



IMPARTIALITY

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

Team Activity

The purpose of these activity sheets is to support team discussions about DET's values and what they look like in practice at your school.

Representative behaviours for DET

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 and hospitality and adhere to DET policy
- follow agreed processes and manage issues consistently, fairly and in a timely manner

Team discussion: Consider what IMPARTIALITY looks like...

The school has undertaken a process to identify student leaders for the new school year. A small group of parents has approached the school to question the outcome of the selection process.

1. Should the school discuss the details of their selection decision with parents?
2. What policies and processes can guide decision-making?
3. Other than considering the views of this small group of parents, what should be done to maintain trust and confidence in the process?

15 mins

References: [DET Values Quick Reference guide](#)
[Understanding DET Values Schools guide](#)
See '[DET Values](#)' on HR Web