



EARLY EDUCATION LEADERS

PEER NETWORK

CODE OF CONDUCT

APRIL 2021

THE PLACE TO CONNECT, LEARN, SHARE AND THRIVE

Code of Conduct

Commitment made by Champions and Members on joining

By joining the Network, Champions and Members commit to the following principles of respectful conduct to create a positive environment in which Members are comfortable participating.

The Network is designed to be best practice, and as such:

- ▶ Participatory
- ▶ Constructive
- ▶ Equitable and inclusive
- ▶ Respectful
- ▶ Accountable
- ▶ Transparent
- ▶ Free of promotion and commercial interests
- ▶ Law abiding
- ▶ Ethical, and
- ▶ Impartial and free of conflicts of interest.

Online good practice

As an online Network, participants will also follow the conventions of respectful and safe online practices.

Champions and Members commit to:

- ▶ working together to improve the quality of practice in early education
- ▶ focusing on professional topics
- ▶ protecting their own and others' privacy
- ▶ being respectful and open to varying views, and the practices of others
- ▶ making relevant posts to the subjects being discussed i.e., not intentionally diversionary nor divisive
- ▶ non-commercial and without conflict of interests; no promotion of other external groups, nor promotion of suppliers
- ▶ be polite, without abusive, threatening, or harassing actions, including use of expletives, and hateful language
- ▶ non-defamatory comments. Individuals and organisations should not be named or inferred.
- ▶ respect that Champions and Members are volunteers. They can offer guidance based on experience but should not do so in lieu of professional, legal, or financial advice, nor are Champions and Members unpaid resources for services in lieu of paid operational support, and
- ▶ be conscious of online safety, which includes posting personal information, and includes posting links to external information that are not confirmed as safe and secure.

The Network will be moderated by the Champions with the support of CELA. They reserve the right to restrict or remove Members if their behaviour does not meet the Conduct outlined.

In the event of a problem Champions will seek first to understand

If a breach of Conduct is observed or reported, Champions will investigate the situation first, by discussing it with the individual or individuals involved to understand the situation and the intention behind any behaviour. They will agree with those individuals a course of action, e.g., to not name or personalise any comments. If this does not resolve the situation, or if the behaviour persists, Champions will confer with CELA and may decide to restrict or remove Members.

Timeline and handover

The Network will be run as a pilot from April to June 2021.

The efficacy of the network will be reviewed as described during July 2021. At that point, the Department of Education will review recommendations arising from the evaluation and determine if the Network fulfils its role for the sector.

If it does, the Network will be transferred to the Champions to govern with the Department being a key stakeholder in its governance and effectiveness.

For more information

For further information or questions, please contact CELA at info@earlyednetwork.com or call **1800 157 818**.