



Mt Eliza Primary School Staff Code of Conduct 2016

Values that are inherent in our profession: Integrity, Respect and Responsibility.

PROFESSIONAL CONDUCT

Relationship with Students

Teachers/Staff maintain objectivity in their relationships with students.

In their professional role, teachers/staff do not behave as a friend or a parent. They:

- interact with students without displaying bias or preference
- make decisions in students' best interests
- do not draw students into their personal agendas
- do not seek recognition at the expense of professional objectivity and goals.

Principals and teachers are held to a high standard of care in relation to students. The duty of care requires principals and teachers to take reasonable steps to minimise the risk of reasonably foreseeable harm, including:

- ensuring the school complies with the seven Child Safe Standards
- provision of suitable and safe premises
- provision of an adequate system of supervision
- implementation of strategies to prevent bullying
- ensuring that medical assistance is provided to a sick or injured student
- managing employee recruitment, conduct and performance.

Teachers/Staff are always in a professional relationship with the students in their school, whether at school or not.

Teachers/staff hold a unique position of influence and trust that should not be violated or compromised. They exercise their responsibilities in ways that recognise that there are limits or boundaries to their relationships with students. The following examples outline some of those limits. A professional relationship will be violated if a teacher:

- has a sexual relationship with a student
- holds conversations of a personal nature or has contact with a student via written or electronic means including email, letters, telephone, text messages or chat lines, without a valid context
- accepts gifts, which could be reasonably perceived as being used to influence them, from students or their parents.

A professional relationship may be compromised if a teacher/staff:

- attends parties or socialises with students
- invites a student or students back to their home or is invited to a student's home, particularly if no-one is present (with the exception of staff with children enrolled at MEPS when attending as a parent).

Relationship with Colleagues

Collegiality is an integral part of the work of teachers.

Teachers/staff at Mt Eliza Primary demonstrate collegiality by:

- treating each other with courtesy and respect. No staff member should assume they are better, or of greater value than any other staff member
- valuing input and listening to differing opinions of their colleagues. When a professional issue between staff arises, discreet conversation between the two should be professional, thoughtful and respectful, at an appropriate and mutually agreed time. If agreement cannot be achieved mediation should be sought promptly
- using appropriate forums for constructive debate on professional matters. Forums include: staff meetings, Priority meetings, team meetings sub-teams, team leaders meetings and consultative
- sharing expertise and knowledge in a variety of collaborative contexts
- respecting different approaches to teaching
- providing support for each other, particularly those new to the profession/school
- sharing information relating to the wellbeing of students

Relationship with Parents, Families and Community

Teachers/Staff maintain a professional relationship with parents (guardians and caregivers).

Teachers should be respectful of and courteous to parents. Teachers:

- consider parents' perspectives when making decisions which have an impact on the education or wellbeing of a student
- communicate and consult with parents in a timely, understandable and sensitive manner
- take appropriate action when responding to parental concerns.

A professional relationship looks like:

- communication takes place between the parent or carer and the current teacher relating only to the academic, social and emotional wellbeing of their child
- student oriented discussions with parents should only take place on school premises
- staff are under no obligation to attend parent generated social events. Should they choose to attend, an awareness of professional discretion should be exercised.

PERSONAL CONDUCT

Relationship with Colleagues

The personal conduct of a teacher/staff will have an impact on the professional standing of that teacher/staff and on the profession as a whole.

Although there is no definitive boundary between the personal and professional conduct of a teacher/staff, it is expected that teachers/staff will:

- be positive role models at school and in the community
- respect the rule of law and provide a positive example in the performance of civil obligations
- not exploit their position for personal or financial gain
- ensure that their personal or financial interests do not interfere with the performance of their duties
- act with discretion and maintain confidentiality when discussing workplace issues
- dress in a way that is both safe and professional in their official role.

PROFESSIONAL COMPETENCE

Relationship with Colleagues

Teachers/Staff of Mt Eliza Primary School value their professionalism and set and maintain high standards of competence.

Teachers/Staff:

- are knowledgeable in their areas of expertise
- are committed to pursuing their own professional learning
- complete their duties in a responsible, thorough and timely way
- committed to engaging in school-directed professional learning
- committed to supporting the school vision and goals.

Teachers/Staff work within the limits of their professional expertise.

In fulfilling their role, teachers/staff carry out a wide range of responsibilities. They support students by knowing their strengths and the limits of their professional expertise. Teachers/Staff:

- seek to ensure that they have the physical, mental and emotional capacity to carry out their professional responsibilities
- are aware of the role of other professionals and agencies and when students should be referred to them for assistance
- are truthful when making statements about their qualifications and competencies.