

Instructions for Implementation of Code of Conduct for Catholic State Integrated School Board Members

Under section 166 of the Education and Training Act the Minister of Education issued the *Code of Conduct for State School Board Members*, setting out the minimum standards of conduct for state and state integrated school board members. This came into effect 21 June 2023.

The Ministry of Education has allowed for expansion of these minimum standards, therefore, NZCEO has done so, thus creating a *Code of Conduct for Catholic State Integrated School Board Members (NZCEO Code of Conduct)*. By adopting this code board members are supporting the Catholic special character of their school. Please note:

1. If a school board decides to adopt the NZCEO *Code of Conduct* this decision must be done by a board **resolution**. This expanded version of the Ministry of Education's Code of Conduct for State School Board Members then becomes the code of conduct for the board.
2. The *NZCEO Code of Conduct* requirements is for each individual board member, not the board as a group.
3. All board members must be made aware that the board has ratified the *NZCEO Code of Conduct*.
4. There are [sanctions](#) that may apply to a board member (other than the principal) Code of Conduct) if a board member significantly or persistently breaches the code.
5. When considering a sanction, the principles of natural justice apply. This includes that:
 - the board must act fairly and reasonably,
 - the member has the right to know what behaviour it is proposed they are sanctioned for,
 - and decisions should be made using fair processes.

Once the *NZCEO Code of Conduct* takes effect, boards should:

- Update all references in their board policy framework or other documentation to the new augmented *NZCEO Code of Conduct* (especially if they had a pre-existing code which the new ratified augmented code replaces).
- Ensure that all board members are fully aware and understand the standards expected of them. Some board may still like to get their members to sign the code to acknowledge they are aware of the code and its implications for them as individuals in the community.

The Ministry of Education outlines their guidance and requirements on their [website](#).