**New Zealand Graduate School of Education**

**Code of Practice strategy and review 2023**

Vision To change the way teachers are trained in order to meet the needs of all learners and lessen social inequities.

Mission To train competent teachers who cause learning, measured by hard evidence, by applying a defined set of teacher skills and knowledge within authentic teacher-student relationships.

Beliefs

* The fundamental purpose of teacher is to cause learning
* Exemplary teachers are transformative: they change lives
* Teacher-student relationships allow learning to happen
* Teaching confronts and lessens social inequities
* Teaching can empower school students to become self-aware, intelligently critical, and agents of constructive social change.

Values

* Teacher skills, knowledge and wisdom
* Learning relationships
* Evidence
* Āwhina mai, Āwhina atu: teaching is paid forward
* Hard work

Learner Wellbeing and Safety - overview

NZGSE has intentionally developed a learning environment that is highly supportive and meets the needs of individual interns through its robust practices. There is a high degree of interaction between staff and interns in the open-plan learning environment and interns have access to all staff members during term time including during teaching practice periods. Systems and processes are rigorous and are supported by data that is collected on an ongoing basis.

Interns receive intensive feedback on their progress and develop the capacity to self-reflect in order to make decisions regarding their practice.

Intern welfare is monitored on an ongoing basis through direct observation, regular consultations and weekly tutor team meetings.

Support is provided according to the diverse needs of individual interns and this is overseen by a leadership team which includes a registered psychologist. Channels of communication to hear ideas, opinions and concerns from interns are well-established and are designed to prepare interns to be proactive, positive and honest colleagues.

The capability of all interns to participate confidently as members of a bicultural society is being supported and built up through participation in Mātauranga Māori practices and development of te reo Maori for all learners.

Learner Wellbeing and Safety – action plan 2022-3

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| **Actions** | **Measures** | **Outcome** |
| Provide targeted opportunities to regularly upskill staff on the Code and matters relating to it | Sharing of information relating to the Code at staff-only days | *✓ staff-only days* |
| Record NZGSE’s emergency response plan  | Complete emergency response plan | *✓* |
| Provide specific areas to display all relevant information relating to the Code for interns’ perusal | New display areas in common room for information | *✓* |
| Make three specific additions to the Intern handbook | Additional information added to Intern handbook for 2023 intake | *✓* |
| Add an additional staff member to the pastoral care team | Add staff member to list of designated staff | *✓* |
| Publish the Code Strategy on NZGSE website | Update website | *✓* |

Learner Wellbeing and Safety – action plan 2023-4

1. Provide information regarding local services for international interns.
2. Continue to develop te reo Māori and tikanga Māori within course content and as part of NZGSE’s huarahi mahi.
3. Organise and support social events for interns.
4. Supply period products for interns.
5. Ensure next-of-kin information is current.

Measures

* Update list of local services for international interns. *Jan 2024*
* Begin academic year with noho marae for staff and interns. *Jan 2024*
* Re-design learning opportunities in te reo Maori. *Ongoing*
* Continue to plan social events e.g. waiata sessions during centreblock/academic week and support intern-initiated events. *Ongoing*
* Re-stock period products as needed. *Ongoing*
* Update next-of-kin details and rationale statement on enrolment form. *Bi-annual*

Definitions

A **complaint** is a concern or criticism raised by an intern which is brought to the attention of Ngā Hautū and/or is subject to NZGSE’s Disputes Procedure.

A **critical incident** is an event outside normal experience that poses actual or perceived threats of injury or exposure to death that can challenge the resources of an individual and/or an organisation.

NZGSE received one complaint in the 2023 academic year. It was discussed by Ngā Hautū and no further action was deemed necessary in this case.