



Draft Code of Professionalism and Conduct

Consultation Response Questionnaire

INTRODUCTION

We would like to hear your views on the Draft Code of Professionalism and Conduct and would be grateful if you could submit your response by 30th November.

Please do not feel that you have to respond to all the questions or be restricted by the set questions in this consultation response survey. Your comments on any aspect of The Code will be welcome.

The response form is split into two sections:

- The first contains shorter general questions on The Code;
- The second provides you with the opportunity to comment more specifically on each section and to comment in general on The Code.

If you require more space for your answers please continue on a separate sheet marked with the appropriate question number(s).

After you have completed your response, please fill in your details at the end of the form and post to George Street Research by using the following FREEPOST address:

**George Street Research Ltd
FREEPOST EH1946
EDINBURGH EH1 0BR**

Alternatively, you can complete this questionnaire on-line at:
<http://www.gtcs.org.uk/Publications/Consultations/conductconsultation.asp>

General Impressions

Q1 How effective do you believe the Code of Professionalism and Conduct is in:

| | Very Effective | Quite Effective | Not very Effective | Not at all Effective | Don't Know |
|--|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|
| Setting out appropriate principles and values for teachers | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input checked="" type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| Communicating the key principles and values to members of the educational profession | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input checked="" type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| Communicating the key principles and values to members of the public | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input checked="" type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Q2 To what extent do you agree that the draft Code:

| | Agree strongly | Agree slightly | Disagree slightly | Disagree strongly | Don't Know |
|---|---------------------------------------|--|---------------------------------------|--|---------------------------------------|
| Will help teachers make effective judgements in and out of the classroom | <input type="checkbox"/> ₁ | <input checked="" type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| Clearly outlines the boundaries of professional behaviour and conduct for teachers | <input type="checkbox"/> ₁ | <input checked="" type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| Effectively raises awareness of issues and situations which can potentially arise for teachers in relation to their behaviour | <input type="checkbox"/> ₁ | <input checked="" type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| Provides positive examples of teacher behaviour and conduct | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input checked="" type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Q3 Should the Code contain references, weblinks and details of organisations where teachers can gain independent information and advice on behaviour and conduct?

| Yes | No | Don't Know |
|--|---------------------------------------|---------------------------------------|
| <input checked="" type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |

Q4 Do you think that the Code requires more examples to fully explain the boundaries of behaviour and conduct for teachers?

| Yes | No |
|--|---------------------------------------|
| <input checked="" type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |

Q5 Do you think the Code requires more or less commentary or discussion of key points?

| | | | |
|-------------------------------|--|-------------------------------|---------------------------------------|
| Significantly More Commentary | <input checked="" type="checkbox"/> ₁ | Slightly Less Commentary | <input type="checkbox"/> ₄ |
| Slightly More Commentary | <input type="checkbox"/> ₂ | Significantly Less Commentary | <input type="checkbox"/> ₅ |
| No Change | <input type="checkbox"/> ₃ | Don't Know | <input type="checkbox"/> ₆ |

Code Section 1: Professionalism and Maintaining Trust in the Profession

Q6 To what extent do you agree that this section covers the relevant issues for teachers in relation to their professionalism and maintaining trust in the profession?

Agree strongly

 ₁

Agree slightly

 ₂

Disagree slightly

 ₃

Disagree strongly

 ₄

Don't Know

 ₅

If you have ticked Disagree Slightly or Disagree Strongly please answer Q7, otherwise please go to Q8.

Q7 Please explain any areas or issues on which you believe more detail or information should be included:

ATL believes that the draft code gives a deficit model of professionalism by only listing the actions that teachers must not do (or must do) to ensure the profession is not brought into disrepute. Whilst we acknowledge that this is a necessary function of the code, ATL would suggest that GTC Scotland develops a statement of what it means to be a professional.

Enclosed is a statement of what ATL believes Teacher Professionalism is which forms part of our formal response to the consultation. The statement developed from our policy statement on *New Professionalism* is pertinent to each section of this response.

Q8 Are there any points or comments in this section with which you disagree?

Yes

 ₁

No

 ₂

If you have ticked YES please answer Q9, otherwise please go to Q10.

Q9 Please tell us which point(s) you disagree with and explain why you disagree with them:

Q10 If you have any other general comments on this section, please write these here:

Code Section 2: Professional Responsibilities towards Pupils

Q11 To what extent do you agree that this section covers the relevant issues for teachers in relation to their professional responsibilities towards pupils?

