

**POLICY: EDUCATORS CODE OF CONDUCT POLICY**

**POLICY REF. NO. E1/08/2008 (Rev No. 0)**

**DATE: 1 September 2008**

**INTRODUCTION**

Rondebosch Boy's Preparatory School ("the school") offers a balanced curriculum of the highest quality and relevance to children from diverse backgrounds, allowing them develop their full potential as contributing members of society. This goal is attributable to a large extent to the quality and standard of the educators at the school and the manner in which they conduct themselves towards the boys, the school, the parents and society. To this end, all educators bind themselves to the principles, standards and values, listed hereunder.

**1. CONTRACT OF EMPLOYMENT**

Regardless of whether the educator is employed by the state or by the School Governing Body, this code of conduct will be applicable to each of them and shall become a term of the relevant employment contract.

**2. RELATIONSHIP WITH THE LEARNERS**

The educators shall:

- respect the dignity, beliefs and constitutional rights of the boys, which includes the right to privacy and confidentiality;
- acknowledge the uniqueness, individuality, and specific needs of each boy, guiding and encouraging each to realise his full potential;
- strive to enable boys to develop a set of values consistent with those upheld in the Bill of Rights as contained in the Constitution of South Africa;
- exercise authority with fairness and compassion;
- avoid any form of humiliation, and refrain from any form of child abuse, physical or psychological;
- promote gender equality and refrain from any form of sexual relationship with boys or sexual harassment (physical or otherwise ) of boys;
- use appropriate language and behaviour in his or her interaction with boys, and act in such a way as to elicit respect from the boys;
- take all reasonable steps to ensure the safety of the boys;  
recognise, where appropriate, boys as partners in education.

**3. THE EDUCATORS AND THE PARENT**

The educators shall:

- recognise the parents as partners in education, and promote a harmonious relationship with them;
- do what is practically possible to keep parents adequately and timeously informed about the well being and progress of the boys.

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**4. THE EDUCATORS AND THE COMMUNITY**

Educators recognise that an educational institution serves the community, and therefore acknowledge that there are differing customs, codes and beliefs in the community and they respect such customs, codes and beliefs.

**5. EDUCATORS AND THEIR COLLEAGUES**

The educators shall:

- refrain from undermining the status and authority of his or her colleagues;
- promote gender equality and refrain from sexual harassment (physical or otherwise) of his or her colleagues;
- respect the various responsibilities assigned to colleagues and the authority that arises therefrom, to ensure the smooth running of the school;
- use proper procedures to address issues of professional incompetence or misbehaviour.

**6. THE EDUCATORS AND THEIR PROFESSION**

The educators:

- acknowledge that the exercising of his or her professional duties occur within a context requiring co-operation with and support of colleagues, and therefore behave in such a way as to enhance the dignity and status of the profession;
- shall keep abreast of educational trends and developments;
- shall promote the ongoing development of teaching as a profession;
- accept that he or she has a professional obligation towards the education and induction into the profession of new members of the teaching profession.

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**7. THE EDUCATORS AND THEIR EMPLOYER**

The educators shall:

- recognise the employer as a partner in education;
- acknowledge that certain responsibilities and authorities are vested in the employer through legislation, and shall serve his or her employer to the best of his or her ability;
- refrain from discussing confidential and official matters with unauthorised persons.
- not abuse the position he or she holds for financial, political or personal gain;
- not be negligent or indolent in the performance of his or her professional duties;
- dress appropriately and in accordance with school policy and custom;
- be punctual and attend school for the stipulated hours as required by the job and its responsibilities and inform school management timeously if going to be late or absent from school;
- be involved in extramural activities as allocated and to support after hour school functions where possible;
- meet all deadlines timeously or re-negotiate deadlines if necessary.

**8. THE EDUCATORS AND THE SOUTH AFRICAN COUNCIL OF EDUCATORS**

The educators:

- shall co-operate with the South African Council for Educators to the best of his or her ability;
- accept and comply with the Disciplinary Powers and Procedures of the South African Council for Educators.

**SIGNED:**

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Chairman RBPS Governing Body