

TIRIMOANA SCHOOL **CODE OF CONDUCT POLICY**

RATIONALE:

This school recognises the need for children, the Community and colleagues to see all adults as positive role models who uphold positive, ethical behaviour.

GUIDELINES:

1. All adults working on the school site will serve as positive role models for children, demonstrating respect and care for others in their speech and behaviour.
2. All teachers will comply with the expectations for professional and ethical behaviour as outlined in the Teaching Council of Aotearoa New Zealand, Our Code Our Standards.
3. All teachers will demonstrate commitment to the learners in the school, to parents/whanau, to the community and society at large, and to the profession.
4. All teachers will be expected to serve as positive professional role models for each other.
5. Parent helpers and visitors to the school are expected to demonstrate similar standards of behaviour in front of children.
6. All adults working in the school will demonstrate behaviour which reinforces positive attitudes when encountering prejudices.
7. In classrooms teachers will use resources and teaching strategies to identify and eliminate prejudices.
8. The school will utilise the resources and experiences of men and women in the community to serve as positive role models for children, taking into account the sometimes different needs of individual learners (genders) Maori, Pasifika, and children from other ethnic backgrounds.
9. All adults in the school will develop and promote culturally responsive practices, appropriate to individual learners.
10. All staff are expected to uphold the school CARE values, and apply the positive behaviour for learning principles.

CONCLUSION:

All students regardless of gender, ethnic background or religious affiliation, have the right to equitable educational opportunities reinforced by appropriate effective role models who can enhance educational outcomes for all students. All adults have the responsibility to behave ethically, with maturity, as positive role models.

Appendix: Engaging in Social Media

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As role-models for students, all staff need to model safe, responsible and ethical use when engaging in and using social media and online spaces.

For staff safety and the avoidance of doubt, staff need to be aware of the following requirements when engaging with social media;

- **Know the law:** All staff should be familiar with their responsibilities under New Zealand legislation to ensure they are operating within the law.
- **Protect your reputation:** Be wary of how and where you post personal content that could undermine your reputation as a teaching professional.
- **Share with care:** Be wary of creating or forwarding content that could be considered harmful, inappropriate or hurtful to any member of the school community.
- **Protect privacy:** Don't disclose sensitive personal information about another person in any digital communication and consider what information you share about yourself online.
- **Keep it offline:** Don't participate in the school community's disputes online. The school has processes in place for complaints and disputes should be handled through these channels where possible.
- **Get consent for content:** Only record and share video, photo or audio content if the people in it know it has been taken and have provided their consent.

Further guidance and information can be found at <https://www.netsafe.org.nz/thekit/policy-user-agreements/staff-guidelines-for-safe-ict-use/>