

NZSTA CONFERENCE 2023

Why Every School Should Have a Code of Conduct For Staff!

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KEY REASONS FOR HAVING A CODE OF CONDUCT

It makes my job easier!!

Which means it makes your job easier.

It is specific to your School.

It embraces the character of your school and your expectations of ALL STAFF.

Special Character School's will have some specific items that they may include in this that mainstream schools would not. Religious beliefs or Tikanga.

LEGISLATED CODE OF CONDUCT FOR SCHOOL BOARD MEMBERS

- The new Code comes into force on 21 June 2023.
- The Code covers all board members – including principals, staff and student representatives.
- The Education and Training Act 2020 includes sanctions that can be used by boards to deal with persistent and significant breaches of the Code – these sanctions do not apply to the principal but do apply to all other board members.
- Boards can add their own additional standards to the Code. These must be consistent with the mandatory Code.

A FEW QUESTIONS TO GET US THINKING

Hands up is your School has a Code of Conduct?

Is it for the Board? The Teaching Staff? Support Staff?

Is it a thou shalt not policy?

Does it address the expectations of ALL STAFF?

- Teaching and Support Staff?

Does it reflect the values of your school?

THE EDUCATION AND TRAINING ACT 2020

Section 597 General Principles

1. Every employer in the education service must—
 - a. operate an employment policy that complies with the principle of being a good employer; and
 - b. make that policy (including the equal employment opportunities programme) available to its employees; and
 - c. ensure its compliance with that policy (including its equal employment opportunities programme) and report in its annual report (if any) on the extent of its compliance.
2. In this section, **good employer means** an employer who operates an employment policy containing provisions generally accepted as necessary for the **fair and proper treatment of employees** in all aspects of their employment, including provisions requiring—
 - a. good and safe working conditions; and
 - b. an equal employment opportunities programme; and
 - c. the impartial selection of suitably qualified persons for appointment; and
 - d. recognition of—
 - i. the aims and aspirations of Māori; and
 - ii. the employment requirements of Māori; and
 - iii. the need for greater involvement of Māori in the education service; and
 - e. opportunities for the enhancement of the abilities of individual employees; and
 - f. recognition of the aims and aspirations and employment requirements, and the cultural differences, of ethnic or minority groups; and
 - g. recognition of the employment requirements of women; and
 - h. recognition of the employment requirements of persons with disabilities.

THE EDUCATION AND TRAINING ACT 2020

Section 597 General Principles

3. In addition to the requirements specified in subsections (1) and (2), each employer must ensure that ***all employees*** maintain proper standards of ***integrity, conduct, and concern*** for —
 - a. the public interest; and
 - b. the well-being of students attending the place of education.

THE EDUCATION AND TRAINING ACT 2020

Section 598 Code of Conduct

1. The Secretary may issue a code of conduct covering the minimum standards of integrity and conduct that are to apply in the education service.
2. The Secretary may issue separate codes of conduct under this section to apply to different parts of the education service.
3. Before the Secretary issues a code of conduct under this section, the Secretary must consult—
 - a. representatives of the employers whose employees are to be bound by the code of conduct, which representatives must be employers, or organisations of employers, of persons employed in the education service; and
 - b. the organisations of employees employed in the education service that represent the employees who are to be bound by the code of conduct; and
 - c. the Public Service Commissioner, and must have regard to any code of conduct issued by the Commissioner under [section 17](#) of the Public Service Act 2020.
4. Nothing in this section prevents an employer from prescribing standards of integrity or conduct that are to apply to that employer's employees (being standards that are not inconsistent with any code of conduct issued by the Secretary under this section and that apply in relation to employees of that employer).

CONTENT OF THE CODE OF CONDUCT

Introduction

An outline of the focus, who and when it applies.

Values

An outline of the School's values.

How you demonstrate your values

The nature of (insert school name)

Our reputation is important

How we influence others and manage our conflicts

Respect the beliefs and culture of others

CONTENT OF THE CODE OF CONDUCT

What is “our” responsibility as an employee of the school?

What will happen if we breach the code?

What will be considered?

What if it goes wrong?

Complaints Process

Collective Agreements

Misconduct

Serious Misconduct

Acknowledgement of code

RECAP OF THE KEY REASONS FOR HAVING A CODE OF CONDUCT

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Thank You

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