

Konomi Kindergarten

Staff Code of Conduct

QUALITY AREA 4: STAFFING ARRANGEMENTS, Standard.2

Introduction

This policy relates to conduct within Konomi Kindergarten environment.

Ethical conduct guides the behaviour and decisions within Konomi kindergarten setting and is founded in respect for, and the valuing of children, families, educators and staff, and the extended service community.

Goals

Konomi kindergarten community 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 service philosophy and policy.

Strategies

- Educators and staff will be familiar with the legislation and statutory documents that apply to their role with children, families and other staff in the centre.
- Educators and staff will be familiar with the *ECA Code of Ethics* and service philosophy. This will guide conduct and decision making within the centre.
- Ethical conduct and decision making will occur with reference to legislation and statutory documents and through a process of critical reflection. Decision making processes will be clear and the Konomi Kindergarten's Director/ Responsible person will be accountable for decisions and able to demonstrate how those decisions are made.
- The Director and Nominated Supervisor of Konomi Kindergarten ensure all Educators and staff are made aware of their obligations through personal discussions, staff meeting activities and opportunities to critically reflect upon ethical practice.
- Konomi Kindergarten's 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 role responsibilities and obligations combined with collegial practice and collaborative decision making.

Evaluation

Educators, staff and volunteers in the service will conduct themselves in an ethical manner through clear processes in accordance with legislative and statutory guidelines.

Statutory Legislation & Considerations

- Children (Education and Care Services National Law Application) Act 2010
- Education and Care Services National Regulations 2011, (168-2, i)

Sources

- *ECA Code of Ethics* (2006)
- *United Nations Convention on the Rights of the Child* (1989)
- Early Childhood Australia www.eca.com.au

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