

## Flight Instructor Code of Conduct

### **Commitment to the aviation system**

We maintain public confidence in the aviation profession by:

- demonstrating a commitment to providing high-quality and effective teaching
- engaging in professional, respectful and collaborative relationships with colleagues and students
- demonstrating a high standard of professional behaviour and integrity
- training pilots not just teaching people to fly.

### **Commitment to trainee pilots**

We work in the best interests of trainee pilots by:

- providing quality training
- promoting safety
- engaging in ethical and professional relationships with trainee pilots that respect professional and social boundaries, and considering them as key clients
- respecting the diversity of the heritage, language, identity and culture of all trainee pilots.

### **Commitment to society**

We respect a trusted role in society and the influence exercised in shaping futures by:

- promoting aviation to the next generation - fostering dreams of aspiring pilots
- upholding standards
- training quality pilots
- fostering trainee pilots to be active participants in community life and engaged in issues important to the social, economic and environmental wellbeing of society.

## Examples of standards

### Commitment to the aviation system

We maintain public confidence in the aviation profession by:

Demonstrating a commitment to providing high-quality and effective teaching	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Being willing to review and modify procedures and to challenge normal practices when necessary.</li> <li>• Being able to deliver the whole curriculum and be willing to deliver subjects outside your specialist field</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Approving lessons when you know further work is required.</li> <li>• Signing out students for flights when you know the conditions are marginal or unsafe</li> </ul>
Engaging in professional, respectful, and collaborative relationships with colleagues and students	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Sharing knowledge</li> <li>• Being approachable</li> <li>• Working together as a team</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Not leading by example</li> <li>• Not addressing problems</li> <li>• Not contributing to the team</li> </ul>
Demonstrating a high standard of professional behaviour and integrity	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Upholding values – being a role model</li> <li>• Leading by example</li> <li>• Showing respect to everyone</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Not exercising good judgement or common sense</li> <li>• Not being on board with procedure</li> <li>• Talking negatively about your teammates</li> </ul>
Training pilots not just teaching people to fly	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Continuing to develop consistent skills – making their weak area their strong area</li> <li>• Taking the time to explain why, not 'just because'</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Doing only the bare minimum of what's required</li> <li>• Not checking that logbooks and paperwork are ready before a flight test</li> </ul>

## Commitment to trainee pilots

We work in the best interests of pilots by:

Providing quality training	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Always teaching to the same high standards (leading by example)</li> <li>• Being on time and sticking to the values</li> <li>• Helping struggling students with theory subjects and practical piloting skills</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Not demonstrating good airmanship</li> <li>• Being unapproachable</li> <li>• Putting your interests before students</li> <li>• Behaving unsafely</li> </ul>
Promoting safety	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Making sure students are using "I am Safe" and following this yourself</li> <li>• Filing safety reports as a matter of urgency</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Being reckless and not mentally aware</li> <li>• Not reporting incidents so as to avoid possible repercussions</li> </ul>
Engaging in ethical and professional relationships with trainee pilots that respect professional boundaries, and considering them as key clients	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Treating them like a customer and always being willing to listen</li> <li>• Respecting personal space and maintaining appropriate social boundaries</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Not showing good role modelling. "Do as I say, not as I do"</li> <li>• Knowingly putting yourself or a student in a compromising position professionally or socially</li> </ul>
Respecting the diversity of the heritage, language, identity, and culture of all trainee pilots	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Communicating and showing empathy with the student</li> <li>• Treat students with respect and as an equal</li> <li>• Being patient in listening and communicating to ensure the student understands</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Not listening</li> <li>• Being unwilling to adapt and learn</li> <li>• Not respecting the learning style of different cultures</li> </ul>

## Commitment to society

We respect a trusted role in society and the influence exercised in shaping futures by:

Promoting aviation to the next generation – fostering dreams of aspiring pilots	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Being approachable and answering questions from the public</li> <li>• Shining a safe, positive light on social media</li> <li>• Explaining the options of training</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Negative talk about the future of the industry</li> <li>• Not behaving appropriately in front of students and peers</li> <li>• Making the industry feel out of reach</li> </ul>
Upholding standards	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Following all relevant values</li> <li>• Acting appropriately, even when no-one is looking</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Behaving badly when representing your organisation</li> <li>• Knowingly putting yourself or others at risk</li> </ul>
Training quality pilots	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Training students safely through standardised training</li> <li>• Professionalism and on time performance</li> <li>• Being professional and on time</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Willingly breaking the rules</li> <li>• Not following SOPs</li> <li>• Poor role modelling and not leading by example</li> </ul>
Fostering trainee pilots to be active participants in community life and engaged in issues important to the social, economic and environmental wellbeing of society	
Behaviour that shows commitment	<ul style="list-style-type: none"> <li>• Supporting students' participation in the community</li> <li>• Promoting an understanding of cultural practices</li> <li>• Helping students understand both the local and New Zealand's culture</li> </ul>
Behaviour that doesn't show commitment	<ul style="list-style-type: none"> <li>• Being culturally insensitive</li> <li>• Voicing negative opinions</li> <li>• Not being an active member of society, and not getting involved when asked to</li> </ul>