Agree strongly

 ₁

Agree slightly

 ₂

Disagree slightly

 ₃

Disagree strongly

 ₄

Don't Know

 ₅

If you have ticked Disagree Slightly or Disagree Strongly please answer Q12, otherwise please go to Q13.

Q12 Please explain any areas or issues on which you believe more detail or information should be included:

Q13 Are there any points or comments in this section with which you disagree?

Yes

 ₁

No

 ₂

If you have ticked YES please answer Q14, otherwise please go to Q15.

Q14 Please tell us which point(s) you disagree with and explain why you disagree with them:

Q15 If you have any other general comments on this section, please write these here:

See enclosed statement on Teacher Professionalism.

Code Section 3: Professional Competence

Q16 To what extent do you agree that this section covers the relevant issues for teachers in relation to their professional competence?

Agree strongly

 ₁

Agree slightly

 ₂

Disagree slightly

 ₃

Disagree strongly

Don't Know

 ₅

If you have ticked Disagree Slightly or Disagree Strongly please answer Q17, otherwise please go to Q18.

Q17 Please explain any areas or issues on which you believe more detail or information should be included:

See enclosed statement on Teacher Professionalism.

Q18 Are there any points or comments in this section with which you disagree?

Yes

 ₁

No

 ₂

If you have ticked YES please answer Q19, otherwise please go to Q20.

Q19 Please tell us which point(s) you disagree with and explain why you disagree with them:

Q20 If you have any other general comments on this section, please write these here:

Code Section 3: Professionalism towards Colleagues and Parents

Q21 To what extent do you agree that this section covers the relevant issues for teachers in relation to their professionalism towards colleagues and parents?

Agree strongly

Agree slightly

Disagree slightly

Disagree strongly

Don't Know

 ¹ ² ³ ⁴ ⁵

If you have ticked Disagree Slightly or Disagree Strongly please answer Q22, otherwise please go to Q23.

Q22 Please explain any areas or issues on which you believe more detail or information should be included:

Q23 Are there any points or comments in this section with which you disagree?

Yes

No

 ¹ ²

If you have ticked YES please answer Q24, otherwise please go to Q25.

Q24 Please tell us which point(s) you disagree with and explain why you disagree with them:

Q25 If you have any other general comments on this section, please write these here:

See enclosed statement of Teacher Professionalism.

General Comments on The Code

Q26 Do you have any other general comments on The Code?

ATL is concerned that a code of conduct on its own, only offers to teachers, parents and the wider public a list of actions and behaviours that a teacher must or must not do rather than give a picture of what teaching is for. We would prefer to give a more positive picture that better reflects the professionalism of teachers whilst acknowledging the minimum standards that should be contained within a code.

Respondee Information

Q27 Are you responding as an individual or on behalf of an organisation?

Individual ₁ Organisation ₂

If you are responding **ON BEHALF OF AN ORGANISATION** please answer Questions 28 to 30.

If you are responding **AS AN INDIVIDUAL** please go to Question 31 on the next page.

Q28 Please state the name of the organisation making this response.

Association of Teachers and Lecturers

Q29 The name of your organisation will be made available to the public. Are you also content for your response to be made available?

Yes ₁ No ₂

Q30 What is your establishment / organisation type?

| | | |
|--|--|---|
| Nursery / Pre-School <input type="checkbox"/> ₁ | Other University Dept. <input type="checkbox"/> ₈ | Learning Support Centre <input type="checkbox"/> ₁₅ |
| Primary School <input type="checkbox"/> ₂ | Trade/ Industry/ Commerce <input type="checkbox"/> ₉ | Learning and Teaching Scotland <input type="checkbox"/> ₁₆ |
| Secondary School <input type="checkbox"/> ₃ | Local Authority <input type="checkbox"/> ₁₀ | Teaching Union/ Professional Assoc. <input checked="" type="checkbox"/> ₁₇ |
| Special Educational Needs / ASfL <input type="checkbox"/> ₄ | Economic Development Agency <input type="checkbox"/> ₁₁ | HMIE <input type="checkbox"/> ₁₈ |
| FE College <input type="checkbox"/> ₅ | Scottish Government Education and Lifelong Learning <input type="checkbox"/> ₁₂ | Other <input type="checkbox"/> ₁₉ |
| Adult Education <input type="checkbox"/> ₆ | Other Scottish Government <input type="checkbox"/> ₁₃ | THANK YOU – NOW PLEASE GO TO THE LAST PAGE |
| Teacher Education Institute <input type="checkbox"/> ₇ | Consultancy <input type="checkbox"/> ₁₄ | |

