

Personnel

Ethical Behaviour Policy

Rationale

Ethical conduct refers to the principles that govern the behaviour of Northern Health School (NHS) staff and Board members and is critical to the reputation and continued success of NHS and its stakeholders.

Purposes

To ensure that:

- a) NHS staff and Board members act in an ethical manner in all matters relating to the school and its stakeholders.
- b) unethical conduct is identified and dealt with promptly and appropriately.

Principles

- Maintain public trust and confidence
- Work in the best interests of NHS
- Respect the vital and trusted role of NHS

Guidelines

NHS staff and Board members must:

- a) declare all conflicts of interest that may arise in representing NHS.
- b) report all instances of perceived unethical conduct to the Principal and/or the Presiding Member of the Board for investigation and appropriate action.
- c) must determine whether the concerning behaviour:
 - complies with relevant laws and regulations
 - adheres to this code of ethics and other internal policies
 - reflects NHS core values
 - respects the rights and feelings of others
 - honours Te Tiriti o Waitangi.
- d) act in the best interests of all stakeholders by adhering to the principles cited above.
- e) not accept any gift, benefit, service or inducement resulting from the performance of their duties, unless approved by the principal or the Board prior to receiving the gift, benefit, service or inducement.
- f) Board members will meet the expectations of The Code of Conduct for Board Members (Ministry of Education, 2023). *Link: Code of Conduct for State School Board Members (English)[PDF, 442 KB]*
- g) Registered teachers will adhere to the Teaching Council NZ Code of Professional Responsibility:
 - engage in professional, respectful and collaborative relationships with colleagues, students and their families
 - demonstrate a high standard of professional behaviour and integrity

- demonstrate a commitment to tangata whenuatanga and Te Tiriti o Waitangi partnership
- contribute to a professional culture that contributes to and upholds the Code
- promote the wellbeing of learners and protect them from harm

Adopted August 2023

Presiding Member _____

Review Date May 2026