



TEACHERS CODE OF CONDUCT

Teachers must recognise the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students and of the members of the community provides the incentive to attain and maintain the highest possible degree of conduct. The Code of Conduct of Craiglands Remedial School indicates the aspirations of all the teachers and provides the standards by which to judge conduct.

The three key principles in the Code of Conduct for the teachers at Craiglands are:

1. COMMITMENT TO THE STUDENT

Teachers must strive to help each student to realise his or her potential as a worthy and effective member of the society. Teachers in fulfilment of obligation to the students will abide by the following:

- Teachers will inspire the students in the pursuit of learning
- Shall always clearly interpret subject matter relevant to the student's progress
- Will encourage varying points of view
- Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety
- Will always encourage students and shelter them from embarrassment or disparagement
- Shall not on the basis of race; colour; creed; sex; national origin; political or religious beliefs; family, social or cultural background; or sexual orientation; unfairly –
 - o Exclude any student from participation in any program
 - o Deny benefits to any student
 - o Grant any advantage to any student
- Shall not use professional relationships with students for private advantage
- Shall not disclose information about students in the course of professional service unless disclosure serves a compelling professional purpose or is required by law
- Shall report any suspected abuse or neglect of a child to the Management Team.



2. COMMITMENT TO THE PROFESSION

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, teachers shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional behaviour.

To fulfil the obligations to the profession, teachers:

- Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications
- Shall not misrepresent his/her professional qualifications
- Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute
- Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position
- Shall not assist a non-educator in the unauthorised practice of teaching
- Shall not disclose information with malicious intent about colleagues obtained during professional service unless disclosure serves a compelling professional purpose or is required by law
- Shall not knowingly make a false destructive and/or malicious statement(s) about a colleague

3. COMMITMENT TO CRAIGLANDS REMEDIAL SCHOOL

Teachers are expected to be prepared for each day at school by ensuring that they have a class plan, that they are on time and they have control of the students within their class. In addition, teachers are always expected to be on time from break duties and ensure that all students have work to do, even those who may finish their work quicker than others. Teachers are expected to conduct themselves in a manner which upholds the integrity of Craiglands Remedial School and Disciplinary action will be carried out for misconduct.



Disciplinary actions include:

- Verbal or Written Warning
- Final Written Warnings
- Disciplinary Hearings
- Acknowledgements of Debt
- Dismissal

Example of Misconduct Offences may include, but is not limited to:

- Absenteeism
- Absconscion
- Late coming
- Sleeping whilst on duty
- Neglect of duty
- Being under the influence of alcohol/drugs whilst on duty
- Inappropriate in dress or appearance
- Being rude or discourteous
- Speaking disparagingly of Craiglands Remedial School
- Outside employment without prior approval
- Inflicting corporal punishment
- Non-compliance with reasonable and lawful instructions
- Insubordination
- Making a false or misleading statement of others and/or the school
- Immoral behaviours
- Theft
- Financial malpractice
- Dishonesty
- Negligence
- Corruption/Bribery/Fraud