



# **PORIRUA COLLEGE**

## **Policies**

**2025**

## Contents

<b>Policy 1 Curriculum</b>	<b>4</b>
Policy 1.0 Curriculum Delivery	5
Policy 1.1 Access to Resources	5
Policy 1.2 Treaty of Waitangi	6
Policy 1.3 Teaching Māori Language and Culture	7
Policy 1.4 Extra-Curricular Activities	8
Policy 1.5 Editorial Guidelines for Ākonga Publications	9
Policy 1.6 Ākonga with Special Needs	9
Policy 1.7 Providing For the Individual Needs Of Ākonga	10
Policy 1.8 Assessment	11
<b>Policy 2 National Education</b>	<b>14</b>
Policy 2.0 Reporting To the College Community	14
<b>Policy 3 Personnel</b>	<b>16</b>
Policy 3.0 General Personnel Policy	16
Policy 3.1 Good Employer and EEO Procedures	18
Policy 3.2 Appointments policy	19
3.2 Procedures	19
Policy 3.3 Personal Grievance	20
3.3 Procedures	20
Policy 3.4 Sexual Harassment	21
3.4 Procedures	21
Policy 3.5 Privacy of Information	23
Policy 3.6 Records: Document Filing	23
Policy 3.7 Staff Leave	24
Policy 3.8 Allowances	25
Policy 3.9 New Staff Induction	26
Policy 3.10 Concerns & Complaints	27
3.10 Procedures	27
Policy 3.12 Use of Information Technology Facilities	33
Policy 3.13 Electronic Mail Code of Practice Policy	37
3.13 Procedures	37
Policy 3.14 Theft and Fraud Prevention	39
Policy 3.15 Timetabling	42
3.15.1 Procedures	42
<b>Policy 4.0 General Policy on Finance and Property</b>	<b>44</b>
Policy 4.1 Financial Management	45
Policy 4.2 Sponsorship	46
Policy 4.3 Property Management	47
Policy 4.4 Vandalism	48
Policy 4.5 Donations and Allocations	49

Policy 4.6 Asset Management	50
Policy 4.7 Schedule of Delegations	52
Policy 4.8 Supplementary Schedule of Responsibilities	54
Policy 4.9 Cash Management	57
Policy 4.10 Gifts	59
Policy 4.11 Sensitive Expenditure	60
Policy 4.12 Credit Card	61
Policy 4.13 Travel	63
Policy 4.14 Entertainment	65
<b>Policy 5.0 General Policy on Health &amp; Safety</b>	<b>67</b>
Policy 5.1 Worker Engagement and Participation	68
Policy 5.2 Health and Safety Policy/Procedure: Risk Management	71
Policy 5.3 Health and Safety Policy/Procedure: Injury and Incident Management and Reporting	73
Policy 5.4 Induction, Training and Information	76
Policy 5.5 Personal Protective Equipment	78
Policy 5.6 Others in the Workplace	80
Policy 5.7 Vulnerable Children Policy	81
Policy 5.8 Smoke-Free Environment	84
Policy 5.9 Child Abuse and Suspected Child Abuse	85
Policy 5.10 Communicable Diseases	86
Policy 5.11 First Aid	86
Policy 5.12 Creating a Safe, Non-Violent and Bully-Free Environment	88
Policy 5.13 Food and Nutrition Policy: Canteen Service	90
Policy 5.14 Emergency Closure of the College	91
Policy 5.15 Truancy	92
Policy 5.16 Theft	93
Policy 5.17 Drugs and Alcohol	94
Policy 5.18 Education Outside The Classroom	95
Policy 5.19 Ākonga Group Travel	97
Policy 5.20 Unexpected Death Associated With the College	98
Policy 5.21 Class Placement	99
Policy 5.22 Personal Belief and Lifestyle	100
Policy 5.23 College Contact with Non-Custodial Parents	101
Policy 5.24 Sun Protection	101
Policy 5.25 Reducing Student Distress and Use of Physical Restraint	102
<b>Policy 6.0 General Policy on Legislation and Regulations</b>	<b>106</b>
Policy 6.1 Composition of the Board of Trustees	106
Policy 6.2 Board Meeting Format	107
Policy 6.3 Community Consultation	108
Policy 6.4 Parent Groups	109
Policy 6.5 Attendance	110
Policy 6.6 College Uniform	111

