

Lowweld



Academy

CODE OF CONDUCT FOR EDUCATORS

POLICY NO 37

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Preamble

The educators who are registered with the South African Council for Educators:

- 1.1 acknowledge the noble calling of their profession to educate and train the learners of our country;
- 1.2 acknowledge that the attitude, dedication, self-discipline, ideals, training and conduct of the teaching profession determine the quality of education in this country;
- 1.3 acknowledge, uphold and promote basic human rights, as embodied in the Constitution of South Africa;
- 1.4 commit themselves to do all within their power, in the exercising of their professional duties, to act in accordance with the ideals of their profession, as expressed in this code; and
- 1.5 act in a proper and becoming way such that their behaviour does not bring the teaching profession into disrepute.

Conduct: The educator and the learner

An educator:

- 2.1 respects the dignity, beliefs and constitutional rights of learners and in particular children, which includes the right to privacy and confidentiality.
- 2.2 acknowledges the uniqueness, individuality, and specific needs of each learner, guiding and encouraging each to realise his or her potentialities;
- 2.3 strives to enable learners to develop a set of values consistent with those upheld in the Bill of Rights as contained in the Constitution of South Africa;
- 2.4 exercises authority with compassion;
- 2.5 avoids any form of humiliation, and refrains from any form of sexual relationship with learners, and act in such a way as to elicit respect from the learners;
- 2.6 promotes gender and race equality and refrains from any form of sexual relationship with learners or sexual harassment (physical or otherwise) of learners;
- 2.7 uses appropriate language and behaviour in his or her interaction with learners, and act in such a way as to elicit respect from the learners;
- 2.8 takes reasonable steps to ensure the safety of the learner;
- 2.9 does not abuse the position he or she holds for financial, political or personal gain;
- 2.10 is not negligent or indolent in the performance of his or her professional duties;
- 2.11 recognises, where appropriate, learners as partners in education.

Conduct: The educator and the parent

An educator, where appropriate:

- 3.1 recognises the parents as partners in education, and promotes a harmonious relationship with them;
- 3.2 does what is practically possible to keep parents adequately and timeously informed about the well-being and progress of the learner uses appropriate language and behaviour in his or her interaction with parents.

Conduct: The educator and the community

An educator recognises that an educational institution serves the community, and therefore acknowledges that there will be differing customs, codes and beliefs in the community.

Conduct: The educator and his or her colleagues

An educator:

- 5.1 refrains from undermining the status and authority of his or her colleagues;
- 5.2 promotes gender equality and refrains from sexual harassment (physical or otherwise) of his or her colleagues;
- 5.3 respects the various responsibilities assigned to colleagues and the authority that arises therefrom, to ensure the smooth running of the educational institution;
- 5.4 uses proper procedures to address issues of professional incompetence or misbehaviour.

Conduct: The educator and the profession

An educator:

- 6.1 acknowledges that the exercising of his or her professional duties occurs within a context requiring co-operation with and support of colleagues, and therefore behaves in such a way as to enhance the dignity and status of the profession;
- 6.2 keeps abreast of educational trends and developments;
- 6.3 promotes the ongoing development of teaching as a profession;
- 6.4 accepts that he or she has a professional obligation towards the education and induction into the profession of new members of the teaching profession.

Conduct: The educator and his or her employer

An educator:

- 7.1 recognises the employer as a partner in education;
- 7.2 acknowledges that certain responsibilities and authorities are vested in the employer through legislation, and serves his or her employer to the best of his or her ability.
- 7.3 refrains from discussing confidential and official matters with unauthorised persons.

Conduct: The educator and the council

An educator:

- 8.1 co-operates with the South African Council of Educators to the best of his or her ability;
- 8.2 accepts and complies with the Disciplinary Powers and Procedures of the South African Council of Educators.

Staff Dress Code

Staff must be dressed in a manner that is both practical and professional. While one person's interpretation of "professional dresscode" may differ from another's, it must be remembered that we are in the public eye and learners and parents will often judge a school on the appearance of the learners and parents will often judge a school on the appearance of the learners and staff.

Male staff

- 10.1 Should be professionally dressed at all times;
- 10.2 Personal grooming must be professional.

Female staff

It is difficult to write down exactly what may and may not be worn in the case of female staff. When in doubt, dress conservatively and professionally:

- 11.1 No bare midriffs. Crop tops may not be worn.
- 11.2 No see-through or revealing clothing.
- 11.3 No visible underwear.
- 11.4 The following additional items may not be worn: sloppy jeans, tight pants or skirts, beach or sportswear, slippers or strops.

Additional notes

The responsibility of professional staff attire lies with each individual.