The following questions are for those respondents answering as AN INDIVIDUAL

Q31 Are you responding as a ...

| | | | | | | | |
|---------------------------------|--------------------------|---|---------------------------------------|--------------------------|--------------------------|-----------------------------------|-----------------------------------|
| Headteacher | <input type="checkbox"/> | 1 | Nursery/ Early Years Practitioner | <input type="checkbox"/> | 8 | | |
| Depute Head | <input type="checkbox"/> | 2 | Local Authority Director of Education | <input type="checkbox"/> | 9 | | |
| Principal Teacher/ Faculty Head | <input type="checkbox"/> | 3 | Local Authority Education Staff | <input type="checkbox"/> | 10 | | |
| Class Teacher | <input type="checkbox"/> | 4 | Pupil | <input type="checkbox"/> | 11 | PLEASE GO TO THE LAST PAGE | |
| Probationer Teacher | <input type="checkbox"/> | 5 | Parent | <input type="checkbox"/> | 12 | PLEASE GO TO THE LAST PAGE | |
| Retired Teacher | <input type="checkbox"/> | 6 | PLEASE GO TO THE LAST PAGE | Member of public | <input type="checkbox"/> | 13 | PLEASE GO TO THE LAST PAGE |
| Teaching Assistant/ Instructor | <input type="checkbox"/> | 7 | Other | <input type="checkbox"/> | 14 | | |

Q32 What is your establishment / organisation type?

| | | | | | | | | |
|----------------------------------|--------------------------|---|---|--------------------------|----|-------------------------------------|--------------------------|----|
| Nursery / Pre-School | <input type="checkbox"/> | 1 | Other University Dept. | <input type="checkbox"/> | 8 | Learning Support Centre | <input type="checkbox"/> | 15 |
| Primary School | <input type="checkbox"/> | 2 | Trade/ Industry/ Commerce | <input type="checkbox"/> | 9 | Learning and Teaching Scotland | <input type="checkbox"/> | 16 |
| Secondary School | <input type="checkbox"/> | 3 | Local Authority | <input type="checkbox"/> | 10 | Teaching Union/ Professional Assoc. | <input type="checkbox"/> | 17 |
| Special Educational Needs / ASfL | <input type="checkbox"/> | 4 | Economic Development Agency | <input type="checkbox"/> | 11 | HMIE | <input type="checkbox"/> | 18 |
| FE College | <input type="checkbox"/> | 5 | Scottish Government Education and Lifelong Learning | <input type="checkbox"/> | 12 | Other | <input type="checkbox"/> | 19 |
| Adult Education | <input type="checkbox"/> | 6 | Other Scottish Government | <input type="checkbox"/> | 13 | | | |
| Teacher Education Institute | <input type="checkbox"/> | 7 | Consultancy | <input type="checkbox"/> | 14 | | | |

If you are currently a member of the EDUCATION PROFESSION (ticked 1,2,3,4,5,7 or 8 at Q31) please answer Question 33

Q33 For how many years have you been in the education profession?

| | | | | | |
|----------------|--------------------------|---|----------------|--------------------------|----|
| Student | <input type="checkbox"/> | 1 | 21 to 30 years | <input type="checkbox"/> | 5 |
| Under 5 years | <input type="checkbox"/> | 2 | 31 to 40 years | <input type="checkbox"/> | 6 |
| 5 to 10 years | <input type="checkbox"/> | 3 | Over 40 years | <input type="checkbox"/> | 17 |
| 11 to 20 years | <input type="checkbox"/> | 4 | | | |

If you are a teacher or work for a local authority (ticked 1,2,3,4,5,7,8,9 or 10 at Q31) please answer Question 34

Q34 What is your local authority?

