

ಬಾಪೂಜಿ ವಿದ್ಯಾ ಸಂಸ್ಥೆ(ರಿ.), ದಾವಣಗೆರೆ.

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B.E.A. College of Education

(Aided Permanently Affiliated to Davanagere University, Recognized by NCTE & UGC Act2(f), Section 12(B) NAAC Accredited with B Grade (2.77CGPA)

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## Code of Conduct for Staff:

### 1. Professional Values and Relationships

- 1.1 Be caring, fair and committed to the best interests of the pupils/students entrusted to their care, and seek to motivate, inspire and celebrate effort and success
- 1.2 Acknowledge and respect the uniqueness, individuality and specific needs of pupils/ students and promote their holistic development
- 1.3 Be committed to equality and inclusion and to respecting and accommodating diversity  
Including those differences arising from gender, civil status, family status, sexual orientation, religion, age, disability, race, and ethnicity, membership of the Traveler community and socio-economic status, and any further grounds as may be referenced in equality legislation in the future
- 1.4 Seek to develop positive relationships with pupils/students, colleagues, parents, school management and others in the school community, that are characterized by professional integrity and judgment
- 1.5 Work to establish and maintain a culture of mutual trust and respect in their schools.

### 2. Professional Integrity

- 2.1 Act with honesty and integrity in all aspects of their work
- 2.2 Respect the privacy of others and the confidentiality of information gained in the course of professional practice, unless a legal imperative requires disclosure or there is a legitimate concern for the wellbeing of an individual
- 2.3 Represent themselves, their professional status, Qualifications and experience honestly
- 2.4 Use their name/names as set out in the Register of Teachers, in the course of their professional duties
- 2.5 Avoid conflict between their professional work and private interests which could reasonably be deemed to impact negatively on pupils/students.

### 3. Professional Conduct

- 3.1 Uphold the reputation and standing of the profession
- 3.2 Take all reasonable steps in relation to the care of pupils/students under their supervision, so as to ensure their safety and welfare
- 3.3 Work within the framework of relevant legislation and regulations
- 3.4 Comply with agreed national and school policies, procedures and guidelines which aim to promote pupil/student education and welfare and child protection
- 3.5 Report, where appropriate, incidents or matters which impact on pupil/student welfare
- 3.6 Communicate effectively with pupils/students, colleagues, parents, school management and others in the school community in a manner that is professional, collaborative and supportive, and based on trust and respect
- 3.7 Ensure that any communication with pupils/ students, colleagues, parents, school management and others is appropriate, including communication via electronic media, such as E-mail, texting and social networking sites

- 3.8 Ensure that they do not knowingly access, download or otherwise have in their possession while engaged in school activities, inappropriate materials/images in electronic or other format
- 3.9 Ensure that they do not knowingly access, download or otherwise have in their possession, illicit materials/images in electronic or other format
- 3.10 Ensure that they do not practice while under the influence of any substance which impairs their fitness to teach.

#### **4. Professional Practice**

- 4.1 Maintain high standards of practice in relation to pupil/student learning, planning, monitoring, assessing, reporting and providing feedback
- 4.2 Apply their knowledge and experience in facilitating pupils'/students' holistic development
- 4.3 Plan and communicate clear, challenging and achievable expectations for pupils/students
- 4.4 Create an environment where pupils/students can become active agents in the learning process and develop lifelong learning skills
- 4.5 Develop teaching, learning and assessment strategies that support differentiated learning in a way that respects the dignity of all pupils/ students
- 4.6 Inform their professional judgment and practice by engaging with, and reflecting on, pupil/ student development, learning theory, pedagogy, curriculum development, ethical practice, educational policy and legislation
- 4.7 In a context of mutual respect, be open and responsive to constructive feedback regarding their practice and, if necessary, seek appropriate support, advice and guidance
- 4.8 Act in the best interest of pupils/students.

#### **5. Professional Development**

- 5.1 Take personal responsibility for sustaining and improving the quality of their professional practice by:
  - Actively maintaining their professional knowledge and understanding to ensure it is current
  - Reflecting on and critically evaluating their professional practice, in light of their professional knowledge base
  - Availing of opportunities for career-long professional development.

#### **6. Professional Collegiality and Collaboration**

- 6.1 Work with teaching colleagues and student teachers in the interests of sharing, developing and supporting good practice and maintaining the highest quality of educational experiences for pupils/students
- 6.2 Work in a collaborative manner with pupils/ students, parents/guardians, school management, other members of staff, relevant professionals and the wider school community, as appropriate, in seeking to effectively meet the needs of pupils/students
- 6.3 Cooperate with the Inspectorate of the Department of Education and Skills and other statutory and public non-statutory educational and support services, as appropriate
- 6.4 Engage with the planning, implementation and evaluation of curriculum at classroom and school level.