



Code of Ethics

September 2025

1.0 Purpose

The AISSA leads, supports, represents, and advocates for South Australia's Independent school sector to enhance the success, sustainability, and strength of its member schools.

This Code of Ethics defines the attitudes and standards of behaviour expected of all AISSA employees in support of this purpose.

It provides a broad framework to guide ethical decision-making and calls on employees to take responsibility for their conduct, foster collaboration, respect diversity and contribute to a positive, respectful workplace culture.

2.0 Professional Commitment

The AISSA is committed to a workplace grounded in dignity and respect. Every AISSA employee is accountable for adhering to and consistently upholding this Code of Ethics.

All AISSA employees are expected to apply and align their practice with the AISSA's Purpose, Principles and strategic goals and act in ways that advance the interests and standing of their profession and the Independent sector.

All AISSA employees must be familiar with relevant policies and procedures and seek clarification when in doubt.

3.0 Shared Organisational Values

The AISSA's Purpose, Principles and Shared Organisational Values - integrity, excellence, and expertise – underpin this Code.

3.1 Integrity

Integrity at the AISSA encompasses honesty, sincerity, fairness, and respect. We believe we are practising integrity when:

- our actions and words are consistent with the AISSA's purpose and principles
- we honour our commitments
- we critically reflect on the AISSA's values, ensuring our words and actions align with them.

3.2 Excellence

The AISSA defines excellence as a dynamic quality that is composed of the highest achievement possible in a particular context. We believe we are practising excellence when:

- we strive to achieve our best
- we believe in, celebrate and promote success
- our self-efficacy motivates us to achieve the best outcomes for ourselves and others, seeking to do so on a continuous basis.

3.3 Expertise

The AISSA defines expertise as deep knowledge, understanding, and skill in a particular field. We believe we are demonstrating expertise when:

- we actively share our knowledge, understanding and skill with others and apply our expertise in a range of contexts
- we see relationships and connections within and across relevant fields of knowledge
- we adopt a growth mindset, acknowledging expertise as complex and evolving, requiring continual learning and sharing.

4.0 Code of Ethics

4.1 In relation to myself as a professional I:

- a) strive to achieve my best and base my work on expert knowledge, skills and high-quality practices
- b) am a lifelong learner who engages in critical reflection, evaluation and ongoing professional development in my area of expertise
- c) seek and build collaborative professional relationships
- d) demonstrate an ability and willingness to work independently and as a member of a team
- e) demonstrate initiative and high level organisational and time management skills
- f) maintain appropriate confidentiality.

4.2 In relation to my organisation I:

- a) commit to the values and goals of my organisation
- b) promote and support the work of the AISSA and act with awareness that I represent the AISSA at all times
- c) adhere to lawful policies and procedures and, where conflict arises, seek constructive and appropriate avenues for change.

4.3 In relation to my colleagues I:

- a) build collaborative relationships based on trust, respect and honesty
- b) value and respect the strengths, experience, and diversity my colleagues bring
- c) resolve differences collegially and constructively
- d) share knowledge and resources and collaborate to promote continuous improvement
- e) encourage colleagues to uphold this Code of Ethics and speak out against unethical behaviours.

4.4 In relation to schools and staff, statutory and other organisations and communities I:

- a) respect and seek to understand each entity's autonomy, faith, culture and context
- b) develop relationships based on trust and understanding
- c) support continuous improvement through a strengths-based approach
- d) share expertise informed by strong knowledge, evidence and high-quality practice
- e) uphold confidentiality and privacy standards
- f) draw on AISSA expertise to better serve schools and partners, and foster wide understanding of the role of Independent schools in the broader community.

5.0 Related Documents

Purpose, Principles and Shared Organisational Values Customer
Service Commitment
Customer Service Commitment – Employee Guide
Bullying, Discrimination, Equal Opportunity and Harassment Policy
Grievance Resolution Procedure
Whistleblower Policy
Confidentiality Policy

6.0 Review Date

This Code of Ethics is due for review in March 2030 or as determined by the Chief Executive.

Association of Independent Schools of South Australia Policies and Procedures	Ratification Date: 11.2013 Last Updated: 06.08.2025 Next Review: 02.03.2030
Alteration Permissions: Chief Executive	Pages: 3 Appendices: Nil