

ROTORUA LAKES HIGH SCHOOL Te Hā o Te Manawa RTLB Cluster 20

POLICY: CODE OF CONDUCT

RTLB CODE OF CONDUCT

Boards are required as part of their “good employer” obligations (S77A (3)) to:
“ensure that all employees maintain proper standards of integrity, conduct, and concern for:

- a. The public interest; and*
- b. The well-being of students attending the institution.”*

A Code of Conduct that sits alongside the Education Council’s Code of Ethics will ensure that RTLB know what *“standards of integrity, conduct, and concern...”* apply.

“Teachers certificated to practice in New Zealand are committed to the attainment of the highest standards of professional service in the promotion of learning by those they teach, mindful of the learner's ability, cultural background, gender, age or stage of development.

This complex professional task is undertaken in collaboration with colleagues, learners, parents/guardians and family/whānau, as well as with members of the wider community.

The professional interactions of teachers are governed by four fundamental principles:

- Autonomy to treat people with rights that are to be honoured and defended*
- Justice to share power and prevent the abuse of power*
- Responsible care to do good and minimise harm to others*
- Truth to be honest with others and self.*

Application of the Code of Ethics shall take account of the requirements of the law as well as the obligation of teachers to honour the Treaty of Waitangi by paying particular attention to the rights and aspirations of Māori as tangata whenua.”

[The Education Council Code of Ethics for Certificated Teachers]

ROTORUA LAKES HIGH SCHOOL

Te Hā o Te Manawa RTLB Cluster 20

1. COMMITMENT TO STUDENTS, WHĀNAU, TEACHERS, SCHOOLS, OTHER AGENCIES, AND TO THE WIDER COMMUNITY

RTLB will strive to uphold the mana of our key stakeholders:

- establish and maintain positive relationships with schools, teachers, students and their whānau, and other key stakeholders, working co-operatively and collaboratively with them.
- promote learning environments that cater to the learning needs of diverse learners.
- promote inclusive learning environments and interventions.
- promote and model culturally responsive relationships and learning environments.
- base professional practice on current research in pedagogy, curriculum and best practice.
- promote the physical, emotional, social, intellectual and spiritual wellbeing of others.
- acknowledge and respect other's perspectives, strengths and needs, and respond to these appropriately.
- identify and develop pathways with others, that lead to improved outcomes for all akonga.
- maintain professional and courteous communication in all its forms.

2. COMMITMENT TO RTLB COLLEAGUES

RTLB will strive to uphold the mana of our colleagues:

- demonstrate our Te Hā o Te Manawa RTLB Cluster 20 core values in our professional relationships with colleagues.
- communicate professionally through active listening, open and honest dialogue, the opportunity for all voices to be heard, and allowing time for others to process information.
- be mindful how we talk with, and about each other across all contexts.
- work with colleagues co-operatively and collegially.
- contribute to the development of an open and reflective professional culture through engagement in professional conversations.
- contribute to the development of an open and reflective culture through:
 - engagement in professional learning conversations,
 - sharing knowledge, skills and resources,
 - supporting other's practice.
- share responsibilities in each RTLB hub.

3. COMMITMENT TO THE RTLB PROFESSION

RTLB will strive to uphold the mana of our cluster:

- demonstrate commitment to the vision, mission and values of Te Hā o Te Manawa RTLB Cluster 20 in our RTLB practice.
- provide a quality RTLB service through:
 - professionalism, honesty, integrity and courtesy in communication and practice,
 - being punctual, organised and prepared,
 - following the RTLB practice sequence in a timely manner, maintaining appropriate
 - documentation to evidence our work,
 - using a range of evidence-based best practice strategies and resources,
 - being visible in our cluster schools.
- comply with the policies of the Rotorua Lakes High School Board of Trustees.
- understand and follow the policies and procedures, systems and processes of:
 - Te Hā o Te Manawa RTLB Cluster 20
 - our cluster schools where appropriate.
- work co-operatively and collegially with others across all contexts.
- follow the Code of Ethics for Certificated Teachers.

ROTORUA LAKES HIGH SCHOOL

Te Hā o Te Manawa RTLB Cluster 20

ACKNOWLEDGEMENT OF RECEIPT OF CODE OF CONDUCT

The Te Hā o Te Manawa RTLB Cluster 20 Code of Conduct will guide the professional day-to-day conduct of all RTLB.

I have read this code, understand its content, and I acknowledge the receipt of a copy.

Signed: _____

Date _____

RTLB: _____

REVIEW: This policy will be reviewed according to the Board of Trustees' triennial Programme of self –review October 2019

DATE CONFIRMED: 25 October 2016