



**The Charter for a
Xavier Catholic College
Staff Member
and
Our Agreed Ways
of Working**

A great place to work and a great place to live!



'Agreed Ways of Working'

Central to our responsibility for providing an excellent education to the students of our College community is our commitment to a shared understanding of our Ways of Working as individuals and as a team.

- 1 **Catholic Faith, Core Values and an Ignatian Spirituality:** Our Catholic faith, core values and an Ignatian spirituality shape our shared vision, inspire our efforts and offer unifying directions for the entire College community.
- 2 **Finding Jesus in all Things:** This statement is more than a motto. This statement guides the way we lead and work with our community.
- 3 **We are Committed to Spiritual Formation, Professional Learning and Personal Renewal:** As professionals in Catholic Education, we are engaged in meaningful professional learning and spiritual formation. We support our team members and all in our community to facilitate these opportunities. We recognise the need to take time for personal reflection and renewal as integral to our roles.
- 4 **Our Priority is Children and Young People:** It is children and young people who are our focus and whose wellbeing and learning are the prime considerations in all we do and say.
- 5 **Shared Wisdom:** We believe that there is no challenge that cannot be resolved when we value sharing wisdom among our staff. Our discussions value the wisdom of each member and respects their opinions. Sharing of wisdom leads to decisions of consensus and shared understanding. We commit to open discussions and avoid acting in isolation.
- 6 **Growth Mindset:** We believe and teach students that we can face challenges, persist in the face of setbacks and learn from mistakes.
- 7 **We Walk the Walk and Talk the Talk:** To be a staff member at Xavier Catholic College means that you are listening, observing and conversing, having an acute awareness of the life of the College and how decisions, policies and implementation of plans are actually happening.
- 8 **P-12 in Outlook and Mindset:** Ours is a genuine P-12 community built on a strong commitment to, and practice of, ways that build and strengthen our "P-12ness". Decisions are made about what is best for the whole College with equity across the College being a key commitment. We strive to find opportunities for young people to celebrate the journey of learning from Prep to Year 12.
- 9 **We are Servant Leaders:** Inspired by the example of Jesus in John's Gospel (13:1-20), we are committed to service, being accessible, to having an "open door" and being ready to leave "to do" lists to be present to those with whom we share the journey. It means being prepared to be part of, and supportive of, College celebrations, events and rituals.
- 10 **Our Processes are Open and Transparent:** We are committed to truthfulness and integrity in our processes, regardless of the topics.
- 11 **We Step out of our Comfort Zone:** While each member of staff has core responsibilities, in a P to 12 College we encourage and expect all to engage in 'shared' responsibilities across the College which can and do take us out of our comfort zones. The opportunities for growth are limitless as we provide the community with a team approach based on solidarity, the common good and strategic direction for the College.
- 12 **A Sense of Humour:** While we take our work seriously, we do enjoy the opportunity to work together, to share the journey, to celebrate the joy of work and numerous situations that bring us laughter and wonder.
- 13 **We Appreciate Those who Support us:** We value the support of our colleagues whose role it is to provide practical assistance to us in our roles. We also recognise, and regularly thank, our families who support our work.

The Charter for a Xavier Catholic College

Staff Member

Staff at Xavier Catholic College have an expectation of high standards of ethical behaviour from themselves and from fellow staff members. This Charter provides a formal framework of ideals designed to guide and encourage all staff to achieve these high standards of ethical behaviour and professionalism in their dealings and relationships with students, families, caregivers, colleagues and the broader community.

The following is based on the Code of Ethics from the Queensland College of Teachers. Members of staff at Xavier Catholic College are committed to the following values which underpin their work: Integrity, Dignity, Responsibility, Respect, Justice and Care.

We demonstrate **Integrity** by:

- creating and maintaining appropriate professional relationships.
- acting with impartiality, openness and honesty.
- supporting the Catholic ethos of the College and its various expressions.
- being faithful to the Touchstones of the Ignatian Charism: Conscience, Competence, Compassion and Commitment.

We demonstrate **Dignity** by:

- valuing diversity and treating students and their families equitably and with care and compassion while respecting the uniqueness of family backgrounds.
- valuing the effort and potential, and acknowledging the uniqueness, of each student.
- respecting confidentiality and the right to privacy.

We demonstrate **Responsibility** by:

- giving priority to the education and wellbeing of all students in our care.
- engaging in ongoing professional development and improving our personal capacity.
- working collaboratively and cooperatively with colleagues in the best interests of the education and wellbeing of our students.

We demonstrate **Respect** by:

- acknowledging that relationships with students and their families must be based on mutual respect, trust and, where necessary, confidentiality and acknowledging the contribution these qualities make to students' wellbeing and learning.
- acting with colleagues and the wider community in ways which enhance the professional culture and reputation of Xavier Catholic College.

We demonstrate **Justice** by:

- being fair and reasonable.
- being committed to the wellbeing of individuals and the community and to the common good.
- resolving competing claims of different ethical principles and different interest groups through reflective professional discussion.

We demonstrate **Care** by:

- having empathy for and rapport with students and their families, caregivers, and communities.
- committing to students' wellbeing and learning through the practice of positive influence, professional judgement and empathy in practice.
- supporting colleagues through building thoughtful, considerate and compassionate relationships.





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