

# CODE OF ETHICS POLICY



HALE  
SCHOOL

## 1. Purpose

The purpose of the Code of Ethics Policy (the Code) is to:

- Set out the ideals and ethos by which Hale School (Hale/the School) operates.
- Set out the values that guide the practice and conduct of the School.
- Provide a foundation for the development and practice of all the School's policies and procedures.
- Enable the School as a professional community to affirm its public accountability.
- Promote public confidence in the School.

The Code of Ethics is a statement of the ethical principles and values that underpin decision making and govern the behaviours required of all members of the Board of Governors, staff, contractors and their employees, visitors, students, parents, and volunteers at Hale School.

The Code is based on our commitment to uphold our Anglican heritage and Christian principles. Our values include integrity, excellence, creativity, courage, resilience and service.

## 2. Scope

The Code is intended to assist staff and students to identify and resolve ethical issues which might arise during their employment or during their studies. It is designed to inform the Board of Governors, staff, visitors, contractors, parents and volunteers how the organization would approach in their dealings with colleagues, the School and the external community. The Code however outlines a set of general principles rather than detailed prescriptions. It stands alongside and does not exclude or replace the rights and obligations of individuals under common law or legislation.

## 3. Application of the Code

The Code of Ethics (and related Code of Conduct for all Staff and the Code of Conduct for all Students) form part of Hale School's contract with its staff and apply to all employees whether full time, part time or casual. Visiting staff, parents, contractors and their employees, and volunteers while participating in the life of the School community are also expected to act in a manner consistent with the ethical and conduct obligations detailed in the above mentioned Codes. It is a condition of enrolment also that students adhere to the provisions of legislation, Code of Ethics and Code of Conduct for all Students.

## 4. Principles of Ethical Practice

Staff, the Board of Governors and Senior Leadership Team hold a unique position of trust and influence which is recognised in the relationships with students, parents (caregivers and guardians), colleagues and the community. The values and ethical principles which underpin these professional relationships and uphold the School's Anglican heritage and Christian principles are integrity, respect and responsibility.

## 5. Code of Ethics

The minimum standards of conduct to be complied with by all members of the Board of Governors, employees, contractors, visitors, parents and volunteers are expressed in the following principles:

### INTEGRITY

Demonstrated by:

- Acting in the best interests of students.
- Recognising, declaring, and managing real or perceived conflicts of interest.
- Maintaining professional relationships with students, parents, colleagues, and the community.
- Behaving in ways that enhance respect for and advance the profession.

### RESPECT

Demonstrated by:

- Serving with courtesy, care, compassion, sensitivity, and empathy.
- Recognising the interests, rights, safety and welfare of others.
- Avoiding discrimination, abuse or exploitation.
- Treating students fairly and impartially.
- Holding colleagues in high regard and exhibiting courteous behavior.
- Acknowledging parents as partners in the education of their children.

### RESPONSIBILITY

Demonstrate personal and professional responsibility by:

- Providing quality teaching.
- Maintaining and developing excellence in professional practice.
- Working cooperatively with colleagues in the best interest of students.
- Carefully managing the School's assets, resources and the environment.

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## Related Policies and Resources

Code of Conduct for all Staff Policy  
Code of Conduct for all Staff-How to Comply  
Code of Conduct for all Students Policy

## Relevant Resources

[Hale School Strategic Plan-Statement of Purpose](#)

Code of Ethics Policy	
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