

English Path Paris Teacher Code of Conduct Policy

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EP Paris Code of Conduct for Teachers and members of staff regardless of contract type.

While working for EP Paris you are expected to demonstrate consistently high standards of personal and professional conduct.

The following statements define the behaviour and attitudes which set the required standard for conduct while employed or contracted by EP Paris:

1. Professionalism and maintaining trust in the profession

1.2

You must maintain appropriate professional boundaries, avoid improper contact or relationships with learners and respect your unique position of trust while working in education.

1.3

You should avoid situations both within and outside of the professional context which could be in breach of criminal law or may call into question your fitness to work with learners.

1.4

You must uphold standards of personal and professional conduct, honesty and integrity so that the public have confidence in you while working in an educational setting.

1.5

You should be professional, honest and act with integrity in your dealings and communications with EP Paris, or partner institutions (including prospective and past).

1.6

You should maintain an awareness that while working in an educational setting you are a role model to learners.

2. Professional responsibilities towards learners

2.1

You must treat sensitive, personal information about learners with respect and confidentiality and not disclose it unless required to do so by your employer or by law.

2.2

You must be truthful, honest and fair in relation to information you provide about learners.

2.3

You should aim to be a positive role model to learners and motivate and inspire them to realise their full potential.

2.4

You must maintain an up-to-date knowledge and understanding of safeguarding procedures as they may apply in your workplace, and implement, and comply with them.

2.5

You must raise any concerns which you may have about the behaviour of any colleague in connection with a child or adult with vulnerabilities, using the appropriate procedures in place.

2.7

You should be aware of the general principles of the UN Convention on the Rights of the Child regarding equal treatment, the child's best interests, and giving appropriate weight to the views of the child. Whether you work directly with Young Learners or not.

3. Professional competence

3.1

You should maintain and develop your professional practice while working within an educational setting to ensure you continue to meet the requirements which comprise:

- Professional knowledge and understanding;
- Professional skills and abilities;
- Professional values and personal commitment.

3.2

You should refresh and develop your knowledge and skills through continuing professional development and maintenance of reflective good practice.

4. Professionalism towards colleagues, parents and carers

4.1

You should work in a collegiate and co-operative manner with colleagues and members of other relevant professions.

4.2

You must treat all colleagues and parents and carers fairly and with respect, without discrimination.

4.3

You should not make malicious or unfounded criticisms of, or accusations about, colleagues that may undermine them professionally or in the professional judgements they make.

4.4

You should promote good relationships between home and school/college and, as such, respect the role of parents and carers in the learning experience as appropriate.

4.5

You should exercise great care when expressing opinions in public about your employer and be mindful of GDPR/CNIL requirements concerning handling information about parents, carers and learners.

5: Equality and diversity

5.1

You should engage and work positively with learners, colleagues, parents and carers in an open, inclusive and respectful way, in line with the law and with a non-judgemental approach whatever their background, personal circumstances, cultural differences, values and beliefs.

5.2

You should help learners to understand different views, perspectives, and experiences and develop positive relationships both within the educational establishment and in the local community.

5.3

You should recognise that you are a role model and therefore should be aware of the potentially serious impact which any demonstration by you of intolerance or prejudice could have upon your standing when working in an educational setting and your fitness to work with learners.

5.4

You should not undermine fundamental European values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. Though not a public school, you should be aware of the *Chartre de Laïcité* and respect and uphold the values of the French Republic.

This document has been adapted from the General Teaching Council Scotland

<https://www.gtcs.org.uk/documents/pages/code-of-professionalism-and-conduct-02-the-code>

This code of conduct has been congratulated by the Council of Europe for its successful design due to the involvement of key stakeholders. 5.4 has been added to reflect the French context.

<https://rm.coe.int/vol-4-codes-of-conduct-for-teachers-in-europe-a-background-study/168074cc72>