Code of Conduct for State School Board Members

*Issued under section 166 of the Education and Training Act 2020.*

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| 1. I am honest and open | I act with high standards of professional and personal integrity. |
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| 1. I am culturally responsive and fair | I do not act or advocate in a way that unjustifiably favours, or discriminates against, particular individuals, groups, identities and interests. |
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| 1. I actively promote a safe school environment | I speak up when I see unethical behaviour in the school. I treat all concerns raised seriously. I encourage an open culture where all staff, communities and students feel safe speaking up. |
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| 1. I support my fellow board members and the character of my school | I follow the board’s policies and procedures. I work with my fellow board members in a respectful way. If I am a board member of a designated character school or State-integrated school I act consistently with the school’s character. I act consistently with Te Aho Matua where the school is a Kura Kaupapa Māori. |
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| 1. I respect the principle of collective decision-making | I recognise that only a member authorised by the board to do so may speak on behalf of the board. I do not act independently of the board’s decisions. |
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| 1. I treat all school staff with respect | I treat the principal, staff employed by the board, and volunteers, with courtesy and respect. |
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| 1. I take responsibility for ongoing development in my role | I make myself available to undertake appropriate professional development, including a focus on Te Tiriti o Waitangi. |
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| 1. I engage with our community in sensitive and appropriate ways | I work with my fellow board members to authentically engage with all people in our school community, including local Māori communities, iwi and hapū, fairly, impartially, promptly, and sensitively to help inform the decisions we make. |
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| 1. I speak up for all students | I put students’ wellbeing, progress and achievement first and foremost, unaffected by my personal beliefs or interests. |
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| 1. I come prepared | I come to Board meetings prepared to fully participate in decision-making. |
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| 1. I use my position responsibly | I maintain confidentiality when I receive non-public information gained in the course of my duties and use it only for its intended purpose. I publicly represent the school in a positive manner and do not publicly disclose information that may be harmful to the school. I do not pursue my own interests at the expense of the school or community’s interests. |
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| 1. I do not seek gifts or favours | I follow our board policy procedures in relation to any offers of gifts or hospitality. I never seek gifts, hospitality or favours for myself, members of my family or other close associates. |
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| 1. I am politically impartial in my role as a board member | Irrespective of my political interests, I conduct myself in a way that enables me to act effectively under current and future governments. I do not engage with or campaign for a political party or candidate in my capacity as a school board member. |
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| 1. I meet statutory and administrative requirements | I act in accordance with all statutory and administrative requirements relevant to the role of the school board (including as an employer) and will seek guidance and support if and where required. |
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| 1. I identify and manage conflicts of interest | I identify, disclose, manage and regularly review all interests. I become familiar with, and follow, all conflicts of interest requirements, including those of the board, the school, and all statutory requirements. |

Hon Chris Hipkins

**Minister of Education**

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