TEACHER DISCIPLINE FLOW CHARTS 2009

FLOW CHART A - REPORTING A MINOR BREACH (of the TSC Disciplinary Policy & Procedure)

FLOW CHART B - REPORTING A SERIOUS OR CRIMINAL BREACH (of the TSC Disciplinary Policy & Procedure)

FLOW CHART C - SUSPENSION PROCESS (of the TSC Disciplinary Policy & Procedure)

FROM THE TSC DISCIPLINARY POLICY AND PROCEDURES 2009 AND TEACHING SERVICE ACT 1988

Preamble

Quality public education, a cornerstone of a democratic society, has the task of providing equality of educational opportunity for all children and youth and is fundamental to the well-being of society through its contribution to economic, social and cultural development. Teachers and educational personnel have a responsibility to foster confidence among the general public in standards of service that can be expected from all engaged in this important task.

The purpose of this Code of Ethics is to guide the professional activity and the actions of caring, competent and committed teachers and education personnel to help every student reach his or her potential is a critical factor in the provision of quality education.

The expertise and commitment of teachers and education personnel must be commended. They work under conditions that are a supportive community and existing policies to shape quality education to take place. It is only when all necessary components are in place for teachers and education personnel to exercise their professional responsibilities to students and to the communities in which they work.

Teachers and education personnel are committed to the promotion of education that helps to develop a person’s capacity to live a fulfilled life and to contribute to the well-being of the society.

Declaration

Teaching is a profession and membership of a profession carries its obligations as well as privileges. These obligations concern loyalty, discipline, justice and service to the society. It is essential to create a body of teachers who cares to recognize their ethics, which conduct themselves honourably in their professional practice and who do their utmost to promote and maintain the dignity and welfare of the teaching services and their profession as a whole.

1. Commitment to students

The education personnel desires their students to attain the highest level of mental and physical health and development and protects their students from any physical or mental harm.

Education personnel shall:

1.1 set an example in behaviour, dress and appearance acceptable to the students;
1.2 work to instil in students the respect for elders and cultural differences;
1.3 aim to develop self-esteem, self development and self discipline in students who are always mindful of the differences in their needs and abilities;
1.4 assist students to take their place as citizens who are concerned with the welfare of the community and the nation;
1.5 respect the rights of children; especially their students to benefit from the right of meaningful participation in the life of the community and the nation on the Rights of the Child, particularly as those rights apply to education;
1.6 contribute to the physical, intellectual and spiritual development of students and make every effort to protect students from bullying and from physical or psychological abuse;
1.7 take all possible steps to safeguard students from sexual abuse;
1.8 address all acts of unkindness, violence, and bullying in all matters affecting the welfare of their students;
1.9 assist students to develop a set of values consistent with International Human Rights Standards;
1.10 maintain professional relations with students;
1.11 respect the individuality and specific needs of each student and provide guidance and encouragement to each student to realise their full potential;
1.12 give students a feeling of being a part of a community of mutual support and mutual respect;
1.13 exercise authority with justice and compassion;
1.14 ensure that the privileged relationship between teacher and student is not exploited to proselytise or for ideological control

2. Commitment to the profession

As a member of a profession, education personnel are committed to striving for the highest level of personal integrity, professional competence and academic achievement in their profession and that of the profession as a whole.

Education personnel shall:

2.1 adopt standards of integrity and loyalty which create mutual respect between teacher and student and dedication to the profession;
2.2 exercise discretion in dealing with matters relating to students, parents and fellow education personnel;
2.3 ensure that professional knowledge is regularly updated and improved;
2.4 determine the nature, format and timing of their learning programs as an essential expression of their professionalism;
2.5 declare all relevant information to the community at large; competency and qualification;
2.6 comply with the decisions made by the union in the union, to achieve conditions of work that attract highly qualified personnel to the profession;
2.7 justify public trust and confidence by the community in which the profession is held by providing quality education for all students;
2.8 support all efforts to promote democracy and human rights in and through education;

3. Commitment to colleagues

A member of the education profession acknowledges the importance of cooperation and teamwork to maintain a humid and harmonious relationship with colleagues based upon mutual respect and professional collaboration.

Education personnel shall:

3.1 promote collegiality among colleagues by respecting their professional standing and opinions and be prepared to offer advice and assistance particularly to those beginning their career or in training.

3.2 maintain confidentiality of information about colleagues obtained in the course of their professional service, unless disclosure is required by law;
3.3 assist colleagues in peer review procedures, registered and agreed to between the union and employers;
3.4 safeguard and promote the interests and well-being of colleagues and protect them from bullying and from physical, psychological or sexual abuse;
3.5 ensure that all matters and procedures for the implementation of this Code of Ethics be brought to the attention of the relevant national body for investigation and action on each national organisation in order to ensure its best possible application.

4. Commitment to parents

Members of the education profession value the advice and support of parents and seek to have their students participate in the education of their children.

Education personnel shall:

4.1 recognise the rights of parents to consultation through agreed channels on the welfare and progress of their children;
4.2 respect the lawful parental authority and give advice from a professional point of view that is in the best interest of the student;
4.3 makes every effort to encourage parents to be actively involved in the education of their child and to actively support the learning process by ensuring that children avoid forms of child labour that could affect their education;

5. Commitment to management, agency and employer

The obligation of members of the education profession to their management, agency and employer is based on respect for lawful authority and need for mutual cooperation.

Education personnel shall:

5.1 be knowledgeable of their rights and responsibilities;
5.2 be knowledgeable of their terms and condition of employment;
5.3 obey the rules and regulations of their employer in principle and practice as well as the philosophy of education;
5.4 have regard for the accepted process of appeal, conciliation and arbitration as means of challenging rules and regulations and their interpretation respect the established collective bargaining machinery;
5.5 carry out reasonable instruction from management personnel and the right to questions instructions through a clearly defined procedure;
5.6 avoid situations that may be brought to their professional integrity and question their competence or that may be detrimental to the effectiveness of their professional responsibilities;
5.7 be open to criticism;

6. Commitment to the community and the nation

An education personnel adopts a friendly, cooperative and constructive relationship with the community and works therein to advance the cause of education.

Education personnel shall:

6.1 respect the community service and be willing to participate in community activities and national efforts;
6.2 encourage cooperation and understanding between teachers, parents, school and the community;
6.3 encourage and respect the rights of people to be kept themselves informed on matters of community and national importance;
6.4 that the values and customs of the community;
6.5 that the community’s own culture;
6.6 in the community;
6.7 make it possible for teachers to feel confident that they themselves are treated fairly while attending to their duties;
6.8 recognize that teachers have the right to preserve their privacy, care for themselves and lead a normal life in the community;

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