

# Code of Ethics Policy – Teachers

## Beliefs

1. Teaching is a profession and, as such, requires a professional code of ethics.
2. Teachers should show care for students through positive influence, sound professional judgement and empathy in practice.
3. Teachers should exercise honesty, reliability and moral action through their professional commitments, responsibilities and actions.
4. Teachers should uphold human dignity and promote equality and emotional and cognitive development.
5. Teachers should demonstrate respect for spiritual and cultural values, diversity, social justice, freedom, democracy and the environment.
6. Teachers' relationships with students, colleagues, parents, school management and the public should be based on goodwill, fairness, openness and honesty.

## Standards

### 1. Professional Values and Relationships

Teachers will:

- a. be caring, fair and committed to the best interests of the students entrusted to their care, and seek to motivate, inspire and celebrate effort and success
- b. acknowledge and respect the uniqueness, individuality and specific needs of students and promote their holistic development
- c. be committed to equality and inclusion and to respecting and accommodating diversity, including those differences arising from gender, civil status, family status, religion, age, disability, race, ethnicity and socio-economic status.
- d. seek to develop positive relationships with students, colleagues, parents, school management and others in The school community, characterised by professional integrity and judgement
- e. work to establish and maintain a culture of mutual trust and respect in the school

### 2. Professional Integrity

Teachers will:

- a. act with honesty and integrity in all aspects of their work
- b. respect the privacy of others and the confidentiality of information gained in the course of professional practice, unless a legal imperative requires disclosure or there is a legitimate concern for the wellbeing of an individual
- c. represent themselves, their professional status, qualifications and experience honestly
- d. avoid conflict between their professional work and private interests which could reasonably be deemed to impact negatively on students

### 3. Professional Conduct

Teachers will:

- a. uphold the reputation and standing of the profession

- b. take all reasonable steps in relation to the care of students under their supervision, so as to ensure their safety and welfare
- c. work within the framework of relevant policies and regulations
- d. comply with national and school policies, procedures and guidelines which aim to promote student education, student welfare and child protection
- e. report, where appropriate, incidents or matters which impact on student safety and welfare
- f. communicate effectively with students, colleagues, parents, school management and others in the school community in a manner that is professional, collaborative and supportive, and based on trust and respect
- g. ensure that any communication with students, colleagues, parents, school management and others is appropriate, including communication via electronic media, such as e-mail, texting and social networking sites
- h. ensure that they do not knowingly access, download or otherwise have in their possession while engaged in school activities, inappropriate materials or images in electronic or other format
- i. ensure that they do not knowingly access, download or otherwise have in their possession, illicit materials or images in electronic or other format
- j. ensure that they do not practise while under the influence of any substance which impairs their fitness to teach

#### **4. Professional Practice**

Teachers will:

- a. enhance specific competencies through professional growth and actively participate in the Teacher Appraisal and Professional Development Process
- b. maintain high standards of practice in relation to student learning, planning, monitoring, assessing, evaluating, reporting and providing feedback
- c. balance their professional responsibilities and refrain from outside work, including paid tutoring, that detracts from their commitment to the school
- d. communicate regularly and effectively with parents and involve them, whenever possible, in student learning
- e. apply their knowledge and experience in facilitating students' holistic development
- f. plan and communicate clear, challenging and achievable expectations for students
- g. create a physical environment that supports positive social interactions and engages all students in purposeful learning activities
- h. design and maintain safe learning environments in which students are treated fairly and respectfully and assume responsibility for themselves and one another
- i. use instructional time effectively and implement procedures and routines that encourage students to participate in decision-making and to work independently and collaboratively
- j. ensure that expectations for students behavior are clearly established, understood, consistently maintained and support student learning

- k. develop teaching, learning and assessment strategies that support differentiated learning in a way that respects the dignity of all students
- l. inform their professional judgement and practice by engaging with, and reflecting on, student development, learning theory, pedagogy, curriculum development, ethical practice, educational policy and legislation
- m. uphold The school's Network Use Agreement
- n. in a context of mutual respect, be open and responsive to constructive feedback regarding their practice and, if necessary, seek appropriate support, advice and guidance
- o. act in the best interest of students

## **5. Ongoing Professional Learning**

Teachers will:

- a. actively maintain their professional knowledge and understanding to ensure it is current
- b. reflect on teaching and professional development while interacting with students, other educators, families, and local community members
- c. research and utilize resources, within the local and professional communities to support student learning
- d. pursue opportunities to develop professional knowledge and skills, and to participate in the extended professional community

## **6. Professional Collegiality and Collaboration**

Teachers will:

- a. work with teaching colleagues and student teachers in the interests of sharing, developing and supporting good practice and maintaining the highest quality of educational experiences for students
- b. work in a collaborative manner with students, parents/guardians, school management, other members of faculty and staff, relevant professionals and the wider school community, as appropriate, in seeking to effectively meet the needs of students
- c. engage with the planning, implementation and evaluation of curriculum at classroom and school level
- d. contribute to the school community, including the after-school program, and promote school-wide goals for improvement by working collegially with all colleagues, and provide leadership in establishing and/or achieving school goals.

## **Guidelines**

1. It is expected that all teachers will comply with the code of ethics to the best of their ability.
2. It is expected that teachers will report serious breaches of the code of ethics to the Director.
3. The school leadership team will, on an annual basis, communicate and review the school's Network Use Agreement and ensure that each faculty member signs a copy.

4. It is expected that teachers will, without compromising honesty, communicate any aspect of school business in a positive manner to the school community beyond faculty colleagues.
5. It is expected that teachers will reserve criticism and issues of concern for resolution in appropriate school-based forums.