, belonging and inclusivity ✓ Listen to understand and acknowledge different perspectives ✓ Have respectful conversations ✓ Use the appropriate pathway of care to raise concerns about personal or community wellbeing ✓ Partner with the school to find solutions and contribute to a sense of community 	<p>We won't</p> <ul style="list-style-type: none"> ✗ Gossip about others ✗ Isolate ourselves or exclude people, ideas or opinions ✗ Force opinions on others ✗ Manifest negativity or close-mindedness towards others or the school
	<h2>EMBRACING <i>Diversity</i></h2>	<p>Authentically valuing the richness of difference, appreciating and recognising that all perspectives contribute to our community.</p>
Our Expectations	<p>We will</p> <ul style="list-style-type: none"> ✓ Engage in respectful and inclusive dialogue with members of the CGS community ✓ Be openminded to the CGS community and listen to all perspectives ✓ Support a safe learning environment for all ✓ Model behaviour aligned with our values ✓ Consider the needs and perspectives of others 	<p>We won't</p> <ul style="list-style-type: none"> ✗ Use discriminatory or rude language ✗ Have a fixed mindset ✗ Ignore disrespectful behaviour ✗ Engage in inappropriate behaviour
	<h2>LIVING <i>Wholeheartedly</i></h2>	<p>Engaging in life with purpose, courage, passion, humility and in service with others.</p>
Our Expectations	<p>We will</p> <ul style="list-style-type: none"> ✓ Allow students to pursue their passions, experience success and overcome challenges ✓ Accept discomfort or difficult situations and embrace them as opportunities for growth and learning ✓ Support students to meet our expected values behaviours ✓ Share gratitude and respect other families' beliefs and values ✓ Work with school staff, respecting the role of each adult in the student's life 	<p>We won't</p> <ul style="list-style-type: none"> ✗ Hinder students from upholding expected values and behaviours ✗ Avoid discomfort or difficult situations but rather embrace them as opportunities for growth and learning ✗ Shield students from both success and challenge, recognising that growth comes from facing difficulties ✗ Be narrow in focus and think our interests is the only priority

CAULFIELD GRAMMAR SCHOOL

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Mind for life.

