



Nature Alliance Family Day Care Service

Code of Conduct



The Early Childhood Australia Code of Ethics was developed especially for early childhood services and based on the principles of the United Nations Convention on the Rights of the Child (1991).

The Code of Ethics reflects current pedagogical research and practice, providing a set of statements outlining the ethical responsibilities and expected behaviours of early childhood professionals who work with or on behalf of children and families in early childhood settings. The Nature Alliance Code of Conduct aligns with the ECA – Code of Ethics.

The reference to the “Nature Alliance Team” includes the Approved Provider, Staff, Educators, Educator Assistants, Students and Volunteers

Core Principles

The core principles act to guide decision making in relation to ethical responsibilities. These core principles and professional standards require a commitment to respect and to maintain the rights and dignity of children, families, colleagues and communities.

Professional Standards for The Nature Alliance Team

Relationships with children:

In their relationships with children, the Nature Alliance Team will demonstrate their commitment to high-quality education and care for children by:

- being a positive role model at all times
- encouraging children to express themselves and their opinions
- allowing children to undertake experiences that develop self-reliance and self-esteem
- creating and maintaining safe, healthy, inclusive environments that support children’s agency and enhance their learning
- respecting the rights of all children
- acknowledging that each child has unique interests and strengths and the capacity to contribute to their communities
- contributing to a service environment that is free from discrimination, bullying and harassment
- ensuring that children are not discriminated against on the basis of gender, sexuality, age, ability, economic status, family structure, lifestyle, ethnicity,

religion, language, culture, or national origin

- speaking to children in an encouraging and positive manner
- listening actively to children and offering empathy and support
- giving each child positive guidance and encouraging appropriate behaviour
- regarding all children equally, and with respect and dignity
- having regard to the cultural values, age, physical and intellectual development, and abilities of each child at the service
- providing opportunities for children to interact and develop respectful and positive relationships with each other, and with other staff members and volunteers at the service
- informing children if physical contact is required for any purpose, and asking them if they are comfortable with this interaction
- encouraging and assisting children to undertake activities of a personal nature for themselves e.g. toileting and changing clothes
- respecting the confidential nature of information gained about each child while participating in the program.
- Safeguarding the security of information and documentation about children, particularly when shared on digital platforms.

Relationships with parents/guardians and families

In their relationships with parents/guardians and families, the Nature Alliance Team will demonstrate their commitment to collaboration by:

- being respectful of, and courteous towards, parents/guardians and families at all times
- supporting families as children's first and most important teacher and respect their right to make decisions about their children
- considering the perspective of parents/guardians and families when making decisions that impact on the education and care of their child
- communicating with parents/guardians and families in a timely and sensitive manner
- responding to concerns expressed by parents/guardians and families in a timely and appropriate manner
- learning about and respecting and responding to the uniqueness of each family, their circumstances, culture, family structure, customs, language, beliefs and kinship systems
- working collaboratively with parents/guardians and families respecting the privacy of information provided by parents/guardians and families, and keeping this information confidential, as required under the Privacy and Confidentiality Policy.

Relationships with colleagues at the service

In their relationships with colleagues, the Nature Alliance Team will demonstrate collegiality by:

- developing relationships based on mutual respect, equity and fairness
- working in partnership in a courteous, respectful and encouraging manner
- valuing the input of their peers
- sharing expertise and knowledge in appropriate forums, and in a considered manner
- respecting the rights of others as individuals
- giving encouraging and constructive feedback, and respecting the value of different professional approaches.
- encouraging others to adopt and act in accordance with this Code, and take action in the presence of unethical behaviours
- acknowledging and supporting the diverse strengths and experiences of colleagues in order to build shared professional knowledge, understanding and skills
- using constructive processes to address differences of opinion in order to negotiate shared perspectives and actions
- participating in a 'lively culture of professional inquiry' to support continuous improvement

Professional Responsibilities

The Nature Alliance Team will demonstrate commitment to their professional responsibilities by:

- undertaking their duties in a competent, timely and responsible way
- ensuring their knowledge and expertise is up to date and relevant to their role
- taking responsibility for articulating their professional values, knowledge and practice and the positive contribution the profession makes to society
- engaging in critical reflection, ongoing professional learning and support research that builds their knowledge and that of the profession
- working within the scope of their professional role and avoid misrepresentation of their professional competence and qualifications
- encouraging qualities and practices of ethical leadership within the profession
- modeling quality practice and provide constructive feedback for students as aspiring professionals
- mentoring new graduates by supporting their induction into the profession
- advocating for the profession and the provision of quality education and care

- understanding and complying with legal obligations in relation to:
 - discrimination, harassment and vilification,
 - negligence
 - mandatory reporting
 - privacy and confidentiality
 - occupational health and safety
 - raising any complaints and grievances
- using social media in a professional and constructive manner by being polite and respectful of individual and community opinions

Community & Society

The Nature Alliance Team will demonstrate their commitment to community and society by:

- learning about local community contexts and aspirations in order to create responsive programs to enhance children’s learning, development and wellbeing
- collaborating with people, services and agencies to develop shared understandings and actions that support children and families use
- researching and accessing practice-based evidence to advocate for a society where all children have access to quality education and care
- promoting the value of children’s contribution as citizens to the development of strong communities
- working to promote increased appreciation of the importance of childhood including how children learn and develop, in order to inform programs and systems of assessment that benefit children
- advocating for the development and implementation of laws and policies that promote the rights and best interests of children and families

Reference:

Code Of Ethics, Early Childhood Australia