GOVERNMENT OF UGANDA

TEACHER'S CODE OF CONDUCT

Part I - Membership to the Teaching Profession

Membership to the teaching profession shall be open to a person who has successfully completed an approved course of training as a teacher leading to the award of a recognized certificate in teaching and whose name has been entered in the registrar of teachers in accordance with the provisions of the Education Act, 1970, and such a person has been issued with a certificate of registration as a teacher.

Licensed Teachers; a person who has not fulfilled the requirements of sub-paragraph one of this code, may join the service if that person meets the requirements of eligibility and a license to teach, in accordance with the provisions of the Education Act, 1970, in regard to a person who may be licensed to teach and whose name has been entered on the Roll of persons licensed to teach.

Part II - The Child-Learner

A teacher's chief responsibility is towards the child/learner under the teacher's care and the teacher shall guide each child/learner where necessary in and out of school in order to develop the child/learner in body, mind, soul, character and personality. The teacher shall therefore: -

- respect the confidential nature of information concerning each child/learner and may give such information only to persons directly concerned with the child-learner's welfare.
- Recognise that a privileged relationship exists between the teacher and the child/learner and shall

refrain from exploiting this relationship by misconduct prejudicial to the physical, mental and moral welfare of any child/learner and the teacher shall not have a sexual relationship with the child/learner: and

- Refrain from using a child/learner's labour for private or personal gain.

Part III - Professional Conduct

A teacher shall

- At all times live up to the highest standards of the profession and avoid any conduct which may bring the profession and the service into disrepute.
- teach conscientiously with diligence, honesty and regularity.
- teach objectively in all the matters including politics, religion, race ,tribe and sex.
- not take advantage of his or her influence to indoctrinate the child/learner towards the teacher's tenet, dogma or doctrine.
- prepare relevant schemes of work, lesson notes teaching aids well in advance to ensure effective teaching and learning.
- set an adequate amount of written and practice exercises promptly for effective teaching and learning.
- mark and evaluate all written and practical exercises promptly and carefully.
- undertake such remedial teaching as effective learning might require.
- observe regulations and instructions regarding coaching and private instruction issued from time to time by appropriate authorities.
- seek for and obtain permission to be absent from duty from the head teacher before the occurrence of such absence.
- not to teach while under the influence of alcohol or drugs or come to school while drunk.
- not to eat any food while conducting a lesson except when required for the purpose of teaching or on medical grounds.
- conduct all internal and external examinations in accordance with rules governing such examinations issued from time to

time by the competent authorities and shall not commit any offence against examination regulations in force.

- follow the programme discussed with and approved by the head of the department and shall co-operate with the head of the department and other teachers in carrying out that programme.
- make schemes of work, records of work and lesson preparation books available to the head teacher and the head of the department for inspection.
- allow the head of department or the head teacher to be present while the teacher is teaching.
- at all times, maintain a professional attitude towards colleagues, avoiding derogatory, slanderous and unfair criticism against his or her colleagues and shall at the times create and maintain harmony.
- use proper channels of communication and flow of information.
- in view of ever rising standards, strive to improve his or her own academic and professional standard but shall not do so at the expense of the children/learners he or she teachers; and
- maintain and keep in a safe manner records of learners' performance in examinations to enable him or her report factually and objectively on each learner's progress.

Part IV- Professional Responsibility

A teacher shall

- devote such time to his or her duties as is necessary by the nature of his or her post.
- not engage in private or personal activities when he or she is expected to teach or supervise learning and other curricular activities.
- not trade or transact business when he or she is expected to be on duty.
- not to bring any pet or baby or any other child not being registered in the school to class since this will interfere with the discharge of school duties.
- not be an accomplice to any activity likely or intended to cause disturbance or riot within the school.

- not to be absent without authority from his or her class lessons and teach without discrimination or bias against any pupil in his or her class regardless of the child's/learner's race, religion, tribe, place of origin or sex.
- conduct all his or her lessons and teach without discrimination or bias against any pupil in his or her class regardless, of the child's/learner's race, religion, tribe, place or sex.
- maintain and keep in a safe manner all records of school property under his or her care and account for such property when asked to do so by the head of the department or head teacher.

Part V- The Teacher's Personal Conduct

A teacher shall

- dress appropriately and shall be in mode of dress decent and smart.
- attend to his or her personal appearance ensuring a neat and pleasant outlook while on duty and in public places and shall avoid unkept hair and beard.
- observe the laws of Uganda particularly in matters of sex, marriages and parenthood and shall at all times set a good example to the children.
- not write, circulate or cause to be written or circulate any anonymous letter or any document with malicious intent and
- show respect for school rules set by the governing body of the school and shall assist in their implementation.

Part VI - The Head teacher

As a teacher and leader in the teaching profession, a head teacher is bound by this code of professional conduct and shall set a good example in the strict observance of all provisions of the code.

