

CODE OF ETHICS



In relation to children, I will:

- 1 **Embrace Each Child's Uniqueness:** Recognise, respect, and celebrate each child's unique identities, qualities, and traits, avoiding reinforcement of conformity.
- 2 **Consider Each Child's Culture:** Think and act in ways that are considerate of each child's unique cultural and social experiences.
- 3 **Embed Lived Experiences:** Ensure that each child's unique perspectives and experiences, as well as those of their family and carers, inform decision-making.
- 4 **Affirm Diversity:** Understand that there is diversity in needs and abilities, challenging biases and misconceptions, and affirming each child's individuality.
- 5 **Support the Role of Play in Development:** Acknowledge the importance of play in child development, ensuring children's right to play is protected and encouraged as part of their growth and learning.
- 6 **Enhance Development and Achievements:** Interact with children in ways that promote their development, celebrate their achievements, and align with best practices to respect their rights and dignity.
- 7 **Create Safe and Stimulating Environments:** Ensure environments are safe, healthy, and stimulating, fostering development and well-being while considering the unique cultural and social contexts of each child.
- 8 **Promote Effective Communication:** Assist children in developing effective communication and interaction skills, ensuring these methods are accessible and tailored to their individual needs.
- 9 **Tailor Supports to Each Child's Context:** Adapt supports to meet the unique needs of each child and their family, respecting their cultural and social context.
- 10 **Embed Neuro-Affirming Practices:** Use language and practices that affirm and respect the unique neurological makeup of each child, promoting a positive and inclusive approach to their development and well-being.

In relation to families, I will:

- 1 **Establish Priorities with Families:** Align goals with families, prioritising their unique context and celebrating progress together.
- 2 **Foster Positive Relationships:** Develop positive relationships with families based on mutual trust, open communication, and a deep understanding of their cultural and social contexts.
- 3 **Engage in Shared Decision Making:** Involve families in shared decision-making regarding their child's supports and development, ensuring their perspectives and priorities are central to the process.
- 4 **Support Family Strengths:** Acknowledge and support the existing strengths and competencies of families, adapting supports to their unique needs and contexts.
- 5 **Respect Family Uniqueness:** Respect the uniqueness of each family, including their culture, customs, language, beliefs, and community context, and ensure these elements inform decision-making.
- 6 **Respond with Understanding:** Provide trauma-informed and responsive care within all interactions, ensuring that the family's experiences guide the support offered.
- 7 **Promote Family Engagement:** Encourage families to engage with available services at their chosen level of involvement, fostering a network of peer and community support.
- 8 **Maintain Confidentiality and Privacy:** Uphold the confidentiality and privacy rights of families in all interactions and communications, respecting their autonomy and dignity.
- 9 **Provide Unbiased Information:** Offer families full and unbiased information to enable informed decision-making, ensuring clarity and accessibility in all communications.
- 10 **Promote Cultural Competence and Inclusion:** Actively include cultural practices in service delivery, integrating cultural values, traditions, and practices of the families and communities I serve, and advocating for their inclusion at all levels of interaction.

In relation to colleagues, I will:

- 1 **Collaborate Effectively:** Work together with colleagues to support the needs of children and families, ensuring that all voices are heard and valued in decision-making processes.
- 2 **Build Professional Trust:** Foster an atmosphere of professional trust, respect, and collaboration, valuing the diverse perspectives and strengths each colleague brings to the team.
- 3 **Support Colleagues' Strengths:** Acknowledge and support the personal and professional strengths that colleagues bring to the workplace, encouraging mutual growth and development.
- 4 **Assist in Professional Development:** Support and assist colleagues in their professional development, promoting continuous learning and reflective practice as essential components of best practice.
- 5 **Celebrate Cultural and Linguistic Diversity:** Celebrate the value of cultural and linguistic diversity among colleagues, encouraging the inclusion of diverse perspectives in service delivery.
- 6 **Respect Multidisciplinary Perspectives:** Respect the different perspectives that various disciplines bring to understanding the needs of children, families, services, and communities, fostering a collaborative approach to care.
- 7 **Promote Teamwork:** Create a climate of effective teamwork and consultation, ensuring that all voices are heard and valued in decision-making processes.
- 8 **Maintain and Improve Standards:** Work to maintain and improve the standards of service provided in my workplace, aligning practices with the latest evidence and best practices in early childhood supports (intervention).
- 9 **Foster Non-Discriminatory Policies:** Promote policies and working conditions that are non-discriminatory, fostering competence, well-being, and positive self-esteem among all staff.
- 10 **Encourage Adherence to Best Practice:** Encourage my colleagues to accept and adhere to this Code, emphasising continuous learning, critical self-reflection, and engagement with evidence-based practices.

