TSC Category	Professional Practice and Development					
TSC	Ethical Conduct and Professional Integrity					
TSC Description	Understand the professional conduct, ethics and values and comply with the relevant legislation to uphold the integrity and reputation of the profession					
TSC Proficiency Description	**Level 1**	**Level 2**	**Level 3**	**Level 4**	**Level 5**	**Level 6**
	ECC-PVE-1015-1.1	ECC-PVE-2015-1.1	ECC-PVE-3015-1.1	ECC-PVE-4015-1.1	ECC-PVE-5015-1.1	ECC-PVE-6015-1.1
	Adhere to principles of ethical conduct, policies and procedures	Demonstrate principles of ethical conduct, policies and procedures and inclusive work practices in professional activities	Ensure relevant ethical decision-making based on principles of professional ethics, conduct, policies and procedures and inclusive work practices	Monitor organisation operations to safeguard rights and interests of children, parents and educators, and role model the standards of ethics and values in the Centre	Drive the standards of professionalism, ethics and values to lead in the resolution of ethical dilemmas	Cultivate professional, legal and ethical accountability and responsibility within the sector
Knowledge	• Code of ethics and practices relevant to professional practice in the sector • Childcare Act • Organisational values and code of conduct • Foundations of professional responsibilities and obligations of the sector • Ethical standards of the sector • Procedures for incident reporting • Duty of care • Principles and practices of confidentiality and rights and interests of children, parents and Early Childhood sector professionals	• Legal, ethical and regulatory requirements in professional practice • Organisational policies and procedures relating to legal and ethical practices • Principles of ethical and professional conduct and inclusive work practices • Types of ethical issues and dilemmas • Expectations for ethical conduct and professional integrity in Early Childhood settings • Documentation and recording confidentiality protocols	• Types of ethical issues and dilemmas and their impact on children, parents and educators • Methods for addressing ethical issues and dilemmas • Needs of children, parents and educators	• Legal, ethical and regulatory requirements relevant to the Centre • Culturally inclusive policies and practices • Causes of ethical dilemmas and issues • Types and indicators of breaches in ethical and legal practices • Ethical decision-making models and principles • Types of incidents and complaints • Incident reporting requirements and resolution procedures • Risk management principles and policies	• Legal, ethical and regulatory requirements relevant to the sector • Implications of professional ethics in practice • Methods to appraise and manage personal and professional boundaries for ethical decision-making • Change management principles and procedures • Organisational policies and procedures for reviewing and reporting on governance and compliance	• Procedures and guidelines for benchmarking ethical practices and conducting organisational audits and evaluation • Current research and key trends on professionalism, values and ethical behaviour • Government agencies and networks relevant to the sector • Relations between governance and ethical culture • Stakeholder management technique • Quality assurance principles and practices

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Abilities	• Adhere to organisational values, code of conduct and ethical standards of the sector in area of work • Carry out professional responsibilities and confidentiality protocols in area of work • Follow incident and reporting procedures • Exercise duty of care	• Apply the organisational, legal and ethical policies and procedures to professional activities • Demonstrate accountability for one's decisions • Demonstrate ethical conduct in interactions with children, families, colleagues and community stakeholders • Execute confidentiality protocols in documentation, recording and disclosure of children's, parents' and educators' information • Identify ethical issues and misconduct to inform supervisors on	• Assess ethical implications and apply decision-making processes to resolve ethical dilemmas • Advocate for the needs of children, parents and educators, ensuring their safety, security, well-being and inclusiveness • Maintain duty of care and inclusive workplace practices • Report ethical issues and misconduct • Reflect on professional practice and ethical values for professional growth • Establish professional boundaries in building relationships with children, families and the community	• Analyse reasons underpinning ethical dilemmas and issues • Apply appropriate ethical decision-making models to resolve ethical dilemmas and issues • Review procedures of organisational operations to identify breaches to legal and ethical requirements • Monitor compliance to ethical practices, legal and regulatory requirements • Monitor, review and address incidents and complaints • Guide colleagues on ethical conduct, professional integrity, and the core values • Model ethical behaviour and professionalism	• Provide advice to staff in ethical dilemmas for ethical decision-making • Establish procedures to identify and address ethical issues • Develop and implement procedures to maintain confidentiality of documentations and children's, parents' and educators' records • Identify changes in ethical practices, legislation, regulations and reporting requirements with reference to government initiatives for incorporation • Review professional and ethical conduct and practices of educators to determine gaps in compliance • Evaluate and translate compliance requirements for development of policies and procedures	• Evaluate organisational governance, compliance, and risk management policies and procedures in relation to professional practice • Assess changes in legislation and regulations, and benchmark ethical practices in the local and international contexts • Determine ethical implications on professional practices in policy review initiatives • Establish and monitor quality assurance procedures to ensure governance and ethical accountability • Review adequacy of measures proposed for resolution of ethical issues identified • Foster ethical culture within the sector

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