## Policy 1 Curriculum

### Introduction

1. The Board of Trustees will foster ākonga achievement by providing teaching and learning programmes consistent with the New Zealand Curriculum and our vision for a local curriculum based on Voice, Action and Identity.
2. The Board of Trustees, through the Tumuaki/Principal and staff, will develop and implement a curriculum:
  - That develops powerful learners who use their voice and take action based on their identities in the service of their communities.
  - That is underpinned by and consistent with the principles of the NZ Curriculum.
  - In which the values set out in the NZ Curriculum are encouraged, modelled and explored by ākonga.
  - That supports ākonga to develop the key competencies set out in the NZ Curriculum.
3. The Board of Trustees, through the Tumuaki/Principal and staff, will:
  - Continue to develop a local curriculum that meets our VAI vision
  - Work with PEKA Colleges to align our local curriculum
  - Consult with ākonga and community to develop a curriculum that supports ākonga pathways through College and beyond
4. The Board of Trustees, through the Tumuaki/Principal and staff, will provide all ākonga in Years 9-10 with effectively taught programmes of learning in:
  - Aotearoa New Zealand Histories (within Social Sciences)
  - English
  - Creative Arts - He Mahi Toi
  - Health and Physical Education
  - Languages - Ngā Reo o te Ao
  - Mathematics and Statistics
  - Personalised Learning
  - Science
  - Social Sciences - Tikanga-ā-Iwi
  - Technology
  - Transition
5. The Board of Trustees will, through the Tumuaki/Principal and staff:
  - Gather information that is sufficiently comprehensive to enable evaluation of ākonga progress and achievement.
  - Identify ākonga and groups of ākonga who are not achieving, who are at risk of not achieving, or who have special needs and identify approaches to support their learning, particularly with literacy and numeracy.
  - In partnership with the College's Māori community, develop and make known its plans and targets for improving the achievement of Māori ākonga.
  - In consultation with the College's Pasifika and other communities, develop and make known its plans and targets for improving the achievement of Pasifika and other ākonga.
6. The Board of Trustees will, through the Tumuaki/Principal and staff, implement its curriculum in accordance with the priorities set out in the National Education Goals and the National Administration Guidelines.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with staff.

## **Policy 1.0 Curriculum Delivery**

### **Rationale**

Delivery of the curriculum to provide every ākonga with the best possible learning opportunities requires the coordination of a range of different resources including timetabling and funding.

### **Purpose**

To provide a policy framework for timetabling and the allocation of teaching resources that reflects the needs of the ākonga, the College Charter, the requirements of the New Zealand curriculum, and the terms of the Collective Contract.

### **Guidelines**

1. The Board delegates curriculum delivery to the Principal, who will report at least annually to the Board of Trustees on the processes that he/she has developed for the development of a College timetable, for the allocation of teaching resources, and for ākonga and their parents to be advised of the curriculum options available to them at Porirua College.
2. When the College plans significant curriculum changes this should be discussed at a BoT Committee or full Board meeting.

## **Approval**

3. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
4. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with staff.

## **Policy 1.1 Access to Resources**

### **Rationale**

The Board of Trustees will provide all ākonga enrolled at this College with equal access to learning programmes and physical resources, and will implement policies and procedures designed to achieve equitable outcomes for all groups of ākonga within the College.

## Purposes

- To ensure that all ākonga can fully participate in the College's Curriculum.
- To ensure access by all ākonga of the College to the physical resources of the College.
- To develop strategies which will aim to achieve equitable outcomes for any group of ākonga identified as experiencing outcomes materially different from those of the College as a whole.

