



CHARTER OF VALUES FOR REPRESENTATIVES OF SKYLINE EDUCATION FOUNDATION AUSTRALIA

Foreword

As Skyline Education Foundation Australia continues to adapt and evolve, it is essential that it retains the key attributes that have allowed it to flourish for over a decade. Our behaviours are guided by a commitment to supporting gifted and academically talented students from disadvantaged backgrounds, in the last two years of their secondary education and as alumni.

The Skyline Program is the first of its kind in Australia, providing financial, educational, emotional and practical support for Program participants.

Our organisational values are: Respect, Accountability, Collaboration, Leadership and Community. It is precisely these attributes and values that this Charter seeks to reinforce and protect.

The Charter complies with and is supported by the existing legislative frameworks which govern the State of Victoria and the Commonwealth of Australia.

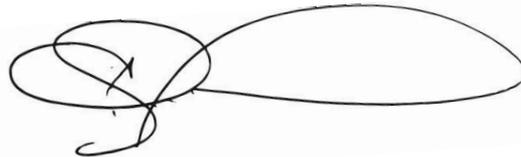
The Charter is further supported by Policies and Procedural Manuals that can be accessed through the Chief Executive Officer, providing detail and guidance on required conduct of representatives of Skyline.

The term 'Representatives of Skyline Education Foundation Australia' includes (but is not limited to) staff (employees, contractors, consultants, volunteers/interns), members of the Board and its sub-committees, students, alumni/graduates and volunteers.

Representatives of Skyline Education Foundation Australia are required to be guided by the Values Charter in their behavior and are encouraged to engage with one another about how they can best adhere to its requirements.



Katrina Reynen
Chair



Jane Sydenham-Clarke
Chief Executive Officer

Vision, Mission and Values

The Skyline Education Foundation Australia is dedicated to supporting talented students from disadvantaged backgrounds, for the last two years of their secondary education. Our Vision is that academically gifted and talented students from disadvantaged backgrounds reach their full potential. Our mission is to empower VCE students to thrive through education and personal growth in a caring community.

The Values driving the organisation are:

Respect – representatives of Skyline Education Foundation Australia support and respect the worth of all individuals and trust that their potential can be achieved. They should demonstrate respect for colleagues, stakeholders and community regardless of sex, gender, sexual orientation, race or religion by:

- treating them fairly and objectively
- committing to address conflicts fairly and moving forward once a resolution is reached
- ensuring freedom from discrimination, harassment and bullying
- ensuring our Program is imbued with strong research, evaluation, and evidence

Accountability – representatives of Skyline Education Foundation Australia demonstrate accountability by:

- placing the well-being of the students in our Program at center of every decision we take
- a commitment to full transparency in managing resources and communicating our social and economic impact
- using all funds and resources wisely in order to provide the maximum benefit to all students

Collaboration - representatives of Skyline Education Foundation collaborate with individuals and organisations to create powerful collective impact by:

- providing high quality services that build cohesion and connection
- owning problems by seeking solutions, rather than deflecting to another party to solve
- identifying, promoting and supporting best practice and innovation

Leadership – representatives of Skyline Education Foundation Australia demonstrate leadership by:

- behaving professionally and actively implementing, promoting and supporting these values
- ensuring the voices of young people and the community in which they live are integral in the development of our Program
- Empowering alumni to role model and give back to the next generation of students, and our community
- ensuring Skyline alumni representation at the Board

Community – representatives of Skyline Education Foundation Australia demonstrate dedication to fostering a sense of community by:

- offering students, parents/guardians, schools, and alumni, a support structure which enables social change
 - consultation and transparency
 - providing honest, impartial and timely advice and support
 - actively enabling care, dignity, compassion and pride
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Who does the Charter apply to?

This Charter applies to all representatives of Skyline Education Foundation Australia: staff (employees, contractors, consultants, volunteers/ interns), students, graduates, members of the Board and its sub-committees, volunteers.

When does the Charter apply?

The Charter applies to you whenever you are identified as a representative of Skyline Education Foundation Australia and whenever you are acting as a representative of Skyline Education Foundation Australia.

What will happen if I breach the Charter?

Failure to comply with the principles or the spirit of the Charter will be considered a serious breach of policy and will be investigated. Breaches of the Charter may result in disciplinary action.

How can I be sure my conduct complies with the Charter?

While the Charter provides general guidance and minimum expectations regarding your conduct, no charter or policy can ever cover every conceivable circumstance you may face. In everything you do, you are expected to listen to and act upon your conscience to help build and maintain Skyline Education Foundation Australia and your own reputation.

If you are in doubt about whether your conduct is consistent with this Charter, it may help you to ask yourself the following questions:

- Does it feel like the right thing to do?
- What would a peer expect or want me to do in this situation?
- What would the reaction be if this was reported in the newspapers?
- Would my peers consider my behavior appropriate?

Who can support me in complying with the Charter?

If you need more information or are unsure of Skyline Education Foundation Australia's expectations or your obligations you are encouraged to speak with the Chief Executive Officer.

Commitment

I _____ acknowledge that I have
read, understood and agree to abide by this Charter of Values

Signed: _____

Print: _____