



Workplace Ethos & Values

Introduction

The Uniting Church in Australia Synod of Victoria and Tasmania holds Christian beliefs, principles and standards that together shape and guide our culture, behaviours and attitudes. Our ethos and values define what we stand for and guide our way of being in the workplace.

The Uniting Church is Australia's third largest church, represented by 1 million members. It is one of the largest national providers of community services outside of Government. In the Preamble to the Uniting Church in Australia's Constitution, the Church acknowledges God's relationship with the First Peoples of Australia and is committed to a covenanting relationship with the Uniting Aboriginal and Islander Christian Congress (UAICC).

The primary confessional document for the Uniting Church, the Basis of Union, 1977 sets out the principles under which the three originating churches entered into union under the name of The Uniting Church in Australia. The Basis uses the image of the Church being a pilgrim people, always on the way towards a promised goal. The Synod of Victoria and Tasmania has established four key priorities for the church under the heading *On the Way Together*. These priorities are discipleship, partnership, leadership and (appropriate) risk-taking. These priorities are applied to the various units and commissions of the Synod.

The UCA Workplace Ethos is based on the Gospels of the New Testament in the Bible.

For further understanding of the UCA, read the Basis of Union; the foundation document of the UCA: <https://www.victas.uca.org.au/basisofunion>

To read the revised Preamble to the Constitution of the Uniting Church, visit: <https://assembly.uca.org.au/resources/covenanting/item/668-the-revised-preamble>

To read the Lay Staff Collective Employment Agreement, visit: <https://www.victas.uca.org.au/UCAResources/PeopleAndCulture>

For more information visit the Uniting Church in Australia Synod of Victoria and Tasmania website: <https://www.victas.uca.org.au>

Scope

This policy applies to all Synod workplaces and work related activities.

Workplace Ethos

As an employer, we express the ethos of Christianity to love one another, to live justly and to seek the reconciliation and renewal of all creation by respecting ourselves and all whom we serve and employ.

We strive to do so by:

- Being inclusive
- Acting and advocating for a just society
- Working for peace and justice in the world
- Having an openness to the wisdom of people of other faiths and views
- Implementing environmentally sustainable practices



Workplace Values

Our workplace is one that values:

Justice

- Welcomes people speaking for themselves and on behalf of others
- Hears all voices and contributions
- Actively removes discrimination

Inclusion

- Actively fosters diversity and open communication
- Welcomes different thoughts, ideas and contributions
- Walks side by side with our first peoples

Compassion

- Acknowledges and values the whole person
- Seeks to be responsive to people's needs

Shared Leadership

- Works collaboratively
- Shares knowledge
- Uses consultative decision-making

Respect

- Values all people, roles and contributions
- Creates an environment where we and our work flourish

Integrity

- Does the right thing for the right reasons
- Acts ethically with appropriate accountability and transparency
- Aligns policy and practice
- Expects honesty from all staff, in their relationships with each other, external partnerships and with society

Wise Stewardship

- Makes responsible and sustainable use of resources
- Ensures we have the skills to perform our jobs
- Provides opportunities for professional development
- Works collaboratively to utilise our strengths and diverse talents
- Ensures the safety of children is the paramount consideration in all activities

Innovation

- Generates ideas and translates them into workplace improvements
- Reflects on experience and is open to new ways of doing things
- Values continuous improvement to our work practices and systems

Definitions

Synod: The Uniting Church in Australia Synod of Victoria and Tasmania

Related policies and procedures

Inclusion policy
Inclusion procedure

Related documents

Lay Staff Collective Employment Agreement
UC Camping Lay Staff Collective Employment Agreement
UCA Basis of Union
Preamble to the Constitution of the Uniting Church

VERSION: APPROVAL	POLICY MANAGER	REVIEW DATE
1: Senior Leadership Team	Director People & Culture	1 April 2014
2: Senior Leadership Team	Director People & Culture	30 August 2016
3: Senior Leadership Team	Director People & Culture	26 October 2019

Further assistance

Contact People & Culture for interpretation and assistance with this policy.