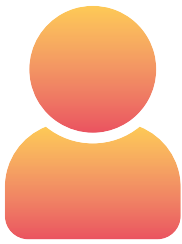




The Eltham Constitution



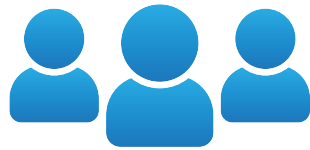
Article 1:

Value yourself

Always give your best effort

Invest your time wisely

Value your physical and mental health



Article 2:

Value others

Be kind to others

Be an upstander

Value difference



Article 3:

Value your environment

Respect your surroundings

Look after your property

Value your environment

Your behaviour is the key to your happiness, developing a supportive community, and maintaining our school site.

At Eltham College, we display high standards of behaviour, we are kind to each other, we work together to create an inclusive environment, and we are respectful of our environment, both inside and outside of school.



Article 1 – Valuing yourself

Your behaviour - the way in which you think about yourself and conduct yourself - is the key to your happiness. At Eltham College we display high standards of behaviour, both inside and outside of school.

Section 1

1. Don't settle for less than your best effort. Your best effort is all that you should ask of yourself and all that anyone can ask of you.
2. You will never stop learning so don't be afraid of making mistakes.
3. Aim high and set yourself goals that are challenging but also realistic. Remember that perfection is an illusion.
4. Act upon advice, follow instructions carefully and don't be afraid to ask for help.

Section 2

1. Time is valuable so invest it wisely. Remember that you might not reap the rewards of time spent on challenging things immediately. Persevere – slow and steady wins the race!
2. Don't waste your time in class or beyond by distracting others or allowing yourself to become distracted. If you think you are going to miss a deadline, ask for help. Don't rush your work.
3. Prioritise the things that you need to do and try not to put things off. Good organisation and time management will help you succeed.
4. Punctuality is important. Try not to be late for things.

Section 3

1. Take care of your health (physical and mental health). You have one body and one mind. You are precious and irreplaceable.
2. Be authentic to who you are. Don't be afraid to be different.
3. Try to eat a balanced and healthy diet. Exercise regularly. This is good for your body and your well-being.
4. Ensure you are getting enough sleep and practice good sleep habits.
5. Avoid substances that can damage your physical and mental health.
6. Do not bring any substances or items into school that could harm your physical or mental health or that of others. This includes but is not confined to cigarettes or vapes, knives, lighters, alcohol, recreational drugs or prescription drugs that were not prescribed for you.

Section 4

1. Be an upstander not a bystander. Be courageous. Stand up for what is right and call out those who are not behaving in this way.

Section 5

1. First impressions count. Take pride in your appearance and follow the school dress code. The details of this can be found on the website.

Section 6

2. Think carefully about your online safety and your digital footprint. Use secure passwords, keep them a secret, beware of scams.
3. You must follow the School IT and internet policy. Do not access, download, create or send any unacceptable or offensive material. This includes material of a libellous, violent, racist, homophobic or pornographic nature.
4. Think twice before you post content or images online. Don't share nudes or semi nudes. It is against the law.
5. Don't arrange to meet someone in person that you have met online without telling a responsible adult where you are going and who you are meeting.
6. Ask for help if you have viewed content online that could be considered harmful, or you feel like you have become addicted to content you are viewing or playing online.

Support and Consequences

Section 1

If you don't give of your best, you will feel that you have let yourself down. Other people might notice. You might let other people down and you might miss out on opportunities. If you struggle to meet high expectations or find it hard to act upon advice, you will be supported by your subject teachers, form tutor, or Head of Year, or possibly by the Learning Support Department, or by a team coach. You might be offered a staff or peer mentor, or encouraged to speak to a member of the Foxbury team. You might be given a sanction, for example a lunchtime supervision or an after-school detention. Your tutor or Head of Year will probably speak to your parents to ensure that they can support you too.

