



Mountain Gate Primary School

Statement of Values



Help for non-English speakers

If you need help to understand the information in this policy please contact Principal 97582811

Overview

The Department's Values are the Public Sector Values

Public education, early childhood development and training are critical public services. The jobs we do to provide high quality education services are very important. As employees of the public sector, all Department staff working in government schools and offices are required to demonstrate the Public Sector Values in accordance with the binding Code of Conduct for Victorian Public Sector Employees.

The Department of Education and Training (the Department) has adopted the public sector values which are set out in the Code of Conduct for Victorian Public Sector Employees. They are:

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human Rights

The Department's Values underpin how we interact with colleagues, learners and families, members of the community, suppliers and government. We are all required to uphold and demonstrate the Department's Values in our work.

For more information about the Department's Values please take the time to read the materials and tools provided on this page and in the [Resources](#) tab to support you in understanding the Department's Values and how they apply to the work you do.

The Public Sector Values

The Public Administration Act 2004 establishes values to guide conduct and performance in the Victorian Public Sector.

The values and the Code of Conduct based on the values provide the foundation of the integrity and accountability framework for all public sector employees.

Values define what is important to an organisation and how things will be done. In the Victorian public sector, they underpin an employee's interaction with the government, community, suppliers and other employees.

For resources for school employees, please refer to the [Resources](#) tab.

For resources and information for central and regional office employees, please refer to the [Our Values — Central and Regional Office Employees](#) page.

Additional information

Decision making on all human resources matters should be undertaken in accordance with the Department's ethical decision making model which provides a guide for managers, principals and other employees to follow when thinking through ethical challenges, exploring ethical dilemmas and identifying ethical courses of action. Further information, including the Ethical Decision Making Guide, is available on the Department's integrity portal at [Ethical Decision Making](#).



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The Victorian Public Sector Commission (VPSC) also provides guidance on ethics in public sector workplaces:

- [VPSC Ethics, Behaviours and Culture](#)
- [VPSC Ethics in the Workplace](#)

Related policies

- [Code of Conduct](#)
- [Ministerial Orders — Employment](#)
- [Victorian Public Sector Employment Principles and Standards](#)

Relevant legislation

- [Public Administration Act 2004 \(Vic\)](#)

Policy last reviewed	May 2022
Consultation	School Council, Staff Students
Approved by	Principal
Next scheduled review date	May 2024