

Early Learning

Agreement 14.5

Code of Conduct

I commit to contributing to creating an environment that:

- respects the rights of the child and values diversity
- acknowledges the vulnerability of Aboriginal children, children from a culturally and linguistically diverse background and children with a disability and has zero tolerance of discrimination
- is committed to the safety and wellbeing of each child and staff at the service
- provides an open, welcoming environment in which everyone's contribution is valued and respected is committed to communicating openly and honestly
- is committed to continually learning how to be inclusive and respectful of cultural needs
- refrain from engaging in malicious or judgemental gossip (either directly or online) and ensuring that anything they say about others is fair and truthful
- refrain from actions and behaviour that constitutes bullying, harassment, discrimination, or vilification
- not smoke on the grounds within four metres of any entrance (Victorian Law)
- not possess alcohol on the service grounds
- not attend service events if affected by alcohol or other intoxicants

Relationships with children

In our relationships with children, I commit to:

- being a positive role model at all times
- allowing children to undertake experiences that develop self-reliance and self-esteem
- maintaining a safe environment for children
- speaking to children in an encouraging and positive manner
- giving each child positive guidance and encouraging appropriate behaviour
- regarding all children equally, and with respect and dignity
- respecting individual difference including cultural values, age, physical and intellectual development
- not take a photo or video recording of another child or parent without their consent
- not post a photo or video recording of another child or parent on social media without their consent

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Relationships with educators and staff

In my relationships with the educators and staff, I commit to:

- working in partnership in a courteous, respectful, and encouraging manner
- sharing our expertise and knowledge in a considered manner
- respecting the rights of others as individuals and valuing different professional approaches
- respecting the privacy of children and their families and only disclosing information to people who have a need to know as required under the Privacy policy
- following the directions of staff at all times
- raising any concerns, including concerns about safety, as soon as possible with staff to ensure that they can be resolved efficiently
- raising any complaints or grievances in accordance with the *Complaints and Grievances Policy*.
- a breach of the Code of Conduct may lead to limitations being placed on my attendance at the service.

