

# Code of Conduct

**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. Our Code of Conduct makes clear our expectations of us as Goodstarters. 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:**

- 1. 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).
- 2. 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.
- 3. 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.
- 4. 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.
- 5. 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).

**At Goodstart we take our Code of Conduct seriously – it is how we achieve our Purpose and it is part of being a Goodstarter.**

