

**Minutes of Wellington High School Board Meeting
Held 8 November 2021 at 6pm**

Present: Belinda Rynhart (Chair), Dominic Killalea (Principal), Annette Atkins, Catherine Hill, Evžen Novak, Jo MacDonald, Wyatt Page, Eve Ashby, Theo Melville

Visitors: Stella Meikle, Arunan Noble

Apologies: Solomon Daniel, Alison Jeffery (Board Secretary)

The meeting opened with a karakia .

Theo and Eve, the new student representatives, were welcomed to the Board. Outgoing representatives, Anun and Stella, will support Theo and Eve into the role.

Minutes of last meeting

Wyatt MOVED: THAT the minutes of the meeting held on 18 October be accepted.

CARRIED

Jo

Reports

Principal's report (including property)

Vaccination

- There are staff who have indicated that they do not intend to comply with the vaccination mandate. An employment process will be initiated from November 16th and the school is awaiting information from NZSTA regarding this process.
- Belinda reported that the vaccination order applies to all CEC staff, no matter when they are giving classes, because of the events that can mean students are on site in the evening. The CEC staff have been collecting vaccination data as required and will also be starting employment processes for the employees who have indicated they will not comply with the vaccination mandate.
- The need for data security was discussed and detail regarding the protocols being followed for storage of vaccination information was requested.
- Belinda asked if there is correspondence from parents about the vaccination status of teachers. There has been some correspondence in this area but it has reduced over time.
- Anyone who works or volunteers in the school will need to be vaccinated. It was noted that some EOTC venues will not require vaccination.
- When requesting vaccination information, the law is the school's benchmark. Actions taken will be those in line with the law.
- It was confirmed that a member of the public coming into the Board meeting as a visitor would need to be vaccinated because they would come into contact with students.
- The Board expressed their support for the school if it became necessary to go through employment processes.

ERO

- Two representatives from ERO visited the school last week. In their view, the curriculum is anything offered by the school, and is broader than the taught curriculum. The next steps

will be to determine the area of focus and to align this with the school's annual plan. The likely focus is the responsive curriculum.

- The process is new and much of it still requires definition by ERO.
- The largest area of focus will be on how we are meeting the needs of Māori and Pasifika students.
- Actions from the compliance questions
 - Display the complaint flow chart diagram
 - On our website, what does child protection look like
 - The policies shouldn't need a password (even though it is on the website)
 - We need letters for any teacher aide who might need to use restraint on a particular student they work with
 - Relievers need to know what to do if vulnerable students give disclosures to them
- EOTC requires a clear written delegation from the Board, or Dominic, to the teacher about the plans. It was suggested that the Board takes a close look at EOTC policies and procedures in a future meeting.

Staffing

- This will be covered in committee
- Former Principal, Nigel Hanton has died peacefully in hospice care. He had cancer for quite some time. There will be a private ceremony on Thursday. The Board will send their condolences to Nigel's family. Nigel's greatest legacy to the school is his work in Taraika, bringing in Māori whānau to the school and Māori representation onto the Board. The Board agreed that there needs to be a focus on increasing Māori representation on the Board. This has reduced significantly over the past four years.

Questions from the Principal's report

- Annette asked about the results of the Wellbeing survey. This will be tabled at the December meeting.
- With regards to the measures to improve Māori achievement, how do we know what is working? Dom said that it is good we are doing so much. Jo said that she appreciated the visibility of it in Dom's report.

Finance report

- There is currently a budgetary surplus but there will be a couple of months of deficit.
- The budget for 2022 will be tabled at the next Board meeting. A \$40-80,000 deficit is anticipated.
- International student numbers will reduce from 30 this year to 13 next year.
- The school does have a surplus that can be drawn upon next year but it was agreed that this should not be something the school is dependent upon.

Annette MOVED: THAT the Finance report be accepted.

*CARRIED
Belinda*

Students' report

- The student representatives noted disappointment that major events had to be cancelled.
- They reported that the Student Council was a significant success in an otherwise difficult year. Two areas they considered significant were:
 - Year 11 destressing group

- Year 13 celebration organised (but sadly cancelled)
- Belinda thanked Arunan for his reports, and both Stella and Arunan for their contribution to the board over the last year.

Strategic Business

NZSAT Strategic planning and reporting

- The Board will seek on site support from NZSTA when it is time to review the strategic plan.

Other business

- Induction of new board members next year will require thought. This will be discussed at a future meeting. The elections next year will take place in September.
- School's values & staff perspectives on WERO (Catherine Hill) - some staff are worried that using the te reo Māori term 'wero' to represent our values is tokenistic. The values themselves are still valid - whānau, excellence, respect and ora. And the meaning of wero may not be an understanding that respects the tikanga of wero.
- There is further discussion to be had in this area. Simplicity is the key.

International Department code review 2021

- The review report was tabled.
- The Board asked how many people failed the vetting to be homestay parents.

Evžen MOVED: THAT the International Department code review 2021 be accepted.

CARRIED Jo

- Kāhui Ako report. In future this will be tabled under correspondence.
- The Board supports the work that the Kāhui Ako is doing and requested further detail about the projects and their progress.

Policy review Term 4

- The term 4 reviews are as follows:
 - Māori Educational Success - Annette, Theo, Eve
 - Harassment - Jo, Catherine

Term 4 checklist

- Board reporting to the community about how the school is faring. This will go into the Weekly Wrap-Up once a term. The Board Chair will write the report with the input of other Board members.
- Workplace survey - to be followed up in 2022.
- Dominic to respond with the Teaching School and Principal Leadership Practices results next meeting.

Student proposal to increase the number of gender neutral bathrooms

- This was tabled by Arunan.
- There are a number of considerations in this area. Any changes prior to the new build would need to be school funded. All toilets will be gender-neutral in the new build.
- The question 'How much money should we spend on building that won't exist in the re-build?' was raised.

- At the moment the ratio of students to toilets is in favour of gender diverse students.
- The school has already looked at three possible sites for gender neutral bathrooms (Technology has been completed). The other two are in Art and in the Gym. The gym one is problematic because of the concrete around it which would make it a very expensive project. The one in art was a no-go as it would remove the only bathroom for teachers.
- The ideas in the proposal have long been part of Dominic and the leadership team's thinking. SLT is aware of the need for more gender-neutral toilets but this cannot happen this year. The number will be increased over time, but there is more work to be done e.g. surveying parents on their view regarding turning old-style blocks of toilets into gender-neutral toilets. Safety concerns would need to be addressed.
- It was noted that presenting a proposal directly to the Board without consulting Dominic, as Principal, first, is not the correct sequence of events. Proposals should be presented to Dominic first and, if supported, the Board should then be asked to approve the necessary financial support.

Correspondence received by the Chair and actions taken:

Date	From	Concerning	Action
Magazines, Newsletters, Promotional			
None			

Letters and Addressed Mail			
1.11.2021	Carly Elder	Thank you	

The correspondence was received by the Board.

The meeting moved to in-committee at 8pm.