



# Charter for Xavier Staff Members

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.