In relation to the community and society, I will:

- 1 **Respond to Community Needs:** Ensure that my services are responsive to community needs, adapting practices to reflect the cultural and social contexts of the communities I serve.
- 2 **Be an Ally for Equity and Justice:** Advocate for and support the development and implementation of laws and policies that promote the well-being of children and families, acting as an ally for equity and justice.
- 3 **Abide by Relevant Laws and Regulations:** Be familiar with and abide by laws and policies relevant to my work, ensuring that my practices are legally sound and ethically robust.
- 4 **Promote Children's Best Interests:** Advocate for laws and policies that enhance the well-being of children, ensuring that their rights and needs are central to all policy decisions.
- 5 **Collaborate with My Team:** Build and nurture relationships to create a cohesive and dynamic support team around children and families, fostering cooperation among agencies and professions.
- 6 **Engage in Community Education and Advocacy:** Promote children's best interests through community education and advocacy, enabling them to interact and participate fully in their lives and communities.
- 7 **Support Continuous Service Evaluation:** Advocate for continuous service evaluation and accountability to clients and the community, ensuring that services remain relevant, effective, and equitable.
- 8 **Provide Guidelines for Ethical Use of Social Media:** Develop and follow explicit guidelines for the ethical use of social media, ensuring privacy, confidentiality, and the rigor of shared content.
- 9 **Promote Cultural Responsiveness:** Actively work to include cultural values and practices in community interactions and service delivery, supporting inclusion and equity at all levels.
- 10 **Build on Strengths:** Recognise and focus on the abilities, knowledge, and capacity of children, families, and communities, ensuring that all interactions and supports are strengths-based and empowering.

In relation to myself as a professional, I will:

- 1 **Commit to Continuous Learning:** Continuously update and improve my expertise and practice through formal and informal professional development, embracing new ideas and approaches to create positive change.
- 2 **Engage in Critical Self-Reflection:** Regularly engage in critical self-reflection, showing grace in acknowledging and valuing the strengths and weaknesses of others and myself.
- 3 **Consider Colleagues' Views:** Communicate with and consider the views of all colleagues, fostering an environment of mutual respect and professional growth.
- 4 **Support Research Initiatives:** Initiate and support research to strengthen and expand the knowledge base of early childhood supports, ensuring that practices are evidence-based and informed by the latest research.
- 5 **Work Within Professional Limits:** Operate within the limits of my professional role, avoiding misrepresentation of my professional competence and qualifications, and acting with integrity, honesty, and fairness.

- 6 **Advocate for the Profession:** Advocate for young children, services, education, therapies, and early childhood supports, ensuring that the profession is recognised and valued within the community.
- 7 **Value Formal Qualifications and Personal Growth:** Recognise the importance of formal qualifications and personal growth in early childhood supports, striving for excellence in all professional endeavours.
- 8 **Enhance Professional Standing and Standards:** Act in ways that enhance the standing of my profession in the community, while upholding and encouraging adherence to professional standards.
- 9 **Incorporate Lived Experiences and Family Voices:** Promote the inclusion of lived experiences and family voices in my professional practice by establishing regular consultation and feedback mechanisms, ensuring that services are responsive and relevant.
- 10 **Build on My Strengths:** Recognise and focus on my abilities, knowledge, and capacity, fostering a culture of continuous improvement and excellence in early childhood supports (intervention).