

# Integrity Framework

Our **vision of integrity** is to ensure our culture is characterised by the highest standards of ethical behaviour and accountability at every level of the organisation. We promote equity and excellence by our commitment to a high-performing education system.

## Our purpose

Integrity is everybody's business, driven by committed leadership and the ethics principles underpinning our work.

This Integrity Framework combines the organisational structures, systems, values, initiatives and practices that foster ethical behaviour and integrity across the Department of Education. Preventing, detecting and responding to fraud and corruption improves our services and delivers great outcomes for Queensland.

## Why does integrity matter?

Integrity drives our ability to deliver the department's strategic vision of equity and excellence and every employee has a role to play in protecting assets, information and minimising opportunities for fraud and corruption. Proactive measures, good governance and risk management are essential in a high-performing education system. Managing fraud and corruption is a crucial element to achieving excellence in public administration.

## Benefits

By understanding our integrity obligations and applying ethics principles to our every day actions, we:

- demonstrate a culture that builds public trust and confidence in our services
- create the conditions in which ethical decision-making and integrity flourish
- ensure our resources are invested effectively to deliver better outcomes for Queenslanders
- enable positive environments to strengthen health and wellbeing.



## Our approach

We are continuously strengthening our approach to integrity by preventing, detecting and responding to corrupt conduct and fraud.

### Prevention through:

- leaders and staff committed to an integrity-centred culture
- good governance, risk management and effective internal controls
- clear policies, procedures and practices that are regularly improved.

### Detection through:

- proactive reporting of allegations and suspicions
- internal control systems that detect anomalies
- oversight, reporting and monitoring of activities
- internal and external audits and reviews.

### Responding by:

- taking action where conduct and behaviour are unlawful or out of step with our values
- continuously improving our systems and practices, especially where fraud or corruption have been detected.



# integrity practice



*With each person committed to our integrity culture, we create an environment that resists fraud and corruption and promotes confidence in our service delivery to all Queenslanders.*

## What does the Integrity framework look like in practice?

### In our governance practices, we ...

understand and comply with our legislative, governance and policy obligations

maintain good governance practices to establish a strong foundation for our work and to realise the potential of every student

identify and manage risks and strengthen internal controls.

### In our service delivery, we ...

take personal responsibility and accountability for our work and actions

deliver services consistent with the policies and procedures of our organisation

safeguard public assets and information and use public resources equitably and efficiently

enhance capacity and capability to maintain the integrity and security of our information and systems

share information and provide accessible resources to empower our educators and leaders to strengthen our culture of integrity.

### In our performance, we ...

set clear expectations for performance, ethical behaviour and conduct of all employees

embed ethical standards in our performance planning and review practices

review performance and take meaningful action to continuously build capability and knowledge.

### In our decisions and actions, we ...

consider and respect human rights

lead and make ethical decisions, ensuring any conflicts of interest that arise are declared and resolved or managed in the public interest

are transparent, accountable, and open to internal and external scrutiny

understand and appreciate diversity, through our equitable approach

treat complaints seriously and with respect, acknowledging and acting on our areas of improvement

use personal information appropriately and embed good record keeping practices.

### In our values and culture, we ...

promote and model inclusive and ethical behaviour in everything we do

lead by example every day, setting the standard for equity and excellence

take action when we see or become aware of conduct that doesn't align with our organisational values and standards

encourage a culture of reporting concerns, and protect people who make disclosures.

## Our values



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people



Work safe, learn safe, be safe

## Key authorising legislation

[Crime and Corruption Act 2001](#)  
[Financial Accountability Act 2009](#)  
[Human Rights Act 2019](#)  
[Integrity Act 2009](#)  
[Public Interest Disclosure Act 2010](#)  
[Education \(General Provisions\) Act 2006](#)  
[Public Sector Act 2022](#)  
[Public Sector Ethics Act 1994](#)

## Strategic alignment

[Department of Education Strategic Plan](#)  
[Department of Education Equity and Excellence Strategy](#)

## Resources

[Code of Conduct for the Queensland Public Service](#)  
[Corporate Governance Framework](#)  
[Delegations and Authorisations](#)  
[Department of Education Standard of Practice](#)  
[Enterprise Risk Management Framework](#)  
[Ethics and Integrity Policies and Procedures](#)  
[Financial Management Practice Manual](#)  
[Legislative Compliance Framework](#)  
[Queensland Public Sector Directives and Policies](#)