



The Code of Professional Conduct

The Code of Professional Conduct is based on the Teacher Standards relevant to each individual members competent authority (the jurisdiction). It is not designed to replace these standards as they are the foundation of professional standards and the benchmark of competence by which all teachers are expected to adhere to. Within the UK, each authority publishes the Teacher Standards which can be found here:

– [Scotland](#)

– [Wales](#)

– [England](#)

– [Northern Ireland](#)

In addition, in joining the College, all members commit to acting in accordance with behaviours that underpin our three core values:

Collaborative

- Recognition of the importance of the collective
- Building, valuing and connecting a professional community
- Building a sense of professional identity
- Taking time to rest and recuperate
- Sharing and celebrating each others' successes.

Committed

- Commitment to working in a collegiate, evidence-informed manner
- Commitment to doing our best to help every individual child to learn and to thrive
- Courage to do what is right on behalf of others
- Commitment to representing teaching positively.

Professional

- Colleagues engender trust amongst colleagues, pupils and communities
- Teachers understand and clearly articulate what it means to be valued as a professional
- Teachers understand the importance of professional development, including Chartered status, and engage with professional development to inform and improve practice
- Teachers understand the importance of a professional body.

Those members who have achieved Chartered status are expected to adhere to the [Chartered Teacher Professional Principles](#).

Where appropriate, members should also be aware of and act in accordance with the [Framework for Ethical Leadership in Education](#), established by the Ethical Leadership Commission through the Association of School and College Leaders (ASCL).

Use of Social media – guidance

Whilst rare, when the Chartered College of Teaching does receive complaints against members, they are often in relation to comments made on social media. Guidance on the use of social media from both a professional and personal perspective has been developed



by each independent regulator and the College encourages all members to apply the guidance to safeguard themselves and to ensure that membership standards are maintained. The College can apply its disciplinary procedures as outlined in the Membership Handbook if any inappropriate use of social media or any other public platform has been found to have taken place.

Principles

The following principles underpin the Chartered College of Teaching Code of Professional Conduct (the Code):

1. The Code is aligned to the Chartered College of Teaching's Values, Chartered Professional Principles and relevant Teacher Standards.
2. The College can only regulate standards for membership and Chartered status; it is not the regulator for the profession.
3. The College reserves the right to suspend membership pending any outcome from third-party investigations when not doing so could increase reputational risk for the College.
4. The College only has powers to either reprimand a member or refuse, remove or suspend membership of the College or Chartered status.
5. Any action taken against a member should be proportionate and based on clear evidence of a breach of the Code.

Disciplinary powers and disciplinary process

Within the College Regulations and subject to the disciplinary process, the College disciplinary powers are:

Refuse admission to membership

Admission to membership is based on entry standards articulated in the College Regulations and Membership Handbook. On this basis it is unlikely that any applicant who meets these standards would be refused membership. However, the Disciplinary Committee does have powers to refuse entry to membership if an applicant is known to have previous convictions, or other adverse disciplinary and safeguarding findings on record, that could bring the College into disrepute.

Suspend membership

If the College is made aware that a member is being investigated by a third-party for misconduct that could bring the College into disrepute, the Disciplinary Committee reserves the right to suspend membership; according to the nature of the complaint under investigation and until such time as the investigation has been completed.

Remove from membership

If a member has been removed from the teacher register under their jurisdiction or found guilty of improper conduct, the Disciplinary Committee will automatically determine that the Code has been breached and recommend removal of the member. If the circumstances of any member previously removed from membership should change and they meet the entry criteria for membership, they will be entitled to reinstate their membership of the College.



Disciplinary process

Any complaints or relevant information suggesting improper conduct should be made to either the Chief Executive or her/his delegated representative, who will make the President aware of the complaint or relevant information.

If the President considers a prima facie case has been established, we will notify the member:

- that a complaint has been made against them and that it will be referred to the Disciplinary Committee;
- that if they wish to do so, they can provide a written statement in response to the complaint for the Disciplinary Committee to consider as part of their deliberations;
- of the disciplinary powers of the College;
- that they can choose to resign their membership with immediate effect, rather than be held to the membership regulations in regards to an annual membership;
- failing any notification of resignation, the Disciplinary Committee shall meet to consider all the evidence and determine the resolution.

A member may appeal against the decision of the panel no later than 15 days after the date of notification and this Appeal panel shall be chaired by the President, another Honorary Officer and a Member of Council neither of whom have been involved in the original hearing or have any prior knowledge of the matter, who shall consider all the evidence and determine the resolution. The decision of the Appeal Panel shall be final.

In accordance with the College Regulations, a member is guilty of improper conduct if, in the opinion of a Disciplinary Committee, that member:

- is convicted of an offence which renders them unfit to be a member;
- has acted in breach of the Code; or
- is precluded from the performance of professional duties in a manner which is consistent with the standards of the profession.

The Council shall establish a Disciplinary Committee to consider complaints against members.

The membership of the Disciplinary Committee shall be at least six members of Council.



Three members of the Disciplinary Committee will hear any complaint against a member – it shall be for the committee in consultation with the President to determine the appropriate members of the committee to hear each case.

Membership and the terms of reference of the Disciplinary Committee shall be as determined by the Council.