



Practice Framework

This practice framework sets out the approaches, values and expectations that guide me through work and life. It provides a foundation for consistent, ethical and relational practice, supporting thoughtful decision making, building meaningful connections and remaining accountable for the impact of my work.

My framework recognises that good practice is not static; it is strengthened through ongoing (critical) reflection, learning, honesty and a clear commitment to respectful and open engagement.

Guiding Approaches

Critical Reflection supports me to think deeply about self, my decisions, my assumptions and the systems in which I operate. It encourages me to consider and interrogate power, identify the context, explore culture, locate bias and carefully think about the impact of my actions, rather than relying on routine or habit (what we're comfortable with).

Through critical reflection, my judgement and integrity are strengthened, and I remain open-minded and flexible in my ongoing journey of learning and growth.

A **relational approach** positions relationships as fundamental to my practice and the way I work with others. It recognises that trust, connection, safety and genuine engagement are essential to meaningful support and growth. Relational practice means showing up with care, curiosity and professionalism, while understanding the importance of boundaries, power-sharing and openness. It also recognises that relationships matter, and that respectful, collaborative ways of working support trust, connection and shared understanding.

Core Values

Humility

Humility sits at the heart of my practice. It means I don't position myself as the expert in someone else's work or experience. Instead, I use my expertise thoughtfully — to support reflection, not to direct it. Humility shows up in curiosity, shared meaning and sense-making, and a willingness to learn alongside people. It's about holding power ethically, creating space for insight to emerge, and recognising that growth happens through relationships, not hierarchy.



Respect

Respect is demonstrated through the way I listen, communicate, respond and make decisions. It requires cultural humility, curiosity and a willingness to recognise each person's strengths, identity, voice and context. Respect also means providing an environment where people feel safe, heard and valued, and where difference is acknowledged without judgement.

Accountability

I am responsible for my decisions, actions and conduct. Accountability means acting with care, following through on commitments, using sound judgement and being able to explain the reasons for my decisions. It includes being open to feedback, recognising and owning any errors in judgements or decisions, addressing concerns promptly and working within organisational, ethical and legal expectations. Accountability supports trust, consistency and confidence in my practice.

Authenticity and honesty

My engagement with people is genuine, transparent and grounded in integrity. Authenticity means being present, human and consistent in interactions, while honesty means communicating clearly, respectfully and truthfully, even when conversations are difficult. This value supports trust and credibility, and encourages conversations that are open, self-aware and aligned with my values. It also requires me to acknowledge uncertainty, recognise limitations and not make false promises.

What This Looks Like in Practice

In practice, my framework invites me to slow down, think critically, build purposeful relationships and act in ways that are respectful, accountable, non-reactive and honest.

It guides how I engage with people, ensuring I reflect on the quality and impact of my engagement.

My framework promotes and supports a culture where learning is continuous, relationships are valued and decisions are grounded in professional and ethical judgement.