

Code of conduct (Board policy)

Policy statement

At Goodstart our Purpose is for children to have the learning, development and wellbeing outcomes they need for school and life.

As Goodstarters we are part of a thriving and inclusive organisation laying the foundation for better lives through exceptional quality learning. We are aware of our impact as Australia’s largest provider of early learning and care and our role in providing amazing experiences. We are deeply committed to reconciliation and safety.

What does this policy apply to?

Our Code of Conduct makes clear our expectations of us as Goodstarters. It applies to anyone representing Goodstart - including centre and CSO team members, board members, students, volunteers, interns, and service providers.

We are a [Child Safe Organisation](#) where children are at the heart of everything we do.

The Goodstart Code of Conduct helps us to align with our [Guiding Principles](#), our [Foundations](#), our [Safety Commitment](#) and our [Child Safe Behaviour Standards](#) as well as our [Policies and Procedures](#) so we can make the right decisions every day. **As a Goodstarter I will:**

- Uphold children’s rights** and ensure all children feel safe, are safe, and are heard. I will follow our [Child Safe Behaviour Standards](#) and I will [Look, Do, Tell](#) to respond to any allegation or suspicion of child abuse, neglect or harm, at all times (when I’m at Goodstart and when I’m not at Goodstart, including online).
- Act with honesty and integrity** as I actively reimagine what’s possible, start with trust, take initiative, focus where it matters, create stronger solutions together, and amplify impact. I will treat children, families and colleagues with kindness and respect. I will not tolerate racism, bullying or harassment. I will speak up if I see or suspect behaviour that is not in line with our Code of Conduct.
- Contribute to our Purpose and commitment to children** by focusing on our strategic goals and keeping all children and Goodstarters safe and well. I will support diversity and inclusion for everyone and encourage children to express their culture and enjoy their cultural rights. I will continue our reconciliation journey so that First Nations children, families and Goodstarters choose to come, share and stay.
- Be professional and respectful** including acting ethically and aiming for excellence. I will be the best Goodstart ambassador I can be at all times, including on social media. I will recognise and manage any potential or perceived conflicts of interest and I will respect confidentiality and privacy principles.
- Understand and carry out all the requirements of my role** including policy, procedures and frameworks, information sharing and record keeping, completing all mandatory training and keeping certifications up to date. I will uphold our safety commitment to keep the safety of myself and others part of every decision I make and every action I take.

If I suspect a breach of this Code of Conduct or I believe that child abuse, neglect or harm has occurred or is at risk of occurring I will speak up to someone appropriate (e.g. my leader, their leader, the People Team, a designated Whistleblower Protection Officer, or the GoodCall line).

DOCUMENT NUMBER & TITLE		BM1 Code of Conduct			
CONTENT OWNER	Goodstart Board	DOCUMENT AUTHOR	Tracey McFarland, Chief Experience Officer		
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At Goodstart we take our Code of Conduct seriously – it is how we achieve our Purpose and it is part of being a Goodstarter.

Responsibilities

This policy is to be implemented by: All employees (permanent, temporary and casual), independent contractors (i.e non- employees), volunteers, Board members and others acting on behalf of Goodstart

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