

## STAFF CODE OF CONDUCT

### **Rationale:**

Kyabram P-12 College supports staff to demonstrate high standards of professional conduct at all times in their work with children, families, other staff and the wider community. Ethical conduct guides the behaviour and decisions within the OSHC and is founded in respect for, valuing of children, families, educators, staff and the extended OSHC community.

### **Aims:**

To provide staff guidelines when working in the after school care environment. This policy applies to all permanent, temporary and casual staff and to volunteers working at OSHC. Educators need to be aware of relevant legislations such as • (Education and Care Services National Law Application) Act 2010 • Education and Care Services National Regulations 2011, National quality framework, Professional standards guide practice, Early Childhood Australia Code of Ethics (2010) • United Nations Convention on the Rights of the Child (1989) • Code of conduct for Victorian public sector employees and • The Victorian Teaching Profession code of conduct.

The OSHC will uphold the highest standards in ethical conduct in accordance with the ECA Code of Ethics (2010), The United Nations Convention on the Rights of the Child (1989) and the philosophy and policies of the Kyabram P-12 College.

### **Implementation:**

- Educators and staff will be familiar with the legislation and statutory documents that apply to their role with the children, families and other staff in the OSHC.
- Educators and staff will be familiar with the ECA Code of Ethics and the OSHC philosophy. This will guide conduct and decision making within OSHC.
- Ethical conduct and decision making will occur with reference to legislation and statutory documents and through the process of critical reflection. Decision making processes will be clear and the after school care team will be accountable for decisions and able to demonstrate how those decisions are made.
- The Nominated Supervisor of the OSHC will ensure that all Educators and staff are made aware of their obligations through personal discussions, staff meeting activities and opportunities to critically reflect upon ethical practice.
- The OSHC community will work together in the best interests of the children and families and will act in a manner that will enhance the standing of the early childhood sector. This involves a full understanding of the role, responsibilities and obligations combined with collegial practice and collaborative decision making.
- Educators, staff and volunteers in the OSHC will conduct themselves in an ethical manner through clear processes in accordance with legislative and statutory guidelines.

**Review:**

This policy was reviewed in 2020 and will be reviewed every three years.

RATIFIED BY COLLEGE COUNCIL

\_\_\_\_\_ Date: 19/03/2020  
College Council President

Review Date: March 2023