Section 2

If you regularly struggle with time management, concentration or deadlines you will be supported by the Pastoral or Learning Support team. Your tutor might help you with reminders. You might have a mentor who can help you understand how you can make good use of your time and keep yourself on top of things. You will miss out if you are late for things. You might also get a reputation for being unreliable. You might be placed on late report. If this is the case, your Head of Year will speak to your parents.

If, with support in place, things don't improve you will be given a sanction like a lunchtime supervision or an after-school detention.

Section 3

You might begin to feel unwell if you don't have a well-balanced diet or take regular exercise. Our school nurse can help with advice and so can our PE department. If you are sleep deprived, you will not function at your best and you will find that your mood and your productivity declines. Speak to our school nurse if you are having trouble sleeping.

You can expect to be sanctioned if you are found to be smoking or vaping during the school day, or whilst representing the school at any time, or if you bring any paraphernalia for smoking or vaping into school. Sanctions would usually be an after-school detention. You will be helped to understand the damage that this can do to your health.

If you come into school drunk or under the influence of recreational or prescription drugs that were not prescribed for you, this will be treated as a safeguarding incident. You will be looked after by the school nurse until your parents can come to collect you. You will be supported by the pastoral team and social services will be notified. Support and sanction are not mutually exclusive and you could face a serious sanction like a suspension. This will depend upon the individual circumstances that present themselves.

If you bring alcohol into school, or try to sell alcohol in school, you can expect to face a serious sanction like a suspension. This is at the Headmaster's discretion.

If you are found to be drinking alcohol outside of school and we are made aware of this, we will notify your parents. If this begins to affect your behaviour within school, or your general well-being, we will treat this as a safeguarding matter and pastoral support will be provided. You might be encouraged to speak to a member of the Foxbury Team, including the school counsellor or signposted to agencies outside of school that can help you.

If you are found to be taking recreational drugs or prescription drugs that are not prescribed for you outside of school, this will be treated as a safeguarding incident. Your parents will be contacted and pastoral support will be provided. You might be encouraged to speak to a member of the Foxbury Team, including the school counsellor or signposted to agencies outside of school that can help you. You will be asked to sign our drugs contract. You can find more details about how this works in our Drugs Policy which is available on the school website.

If you bring controlled drugs or prescription drugs that were not prescribed for you into school or try to sell controlled or prescription drugs in school, or to another student outside of school, you will face a serious sanction, usually permanent exclusion. This is at the Headmaster's discretion.

Section 4

When you act as an upstander, you will feel proud of yourself by doing the right thing. You will be respected for this by your peers and rewarded by your teachers.

Section 5

If you break uniform rules, you might receive a sanction like a behaviour mark, or a letter might be sent to your parents asking for their support in upholding our dress code.

Section 6

If something goes wrong online and your password is leaked or you are a victim of a scam, ask for help. You will be treated as a victim and unless there is something to suggest you have acted deliberately, you will not be sanctioned.

If you breach the school's IT policy you can expect to be sanctioned. The seriousness of the sanction will depend upon the context and could range from an after-school detention to a suspension. You will also be supported to understand why this is unacceptable and how to avoid repeating this mistake in the future.

If you choose to share nudes and this goes wrong, ask for help. This will be treated as a safeguarding concern and if you are a victim, you will not be sanctioned. You will be helped to understand why this was a mistake and your parents will be contacted.

If you have viewed something disturbing by mistake or feel that you are becoming addicted to gaming or are spending far too much time online, your tutor or Head of Year will be able to help you. You do not need to worry about being sanctioned. Your parents will be contacted and encouraged to support you at home too.



Article 2 – Valuing others

Your behaviour - the way in which you think about and act towards others - is the key to developing a supportive community. At Eltham College we are kind to each other, both inside and outside of school and work together to create an inclusive environment.

