

Draft Practice Standards

Service Attributes		Ethical Principles	Practice standards <i>Practitioners and service organisations:</i>
1.	Equitable & Inclusive	Value difference, enable inclusion, and act to understand and remove systemic inequity	<ul style="list-style-type: none"> • Offer engaging, safe and effective services for people from all walks of life. • Identify and where possible, remove or reduce systemic and structural barriers to participation. • Attend to personal biases and cultural blind spots to increase equity and justice with all participants and stakeholders. • Seek to understand and remove forms of oppression, colonisation and structural disadvantage.
2.	Culturally Respectful	Seek mutually healthy relationships with cultural custodians of Country, Country, and all Indigenous people	<ul style="list-style-type: none"> • Build healthy relationships with Indigenous/First nations peoples. • Involve cultural knowledge holders as partners or mentors where possible. • Design and plan for active caring for country activities as part of services. • Use local names for Country where known.
3.	Attuned & Egalitarian	Attend to issues of power, privilege, coercion and oppression	<ul style="list-style-type: none"> • Are personally aware of the inherent power within their various roles, responsibilities and positions as service providers. • Are aware of and attend to the privileges we each carry and attend to the potential harms that can result. • Identify and reduce forms of oppression, coercion and authoritarian decision-making that may lead to harm to participants, practitioners and stakeholders. • Prevent all kinds of abuse to participants, including physical-, sexual-, emotional- and socio-cultural harms. • Comply with and refer people to relevant local, state or national frameworks such as: MARAM framework (family violence); Vic Child Safe Standards (child safety), National Child Safe Principles; etc.
4.	Integrative	Cultivate contextual, systemic and integrative practices	<ul style="list-style-type: none"> • Identify the systemic and structural socio-cultural context of the service and its intended aims. • Take into account systemic and structural impacts on health as part of service design and delivery. • Consider transdisciplinary strengths and opportunities.
5.	Collaborative & Empowering	Collaborate on the design, implementation and review of services	<ul style="list-style-type: none"> • Provide timely information and appropriate engagement options for participants based on service intention and target group. • Where possible, offer participants opportunities to co-create their experience.
6.	Voluntary	Ensure participation is voluntary and adequately informed	<ul style="list-style-type: none"> • Provide participants with accurate, accessible information about the service and each aspect of participation. The level of information provided should be sufficient for each participant to make informed choices about whether and how they participate. • Provide open opportunities for participants to have genuine choice, to step in, or step out of service delivery at any time, or if not at any time, at key stated timepoints.

Service Attributes		Ethical Principles	Practice standards <i>Practitioners and service organisations:</i>
7.	Tailored & Responsive	Tailor services to individual and group needs	<ul style="list-style-type: none"> • Have a comprehensive understanding of their participant cohorts. • Have systems to ensure the needs, intentions and contexts of individuals and particular groups (1) are understood and (2) inform the design, planning and delivery of a service.
8.	Safe	Provide safe physical, psychological, social, cultural, and ecological experiences	<ul style="list-style-type: none"> • Understand that working with people involves multi-dimensional risks that need to be managed. • Develop and maintain systems that enable safe-enough, effective practice and avoid physical, psychological, socio-cultural, spiritual and ecological harms for participants and staff. • Comply with child safe and work health and safety legislation and any standards relevant to your practice or registration (e.g. Australian Adventure Activity Standards, PACFA Standards).
9.	Reflective	Commit to reflective, reflexive and accountable professional practice	<ul style="list-style-type: none"> • Recognise and act within scope of professional competence. • Commit to regular ongoing supported professional supervision. • Commit to regular ongoing supported professional professional development. • Embed research evidence, borrowed knowledge and practice wisdom within service design, delivery and review. • Maintain rigorous accountability to participants and all stakeholders in relation to stated and delivered professional practice. • Recognise that professional pathways involve trajectories from less experience, to development and specialisation, with changing professional scope. • Attend to and address conflict of interest or values between practitioner and participant and other stakeholders.
10.	Informed	Seek feedback, evaluate outcomes, draw on research evidence and strengthen quality	<ul style="list-style-type: none"> • Establish appropriate monitoring and evaluation strategies to assess safety, quality and fidelity of the service. • Ensure participant and stakeholder feedback is built into program design and evaluation strategies. • Strengthen service models and practice approaches through rigorous review and refinement processes.
11.	Ecologically connected	Support healthy ecosystems for a healthy planet	<ul style="list-style-type: none"> • Embed and model practices that value consideration of the health of natural environments and the planet. • Consider the health and sustainability of participants, practitioners, organisations and other stakeholders throughout service design and delivery. • Assess and implement changes to practices and service models to maximise health and sustainability of individuals and the natural environment.