

Code of Professional Ethics for School Teachers

7. Introduction:

The main purpose of education is to create skills, grasp knowledge and spread awareness about our glorious national heritage. The values enshrined in our constitution lay stress on attaining basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace. Education should strive for academic excellence and progress of the arts and sciences in conformity with our national needs and priorities. For the purpose of this Code, the term “teacher” covers all school teachers, whether in Government/Government aided schools, on full-time or part-time basis, at the elementary and secondary levels and the teachers holding administrative and supervisory positions. The Code of Professional Ethics for teachers provides a framework of principles to guide them in discharging their obligations towards students, parents, colleagues and community. Increased awareness of the ethical principles governing the teaching profession is essential to ensure ‘professionalism’ among teachers.

PREAMBLE

Recognizing:—

- (i) that every child has a fundamental right to education of good quality;
- (ii) that every child has an inherent potential and talent;
- (iii) that education should be directed to the all round development of the human personality;
- (iv) the need for developing faith in the guiding principles of our polity, viz., democracy, social justice and secularism;
- (v) the need to promote through education the concept of composite culture of India and a sense of national identity;
- (vi) that teachers, being an integral part of the social milieu, share the needs and aspirations of the people;
- (vii) the need to enhance self-esteem of teachers;
- (viii) the need to organize teaching as a profession for which expert knowledge, specialized skills and dedication are pre-requisites;
- (ix) that the community respect and support for the teachers are dependent on the teachers’ professionalism; and
- (x) the need for self-direction and self-discipline among members of the teaching community.

Code of Professional Ethics for school teachers is an attempt to provide direction and guidance to the teachers in enhancing the dignity of their professional work.

7.1. Obligations towards Students:

A Teacher:

- (i) Treats all students with love and affection.
- (ii) Respects the value of being just and impartial to all students irrespective of their caste, creed, religion, sex, economic status, disability, language and place of birth.
- (iii) Facilitates students Physical, social, intellectual, emotional, and moral development.
- (iv) Respects basic human dignity of the child in all aspects of school life.

- (v) Makes planned and systematic efforts to facilitate the child to actualize his/her potential and talent.
- (vi) Transacts the curriculum in conformity with the values enshrined in the Constitution of India.
- (vii) Adapts his/her teaching to the individual needs of students.
- (viii) Maintains the confidentiality of the information concerning students and dispenses such information only to those who are legitimately entitled to it.
- (ix) Refrains from subjecting any child to fear, trauma, anxiety, physical punishment, sexual abuse, and mental and emotional harassment.
- (x) Keeps a dignified demeanour commensurate with the expectations from a teacher as a role model.

7.2. Obligations towards Parents, Community and Society:

A Teacher:

- (i) Establishes a relationship of trust with parents/guardians in the interest of all round development of students.
- (ii) Desists from doing anything which is derogatory to the respect of the child or his/her parents /guardians.
- (iii) Strives to develop respect for the composite culture of India among students.
- (iv) Keeps the country upper most in mind, refrains from taking part in such activities as may spread feelings of hatred or enmity among different communities, religious or linguistic groups.

7.3. Obligations towards the Profession and Colleagues:

A Teacher:

- (i) Strives for his/her continuous professional development.
- (ii) Creates a culture that encourages purposeful collaboration and dialogue among colleagues and stakeholders.
- (iii) Takes pride in the teaching profession and treats other members of the profession with respect and dignity.
- (iv) Refrains from engaging himself/herself in private tuition or private teaching activity.
- (v) Refrains from accepting any gift, or favour that might impair or appear to influence professional decisions or actions.
- (vi) Refrains from making unsubstantiated allegations against colleagues or higher authorities.
- (vii) Avoids making derogatory statements about colleagues, especially in the presence of students, other teachers, officials or parents.
- (viii) Respects the professional standing and opinions of his/her colleagues.
- (ix) Maintains confidentiality of information concerning colleagues and dispenses such information only when authorized to do so.

7.4 Observance of the Code:

The difference between the Code of Conduct and the Code of Professional Ethics needs to be appreciated. The provisions which define the Code of Conduct could also be incorporated in the Code of Professional Ethics, as making them ethical provisions will always desist teachers from violation of the Code of Conduct. Like all other professions, the teaching profession should also move towards self regulation, which implies that every teacher should have the inner urge to adhere to the ethical principles listed in the Code of Professional Ethics for teachers. However, inspite of the expectation of the voluntary observance of the Code, some cases of violation of the Code or of

partial adherence to it are likely to occur in the vast system of school education. Therefore, a suitable mechanism needs to be evolved to ensure that all members of the profession follow the ethical principles enshrined in the Code. The violation of the Code of Conduct invites disciplinary action for which detailed rules are prescribed. However, in the case of violation of Code of Professional Ethics by teachers, the responsibility to discipline them should rest with the authorized representatives of the profession. The magnitude or seriousness of the violation may not be the same in all the cases. The cases of violation or non-observance shall have to be dealt with at different levels and in different ways in accordance with the nature of the violation. At the time of initial appointment, a teacher should be provided a copy of the 'Code of Professional Ethics' for perusal and should be further required to furnish an 'Oath', before joining the profession that he/she would always strive to observe the 'Code' in letter and spirit.

Teacher's Oath

I _____ son/daughter of _____, solemnly declare that I shall always strive to raise the prestige and dignity of the teaching profession and shall not do anything which may affect the reputation of the profession adversely. I willingly bind myself to the observance of the 'Code of Professional Ethics for School Teachers', in letter and spirit in order to discharge a teacher's obligations towards students, parents, community and society as enunciated in the Code.

Date: Signature _____

Name _____

Address _____

Note.—This oath will be pasted on teacher's service book.

7.5 Ban on Knitting/Tailoring/Embroidery, bringing/Use of help books and ringing of cell phones in classroom.—The H. P. Govt. has imposed a complete ban on the following activities in the Offices/Institutions:—

1. Bringing of tailoring/knitting/embroidery material and allied work.
2. Use of help books/keys to text books in all its institutions.
3. Use of Radio/Transistor in the offices and institution is completely prohibited.
4. Teaching staff will not perform any tuition work either before or after the school hours.
5. Ringing of cell phones in classrooms/school campus.