



**Te Tāhuhu o
te Mātauranga**
Ministry of Education



NZCEO
TE TARI MĀTAURANGA KATORIKA O AOTEAROA
NZ CATHOLIC EDUCATION OFFICE

Code of Conduct for Catholic State Integrated School Board Members

Issued by the Minister of Education under section 166 of the Education and Training Act 2020 with the minimum standards expanded on by NZCEO to apply to members of Catholic school boards.

Acting to achieve our objectives.

The purpose of all school boards is to govern the school. As board members, we share the common objectives, as outlined in section 127 of the Education and Training Act 2020, including ensuring the school gives effect to Te Tiriti o Waitangi. **As Catholic school boards we also have the common objective of ensuring the school safeguards and strengthens its Catholic special character.** These objectives are not achieved alone, but in partnership with parent/caregivers, whānau, iwi, hapū, communities, and students/ākonga.

We act and behave in a manner that demonstrates and promotes these common objectives.

<p>1. I actively support and uphold the Catholic special character of the school</p>	<p>I work to safeguard and strengthen the Catholic special character of the school by committing to the principles, ethos and delivery of authentic Catholic education.</p>
<p>2. I act with integrity</p>	<p>I act in an ethical and just manner with high standards of professional and personal integrity, including being honest, open, transparent, and trustworthy.</p>
<p>3. I am culturally responsive and fair</p>	<p>I do not act or advocate in a way that discriminates against, or act in a way that unjustifiably favours, particular individuals, groups, identities or interests.</p>
<p>4. I actively promote a safe school environment</p>	<p>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.</p>
<p>5. I am respectful of my fellow board members and act consistently with the Catholic special character of my school.</p>	<p>I follow the board's policies and procedures. I work with my fellow board members in a respectful way, even when we disagree. I act consistently with the expectations and Gospel values of the school's Catholic special character.</p>
<p>6. I respect the process of collective decision-making</p>	<p>I recognise that only a member authorised by the board to do so can speak on behalf of the board. I do not act independently of the board's decisions.</p>

<p>7. I treat school staff, student and members of the school community with respect and dignity.</p>	<p>I treat the principal, staff, students, and school volunteers, and members of the school community with courtesy and respect, honoring the human dignity of each person.</p>
<p>8. I take responsibility for ongoing development in my role.</p>	<p>I make myself available to undertake appropriate professional development and formation, including a focus on Te Tiriti o Waitangi, Catholic special character, and governance.</p>
<p>9. I engage with our community in sensitive and appropriate ways</p>	<p>I work with my fellow board members to authentically engage, and build relationships with all people in our school community, including whānau, local Māori communities, iwi and hapū, parish/es, fairly, impartially, promptly, and sensitively to help inform the decisions we make. I am committed to serving all members of our school, co-operating in building our Catholic educational community.</p>
<p>10. I speak up for all students</p>	<p>I put students' wellbeing, progress, faith development, and achievement first and foremost, unaffected by my personal beliefs or interests.</p>
<p>11. I come prepared</p>	<p>I come to board meetings prepared to fully participate in decision making.</p>
<p>12. I use my position responsibly</p>	<p>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 the community's interests.</p>
<p>13. I do not seek gifts or favours</p>	<p>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.</p>
<p>14. I am politically impartial in my role as a board member</p>	<p>I do not endorse or campaign for a political party or candidate in my capacity as a school board member.</p>
<p>15. I meet statutory and administrative guidelines</p>	<p>I act in accordance with all statutory, including Schedule 6, Education and Training Act 2020, 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.</p>
<p>16. I identify and manage conflicts of interest</p>	<p>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.</p>
<p>17. I support the authority and leadership of our Catholic Bishop and our proprietor</p>	<p>I support the authority, decisions, and leadership of our Catholic Bishop, our proprietor and those persons delegated by the Bishop and/or proprietor who work to sustain and develop Catholic education.</p>



CODE OF ETHICS FOR STAFF AND BOARDS OF NEW ZEALAND CATHOLIC SCHOOLS



As members of staff and as the Board of our Catholic school we are committed to students, parents and caregivers, the community and education itself. In order to serve effectively we are also committed to our own growth and well being.

We commit ourselves to professional standards of conduct in all we do.

PRINCIPLE 1.0 COMMITMENT TO OUR STUDENTS

- We put the well-being of our students first, respecting their rights and dignity as unique individuals, nurturing their individual sense of self-worth, and serving their spiritual, academic and human needs.
- We enable students to develop personal responsibility, including commitment to their own wellbeing, that of their community and the world.
- We help students to see the relevance of the Good News of Salvation, challenging them to live by gospel values in their daily lives, and developing their potential for Christian leadership in society.
- We focus on delivering the best possible educational programmes that suit each student, challenging them to achieve the highest possible standards which reflect their abilities.
- We work to deliver the best possible Religious Education programmes for our students, and to relate these programmes to their daily lives.
- We work to provide a safe physical and emotional learning environment for our students.
- We endeavour to exercise restorative justice in resolving discipline issues.

PRINCIPLE 2.0 COMMITMENT TO PARENTS AND CAREGIVERS

- We support parents and caregivers in their responsibility for their children's education; therefore we treat them with respect at all times, collaborating with them and respecting their right to know, understand and share in decisions that affect the education and welfare of their children.
- We report their children's progress regularly, and as needed, with professional clarity.
- We offer supportive ways to assist parents' involvement in their children's education and spiritual development.
- In our Religious Education and other programmes we work to enhance family life and the home-school relationship.
- We respect privacy and confidentiality of information.

PRINCIPLE 3.0 COMMITMENT TO OUR COMMUNITY

- We are committed to serving all members of our school, co-operating in building our Catholic educational community, and refraining from doing anything that would bring the school into disrepute.
- We protect the reputation of students, parents, staff and Board members.
- We support the authority, decisions and leadership of our Catholic Bishops, our Proprietors and those who work to sustain and develop Catholic education.
- We support the integral relationship of the Catholic school and the Catholic parish.
- We promote the peace of Christ in the world by modelling co-operative behaviour and peaceful solutions to conflict.
- We support and work with other Catholic schools, for the good of the Catholic school system.
- We commit ourselves to honouring the Treaty of Waitangi.
- We actively value the ethnic diversity of New Zealand society.

PRINCIPLE 4.0 COMMITMENT TO EDUCATION

- We understand and commit ourselves to the principles, ethos and delivery of authentic Catholic education.
- We are committed to deepening our professional understanding, qualifications and knowledge of Catholic Character and Religious Education.
- We work in partnership with the Ministry of Education.
- We respect and support the work of all associated with the national education system.
- We contribute to wider educational debate and development in our society.
- We model and support professional behaviour within our school by conscientiously fulfilling our defined roles.
- We participate in ongoing professional development for the continual enhancement of teaching and learning.

PRINCIPLE 5.0 COMMITMENT TO OURSELVES

Recognising that we can only fulfil our responsibilities to others if we fulfil our responsibilities to ourselves:

- We nurture our spiritual growth and deepen our understanding of the teachings of Christ and his Church.
- We strive to live by values of truth, honesty, justice, goodness, love, compassion, reconciliation and respect for others.
- We sustain our personal wellbeing, striving for balance in our work, recreation, rest and emotional life.