




# GUIDE TO ETHICAL STANDARDS

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## FOR FELLOWS



**All Fellows of the College are bound by the College Code of Professional Conduct, aligned with Teacher Standards in their respective jurisdictions. The Code does not replace these standards but complements them. Members are also encouraged to align their actions with the Framework for Ethical Leadership in Education and when applicable, the Chartered Teacher Professional Principles.**

**A summary has been provided below.**

#### Core values

Upon joining, members and Fellows commit to embodying the College's three core values: Collaborative, Committed, and Professional. This includes recognising the collective importance, building professional communities, and demonstrating a commitment to positive representation of teaching.

#### Chartered Teacher Professional Principles

Members with Chartered Status must adhere to the [Chartered Teacher Professional Principles](#).

#### Ethical leadership

Members are encouraged to align their actions with the [Framework for Ethical Leadership in Education](#) established by the Ethical Leadership Commission.

- Selflessness: Leaders should prioritise the interests of children and young people above all else.
- Integrity: Leaders must avoid obligations that may influence their decisions inappropriately, openly resolving conflicts of interest.
- Objectivity: Leaders should make impartial and fair decisions based on the best evidence, without discrimination or bias.
- Accountability: Leaders are accountable to the public, subjecting themselves to necessary scrutiny for their decisions and actions.
- Openness: Leaders are expected to act and decide transparently, providing information for scrutiny unless there are clear and lawful reasons not to.
- Honesty: Leaders should be truthful in their actions and communications.
- Leadership: Leaders should exhibit and actively promote these principles, serving as role models for both paid and volunteer leaders. Additionally, leaders should embody personal characteristics such as trustworthiness, wisdom, kindness, justice, service, courage, and optimism. These virtues contribute to the well-being of children and the effectiveness of education.



### Social media use

Guidance on professional and personal use of social media is emphasised to prevent complaints. The College does not investigate social media issues but may apply disciplinary procedures if inappropriate use leads to third-party investigations.

### Principles of the Code

The Code aligns with the College's values, Chartered Teacher Professional Principles, and Teacher Standards. The College regulates standards for membership and Chartered Status, with disciplinary powers limited to reprimand or membership refusal, removal, or suspension.

### Disciplinary powers

The College has the authority to refuse membership, suspend membership during third-party investigations, or remove a member based on improper conduct.

### Disciplinary process

Complaints or information on improper conduct should be reported to the Chief Executive. If a prima facie case is established, the Disciplinary Committee is notified, and the member is informed. The member can provide a written statement, resign membership, or face the disciplinary process.

### Appeals

Members have the right to appeal a decision within 15 days. The Appeal Panel, chaired by the President and including an Honorary Officer and Council Member, will consider evidence and make a final decision.

### Improper conduct

Improper conduct includes conviction of an offence rendering them unfit for membership, breach of the Code, or incapacity inconsistent with professional standards.

### Disciplinary committee

The Council establishes a Disciplinary Committee comprising at least six Council members. Three members hear each case, chosen by the committee in consultation with the President. The committee's composition and terms are determined by the Council.