## Guidelines

1. No ākonga enrolled at the College will be prevented from participating in a programme of learning within the curriculum because of financial hardship.
2. All ākonga enrolled at the College will have equal access to all learning programmes provided that they meet the academic entry qualifications.
3. Acceptance of enrolment of an ākonga will be conditional upon adequate resources being funded in the Operations Grant or targeted funding from the Ministry of Education for the College to provide for the specialist needs of the ākonga. This requirement shall in no way limit enrolment on the grounds of family financial resources.
4. All ākonga enrolled at the College will have equal access to the physical resources of the College.
5. Wherever it is possible to do so without requiring an impractical or unreasonable reduction in the resources available to the general body of ākonga, Porirua College will:
  - Provide assistance for any individual or group of ākonga identified as not experiencing successful outcomes.
  - Allocate staffing to meet the needs of ākonga who are not experiencing successful outcomes at the College.
  - Provide opportunities for success in service, aesthetic, cultural, social, academic and sporting activities.
  - Consult contributing Colleges to identify those ākonga who will need attention to ensure that they experience equitable opportunities when they commence education at the College.
  - Encourage liaison between staff, parents/caregivers and the ākonga.

## Approval

The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.

When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 1.2 Treaty of Waitangi

### Rationale

The College will fulfil its obligations under te Tiriti o Waitangi recognising that Māori are the Tangata Whenua o Aotearoa and that their language and culture are a living part of Aotearoa New Zealand society.

## Purposes

- To ensure the curriculum reflects Māori perspectives and provides all ākonga with an understanding of Tikanga Māori.
- To make equitable provision in the curriculum and the programmes of the College for the instructional and general educational needs of Māori ākonga.
- To provide opportunities for ākonga who wish to learn Te Reo Māori.
- To fully implement the Aotearoa New Zealand Histories curriculum.
- To recognise Māori values in the provision of resources and facilities in the College.
- To make staffing and financial provisions to enable the College to meet the requirements as noted in the points above.

## Guidelines

1. A Māori perspective should be provided in all appropriate aspects of the curriculum.

## Approval

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 1.3 Teaching Māori Language and Culture

### Rationale

Porirua College is committed to providing opportunities for all ākonga to learn Te Reo Māori and Māori Performing Arts and to develop an understanding of Tikanga Māori.

### Purposes

- To acknowledge and value the special place of Te Reo Māori in Aotearoa New Zealand.
- To staff the College with suitably qualified teachers of Te Reo Māori and Māori Performing Arts.
- To provide opportunities for parents of Māori ākonga and the parents of Māori ākonga to be consulted on the best and most appropriate means to promote Te Reo Māori, Māori Performing Arts and Tikanga Māori in the College.
- To utilise Māori protocol and language for appropriate ceremonial occasions.
- To ensure that all ākonga recognise the value of learning Te Reo Māori and Māori Performing Arts and of understanding Tikanga Māori.

### Guidelines

1. Māori ākonga and ākonga of Te Reo Māori and Māori Performing Arts should be encouraged to learn and value Māori language and culture.
2. Māori ākonga and ākonga of Te Reo Māori and Māori Performing Arts should take an active part in the ceremonial protocol of the College when appropriate.

3. Opportunities should be made available for ākonga to extend their knowledge and experiences of Tikanga Māori.
4. The College should develop strong links with the parents of Māori ākonga.
5. The College will do all in its power to retain and resource qualified teachers of Te Reo Māori and Tikanga Māori and of Māori Performing Arts.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

### **Policy 1.4 Extra-Curricular Activities**

#### **Rationale**

Extracurricular activities are those aspects of the College programme which are staffed by teachers in addition to their appointed academic teaching positions and are normally outside the regular timetabled class hours and duties. In accepting a position at this College, teachers accept that their part in managing, coaching, or in other ways assisting in the extra-curricular programme is essential to the ethos and character of the College.

