



TEACHERS CODE OF CONDUCT

1. Relationship with the Learner;

- (1) A teacher's chief responsibility is towards the learner under his or her care.
- (2) The teacher shall guide the learner in order to develop the learner in body, mind, soul, character and personality;
- (3) The teacher shall ----
 - (a) not divulge information about a learner received in confidence or in the course of his or her professional duties except as required by law or where in judgment of the teacher it is in the best interest of the learner;
 - (b) recognize that a privileged relationship exists between him or her and the learner and shall refrain from exploiting this relationship by misconduct;
 - (c) not sexually molest, harass or have sexual relationship with the learner;
 - (d) protect the learner from conditions that interfere with learning or are harmful to the learner's health and safety;
 - (e) provide an opportunity for the learner to explore his or her potential while attending or paying attention to the learner's abilities and disabilities;
 - (f) maintain a safe and challenging learning environment;
 - (g) refrain from using a learner's labour for private or personal gain; and
 - (h) not administer corporal punishment, or any act that inflicts Physical pain or causes physical harm to the learner;

PART II - CHRISTIAN AND PROFESSIONAL CONDUCT AND RESPONSIBILITY

2. Relationship with Christ and with Learners;

- (1) A teacher's chief responsibility is towards Christ and the learners under his or her care.
 - (a) Should live a life that reflects Christ and conduct himself or herself in a manner which may not bring disrepute to the school;
 - (b) Adapt a biblical world view and display basic competences and skills to educational methodology;
 - (c) teach conscientiously with diligence, honest and regularity;
 - (d) Attend Chapel and all christian school activities without fail;
 - (e) Have daily devotion with students in class first thing in the morning;
 - (f) prepare relevant schemes or work, lesson plans, teaching or learning aids as well as other instructional materials well in advance to ensure effective teaching and learning and he or she shall avail them to the Head teacher or Principal, Head of department for inspection whenever required;
 - (g) set adequate amount of written and practical exercises for effective teaching and learning, promptly mark the exercises and provide adequate and appropriate feedback to the learner;
 - (h) undertake such remedial teaching where he or she is called upon to do so;
 - (i) observe the regulations and instructions regarding coaching and private instruction issued from time to time by school management;
 - (j) not engage in activities that adversely affect the quality of his or her teaching;
 - (k) not indulge in alcohol or drug use. Shall not come to school while intoxicated;
 - (l) teach principles of christian and biblical world view on all class topics as advised by school management.

- (m) follow the programme that is approved by the head of the department and shall cooperate with the head of department and other teachers in carrying out this programme;
- (n) allow inspection by the appropriate school management while teaching;
- (o) shall while teaching use proper channels of communication and ensure flow of information;
- (p) maintain and keep in a safe manner records of learners' performance with regard to examination, coursework and co-curricula activities to enable him or her report factually and objectively on each learner's progress;
- (q) take advantage of all professional development opportunities and use modern and accepted teaching methods;
- (r) endeavour to improve his or her own academic and professional standard, but he or she shall not do so at the expense of the learners;
- (s) teach principles of good citizenship, good morals, peace and social responsibility;
- (t) display basic knowledge in First Aid, safety and precautionary measures, primary health care, HIV/AIDS, environment and gender awareness; and
- (u) conduct appropriate and ethical research to inform and improve the profession.

3. Professional responsibility,

A teacher shall

- (a) devote adequate time to his or her duties as is required by the nature of his or her profession;

- (b) not engage in private or personal activities where he or she is expected to teach or supervise learning and other curricular activities;
- (c) not be an accomplice to any activity likely or intended to cause disturbance or riot within the school;
- (d) not demand for a bribe from the learners or the public in relation to the discharge of his or her duty;
- (e) conduct his or her lessons and teach without discrimination or bias against any learner in his or her class regardless of the learner's race, religion, tribe, place of origin or sex; and
- (f) maintain and keep in safe manner all records of school property under his or her care and account for such property where asked to account by the head of department , head teacher or principal.

PART 111 — THE TEACHER'S PERSONAL CONDUCT

4. **Personal responsibility.**

A teacher shall ___

- (a) Be a disciple of Christ both at school and in the community.
- (b) attend to his or her personal appearance, ensuring a neat and pleasant outlook while on duty as well as in the community;
- (c) Dress appropriately, decently and smartly while on duty; ;
- (d) assist in the implementation of school rules established by the governing body;
- (e) be a positive role model at school and in the community.

5. Relationship with colleagues.

A teacher shall

- (a) treat others with courtesy and respect, valuing the input of his or her colleagues, sharing expertise and knowledge in collaborative contexts;
- (b) not censure or criticize other teachers or their work in the hearing or learners; and
- (c) not make an adverse report to anyone on the work or conduct of another teacher without first acquainting that teacher with the nature and contents of the report.

10. Relationship with parents.

A teacher shall

- (a) be respectful and courteous to parents;
- (b) consider the parents' perspective when making decisions which have an impact on the education or wellbeing of a learner;
- (c) communicate and consult with parents in a timely manner; and
- (d) take appropriate action when responding to parental concerns.

11. The teacher and the employer.

A teacher shall

- (a) endeavour to know the terms of his or her employment and shall honour those terms;

(b) be responsible for the successful implementation of school programs as assigned by school administration and management.

12. The teacher and the community.

A teacher shall

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- (a) project a good image in the community where he or she lives.
 - (b) be law-abiding;
 - (d) through his or her Christian character and conduct be a good example to the community and the school.

PART 1V ENFORCEMENT OF THE CODE

14. Enforcement of the Code

(1) It is the duty of every teacher to observe and respect this Code and to report any breach of the Code to the school management.

(2) All matters or cases involving breach of the Code shall be reported to the school management.

(3) All matters dealt with by the appropriate authority shall be kept confidential and shall not be divulged to unauthorized persons.

(4) The following sanctions shall apply for breach of the Code ---

- (a) warning or reprimand;
- (b) suspension of increment;
- (c) withholding increment or deferment of increment;
- (d) stoppage of increment;
- (e) surcharge or refund;
- (f) making good of the loss or damage of public property/assets;
- (g) reduction in rank;
- (h) removal from the staff and dismissal.