| | | | | | | | | | | | |
|--------------------------|--------------------------|---|-----------------------------|--------------------------|----|-------------------|--------------------------|----|---------------------|--------------------------|----|
| N/A - Independent school | <input type="checkbox"/> | 1 | East Ayrshire | <input type="checkbox"/> | 9 | Glasgow City | <input type="checkbox"/> | 17 | Perth & Kinross | <input type="checkbox"/> | 25 |
| Aberdeen City | <input type="checkbox"/> | 2 | East Dunbartonshire | <input type="checkbox"/> | 10 | Highland | <input type="checkbox"/> | 18 | Renfrewshire | <input type="checkbox"/> | 26 |
| Aberdeenshire | <input type="checkbox"/> | 3 | East Lothian | <input type="checkbox"/> | 11 | Inverclyde | <input type="checkbox"/> | 19 | Scottish Borders | <input type="checkbox"/> | 27 |
| Angus | <input type="checkbox"/> | 4 | East Renfrewshire | <input type="checkbox"/> | 12 | Midlothian | <input type="checkbox"/> | 20 | Shetland Islands | <input type="checkbox"/> | 28 |
| Argyll & Bute | <input type="checkbox"/> | 5 | Edinburgh City | <input type="checkbox"/> | 13 | Moray | <input type="checkbox"/> | 21 | South Ayrshire | <input type="checkbox"/> | 29 |
| Clackmannanshire | <input type="checkbox"/> | 6 | Eilean Siar (Western Isles) | <input type="checkbox"/> | 14 | North Ayrshire | <input type="checkbox"/> | 22 | South Lanarkshire | <input type="checkbox"/> | 30 |
| Dumfries & Galloway | <input type="checkbox"/> | 7 | Falkirk | <input type="checkbox"/> | 15 | North Lanarkshire | <input type="checkbox"/> | 23 | Stirling | <input type="checkbox"/> | 31 |
| Dundee City | <input type="checkbox"/> | 8 | Fife | <input type="checkbox"/> | 16 | Orkney Islands | <input type="checkbox"/> | 24 | West Dunbartonshire | <input type="checkbox"/> | 32 |
| | | | | | | | | | West Lothian | <input type="checkbox"/> | 33 |

If you work within an INDEPENDENT SCHOOL (ticked 1 at Q34) please answer Q35.

Q35 Are you registered as a teacher with the General Teaching Council for Scotland?

| | |
|--------------------------|--------------------------|
| Yes | No |
| <input type="checkbox"/> | <input type="checkbox"/> |
| 1 | 2 |

If you work within a SECONDARY SCHOOL or in SPECIAL EDUCATIONAL NEEDS / ASFL (ticked 3 or 4 at Q32) please answer Q36.

Q36 What is your subject area? (Please tick your MAIN area only)

| | | | | | | | | | | | |
|-------------------|--------------------------|---|-------------------|--------------------------|----|-------------------------------|--------------------------|----|--|--------------------------|----|
| Art and Design | <input type="checkbox"/> | 1 | English | <input type="checkbox"/> | 8 | Media Studies | <input type="checkbox"/> | 15 | Religious, Moral and Philosophical Studies | <input type="checkbox"/> | 22 |
| Biology | <input type="checkbox"/> | 2 | Gaelic / Gaidhlig | <input type="checkbox"/> | 9 | Modern Languages | <input type="checkbox"/> | 16 | School Management / Admin | <input type="checkbox"/> | 23 |
| Business Studies | <input type="checkbox"/> | 3 | Geography | <input type="checkbox"/> | 10 | Modern Studies | <input type="checkbox"/> | 17 | Special Needs | <input type="checkbox"/> | 24 |
| Chemistry | <input type="checkbox"/> | 4 | History | <input type="checkbox"/> | 11 | Music | <input type="checkbox"/> | 18 | Design and Technology Studies | <input type="checkbox"/> | 25 |
| Classical Studies | <input type="checkbox"/> | 5 | Home Economics | <input type="checkbox"/> | 12 | Personal and Social Education | <input type="checkbox"/> | 19 | Other | <input type="checkbox"/> | 26 |
| Computing | <input type="checkbox"/> | 6 | ICT | <input type="checkbox"/> | 13 | Physical Education | <input type="checkbox"/> | 20 | | | |
| Drama | <input type="checkbox"/> | 7 | Mathematics | <input type="checkbox"/> | 14 | Physics | <input type="checkbox"/> | 21 | | | |

Thank you for taking the time to complete this survey for GTC Scotland. We value your views and would like to thank you for participating in this consultation.

Should you have any further questions about this research, please do not hesitate to contact Ian Matheson at GTCS on 0131 314 6070, or by email: Ian.Matheson@gtcs.org.uk

Other queries regarding the consultation should be directed to Sue Granville or Alex Hilliam at George Street Research on 0131 478 7505, or by email: info@george-street-research.co.uk

Please now post your response to George Street Research using the following FREEPOST address:

**George Street Research Ltd
FREEPOST EH1946
EDINBURGH EH1 0BR**