#### **Purposes**

- To recognise the need and seek to provide resources for ākonga to gain a wider educational experience than that provided solely in the classroom, and to encourage ākonga to complement their academic studies with extracurricular activities that will enhance their enjoyment of their Collegeing.
- To uphold the traditions and history of the College by continuing its strong commitment to extracurricular activities that have been an integral part of its ethos.
- To encourage the development of a broad range of activities so that all ākonga will find one or more in which they can participate with enjoyment.

#### **Guideline**

1. The Board of Trustees will receive regular reports on the extent of staff and ākonga participation in extracurricular activities, and on ways in which the Board of Trustees can provide the resources needed to support a high quality and broadly-based extra-curricular programme.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

#### **Review**



This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 1.5 Editorial Guidelines for Ākonga Publications

### Rationale

Official guidelines define the rights, restrictions and responsibilities of ākonga journalists and College administration, including the College Board. Editorial policy is a statement of intent written by the staff with the approval of the Tumuaki/Principal and, where appropriate, the Board of Trustees. Editorial policy concerns the entire content of publications produced by or under the auspices of the College. For the protection of all associated with the College and in the pursuit of the aims of the College it is essential that ākonga and staff conform to agreed editorial policy guidelines.

### Purposes

- To provide a means for prior review of any publication produced by any ākonga or staff member of the College in any official capacity (including as part of any teaching and learning programme) before issuing the publication for public view.
- To define the rights of and limitations on ākonga journalists within the overall objectives and programmes of the College.

### Guidelines

1. No publication prepared or published on College premises by any ākonga or staff member of the College should contain material that may expose the College to possible legal action as a result of libel, obscenity, offence to people on racial, and sexual, religious, ethnic, cultural, difference in ability, socioeconomic or any other such grounds.
2. Any publication prepared or published on College premises by any ākonga or staff member of the College must have an editorial policy approved by the Tumuaki/Principal and/or the Board of Trustees.
3. Distribution or sale of any publication on the property of the College, or using any distribution list or distribution mechanism provided by the College, requires the permission of the Principal.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 1.6 Ākonga with Special Needs

### Rationale

Some ākonga have special learning needs such as hearing and visual impairment. Their learning should be supported through the provision of additional resources of time, material and expertise.

### **Purposes**

- To ensure that ākonga with special needs are provided with assistance and programmes of learning designed to obtain for them the greatest possible benefit from their College experience.
- To support the Mahinawa satellite College at Porirua College

### **Guidelines**

1. Ākonga with special needs will be identified by contributing Colleges, independent assessments and parental notification.
2. When identified as having a special need, the ākonga will be provided with:
  - a) Access to advisory services, dependent on ākonga eligibility, and information as to additional resources that are available.
  - b) Consideration of the need for an Individual Educational Plan (IEP).
3. All ākonga with special needs will be encouraged and enabled to participate in the wider life of the College no matter what the special need or disability.
4. Ākonga with special needs will be given every opportunity to succeed and excel in their areas of choice.
5. The HOF Personalised Learning will maintain a Special Needs Register of those ākonga meeting the criteria for assistance.
6. The HOF will be responsible for the coordination and monitoring of programmes.
7. The HOF will maintain a register of ākonga eligible for special assessment conditions and will apply to NZQA for them as appropriate.
8. That the Mahinawa staff and ākonga shall be welcomed as staff and ākonga of the College, although funded through Mahinawa.
9. That Mahinawan ākonga shall be given the opportunity to participate in mainstream classes, supported by Mahinawa staff.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 1.7 Providing For the Individual Needs Of Ākonga**

### **Rationale**

The Board of Trustees recognises that parents/caregivers are the foremost educators of their children and must have opportunities to communicate the individual needs of their children and find out how the College will meet those needs.

## **Purpose**

To provide the appropriate means for all parents/caregivers to make known the individual needs of their children and be informed of steps taken to meet the individual needs of their children.

