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## MILL ACADEMY TEACHER POLICY AND CODE OF ETHICS

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*The Mill Academy is committed to employing and empowering the best teachers, hereafter referred to as 'Guides', who, in turn, are committed to the learning journey of our students.*

*Our Guides are professional, courteous, emotionally mature and, among other exceptional traits, intelligent.*



Our Guides actively seek to display specific qualities and values, including:

- ♠ They are flexible and adaptive to their classroom and school environments.
- ♠ They are strong communicators and value collaboration because they accept that community is higher than the individual. Our Guides expect to work in a constantly evolving environment and adjust their teaching methods based on the age of their students, the resources available and changing curriculum, practices, and requirements.
- ♠ They are engaging, show empathy and have patience. Being able to engage students with humor, creative lessons and a strong classroom presence are key factors in identifying our Guides. Another key to engaging students and improving their learning is to treat each student as an individual, by being empathetic and understanding what students may be dealing or coping with in their day-to-day lives. Also, whether Guides are managing classroom behavior,



working with colleagues with different views, or communicating students' issues or progress with parents, patience is one of the most important skills to practice.

- ♠ Our Guides value real world learning through a variety of tested and true techniques. They are prepared to help our students be open to all the possibilities for their learning and life journeys. They are also expected to responsibly usher students towards developing their personal views on the world around us.

Guides are specifically expected to follow a Code of Ethics as follows:

I. Commitment to the teaching profession:

- ♠ Embrace his/her role of teaching with the fullest presence and highest level of professionalism in keeping with the values and culture of the Mill Academy.
- ♠ Improve himself/herself professionally through continual study and research.
- ♠ Participate and conduct himself/herself in a responsible manner in the development and implementation of policies affecting education.
- ♠ Recognise that a professional organisation must accept responsibility for the conduct of its members and understand that his/her own conduct shall be regarded as representative of the Mill Academy.
- ♠ Keep the trust under which confidential information is exchanged, particularly as this relates to students.
- ♠ Honestly represent his/her professional qualifications.
- ♠ Conduct professional business through recognised channels and refrain from inappropriate and unlawful activities.
- ♠ Engage in no external employment that will impair the effectiveness of his/her professional service and permit no commercial exploitation of his/her professional position.
- ♠ Desist from any offensive act, whether in-person or by way of social media, which might harm a student, a colleague, or the Mill Academy in any way.



- ♣ Comport himself/herself in a manner that will be a credit to the individual self, the students, and the Academy by extension. Avoid conflict between professional work and private interests which could reasonably be deemed to impact negatively on students.

## II. Commitment to Mill Academy students:

Guides are expected to:

- ♣ Help all his/her students to develop their individual potential in all its forms and manifestations.
- ♣ Understand that the student's interest and welfare are of primary concern.
- ♣ Take all reasonable steps to protect students from abuse, disrespect and any form of discrimination.
- ♣ Treat all information on students judiciously, except in those instances where information about a student or his/her home serves to benefit the students' welfare.
- ♣ Refrain from commenting unprofessionally about a student or his/her home.
- ♣ Avoid exploiting his/her professional relationship with any student for personal gain.
- ♣ Tutor only in accordance with officially approved policies.
- ♣ Seek constantly to improve learning facilities and opportunities in accordance with Management.
- ♣ Be constantly mindful that he/she is an example to his/her students and always exhibit the highest standards of behaviour.
- ♣ Impress upon all students the values associated with the Mill Academy and its community culture, namely respect, collaboration, planning and punctuality, excellent performance.