**EMPLOYMENT AGREEMENT**

NATIONAL QUALITY STANDARD (NQS)

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| QUALITY AREA 4: Staffing Arrangements | | |
| 4.2 | Professionalism | Management, Educator and Staff are collaborative, respectful and ethical. |
| 4.2.2 | Professional Standards | Professional standards guide practice, interactions and relationships. |

**BELIEF**

* Employees at (NAME OF SERVICE) are expected to possess and maintain throughout the term of their employment a firm personal belief consistent with the statement of belief of the preschool and the church as included in Attachment A, together with an active commitment to and involvement in a Christian church, holding a doctrinal position consistent with the statement of belief (Heb 10:25). Employees are expected to make every effort to actively take part and participate in activities offered by the preschool that will further help them in their Christian living such as but not limited to: Staff Devotions, Prayer time and Bible study.
* Should an employee cease to have a firm personal belief consistent with the statement of belief or cease to maintain an active commitment and involvement with an appropriate Christian church the staff should inform the Director who will inform the Chairperson of the Committee of Management.

**LIFESTYLE AND VALUES**

The parties acknowledge that:

1. The service bases its teaching and beliefs on the Bible, both the New and Old Testaments, the divinely inspired inerrant Word of God, the only absolute rule for all faith and conduct and therefore also for the education of our children.
2. All preschool staff members are required to be seen to conduct themselves in the course of, or in connection with their work, in a manner consistent with these teachings and beliefs and in accordance with the Christian ethos of the service, thus providing a specific Christian role model and example to all students and families associated with the preschool.
3. It is an inherent, genuine occupational requirement that all preschool staff members must not act in a way that they know, or ought reasonably to know, is contrary to the religious beliefs of the preschool. Nothing in their deliberate conduct shall be incompatible with the intrinsic character of their position.
4. Employees will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (*I Timothy 4:12*), both in and out of the preschool, to children (*Luke 6:40*), and as an example to parents and other employees in judgment, dignity, respect, and Christian living (*Colossians 3:17 KJ, Titus 2:7-8 TLB, I Thessalonians 5:18, 22-23 KJ, and James 3:17-18*). Employees shall abstain from illegal or improper use, possession, or distribution of alcohol or controlled substances. Employees agree that the unique roles of the male and female are clearly defined in Scripture, and further agree to abstain from any deviant sexual behaviour, homosexuality, cohabitation outside the sanctity of marriage, premarital sex, or extramarital sex (*Romans 1:24- 32, 12:1-2, I Corinthians 5:9-20, Ephesians 4:1-11, 5:3-5, I Thessalonians 4:3-8, I Timothy 4:12, II Timothy 2:19-22, I Peter 1:15-16, 2:15-17, I John 3:1-3*).
5. Employees agree to follow the biblical pattern of Matthew 18:15-17 and Galatians 6:1 whenever possible in resolving disputes. Employees should maintain appropriate confidentiality with regard to educators/staff, children, parent, and preschool matters (*Titus 3:2 and Galatians 5:15 TLB*).
6. Employees will understand that the preschool staff is required to have a positive relationship with the minister of the church, the members of the Committee of Management and the church personnel of their building site church. Employees will strive to cultivate a positive relationship between preschool personnel and church personnel.
7. Should a staff member act contrary to the lifestyle requirements set out in this clause, the matter will be dealt with in accordance with the normal preschool procedures in relation to performance management.

**EDUCATIONAL CREED**

1. We share a common faith in God the Father of our Lord Jesus Christ, who sent His Son to redeem the world from the corruption of sin and give new and eternal life to His people. As a community united in Christ for the care and development of children, we confess:

* That all children are valued and loved by God and therefore must be respected, nurtured, educated and cared for with all diligence and kindness.
* That the world was lovingly created and is lovingly sustained by God, through Jesus His Son. As God is the maker and Lord of all things in this world, the world may only be properly examined and understood in reference to Him. Education ought always to affirm God’s Lordship over every aspect of His world. Children are encouraged to explore and delight in the world. As children explore the world and develop interests, they are taught about God’s sovereignty and Lordship.
* That God made human kind to bear His image in His world. This entails the responsibility to rule and care for the world as God rules and cares for it. Learning about the world ought to include our God given responsibility to care for the world and to work in the world.
* The religious ethos of this preschool will be maintained while respecting each child and their family of origin. The following will be borne in mind:

1. Children are not required to perform duties that are inappropriate, having regard to each child’s family and cultural values, age and physical and intellectual development.
2. No child is isolated for any reason other than illness, accident or pre-arranged appointment with parental consent.
3. Children are treated without bias regardless of ability, gender, religion, culture, family structure or economic status.

**I HAVE READ AND UNDERSTAND THE CONTENTS OF THE EMPLOYMENT AGREEMENT & ACCEPT THE TERMS AS SET OUT ABOVE:**

\_\_\_\_\_\_\_

[Print Full Name] [Signature] [Date]

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[Nominated Supervisor] [Signature] [Date]