## **Guidelines**

1. At the time of enrolment the parents/caregivers will be invited to explain the particular needs of their children.
2. Through parent-teacher consultations, parents/caregivers will be able to make relevant staff aware of the individual needs of their children.
3. Pastoral and Learning Coaches, together with the Guidance Counsellor, will make known the processes by which the parents/caregivers may consult with them about the particular needs of their children.
4. The College will endeavour to create an atmosphere in which parents/caregivers feel comfortable about making known the individual needs of their child. The College will encourage such communication.
5. The needs of ELL, and high or low achieving ākongā will be met by the consultation process, the oversight of which will be the responsibility of the ELL and Learning Support staff.
6. Individual Education Programmes will be established for those ākongā with specific needs and monitored and reported on by the relevant staff assigned to meet the individual ākongā's needs.
7. Transition Plans will be developed with the Ministry of Education Learning Support Advisors for any ākongā dual enrolled in off site education.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 1.8 Assessment**

### **Rationale**

It is crucial that there are common practices throughout the College to ensure that assessment is fair, valid, reliable and consistent. With the implementation of NCEA at Levels 1, 2 and 3 a standards-based methodology of assessment is central to assessment practices at each year level. However, this policy will not preclude some norm-referenced assessment when the ranking of ākongā is appropriate. This policy is an overarching statement but should be read in conjunction with the detailed information contained in the Curriculum, Assessment and Reporting policy documentation.

### **Purposes**

Porirua College will utilise both formative and summative assessment opportunities to improve ākonga's learning outcomes. The primary form of assessment at all levels will be standards-based. The key aspects of assessment include the following:

- The identification by teachers and learners of learning goals and criteria for achieving them.
- The provision of effective, timely feedback to enable ākonga to advance their learning.
- The active involvement of ākonga in their own learning.
- Teachers responding to identified learning needs and strengths by modifying their teaching approach(es).
- Appropriate feedback to parents on ākonga's progress and achievement.

### **Guidelines**

1. Teachers must actively manage the partnership with ākonga and parents, finding ways of involving ākonga and parents in learning and achievement.
2. Teachers must also engage their own peers in discussion about effective assessment and teaching strategies. There should be a focus on improving ākonga and staff learning.
3. Teachers need to be clear about College-wide goals, the curriculum, learning intentions and standards.
4. Teachers should be knowledgeable in a range of assessment practices, which may include the ability to:
  - Gather dependable information about the status of an ākonga's (or group of ākonga's) learning
  - Gather, interpret and evaluate information for individuals and groups of ākonga to enhance the further development of learning
  - Know how to teach ākonga self and peer assessment strategies
  - Contribute evidence to partnerships of learning (parents, colleagues, Board).
5. In the junior College (Years 9 and 10), each faculty will create and deliver assessments which are informed by the New Zealand Curriculum and assessed against curriculum levels, including sub levels if appropriate.
6. Assessment marking and reporting should be according to the specified criteria and should make it clear to ākonga and parents what an ākonga needs to do to develop their thinking skills within any subject. The curriculum levels will be supported by literacy and numeracy data to ensure parents are aware whether an ākonga is performing below, at, or above the level appropriate for their year group.
7. For full year courses of at least 3 periods per cycle, HOFs will ensure that a minimum of 4 summative assessments are completed in the College year. Courses with less time allocated for teaching may offer fewer assessments.
8. HOFs will ensure that ākonga are exposed to a range of assessment types in keeping with future assessment requirements in the senior College.
9. If a faculty offers NCEA external standards in the senior College, HOFs will have the opportunity to conduct end-of-year examinations in Years 9 and 10. These examinations must reflect work covered over more than one term, so ākonga learn the skills of preparing for and sitting examinations.
10. In the senior College (Years 11, 12 and 13), assessment will be according to NZQA Assessment Rules and Procedures.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 21 March 2024 and became effective from that date.

2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

**Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 2 National Education

### Introduction

Each Board of Trustees with the Tumuaki/Principal and teaching staff is required to:

1. Develop a strategic plan which documents how they are giving effect to the National Education Guidelines through their policies, plans and programmes, including those for curriculum, assessment and staff professional development
2. Maintain an ongoing programme of self-review in relation to the above policies, plans and programmes, including evaluation of information on ākonga achievement
3. Report to ākonga and their parents on the achievement of individual ākonga; and to the College's community on the achievement of ākonga as a whole and on the achievements of groups of ākonga identified as requiring particular focus from the College.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 2.0 Reporting To the College Community

### Rationale

The Board of Trustees has a responsibility to provide the College community with information about the operation and performance of the College.

