

## Interim Head Membership

This Membership category has been created to reflect the fact that occasionally, interim Head positions are created while a school conducts a search and appointment of a new, ongoing Head. In such circumstances, it is desirable that interim Heads have access to the benefit of AHISA Membership, in circumstances where they may not otherwise be able to meet the requirements for General Membership.

### Criteria for Interim Head Membership

Interim Head Membership is open to a person who:

- (a) is appointed on an interim basis to a Head position, and has a contract of employment or engagement for a limited period of time pending the relevant school's appointment of a Head on an ongoing basis; and

A person is appointed to a "Head" position if, consistent with Clause 10.2 of the Constitution, the appointment means the person will be the head of a non-government school owned and operated by a legal entity that is a charity registered with the Australian Charities and Not-for-Profits Commission and:

- (a) ordinarily has the day to day freedom and responsibility for managing the school, its staff and students;
- (b) ordinarily has the day to day freedom and responsibility to effectively implement the school's shared vision within the strategic framework determined by the school's governing body;
- (c) ordinarily has the day to day freedom and responsibility to demonstrate and apply expertise to effectively lead and manage the school;
- (d) ordinarily has the day to day freedom and responsibility at the school to learn, grow, develop self and build professional expertise;
- (e) ordinarily is the usual channel of communication between the school and the school community (including without limitation its staff, students, parents and alumni);
- (f) has the freedom and willingness to pursue the Objects of AHISA and to abide by a Member's obligations under this constitution; and
- (g) satisfies any additional criteria as formulated by the Board from time to time as By-Laws.

### Rights and privileges of Interim Head Members

Interim Head Members may attend and speak at General (and Branch) Meetings, but have no right to vote.

### Obligations of Interim Head Members

Clauses 11.1 and 11.2 of the Constitution will apply to Interim Head Members as follows.

#### **11.1 Consequences of Membership**

Members acknowledge and agree that:

- (a) this Constitution constitutes a contract between each of them and AHISA and that they are bound by and must comply with:
  - (1) this Constitution and the By-Laws; and
  - (2) any determination, resolution or policy which may be made or passed by the Board or any duly authorised committee in accordance with this Constitution;
- (b) by submitting to this Constitution and the By-Laws they are subject to the jurisdiction of AHISA;
- (c) this Constitution is made in pursuit of the Objects and operates to create uniformity in the way in which the Objects are to be conducted, encouraged, promoted and administered in Australia;
- (d) this Constitution and the By-Laws are necessary and reasonable for promoting the Objects and particularly the advancement and protection of education in Australia; and
- (e) subject only to this Constitution, they are entitled to all the rights, advantages, privileges and services of AHISA membership.

#### **11.2 Obligation of Members**

AHISA and its Members agree:

- (a) to act with professionalism, in good faith and loyalty to each other to promote and improve education in Australia through the maintenance and enhancement of AHISA, its standards, quality and reputation for the collective purpose of the Members;
- (b) not to do or permit to be done any act or thing which might adversely affect or derogate from the standards, quality and reputation of education in Australia and its maintenance and enhancement;
- (c) to make full and proper disclosure to each other of all matters of importance to AHISA and education in Australia;
- (d) to ensure that no Member acquires a material or financial advantage at the expense of AHISA, any other Member or education in Australia;
- (e) to operate with mutual trust and confidence in pursuit of the Objects;
- (f) to promote the economic, spiritual and academic success, strength and stability of each other and act interdependently with each other in pursuit of the Objects;
- (g) to do all things reasonably necessary to enable the Objects to be achieved; and
- (h) to at all times act for the advantage of AHISA in its pursuit of the Objects.

#### **Subscriptions and Fees**

The fees for Interim Head Membership will be the same as for General Membership, although subscriptions and fees may be invoiced quarterly or half yearly, dependent on the Interim Head Member's appointment period as Head of the relevant school.

#### **Nominations for Interim Head Membership**

An application form for Interim Head Membership is available from National Office and is to be lodged with the National Office.

The application and criteria requirements will be assessed by the AHISA CEO and the relevant State Branch Chair. The application and criteria requirements must be endorsed by:

- (a) the chair of the relevant school's governing body; and
- (b) the AHISA CEO; and
- (c) the Branch Director for the Branch representing the geographic area where the relevant school is situated; and
- (d) the AHISA National Chair for final ratification.

If the relevant parties recommend acceptance of a nomination for a person to become an Interim Head Member, and this is endorsed by the National Chair, the nominee will be notified as soon as is practicable of the decision to accept their nomination for membership as an Interim Head Member and that person will be deemed to be an Interim Head Member from the date of that notification.

### **Cessation of Membership**

A person will cease to be an Interim Head Member:

- (a) if the person no longer meets the criteria for Interim Head Membership;
- (b) if the person becomes a General Member;
- (c) if another person becomes a General Member on the basis that person is the Head of the Interim Head Member's relevant school; or
- (d) for any other reason by which a Member ceases to be a Member under the Constitution.

Ratified by the Board by circular resolution on 18 November 2021.

Revised February 2026.