



STAFF CODE OF ETHICS PROCEDURE

RATIONALE

The **Board** is committed to ethical conduct in all areas of the staff's responsibilities and authority.

CODE OF ETHICS AND CONDUCT

NZ Registered Teachers in Seventh-Day Adventist Schools

Preamble

The Adventist School is defined as being a ministry within the Seventh-day Adventist Church. This entails the school being integral to the missionary vision of the Adventist Church and being in constant interaction with the local church communities and other schools and services within the Conference. It is acknowledged that the actions of the employee will be viewed and appraised by the church membership, the local community, professional associates and students. To these ends the Seventh-day Adventist School employee subscribes to the following set of ethical principles.

Role of Employees

Employees are required to support the mission, teachings and ethos of the Seventh-day Adventist Church's work in schools. It is expected that they:

- Acknowledge and accept that their work in schools is part of the mission of the Adventist Church;
- Agree in the performance of their role to uphold the mission, teachings and ethos of the Adventist Church in Adventist Education;
- Will avoid any influence on students that is not consistent with such mission, teachings or ethos.
- Adopts the Christian principles of morality, truth, reason, justice, mercy and prudence in the performance of all responsibilities;

It is acknowledged that Employers specify and may continue to specify other expectations and requirements in respect of the above in contracts of employment, Code of Conduct, Collective Agreement, policies or procedures.

Teachers registered 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, such as the Seventh-day Adventist Church.

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 and Conduct shall also 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.

1. Commitment to God

In fulfillment of their obligations to the personal profession of faith, the Seventh-day Adventist School employee:

- a) Go, "Teach!" Christ charged His first disciples. Since the beginning of Christianity, education has been one of the most important missions of the church. Its success depends upon the professional competence, quality, and above all, the commitment of the teacher to God;
- b) Recognises and accepts the daily need to continue to grow in faith, hope and love of Christ;

2. Commitment to the Seventh-day Adventist Church

In fulfillment of their obligations to the mission of the church, the Seventh-day Adventist School employee:

- a) Promotes a global view of the Church and its mission;
- b) Striving, through teaching and example, to develop students' understanding, acceptance of and adherence to Seventh-day Adventist teachings, values and practices;
- c) Accepting, supporting and promoting the philosophy of Adventist Education within the mission of the Church in an atmosphere of truth, mutual respect, loyalty, integrity and truthfulness;
- d) Uses the privileges of academic freedom responsibly

3. Commitment to learners

The primary professional obligation of registered teachers is to those they teach. Teachers nurture the capacities of all learners to think and act with developing independence, and strive to encourage an informed appreciation of the fundamental values of a democratic society.

In fulfillment of their obligations to the learner, the Seventh-day Adventist School employee will strive to:

- a) Recognises Christ as the focal point of the curriculum and of every activity in the school and demonstrates this connection in a focused daily prayer and devotional life
- b) Develop and maintain professional relationships with learners based upon the best interests of those learners,
- c) Base their professional practice on continuous professional learning, the best knowledge available about curriculum content and pedagogy, together with their knowledge about those they teach,
- d) Present subject matter from an informed and balanced viewpoint,
- e) Encourage learners to think critically about significant social issues,
- f) Cater for the varied learning needs of diverse learners,
- g) Promote the physical, emotional, social, intellectual and spiritual wellbeing of learners,
- h) Protect the confidentiality of information about learners obtained in the course of professional service, consistent with legal requirements.
- i) Help students see the relevance of a Christian Value System in their daily lives

4. Commitment to parents/guardians and family/whānau

Teachers recognise that they work in collaboration with the parents/guardians and family/whānau of learners, encouraging their active involvement in the education of their children. They acknowledge the rights of caregivers to consultation on the welfare and progress of their children and respect lawful parental authority, although professional decisions must always be weighted towards what is judged to be the best interests of learners.

In relation to parents/guardians, and the family/whānau of learners, the Seventh-day Adventist School employee will strive to:

- a) Involve them in decision-making about the care and education of their children,
- b) Establish open, honest and respectful relationships,
- c) Respect their privacy,

d) Respect their rights to information about their children, unless that is judged to be not in the best interests of the children.

5. Commitment to society

Teachers are vested by the public with trust and responsibility, together with an expectation that they will help prepare students for life in society in the broadest sense.

In fulfillment of their obligations to society, the Seventh-day Adventist School employee will strive to:

- a) Actively support policies and programmes which promote equality of opportunity for all,
- b) Work collegially to develop schools and centres which model democratic ideals,
- c) Teach and model those positive values which are widely accepted in society and encourage learners to apply them and critically appreciate their significance.

6. Commitment to the profession

In the belief that the quality of the services of the teaching profession influences the nation and its citizens, teachers shall exert every effort to maintain and raise professional standards, to promote a climate that encourages the exercise of professional judgement, and to achieve conditions which attract persons worthy of trust to careers in education.

In fulfillment of their obligations to the teaching profession, the Seventh-day Adventist School employee will strive to:

- a) Advance the interests of the teaching profession through responsible ethical practice,
- b) Regard themselves as learners and engage in continuing professional development,
- c) Be truthful when making statements about their qualifications and competencies,
- d) Contribute to the development and promotion of sound educational policy,
- e) Contribute to the development of an open and reflective professional culture,
- f) Treat colleagues and associates with respect, working with them co-operatively and collegially to promote students' learning,
- g) Assist newcomers to the profession,
- h) Respect confidential information on colleagues unless disclosure is required by the law or serves a compelling professional purpose,
- i) Speak out if the behaviour of a colleague is seriously in breach of this Code.

The Teaching Council of Aotearoa New Zealand has produced the Code of Professional Responsibility and Standards for the Teaching Profession - [Our Code, Our Standards](#). This document provides further support and clarity on teachers' ethics.

Review Responsibility: *BOT Chairperson, Staff Rep., DP & Principal*

Date Confirmed: 28 September 2021

Board Chairperson: