



## TEACHERS CODE OF CONDUCT

### **We as teachers:**

- are committed to the ethos and practice of Waldorf Education
- are willing to engage in training and enrichment
- will actively uphold, promote and maintain the school rules and established procedures of the school
- recognise our accountability to the College of Teachers and Board of Trustees

### **Teacher and Learner**

#### **We as teachers:**

1. Acknowledge the uniqueness, individuality, and specific needs of each learner, guiding and encouraging each to realise his or her potential.
2. Respect the dignity, beliefs, culture, race, gender, language, economic status and constitutional rights of all pupils, which include the right to privacy and confidentiality.
3. Will promote respect for the environment, including animals, plants and each other.
4. Do not abuse our position of power and undertake to:
  - avoid any form of humiliation or abuse whether physical, sexual, emotional, verbal, psychological or spiritual
  - exercise authority effectively with compassion and self-discipline
  - avoid indoctrination
  - avoid scape-goating of individuals or groups
  - refrain from using our position of power for personal, political or financial gain
  - refrain from any sexual relationship or being sexually suggestive with pupils
  - guard against favouritism, actual or perceived - fair attention and just treatment must run clearly and strongly through our actions
5. Physical contact with learners, unless specifically required for instruction, is open to misinterpretation and could lead to legal action. College does not forbid all contact but the school will not support a teacher who has failed to use the necessary discretion. This applies across gender lines and the school will issue a warning letter should physical contact outside that required for instruction lead to a reasonable complaint.
6. The use of diminutives and nicknames is open to misinterpretation and should not be used. They have been interpreted as everything from offensive or condescending to something reserved for favourites. The school will issue a warning letter should such



names lead to complaints. Preferred names (meaning at the learners request) may be used at the teacher's discretion.

7. Strive to empower the pupils by:

- encouraging age-appropriate participation in decision making processes
- informing pupils of school and classroom procedures, rules and consequences
- providing proper procedures for addressing concerns and conflicts

8. Agree to diligently perform our professional duties and show our respect for the pupils by:

- providing a physically and emotionally safe and secure environment for pupils
- not allowing unnecessary interruptions to lessons
- preparing lessons fully
- keeping accurate and regular records of attendance
- continuously assessing academic, social and emotional development
- being punctual for each timetabled lesson
- being fully present for the full duration of all our educational commitments
- using appropriate language, behaviour, dress and personal hygiene during our interactions with learners
- not allowing conflict between staff members to interfere with the educational needs of the pupils
- not sharing confidential information
- actively upholding, promoting and maintaining the rules and established procedures of Michael Oak School

## Teacher and Colleagues

### We as teachers:

1. Respect the dignity, beliefs, culture, race, gender, language, sexual orientation and economic status and constitutional rights of all colleagues, which include the right to privacy and confidentiality.
2. Continually strive to work together constructively with colleagues, COT, BOT and faculties.
3. Refrain from undermining the status, authority of colleagues.
4. Promote racial and gender equality.
5. Refrain from any form of abuse towards colleagues, whether verbal, emotional or sexual.



6. Respect the various responsibilities assigned to colleagues and the authority this carries.
7. Use proper procedures to address issues of conflict or professional incompetence or misbehaviour.
8. Inform our colleagues of pupils' progress and difficulties.
9. Perform regular self-assessments and peer assessments in accordance with the internal, IQAA and Umalusi requirements.

## **Teacher and Parent**

### **We as teachers:**

1. Respect the dignity, beliefs, culture, race, gender, language, sexual orientation, economic status and constitutional rights of all parents, which includes the right to privacy and confidentiality.
2. Recognise parents as partners in education and encourage participation and support of our school activities.
3. Promote a harmonious and constructive relationship with parents.
4. Inform and educate parents about the principles and ethos of Waldorf Education and the specific procedures of Michael Oak School.
5. Will do what is practically possible to keep parents adequately and timeously informed about the well-being and progress of the learner.
6. Do not abuse our position of power in relation to parents:
  - by not divulging confidential information inappropriately
  - by not undermining the status and authority of the parent
  - by avoiding any form of humiliation and abuse whether emotional, verbal, psychological or physical
  - by refraining from using our position of power for personal, political or financial gain