In addition a head teacher shall enforce the observation of the code of professional conduct on all teachers under him or her in accordance with the law, regulations and other provisions of the

education service and shall promptly deal appropriately with all breaches of the code. In particular and without derogation to the generality to sub-paragraphs 1 and 2 of this paragraph the head teacher shall:

- be the custodian of good educational standards in his or her school and shall aim high in educational standards.
- enrol children into the school without bias or discrimination and within the regulations and provisions of the laws in force in Uganda.
- collect all school fees and receive all other school monies such as gifts, donations and endowments according to policies issued from time to time by the competent authorities.
- pay all salaries and wages to the rightful owners as soon as such salaries and wages are received and due;
- account for all the money as collected and received on behalf of the school;
- keep all school records in his or her custody in safe condition and ensure that such records contain correct information.
- not connive with members of staff or any other person so as to bring the profession and the service into disrepute.
- not conceal any act of misconduct committed by a member of his or her staff or by any child/learner of the school whether committed within or outside the school.
- not receive a bribe in relation to the discharge of his or her duties and ensure that his or her staff does not do so.
- ensure that all teachers and students observe punctuality alike.
- report factually and objectively on members of his or her staff on matters required in Annual confidential reports or when assessing a teacher's capability as to a post of responsibility applied for when reporting any breach of the law to the competent authorities.
- report factually and objectively on all matters concerning school children without fear, favour, bias or discrimination.
- not carry out or transact any private business within or outside the school premises when she or he is expected to be on official duty within or outside his or her school.

- not take it upon himself or herself to physically punish a teacher involved in the breach of this Code or any other regulations in force but will use all avenues open to him or to her to report such breaches to the appropriate authorities for action.
- be present in the school as much as possible and whenever he or she is out of the school, he or she shall leave correct information of his or her whereabouts with his or her deputy or any other person authorised to act and shall always ask his or her deputy to act on his or her behalf when he or she is on duty outside the school.

Part VII - The Community

A teacher shall

- project a good image in the community where he or she lives by participating as appropriate in activities of the community;
- set a good example to the pupils and the public by obeying lawful and established authority and being law-abiding;
- attend, where practically possible religious functions of his or of other persuasions;
- and respect other recognized religions within the school where he or she is teaching;
- and through his or her own conduct and inspiration with his or her family, be a good example to the community and the school.

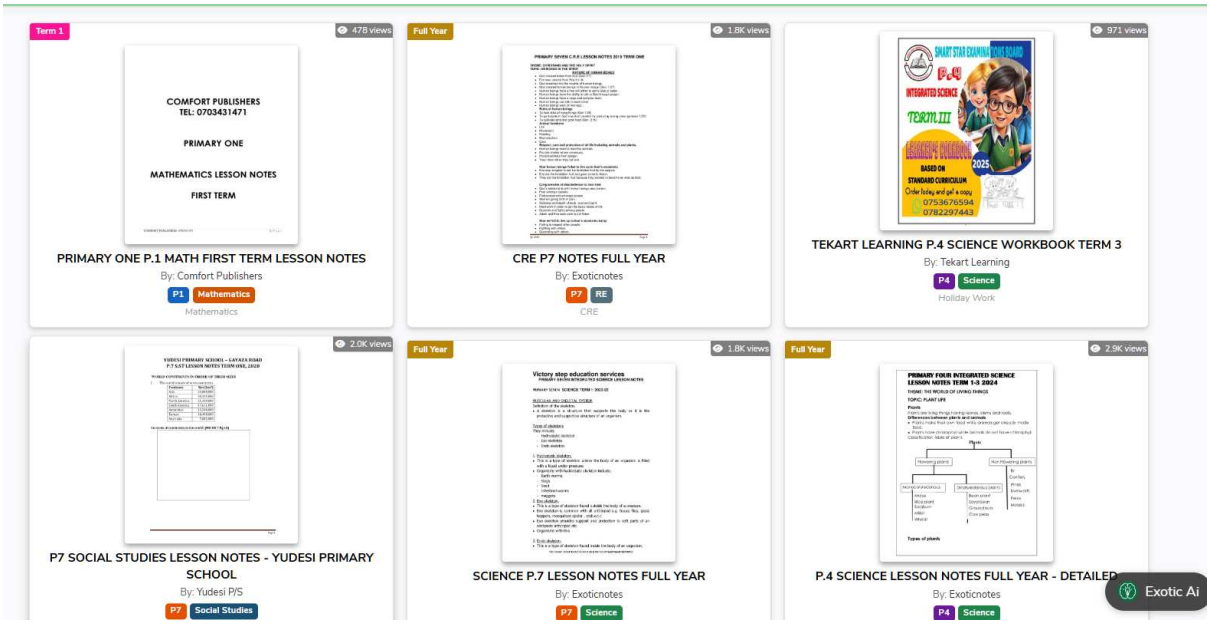
Part VIII - Enforcement of the Code

- It is the duty of every teacher to observe and respect this Code and to report any breach of the Code to the appropriate authorities.
- All matters or cases involving the breach of the code reported to the Committee or Commission shall be dealt with in accordance with the laws and regulations in force at the time of the breach of the code.
- All matters dealt with by the Committee or handled by the appropriate authorities or all those concerned shall keep Commission confidential.

References

- Prof. J.C Ssekamwa (1996), Professional Ethics For Teachers, published by Nets Africa Ltd, Kampala.
- An official document from the Ministry of Education and Sports (Government of Uganda) on the Teacher's Code of Conduct.

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