



POLICY:	PROFESSIONAL STANDARDS
4.13	

1. Policy Objective:

For workers of QLECS to be guided in their practice by professional standards that ensure healthy, respectful interactions and relationships.

2. Scope:

This Policy applies to all employees (including staff and educators), contractors and volunteers of QLECS/Approved provider, collectively referred to as 'workers'.

3. Explanation:

Workers in Lutheran services will be guided by the Lutheran Education Australia Code of Ethics and the Early Childhood Australia Code of Ethics.

4. Implementation:

4.1. As part of their Induction, workers will be made aware of the following:

- The LEA Code of Ethics
- The QLECS Code of Conduct
- The ECA Code of Ethics
- The QLECS Mission, Vision and Philosophy (in Staff Handbook).

4.2. The ECA Code of Ethics shall be displayed within the service for workers and families.

4.3. All workers will be expected to interact with each other in a Christian and respectful way.

4.4. Workers will be encouraged to have discussion about what the Codes mean for them and how they can be implemented within their workplace.

4.5. Workers will be encouraged to discuss the Codes at team meetings to ensure that their practices and policies align with the expectations of the Codes.

Breaches of Policy:

Workers who do not adhere to this Policy or the Codes referred to in this Policy may be subject to disciplinary action, up to and including the termination of their employment. Refer to the Staff Performance Counselling Policy (No. 4.19).

Evaluation:

This Policy will be reviewed and updated (if needed), at least every two years, by the Early Childhood Team, following input from all stakeholders.

Associated Documents:

All associated documents can be found in the Human Resources Management section of the QLECS Forms and Documents

Related Policies:

- 4.01 Conditions of Employment
- 4.05 Grievances, Complaints and Conflict Resolution
- 4.14 Recruitment, Selection, Induction and Mentoring

References:

Legislation:

Education and Care Services National Law 2011:

Standard: 4.2.1

Education and Care Services National Regulations 2011: Regulation 168 (2) (i)