

## 2. Trustee Code of Behaviour Policy

### Purpose Statement

The Board of Trustees leads the strategy and governance team for the School. We set the tone, set the culture and ensure the school meets its obligations.

The Board needs to be a high functioning and high trusting team that draws on the strengths of its members for the benefit of the school, its students, staff and wider stakeholders.

A clear code of behaviour is important to achieve these objectives.

### Outcome statement

The board will act in an ethical and respectful manner.

### Scoping

Every member of the board will have access to the code of behaviour and opportunities to discuss its expectations of their conduct. Board business will be conducted in an ethical and respectful manner, in accordance with legislation and board policy.

### Expectations and Limitations

As members of an effective governance team, each member of the board of trustees shall:

- ensure the needs of all students and their achievement is paramount.
- be loyal to the school and its mission.
- maintain and understand the values and goals of the school.
- protect the special character of the school.
- represent the school in a positive manner.
- respect the integrity of the principal, staff and all members of the Board of Trustees.
- ensure the confidentiality of non-public information and do not disclose to any other persons such information that might be harmful to the school.
- be diligent and attend board meetings prepared for full and appropriate participation in decision making. Formal Board meetings are the only decision-making forum for the school.
- speak with one voice through board policies and operate as part of a successful team.
- ensure that any disagreements with the Board's stance are resolved within the Board and that individual trustees do not act independently of the Board's decisions.
- Disclose all and any conflicts of interest that may impact a vote or decision.
- in the course of board meetings, disclose any interests in a transaction or decision where they, their family and/or partner, employer or close associate will receive a benefit or gain and leave the meeting for the duration of discussion and/or voting in relation to the matter.
- recognise the lack of authority in any individual trustee or committee/working party of the board in any interaction with the principal or staff.
- encourage members of the Board to learn, meet, discuss and engage the key stakeholders to benefit the school.
- the Board Chair (or a delegate working under written delegation) can speak for the Board.
- On going learning and professional development are keys to an effective Board. This Board will support this activity.
- Recognise that the Board may delegate limited authority to an individual trustee or committee/working party of the Board.
- Continually self-monitor their individual performance as trustees against policies and any other current board evaluation tools.

### Procedures/Supporting Documentation

Board to enter own documentation.

Board to enter own documentation.

### Monitoring

Board to enter own monitoring and reporting procedures.



ST THOMAS'S  
SCHOOL

## Legislative Compliance

[Education Act 1989](#)

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Reviewed: Feb 2020

Next Review: April 2021

Signed:

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