



MARIST CATHOLIC SCHOOL

PROCEDURE: **Staff Conduct**

Our [Employer Responsibility Policy](#) sets out the steps we take to meet our obligations and commitments as a good employer.

We expect all employees to maintain proper standards of integrity, conduct, concern for the wellbeing of students, and public interest. All teachers are expected to fully understand the expectations of [Our Code, Our Standards](#), which applies under the Education and Training Act 2020 to all certificated teachers.

Staff conduct is monitored through:

- our [performance management](#) policy
- [Our Code, Our Standards](#)
- professional standards in the relevant employment agreements
- attestation (comparing each teacher's performance against the relevant professional standards to confirm that they have met the standards required)
- appraisal and vetting of non-teaching staff.

Breaches of standards

All concerns about staff conduct are documented by the school, and managed through the [concerns and complaints](#) procedure.

Concerns about staff conduct, in and out of school, are filed and kept for the board "in-committee".

Concerns about serious misconduct are investigated through the [formal complaint](#) procedure, and advice is sought from appropriate individuals and agencies such as [NZSTA](#), insurance companies, legal professionals, teacher unions, and regional Ministry of Education staff. The Teaching Council provides more detail on [reporting conduct concerns](#).

The school follows the [mandatory reporting guidelines](#) of the Teaching Council