### Purposes

- To provide appropriate reporting strategies so that all levels of the College community may be effectively informed about the College.
- To provide information as a basis for consultation.

### Guidelines

1. As and when appropriate, a wide range of media will be used to report to the College community, including reports, newsletters, open days, assemblies, telephone communications, letters, hui, the news media, and publications such as the subject choice booklets and the College Prospectus.
2. Porirua Colleges' newsletter will periodically feature aspects of Board policy and statements about the direction and programmes of the College and/or updates will be posted on our Facebook page.
3. The Tumuaki/Principal will oversee internal tri-annual Faculty Reviews and annual self reviews which will be reported to the Board of Trustees and available to the community.

**Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

**Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 3 Personnel

### Introduction

According to the legislation on employment and personnel matters, each Board of Trustees is required in particular to:

1. Develop and implement personnel and industrial policies, within policy and procedural frameworks set by the Government from time to time, which promote high levels of staff performance, use educational resources effectively and recognise the needs of ākonga.
2. Be a good employer as defined in the Public Service Act 2020 and comply with the conditions contained in employment contracts applying to teaching and non-teaching staff.
3. The College will follow collective agreements with all staff employed irrespective of whether they are union members. Disciplinary and competence procedures will follow the collective agreements.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 3.0 General Personnel Policy

### Rationale

Porirua College will be a good employer. By fostering a committed and stable staff the College will provide the best learning environment for ākonga.

### Purpose

To provide staff with optimum working conditions, adequate resources, effective on-going training, career opportunities and encouragement. In doing so it is intended to foster staff well-being and promote high levels of performance which in turn will provide an excellent learning environment for our ākonga. The Board will seek to ensure:

- NCEA is creatively and sensibly implemented.
- Excellence is promoted and recognised across all sporting and cultural activities and that an infrastructure that values and ensures participation, and achievement is maintained.
- Cultural diversity will be celebrated and we will encourage equal participation in cultural activities and sport. The College will strive to have preeminence in all of these activities in the Porirua region and a consistent profile nationally.
- Ongoing improvement of the grounds, with the best possible facilities to support the various sports using those grounds. Our aim is to ensure that we provide well-functioning classroom blocks with appropriate levels of technology.



- The College will seek to ensure that there is a body of highly-trained and motivated staff and that professional development of individual teachers will be closely linked to College-wide emphases.

## **Guidelines**

1. Smoke and vape free environment
  - The College will provide a smoke and vape free environment for ākongā and staff
  - The College will comply with any current smoke and vape free legislation.
2. EEO (Equal Employment Opportunities)
  - All College policies and procedures will incorporate EEO requirements
  - The Board of Trustees will specify an EEO programme in consultation with its employees
3. Sexual Harassment
  - Sexual harassment is not acceptable at Porirua College and the Board and the College will specify procedures to deal with this. Procedures can be located in the Staff Hand book and digitally under the Google 'Shared' staff drive.
4. Staffing
  - All staff will be employed under an individual or collective employment agreement
  - All staff will be police checked. Police vetting will be completed triennially in accordance with the Oranga Tamariki Act 2014.
    - Staff may start work with evidence of a police check within the last 12 months, while Porirua College awaits the results of a police check
    - Staff may start work under supervised conditions, while Porirua College awaits the results of a police check
  - The Board will abide by the provisions of the relevant agreements that affect the staff
  - The College will have management procedures that are outlined in a staff handbook which can be found under the Google 'Shared' staff drive .
5. Appointments
  - The Board will appoint a Tumuaki/Principal in accordance with written procedures.
  - The Tumuaki/Principal will consult with the Board (or its delegated Personnel Sub-Committee) for senior appointments. This will include all appointments to SLT positions, HoF positions, Executive Officer or Property Manager.
  - All other staff will be appointed by the Tumuaki/Principal or his/her designated authority.
  - Internal vacancies are to be advertised formally within the college.
6. Staff Leave
  - Leave is generally covered by the relevant collective or individual employment agreements.
  - Short-term leave outside these parameters may be granted at the discretion of the Principal.
  - Application for long-term leave of absence is specified in the policy on 'Staff Leave'.
  - Leave should be applied for on the 'Application for Leave Form' which can be downloaded from the Google 'Shared' staff drive or collected from the Principal's PA or from the Executive Officer. Communication about the leave requested, approval or otherwise, will be communicated as soon as practicable.
7. Professional Growth Cycle and Support Staff Appraisal
  - The College will have a professional growth cycle and performance appraisal system which is consistent with national standards and in keeping with the goals of the College.
8. Staff Development
  - The College will have a staff development programme for all staff.
9. Dealing with Complaints about Staff
  - Matters of concern will be directed to the person/s involved.

