**Code of Professional Conduct and Practice for registrants with the Education Workforce Council (EWC)**

**The EWC**

The EWC was established under the Education (Wales) Act 2014 and is the independent regulator in Wales for:

* school teachers
* school learning support workers
* further education teachers (lecturers)
* further education learning support workers
* work based learning practitioners
* qualified youth workers
* qualified youth support workers

Our primary aims are to:

* contribute to improving the standards of teaching and the quality of learning in Wales
* maintain and improve standards of professional conduct amongst registrants in the education workforce in Wales
* safeguard the interests of learners, parents and the public and maintain public trust and confidence in the education workforce

**The Code**

The Code sets out the key principles of good conduct and professional practice our registrants uphold. It guides judgements and decisions and informs learners, parents, guardians, employers and the general public of the standards they can expect from registrants.

The Code is not an exhaustive list of expectations. However, failure to comply with the Code may call a person’s registration into question. The EWC has legal powers to investigate and hear cases of alleged unacceptable professional conduct, serious professional incompetence and criminal offences involving registrants. The Code is used when considering these cases.

**The four key principles**

Registrants, including those registered on a provisional basis, commit to upholding the key principles below.

***Personal responsibility***

* Recognise your position as a role model and public figure, both in and out of the workplace
* Do not engage in activities or behaviour which may harm the professional reputation of the education workforce
* Conduct relationships with learners professionally by:
	+ communicating with learners respectfully and in a way which is appropriate for their age
	+ using all forms of communication appropriately and responsibly.
	+ ensuring any physical contact is necessary, reasonable and proportionate
	+ treating all equally and fairly, respecting differences
	+ maintaining professional boundaries and avoiding improper relationships
* Engage with learners to encourage confidence and growth
* Have a duty of care for learners’ safety, physical, social, emotional, moral and educational wellbeing including:
* being alert to anything which might put a learner’s safety or welfare at risk
* reporting promptly any safeguarding issue, or any other issue which may potentially harm a learner’s safety or welfare
* Maintain high standards of professional practice

***Knowledge***

* Know and use the relevant professional standards for your particular profession throughout your career
* Commit to your professional development by:
	+ keeping your professional knowledge and skills up to date
	+ engaging fully with training / development and feedback, reflecting upon and evaluating your practice as part of your continuing professional learning
	+ seeking support, advice and guidance where necessary
	+ continually taking steps to improve your practice
* Keep up to date with developments in your area of practice, including changes to educational legislation, which affect your work
* Know and comply with current policies, procedures and guidelines which are relevant to your practice
* Know and comply with current safeguarding policies, procedures and guidelines which are relevant to your practice

***Integrity***

* Be honest with finances, personal credentials, experience and qualifications, references or declarations made
* Conduct assessment and examination related tasks with integrity and in accordance with relevant policies, procedures and guidance
* Ensure you use property and facilities provided by your employer appropriately
* Keep learners’ personal / educational records for which you are responsible accurate and secure, sharing only when appropriate to do so
* Be accountable for your conduct, and be honest if things go wrong, particularly with your employer
* Be law-abiding, both in your personal and professional life
* Be honest in all dealings with the EWC, informing it of any conviction or caution you receive whilst registered, or restriction placed on your practice by any other body

***Working Collaboratively***

* Respect, support and collaborate with colleagues and others to achieve the best learning outcomes
* Share experience and knowledge to help you and other practitioners maintain best practice
* Be mindful of your professional responsibility for the health, safety and well-being of colleagues
* Develop and maintain positive relationships with parents, guardians and carers

**Publication and review**

The Code is available without charge and is published on the EWC’s website, [www.ewc.wales](http://www.ewc.wales). It is available in Easy Read, large text and other formats, if required.

This Code supersedes the Code of Professional Conduct and Practice for Registrants with the EWC published 1 April 2015. In accordance with the *Education (Wales) Act 2014*, the EWC will review this Code every three years.

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