



Introduction

The Code of Conduct at AGE establishes a framework of values and expectations that define our community and guide our interactions. At its core, the Code embodies a commitment to respect, inclusivity, and collaboration, promoting a supportive and ethical environment for all members, including students, staff, and stakeholders. These principles ensure a positive learning and working atmosphere where individuals feel valued, able to contribute meaningfully, and empowered to achieve personal and professional growth. By adhering to this Code, we collectively uphold the highest standards of integrity and accountability, creating a welcoming, fair, and inspiring environment that aligns with AGE's mission and values.

The Code

1. Commitment to Respect

- At AGE, all students, employees, board members and stakeholders are expected to treat each other with respect and dignity, recognising the inherent worth of every individual.

2. Inclusivity and Belonging

- AGE is committed to creating an inclusive environment where all individuals—whether they are staff, students, or stakeholders—feel welcomed, valued, and able to contribute fully, regardless of their background or identity.

3. Collaboration and Teamwork

- Collaboration and teamwork are core values at AGE. All members, including staff and students, are encouraged to work together, share ideas, and support one another to achieve common goals.

4. Equity and Fairness

- Decisions and actions at AGE are guided by principles of equity and fairness, ensuring that all individuals are treated justly and given equal opportunities to succeed, whether in their work or studies.

5. Respecting Differences

- AGE encourages understanding and appreciation of differences in opinions, perspectives, and experiences. Constructive debate and discussion are seen as essential to growth and innovation, both in the workplace and in the classroom.

6. Active Listening

- All members of AGE, including staff, students, and stakeholders, are encouraged to practise active listening, seeking to understand others' points of view before responding. This promotes empathy and effective communication within the organisation.



7. Supportive Environment

- AGE strives to create a supportive environment where staff and students alike are encouraged to reach their full potential, and where personal and professional development is actively nurtured.

8. Ethical Conduct

- Ethical behaviour is expected in all actions and decisions at AGE, with a strong commitment to integrity, honesty, and accountability. The organisation adheres to the highest ethical standards in all its operations.

9. Responsibility to Challenge Inappropriate Behaviour

- Every member of AGE has a responsibility to challenge and report inappropriate behaviour, ensuring that respect, kindness, and professionalism are upheld at all times.

10. Commitment to Continuous Improvement

- AGE is dedicated to continuous improvement in fostering an inclusive, respectful, and diverse workplace and learning environment. Feedback is welcomed, and policies are regularly reviewed to ensure they reflect best practices.

11. Celebration of Achievements

- AGE recognises and celebrates the achievements and contributions of all individuals, including staff and students, fostering a positive and motivating environment for everyone involved.

12. Work-Life Balance

- AGE values work-life balance and supports the well-being of its members, promoting a healthy, productive, and balanced approach to work and study.