- The Tumuaki/Principal or a Board member may receive a complaint in writing and will direct it to the person/s concerned.
- The Tumuaki/Principal may act as a facilitator in a meeting between the parties concerned.
- The College and the Board will have compatible procedures for managing complaints.
- The investigation or consideration of a complaint should be on a scale appropriate to the complaint, and should not escalate the issue beyond those who are immediately involved.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.1 Good Employer and EEO Procedures**

### **3.1 Procedures**

#### **Rationale**

The fair treatment of all staff is required by law and it is fundamental to the Board's obligations as a good employer. An Equal Employment Opportunity Policy is also legally required of the Board of Trustees under the Crown Entities Act 2004.

#### **Purpose**

- To ensure that all employees and applicants for employment shall be treated fairly and according to their skills, qualifications, abilities and aptitudes.
- To ensure appointments are made on merit.
- To comply with the Crown Entities Act in providing
  - good and safe working conditions
  - an equal employment opportunities programme
  - impartial selection of suitably qualified people for appointment
  - remuneration free from bias
  - recognition of the aims and aspirations of Māori, and of the employment requirements of Māori, ethnic minority groups, women and people with disabilities.

#### **Guidelines**

1. The College will review and implement procedures to ensure that the College complies with the principle of being a good employer as specified in section 118 of the Crown Entities Act 2004.
2. The College will ensure that the best and most suitable applicant for any position is appointed to that position.
3. The College will ensure compliance with this policy and report in its annual report on the extent of its compliance.

### **Approval**

3. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
4. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.2 Appointments policy**

### **3.2 Procedures**

#### **Rationale**

The most suitably qualified persons who are best suited to the position are appointed through a fair and sound appointments process that meets the legislative requirements of a good employer.

#### **Purpose**

- To assist in the appointment of quality staff to any vacancy that may arise, appointment committees with expertise relevant to the vacancy will be selected to carry out the appropriate appointment procedures. In accordance with the regulatory requirements for safety checking under the Children's Act 2014, we demonstrate our commitment to the safety of children by adopting appropriate safety checking practices when employing College staff, whether core workers, volunteers or other. This policy is used in conjunction with Porirua College procedures on safety checking, police vetting and screening.

#### **Delegations**

- The board delegates authority to determine the composition of the various appointment committees according to the schedule outlined below. Appointment of the Tumuaiki/Principal is the responsibility of the board, which will determine the process and seek NZSTA advice.

#### **Purpose**

The Tumuaiki/Principal must ensure that:

- appointment of Deputy Principals, Heads of Faculty/senior teachers will involve an appointment committee consisting of the principal or delegated authority, the presiding board member and another member of the senior leadership team or board member
- unless determined otherwise by the board, appointment of all other teachers, permanent and fixed-term, full-time and part-time, long-term relieving teachers and non-teaching staff will be the responsibility of the Tumuaiki/Principal in consultation with the presiding board member or delegate where deemed necessary
- procedures are in place and fully implemented that meet all legislative requirements regarding safety checking, Police vetting and screening of all staff
- all safety checking is completed for all teaching and non-teaching staff prior to commencing employment, and
- safety checking documentation is kept on the new employees personal file in line with privacy and storage protocols

