



Policy: Board Members' Code of Conduct

Overview

Jireh Christian School ("the School") is a Christian community of learning where every member is highly valued as an image bearer of Christ. It is a place where all have the opportunity to encounter the living God and become true disciples. This is done through living as authentic followers of Christ who recognise that the Bible is the Word of God and foundational to all that is done. As members of staff and as the Board of a State Integrated School, there is a commitment to students, parents and caregivers, the community and education itself. In order to serve effectively, Board members are also committed to their own growth and wellbeing. The Board members commit themselves to professional standards of conduct in all that they do. The Board is committed to ethical conduct in all areas of its responsibilities and authority.

Code of Conduct

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 seriously all concerns raised. 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 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 School's special character and seek to remain loyal to the values and mission of the School.
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 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 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 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.
16. I will regularly self-monitor my individual performance as a Board member against the School's policies and any other current Board evaluation tools.
17. I will speak the truth in love and apply the Matthew 18 principle.

I, _____, have read and understood this Code of Conduct Policy and agree to follow and abide by it to the best of my ability.

Legislative Compliance:

Education and Training Act 2020 Section 166, 167 and 168
NELP 1.5 & 6.4

Signature:

Date:

Review schedule: Annually

ADOPTED BY BOARD	
Date 12 th September 2017	Chairperson R Thornton (Acting)

Reviewed Date	30 th January 2018	Presiding Member R Thornton
Reviewed Date	23 rd February 2021	Presiding Member M Causley
Reviewed Date	22 nd February 2022	Presiding Member M Causley
Reviewed Date	1 August 2023	Presiding Member A Coombridge
Reviewed Date	18 February 2025	Presiding Members A Coonbridge