

## Charter of Professional Rights for Teachers

- The right to a physically and psychologically safe and healthy working environment.
- The right to accommodation and associated conditions in rural and remote areas which enable teachers to live and work safely and professionally.
- The right to family-friendly working conditions.
- The right to freedom from discrimination and harassment.
- The right to strike and take other industrial action.
- The right to salary and working conditions protected by industrial instruments.
- The right to impartiality and fairness when the subject of a complaint.
- The right to confidentiality and privacy.
- The right to have access to documents concerning you.

### 5. INDIVIDUAL PROFESSIONAL RIGHTS

- The right to participate freely in civic, social and public life.
- The right to exercise personal political beliefs, including right to stand for election.
- The right to the practice of cultural and religious beliefs.
- The right to freely express sexual preference.

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# Australian Education Union

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### 1. PREAMBLE

The Australian Education Union Charter of Professional Rights for Teachers asserts the fundamental rights that teachers, as professionals dedicated to the education of Australia's students, demand and deserve.

There are a multitude of government, community and professional voices reiterating the *responsibilities* of the teaching profession. The AEU, through this Charter, reminds the Australian community that along with responsibilities, there are also *rights*. To do a professional job, teachers must be given the resources, and the freedom, to exercise their professional judgement and bring to bear their professional expertise.

Until the professional status of teachers is properly recognised, and the professional rights elaborated in this Charter are fully extended to teachers, Australia will not be properly valuing education.

### 2. PROFESSIONAL STATUS OF TEACHERS

- The right to public recognition of value and contribution of the teaching profession.
- The right to academic freedom in the discharge of professional duties.
- The right to speak openly without fear of retribution.
- The right to high quality professional development, including genuine opportunity to take part in professional development activities as a recognised part of workload.
- In particular the right to high quality professional development at pre-service and in-service levels in relation to Aboriginal and Torres Strait Islander Education and Cultural Awareness.

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### 3. PROFESSIONAL CONTROL OF PROFESSIONAL WORK

- The right to professional control over curriculum, pedagogy, assessment and reporting.
- The right to a manageable workload, and to refuse an unreasonable workload.
- The right to provide students with adequate individual and group attention.
- The right to a collegial and cooperative working environment.
- The right to participate democratically in the running of their school.
- The right to exercise professional judgement, including the right to refuse to undertake activities which are professionally inappropriate or might endanger participants.
- The right to join and participate actively in the union, with access to information and democratic processes.

### 4. PROFESSIONAL WORKING CONDITIONS

- The right to time and opportunity to prepare adequately for teaching and teaching-related activities.
- The right to teach in a well-resourced learning environment, including:
  - physical conditions which contribute to a positive learning environment;
  - a proper work station for every teacher, with facilities such as desk, phone, computer, private work space;
  - appropriate and up-to-date technological resources and training, at least sufficient to meet the Information Technology Benchmarks for Schools established in AEU policy.