



**SCHOOL BOARD
CODE OF CONDUCT**

Our why (Rationale)

The board’s common objective is to govern the school in accordance with section 127 of the Education and Training Act 2020, including ensuring the school gives effect to Te Tiriti o Waitangi. These objectives are not achieved alone, but in partnership with whaanau, iwi, hapuu, communities, and students. The board act and behave in a manner that demonstrates and promotes these common objectives.

[Code-of-Conduct-for-State-School-Board-Members-A4-ENG_AW.pdf \(education.govt.nz\)](#)

1. I act with integrity	I act with high standards of professional and personal integrity, including being honest, open, transparent, and trustworthy.
2. I am culturally responsive and fair	I do not act or advocate in a way that discriminates against, nor act in a way that unjustifiably favours, particular individuals, groups, identities or interests.
3. I actively promote a safe school environment	I speak up when I see unethical behaviour. I treat all concerns raised seriously. I encourage an open culture where all staff, communities and students feel safe speaking up.
4. I am respectful of my fellow board members and act consistently with the designated or special character of my school	I follow the board's policies and procedures. I work with my fellow board members in a respectful way, even when we disagree. 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 Te Aho Matua.
5. I respect the process 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.
6. I treat school staff, students and members of the school community with respect	I treat the principal, staff, students, and school volunteers, and members of the school community with courtesy and respect.
7. 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 and good governance.
8. 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 whānau, local Māori communities, iwi and hapū, fairly, impartially, promptly, and sensitively to help inform the decisions we make.
9. I speak up for all students	I put students' wellbeing, progress and achievement first and foremost, unaffected by my personal beliefs or interests.
10. I come prepared	I come to board meetings prepared to fully participate in decision-making.
11. 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.
12. 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.
13. I am politically impartial in my role as a board member	I do not endorse or campaign for a political party or candidate in my capacity as a school board member.
14. 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.
15. 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.

1. Accordingly, Trustees shall:

(a) Be loyal to Wesley College and its *special character*;

- (b) Ensure that the academic achievement and well-being of all students is a paramount consideration when decisions are made;
 - (c) Respect the integrity of other Trustees, the Proprietor, Principal and Staff;
 - (d) Observe the confidentiality of non-public information acquired in their role as Trustee and not disclose to any other persons such information that might be harmful to the Board or the School;
 - (e) Be diligent and attend board meetings prepared for full and appropriate participation in decision making;
 - (f) Ensure that they do not act independently of the Board's decisions;
 - (g) Speak with a unified voice in support of the Board's policies and procedures and ensure that any disagreement with the Board's decisions are resolved *in-committee at a Board meeting*;
 - (h) Avoid any actual or perceived conflicts of interest with respect to their fiduciary responsibilities;
 - (i) Recognise the lack of authority in any individual Trustee or sub-committee of the Board to interact directly in an official capacity with the Proprietor, the Principal or Staff without the written delegated authority of the Board;
 - (j) Recognise that only a Trustee with the written delegated authority of the Board has the authority to make public comment on behalf of the Board;
 - (k) Be Police vetted every three years following the election of a new Board;
2. The Board will adopt a procedure for resolving any situations of conflict that may arise.
3. Each Trustee shall record their agreement to the Code of Conduct by signing a copy of this document.

Relevant legislation

Education and Training Act 2020

Human Rights Act 1993

New Zealand Bill of Rights Act 1990

Local Government Official Information and Meetings Act 1987 (Part VII)

Education (School Boards) Regulations 2020

Relevant school documents

[Code-of-Conduct-for-State-School-Board-Members-A4-ENG_AW.pdf \(education.govt.nz\)](#)

The Wesley College School Board approved this policy November 2023.

This policy will be reviewed on / before the November meeting 2026.

Trustee Name

Trustee Signature

Date