## Appendix 1

### TABLE SHOWING OBSERVED BEHAVIOURS AS DEVELOPED BY TEACHERS

<table>
<thead>
<tr>
<th>Value</th>
<th>Resultant Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledgeable</td>
<td>Able to explain their subject and the values in their respective subjects</td>
</tr>
<tr>
<td>Cooperative</td>
<td>Able to help and work harmoniously with other teachers and asks students to support each other; one able to involve all students whether weak or intelligent</td>
</tr>
<tr>
<td>Confident</td>
<td>Able to stand for what they think is right under any circumstances,</td>
</tr>
<tr>
<td>Respect</td>
<td>Takes discipline seriously and they take appropriate action on students, one whom students in turn obey, a teacher who is able to control their class,</td>
</tr>
<tr>
<td>Concern</td>
<td>One who listens to students attentively and helps them to learn</td>
</tr>
<tr>
<td>Patient</td>
<td>Accommodates students with various concerns even the slow ones,</td>
</tr>
<tr>
<td>Spiritual</td>
<td>Able to guide students and be a moral role model, does not smoke or drink alcohol in front of students, uses proper language, does not insult students</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Negative traits</th>
<th>Resultant Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aloof</td>
<td>Less caring, conceited, reactive to learners needs</td>
</tr>
<tr>
<td>Lazy</td>
<td>Not bothered to make the extract effort required of values education</td>
</tr>
</tbody>
</table>
Appendix 2

GENDER FOCUSED DISCUSSION

Maggie: Good evening gentlemen, it may come as a surprise to you that today I have asked to talk with men only. This is because I want to clarify what I have observed amongst male teachers in schools that are either female only or mixed schools.

I will get straight to the point. I have notice that when you are dealing with your female learners you tend to keep an artificial distance and secondly, the manner in which you address them is different from how you address the male students.

Kedogo: It is not artificial; it is a proper distance, to ensure that we are not liable to be blamed for any sort of misconduct that may arise, such as the accusation of sexual advance.

Maggie: But even though you keep this distance, we still have cases of male teachers having sexual relationships with their female students.

Bodo People always claim that these relationships are promoted by the male teacher, but some of the girls are the ones who approach the men and advance the relationship.

Kamau You remember the case of Mr Gitau, the girl was the one who made the advances, but it is Mr Gitau who was finally sent from the school. He is lucky he was not interdicted.

Maggie The Gitau case sounds unique, what really happened?

Kedogo It is was unique, …it was even in the daily papers…, you do not know the case because you do not live here. You see, this student was facing a lot of problems at home, and the new curriculum expects all teachers to take on a counselling role… in the process of listening and counselling, the student became infatuated by Mr Gitau…all along this student was looking for a parent figure and the accompanying security…she does not live with the father and she was not emotionally stable at home. One thing led to the next…, but when the axe fell, it was Mr Gitau who suffered.

Maggie What happened to Mr Gitau?
Kedogo    He lost his job in this school, so when you tell us to be caring to students, we are very conscious, for example, the incident of the teacher on the sports field seems to come though to you as a very unreasonable and maybe uncaring attitude, but to me, and I think I speak for my colleagues, he did what was best - he stopped the game, he made a quick observation of the student, albeit not touching her, and he saw to it that she got treatment from the matron. This to me constitutes caring.

Kamau    You see for female teachers, they can hold the girls without any fear, they therefore are seen in the eyes of the public as more caring,… this is not always true, some of us, are much more caring.

Kedogo    Kamau, even if a female teacher touches a male student, nobody is shocked, it is not consider abuse, but for us males it is different.

Maggie    Please share with me any other incidences you feel curtailed your free will to do what you think is best.

Bodo    In this school, we have a system where every week there is a moral theme and the student that displays the best example in relation to the virtue is selected as winner. Points are given to the winner and this adds to their house points….during my week on duty, I find it difficult to select a female student for the best example; I play it safe by selecting a boy… you know, when you chose a student you have to elaborate the good things that the student did. Thus, I do not want my statements to be misconstrued to mean that I favour so and so… because I like her by the things I say about her… do you know that even the student may mistake what you say about her.

Kamau    Hah! What Bodo is saying is really true, even our own female colleagues are suspicious of anything we do or say about the girls.

Kedogo    For me I like to smoke, but since I am teaching in a religious school, I have to hide anytime I want to smoke. What annoys me is that even when I am not in the school compound, I have to hide when I am smoking. One day a parent reported to the head teacher saying “I saw your teacher smoking like a chimney all over town. What does this say about your leadership?”. When the head teacher brought up this issue, it dawned on me that as long as I remained a teacher, my private life will never be private.
Maggie Why do you address the female students differently?

Kamau I am not sure, but female students tend to be the “weaker” sex and they also expect some form of special treatment, especially the older ones.

Kedogo To me, I find that it is much easier to wrong a female student than the males…so my approach will always be different. With the guys, there seems to be a gentleman’s agreement or understanding, which allows for students to be equal with their male teachers, you cannot do the same with the female students.

Bodo It is rare to find a male teacher clashing emotionally with male students on issues of values. The challenges normally surround discipline…there is less demand from male students.

Kedogo When in a male-only environment, you hardly hear us teachers use some terminologies, like love and care. Instead we use words like justice and fairness…I tell you, when I am dealing with Kamau for example, I never expect love from him, but fairness.

Kamau There are some values more associated with female teachers than male teachers, Maggie, be honest, you were once a female student, can you remember ever expecting or referring to a male teacher as “loving”?

Maggie I think I assumed a lot when I was a student and worse still I was never in a mixed school.

Kamau Hah! Dealing with female students can be a challenge. For example in the social ethics or HIV/AIDS classes, as a male teacher, you cannot have an open discussion at the level you would want, because you fear to offend the ladies.

Maggie In your training programme, were you exposed to the challenges you face today in promoting values?

Bodo Not to the level at which we experience it. What I remember is that we were exposed to different discipline methods.
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