Section 1

1. Be kind to others. Think about how you speak to others and what you say. Be courteous. Treat people as you would like to be treated. You might not always agree, but you can always be tolerant, polite and kind.
2. Take care not to hurt others with your actions. When playing on the field, avoid behaviour that is excessively physical or could hurt yourself or others. Do not fight. If someone has hurt you physically, walk away and speak to a member of staff. You will also need to see the school nurse.

Section 2

1. Stand up to bullies. Nobody should have to suffer name calling, physical, sexual or verbal abuse or feel victimised. Bullying is repeated behaviour of this nature. Report bullying by speaking to a member of staff or using Whisper, our anonymous reporting system. You can access Whisper through the QR code:



2. Stand up for equality. Value difference in all its guises, including neurodiversity. You can learn a lot from people who may have a different culture, ideas or way of viewing the world. Do not judge people who think or behave differently from you. Show tolerance, kindness and understanding.
3. Show respect to the faith of others. Nobody should face unkindness, prejudice or discrimination on the basis of their religious beliefs. If you experience or witness this type of behaviour, report it by speaking to a member of staff or through Whisper.
4. Be actively anti-racist by challenging and reporting racist behaviour. Nobody should face discrimination based upon their ethnic background or colour of their skin. Never use racist language. Challenge racist attitudes and report this behaviour by speaking to a member of staff or through Whisper.
5. Be actively anti-homophobic and anti-transphobic. Nobody should face discrimination based upon their identity, gender or sexuality. Never use homophobic or transphobic language. Challenge homophobic or transphobic attitudes and report this behaviour by speaking to a member of staff or through Whisper.

6. Be actively anti-sexist. Sexist language, stereotyping or name calling, online or offline is unacceptable. Challenge sexist behaviour and report this by speaking to a member of staff or through Whisper.
7. Be actively anti-ableist. Ableism is discrimination and social prejudice against people with disabilities. Challenge language that rests upon the belief that typical abilities are superior and that disability is bad, negative or a problem to be fixed. Report ableism to a member of staff or through Whisper.

Section 3

1. Enjoy positive and healthy relationships. Unhealthy relationships are those where there is a power imbalance. If you are in a relationship that you think is unhealthy, or that makes you feel unhappy or scared, ask for help and talk to a member of the Pastoral or Fobxury team.
2. Sexual harassment is the term we use to describe unwanted conduct of a sexual nature. It can take place online or offline. It can include a range of behaviours, for example, making sexual remarks about clothing or appearance, calling someone sexualised names, making sexual 'jokes', deliberately brushing up against someone or making sexualised gestures, or consensual and non-consensual sharing of nudes. Sexual harassment will not be tolerated.
3. Sexual violence is the term that we use to describe sexual offences such as rape, assault by penetration and sexual assault. These very serious cases. Harmful sexual behaviour of this nature has no place in our school or society and will not be tolerated.

Support and Consequences

Section 1

If you are unkind, you can expect to face a sanction and also be supported to understand the impact that your behaviour is having on others. The sanction will depend upon the context but it will proportionate and fair and explained to you.

Violent conduct will not be tolerated and will be sanctioned, usually with an after-school detention. Violent behaviour that is extremely dangerous, for example kicks or punches to the head, will be seriously sanctioned, usually with a suspension. The instigator will be supported to understand why their behaviour is dangerous and helped to learn how to modify this in the future.

Section 2

If you are an upstander, you can expect to be rewarded with praise and recognition. Upstanders are crucial in helping secure cultural change and rejecting behaviours that are discriminatory and they will be supported and protected by staff who deal with incidents. If you are a victim of bullying, your wishes will be taken into account and you will be supported by the pastoral team. There is no place for bullies at our school and bullies will be sanctioned, usually with an after school detention. Bullies will also be supported to understand why this is unacceptable and helped to modify their behaviour.

