# Code of Ethics

## Policy

*futures in sight* is committed to ethical conduct in providing the best possible service to the people we collaborate with.

Being ethical involves thinking about everyday actions and decision making, either individually or collectively, and responding with respect to all concerned. This Code of Ethics recognises that *futures in sight* Partners, Employees, Contractors and Volunteers are in a unique position of trust and influence in their relationships with people with disability, families, colleagues and the community, therefore professional accountability is vital.

This Code of Ethics is not intended to provide prescriptive solutions for all of the complex issues faced by people who work with *futures in sight,* but rather a basis for critical reflection, a guide for professional behaviour and principles to inform individual and collective decision-making at *futures in sight*.

## Scope

*futures in sight* Partners, Employees, Contractors and Volunteers.

## Principles

These core principles require a commitment to respect and maintain the rights and dignity of people with disability, family members of people with disability, colleagues and communities.

* Each person with disability has unique interests and strengths and the capacity to contribute to their communities
* People with disability are citizens from birth with civil, cultural, linguistic, social and economic rights
* Effective capacity building is characterised by sound decisions that draw on specialised knowledge and multiple perspectives
* Partnerships with people with disability, family members of people with disability and communities support shared responsibility for the learning, development and wellbeing of people with disability
* Democratic, fair and inclusive practices promote equity and a strong sense of belonging
* Respectful, responsive and reciprocal relationships are central to the support of people with disability
* Research, inquiry and evidence--based practice inform quality support and provision of care

## Related Documents

* Engaging Contractors Policy
* Position Description
* Contractor Induction Checklist
* Code of Conduct Policy

## Legislation

* National Disability Insurance Act (2013)
* Disability Inclusion Act (2014)

## Ethics

**Professional Competence**

*futures in sight* Partners, Employees, Contractors and Volunteers are committed to attaining and maintaining contemporary knowledge, skills and competence relevant to the needs of the people we support.

**Evidence-based Practice**

*futures in sight* Partners, Employees, Contractors and Volunteersundertake their work on the basis of sound evidence, integrating research and practitioner experience, together with the values and the priorities of customers.

**Professional Conduct**

*futures in sight* Partners, Employees, Contractors and Volunteersacknowledge that the way they behave directly influences the quality of life of the people we support and the reputation of *futures in sight.* They are committed to conducting themselves in ways that demonstrate respect for people with disability and all those with whom we work.

**Self-Care and the Care of Colleagues**

*futures in sight* Partners, Employees, Contractors and Volunteerstake responsibility for looking after their own health, safety and wellbeing and looking out for the health, safety and wellbeing of their colleagues.

**Collaboration**

*futures in sight* Partners, Employees, Contractors and Volunteerswork with other *futures in sight* colleagues and those outside *futures in sight* to achieve the best possible outcome for the people we support.

**Accountability**

*futures in sight* Partners, Employees, Contractors and Volunteersact in ways that demonstrate accountability to the people we support, their family members and their advocates, their colleagues and the community.

**Consent**

*futures in sight* Partners, Employees, Contractors and Volunteersvalue and respect the rights of individuals to make choices about issues that affect their life and the life of the group or community of which they are a member and, where necessary, to have support when such decisions need to be made.

**Confidentiality**

*futures in sight* Partners, Employees, Contractors and Volunteersacknowledge and respect the trust that has been placed in us by people with disabilities, families and other professionals and organisations.

**Relationships**

*futures in sight* Partners, Employees, Contractors and Volunteersvalue, respect and foster supportive relationships for and among those with whom we work.

**Rights and Responsibilities**

*futures in sight* Partners, Employees, Contractors and Volunteers recognise that people with disability have both rights and responsibilities. We work in a way that upholds people’s rights and support individuals in the exercise of their responsibilities.

**Advocacy**

*futures in sight* Partners, Employees, Contractors and Volunteersrecognise that it is important for people to express their feelings and have a say about issues that affect their life.

**Skill Development & Life-Long Learning**

*futures in sight* Partners, Employees, Contractors and Volunteersrecognise that for many people with disability, in order to become engaged in activities, achieve their full potential and experience a high quality of life, they require systematic support and regular opportunities to learn, use and develop skills.

*futures in sight* Partners, Employees, Contractors and Volunteers are committed to developing their own skills and expertise to ensure that we continue to provide the highest quality of assistance to the people we support.

## Review

This policy will be reviewed on a two-yearly basis.

However, if at any time the legislative, policy or funding environment is so altered that the policy is no longer appropriate in its current form, the policy shall be reviewed immediately and amended accordingly.

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