



Mpumalanga Department of Education

Gekombineerde Skool Ogies

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NKANGALA

The Code of Conduct for Educators

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THE EDUCATOR AND THE LEARNER

An educator:

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

THE EDUCATOR AND THE PARENT

An educator, where appropriate:

- recognises the parents as partners in education, and promotes a harmonious relationship with them;

- does what is practically possible to keep parents adequately and timeously informed about the well-being and progress of the learner.

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; and
- conducts him/herself in a manner that does not show disrespect to the values, customs and norms of the community.

THE EDUCATOR AND HIS OR HER COLLEAGUES

An educator:

- refrains from undermining the status and authority of his or her colleagues;
- promotes gender equality and refrains from sexual harassment (physical or otherwise) of his or her colleagues;
- respects the various responsibilities assigned to colleagues and the authority that arises therefrom, to ensure the smooth running of the educational institution;
- uses proper procedures to address issues of professional incompetence or misbehaviour;
- uses appropriate language and behaviour in his or her interactions with colleagues;
- avoid any form of humiliation, and refrains from any form of abuse (physical or otherwise) towards colleagues.

THE EDUCATOR AND THE PROFESSION

An educator:

- 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;
- behaves in a way that enhances the dignity and status of the teaching profession and that does not bring the profession into disrepute;
- keeps abreast of educational trends and developments;
- promotes the on-going development of teaching as a profession

- accepts that he or she has a professional obligation towards the education and induction into the profession of new members of the teaching profession.

THE EDUCATOR AND HIS OR HER EMPLOYER

An educator:

- recognises the employer as a partner in education;
- 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;
- refrains from discussing confidential and official matters with unauthorised persons;

THE EDUCATOR AND THE COUNCIL

An educator:

- co-operates with the Council to the best of his or her ability;
- accepts and complies with the procedures and requirements of the Council, including but not limited to the Registration Procedures, the Disciplinary Procedures of the Council and the payment of compulsory fees.

THE EDUCATOR AND PUNCTUALITY

An educator is expected to be punctual for:

- his/her professional duties;
- staff meetings or any other meeting in relation to his/her career.

THE EDUCATOR AND CORPORAL PUNISHMENT

An educator is expected:

- not to administer corporal punishment to learners.

THE EDUCATORS CLOTHING

An educator is expected:

- to dress in a manner that elicits respect and does not bring the teaching profession into disrepute.

THE EDUCATOR AND CELL PHONES

An educator is expected:

- respect professional gathering in respect of cell phones ringing during procession.

Effective date of implementation

This Code of Conduct for eucators becomes effective and functional as of the date on which the policy was adopted and signed into effect.

Conclusion

The code of conduct for educators is a guiding document that provides a directive and corrective platform towards the expected behaviour and conduct of educators at our school. The code is to be adhered to by all educators of this school at all times.

Educators Name

Signature

Date

Principal

Signature

Date

