

# DET'S VALUES



## 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

# UNDERSTANDING RESPONSIVENESS



## 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

# UNDERSTANDING INTEGRITY



## 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

## INTEGRITY

We are honest, ethical  
and transparent

# UNDERSTANDING IMPARTIALITY



## **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

# UNDERSTANDING ACCOUNTABILITY



## ACCOUNTABILITY

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

### 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

# UNDERSTANDING RESPECT



## **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

# UNDERSTANDING LEADERSHIP



## **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

## **LEADERSHIP**

We are genuine, supportive and do the right thing

# UNDERSTANDING 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