The wishes of victims of prejudice in any of its guises will be our first consideration. They will be supported by the Pastoral or Foxbury team. Instigators will be sanctioned, usually with an after-school detention. Their parents will be contacted and they will be supported to understand the impact of this behaviour on others. Bystanders are complicit in discrimination and, depending on the circumstances, should expect to be sanctioned.

Section 3

Sexual harassment

The wishes of the victims of sexual harassment will always be considered when we deal with this type of harmful sexual behaviour. It will be treated as a safeguarding matter and dealt with by the DSL or Deputy DSL. We would usually inform the victim's parents unless we believe that to do so would cause the

victim additional harm. In some cases, it might be appropriate to inform the police and social services and the DSL can help with this. This would always be discussed with the victim beforehand. The victim will be offered in school counselling or referred for external support if this is more appropriate.

The instigator will be sanctioned and supported (these are not mutually exclusive) and parents will be informed. The type of sanction will depend upon the context but could range from an after-school detention to a suspension. You can find more information about this in our Safeguarding and Child Protection Policy.

Sexual violence

All reports of sexual violence are treated as safeguarding incidents and the wishes of the victim will guide our response. The victim will be supported and encouraged to report these cases to the police and social services will be informed. We would usually inform the victim's parents unless we believe that to do so would cause the victim additional harm. When dealing with an incident of sexual violence, the DSL will explain to the victim the reasons behind each step taken, and their wishes will be considered at each stage. The DSL will support the victim in making a report to the police. The victim will be offered in school counselling or referred for external support if this is more appropriate.

If the instigator and the victim share classes, where possible they will be separated. This is to safeguard both victim and instigator.

If the police take up the investigation, the school will work with the police to ensure the safety of all students and will act upon police advice. If the police do not proceed with the investigation, we will deal with the incident internally. Our response will depend upon the context. Support will be offered to the victim, for example referral to the school counsellor or external provider or agency if this is more appropriate.

Sanction and support are not mutually exclusive, and support will be given to the instigator. A serious sanction will be applied to the instigator. The level of this will be entirely at the Headmaster's discretion.



| Article 3 – Valuing your environment

At Eltham College we are respectful of our local environment both inside school buildings and grounds, and within the local and wider community. We are also mindful of our impact on the planet and aim to develop a sustainable, knowledgeable and forward-thinking community.

Section 1 – our local environment

1. Ensure that all litter is placed into correct bins.
2. Do not chew gum.
3. Treat your form room with respect.
4. Treat your property, and that of others, with respect.
5. Respect the physical fabric of the school and school property. Do not graffiti.
6. Respect nature and give it opportunities to thrive

Section 2 – our global environment

1. Consider the environmental impact of the choices you make, from what you eat and buy, to how you travel to school.
2. Consider your carbon footprint. Save energy where you can by turning off lights and electronic devices on standby mode, and by closing doors.
3. Reuse and recycle. Avoid waste. Bring a reusable bottle into school and fill this up from the water fountains. Turn taps off when you have finished using them. Don't print unless you really need to.
4. Be aware of the human impacts on our planet and our role in actively pursuing sustainability to safeguard our future.

Support and Consequences

If you do not look after our local environment, you can expect a sanction such as a behaviour mark or an after-school detention. This also applies to your conduct outside the school gates when you are in school uniform; you are all ambassadors of Eltham College.

Chewing gum is not allowed in school. If you are caught chewing gum in the first instance you will be asked to put it in the bin. The next time, you will receive a behaviour mark. If you are caught being destructive to property with chewing gum (e.g. dropping it on the floor, sticking it under desks) you will receive a detention.

Consider the wider impact of your actions both on individuals and the environment.

We depend on the natural world to survive. The impacts of human activities on our fragile planet are well publicised and the consequences of inaction are a genuine cause for concern. But we live in an exciting time where behavioural, technological, and political changes are striving to develop a world where we live in harmony with nature. As global citizens, we have a responsibility to educate ourselves and make sustainable choices that benefit all the inhabitants of Earth.

