RESPONSIVENESS
We respond in a timely way with our best work

INTEGRITY
We are honest, ethical and transparent

IMPARTIALITY
We behave in the best interests of the public by making fair and objective decisions

ACCOUNTABILITY
We hold ourselves and others to account for the work that we do

RESPECT
We value others and accept their differences

LEADERSHIP
We are genuine, supportive and do the right thing

HUMAN RIGHTS
We uphold and respect the rights of others
We always

- care about the quality of our services and programs, and aim to be the best
- strive to provide efficient and timely service, honest advice, and information based on all available facts
- remain committed to ensuring that the public has a high quality education system that gives opportunities for all
- strive to make a difference and seek better ways to do our work
- respond promptly and get our work done well
- remain apolitical, ensuring we do not use our positions to support personal political preferences

RESPONSIVENESS
We respond in a timely way with our best work
We always
• spend money wisely for its intended purpose
• ask questions, raise issues, speak up and report unethical behavior and misconduct
• avoid or manage potential or perceived conflicts of interest
• carry out our work safely and avoid conduct that puts ourselves or others at risk
• deliver on our promises and avoid conduct in our work or personal lives that may diminish the public’s trust
• act honestly, openly and consultatively in the performance of our work and use our positions fairly and responsibly
We always

• make decisions based on the best available facts, evidence, information and arguments
• provide clear and proper reasons for the decisions we make
• act fairly, consistently, objectively and with equality (in all our interactions and actions)
• avoid being influenced by offers of gifts, benefits or hospitality and adhere to DET policy
• follow agreed processes and manage issues consistently, fairly and in a timely manner

IMPARTIALITY
We behave in the best interests of the public by making fair and objective decisions
We always
- use work resources responsibly and appropriately
- engage genuinely with the community
- use, share and disclose information as intended
- consider and accept the consequences of our actions and own our decisions
- know what we need to do in our work and take responsibility to achieve it
- act and make lawful and transparent decisions within our level of authority

ACCOUNTABILITY
We hold ourselves and others to account for the work that we do
We always

- treat everyone in a considerate, fair and courteous manner
- maintain confidentiality and treat private information properly
- recognise the achievements of others and share team success
- listen and encourage everyone to explain ideas and actions
- ensure everyone has the right tools to do their work
- collaborate and engage constructively with each other working towards a common goal

RESPECT
We value others and accept their differences
We always
- act in a genuine and authentic way, modeling DET’s values and support others to do so
- walk the talk and match our actions with our words - others can rely on us to do as we promise
- promote frank and honest discussions and have courage to challenge the status quo
- acknowledge the great ideas of others that improve the way we work
- help others to be accountable for their actions, decisions and their own development
- make choices and take actions that promote a safe working environment for everyone
UNDOERSTANDING HUMAN RIGHTS

We always
• are inclusive and embrace equal rights for all
• make sure everyone can be involved, regardless of their circumstances, background, or personal preferences
• respect the rights of others
• report any suspected breaches of human rights
• promote the Charter of Human Rights and Responsibilities in all our interactions and activities, with our colleagues, our students, our parents and in our communities

HUMAN RIGHTS
We uphold and respect the rights of others