



HEATHERBANK PRIMARY SCHOOL – EDUCATORS CODE OF CONDUCT

Approved by: Executive Head

Approval date: 30/01/2023

Review date: 05/2025

Adapted from SACE.org

CONDUCT: THE EDUCATOR AND THE LEARNER

An educator:

1. respects the dignity, beliefs and constitutional rights of learners and in particular children, which includes the right to privacy and confidentiality;
2. acknowledges the uniqueness, individuality, and specific needs of each learner, guiding and encouraging each to realise his or her potentialities;
3. strives to enable learners to develop a set of values consistent with the fundamental rights contained in the Constitution of South Africa;
4. exercises leadership with compassion, prioritising relationship and connection;
5. avoids any form of humiliation, and refrains from any form of abuse, verbal, physical or psychological;
6. refrains from improper physical contact with learners;
7. promotes gender equality;
8. refrains from courting learners from any school;
9. refrains from any form of sexual harassment (physical or otherwise) of learners;
10. refrains from any form of sexual relationship with learners from the school;
11. refrains from exposing and/or displaying pornography material to learners and/or keeping same in his/her possession;
12. uses appropriate language and behaviour in his or her interaction with learners, and acts in such a way as to elicit respect from the learners;
13. takes reasonable steps to ensure the safety of the learner;
14. does not abuse the position he or she holds for financial, political or personal gain;
15. is not negligent or indolent in the performance of his or her professional duties; and
16. recognises, where appropriate, learners as partners in education.

CONDUCT: THE EDUCATOR AND THE PARENT

An educator, where appropriate:

1. recognises the parents as partners in education, and promotes a harmonious relationship with them;
2. refrains from offering a bribe in any form to parents; and
3. does what is practically possible to keep parents adequately and timeously informed about the well-being and progress of the learner.



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CONDUCT: THE EDUCATOR AND HIS OR HER COLLEAGUES

1. An educator:
 1. refrains from undermining the status and authority of his or her colleagues;
 2. respects the various responsibilities assigned to colleagues and the authority that arises therefrom, to ensure the smooth running of the educational institution;
 3. uses proper procedures to address issues of professional incompetence or misbehaviour;
 4. promotes gender equality and refrains from sexual harassment (physical or otherwise) of his or her colleagues;
 5. uses appropriate language and behaviour in his or her interactions with colleagues;
 6. avoids any form of humiliation, and refrains from any form of abuse (physical or otherwise) towards colleagues.

CONDUCT: THE EDUCATOR AND THE PROFESSION

An educator:

1. acknowledges that the exercising of his or her professional duties occurs within a context requiring co-operation with and support of colleagues;
2. behaves in a way that enhances the dignity and status of the teaching profession and that does not bring the profession into disrepute;
3. keeps abreast of educational trends and developments;
4. promotes the ongoing development of teaching as a profession;
5. accepts that he or she has a professional obligation towards the education and induction into the profession of new members of the teaching profession.
6. refrains from any contravention of the statutes and regulations of the Republic of South Africa, relevant to the Code;
7. refrains from indulging and/or being in possession of intoxicating, illegal, and/or unauthorised substances including alcohol and drugs within the school premises and/or whilst on duty;
8. refrains from carrying and/or keeping dangerous weapons in the school premises without any prior written authorisation by the employer; and
9. refrains from engaging in illegal activities.

CONDUCT: THE EDUCATOR AND HIS OR HER EMPLOYER

An educator:

1. recognises the employer as a partner in education;
2. acknowledges that certain responsibilities and authorities are vested in the employer through legislation, and serves his or her employer to the best of his or her ability;
3. refrains from discussing confidential and official matters with unauthorised persons; and
4. must inform and declare his or her business interests to the employer prior executing them.