- Any person applying for a teaching position holds a current practicing certificate from the Teaching Council

In the case of Community of Learning I Kāhui Ako membership:

- Staff seeking the Communities of Learning I Kāhui Ako leadership role or the teacher across Colleges' role must seek and receive consent from their employing board before applying for the role
- For any position that is fixed term there must be a genuine reason based on reasonable grounds for it being of a fixed term nature. Ref to s66 of the Employment Relations Act 2000 and the Court's interpretation thereof. Where the board, Tumuaiki/Principal and/or committee of the board is wanting to appoint to a position believed to be fixed-term, advice will be sought from NZSTA where necessary as to whether the appointment would meet the requirements for a genuine fixed-term, based on reasonable grounds.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.3 Personal Grievance**

### **3.3 Procedures**

#### **Rationale**

The personal grievance procedures in the Employment Relations Act 2000 requires that the College has a standard procedure for resolving personal grievances.

#### **Purpose**

- To establish set procedure for handling cases of personal grievance.
- To ensure all staff know that there are fair and confidential means available for resolving personal grievances.
- To ensure that all matters relating to personal grievance are dealt with in complete confidence.
- To minimise the likelihood of personal grievance situations arising through preventative action and education.
- To seek resolutions that are satisfactory to all concerned.

#### **Guidelines**

1. It is desirable to settle grievances as near as possible to the point of origin.
2. Persons raising personal grievance are to be advised of the procedures that shall be followed.

3. All persons considering that they have a grievance have 90 days from the date of the alleged action giving rise to the grievance to submit the grievance to the Tumuaki/Principal or the Presiding Member of the Board of Trustees.
4. The complaint and all subsequent actions/decisions must be documented. The complaint should be in writing, and the complaint acknowledged in writing. The Tumuaki/Principal (or Chairperson of the Board if the grievance is against the Tumuaki/Principal) is to be given copies of all documents generated by the grievance.
5. All documents/actions/information must be kept strictly confidential. The rights of every person involved in the grievance must be protected.
6. All grievances must be treated seriously and investigated thoroughly and expeditiously.
7. Grievances should be resolved as soon as possible and all concerned parties notified of the outcome.
8. In resolving grievances, regard should be given to:
  - a) any damage and suffering sustained;
  - b) the prognosis for the future;
  - c) improvement of the circumstances that gave rise to the complaint; and
  - d) the need for formal disciplinary action.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.4 Sexual Harassment**

### [3.4 Procedures](#)

Sexual harassment can be defined as:

- Unwelcome verbal or physical conduct of a sexual nature by one person towards another (including the misuse of visual or written material)
- Unwelcome and offensive conduct of a serious or persistent nature that has sexual connotations and that detrimentally affects the work performance and/or well-being of the person subjected to it.

Below are some examples of behaviours that can constitute sexual harassment if they meet the points above:

- touching, hugging, encroaching on someone's personal space or kissing
- staring or leering
- insults or taunts of a sexual nature
- unwanted invitations to go out on dates
- requests for sexual favours, or pressure for sex or other sexual acts
- repeated or inappropriate advances on email or social networking websites

- intrusive questions or comments about a person’s private life, clothing or physical appearance
- sexually explicit pictures, posters, gifts, emails or text messages
- sexual gestures, indecent exposure, or inappropriate display of the body
- sexually suggestive comments or jokes, or other forms of inappropriate language
- stalking or sexual assault
- examples of what may not be sexual harassment:
  - friendly banter, mutually acceptable jokes
  - occasional appropriate compliments
  - behaviour based on mutual attraction

### **Rationale**

- To ensure that staff and ākonga are able to work and learn in a safe environment free from sexual harassment
- To ensure the College meets all legal requirements governing sexual harassment.

### **Purpose**

- To educate ākonga, staff and parents about sexual harassment
- To inform staff and ākonga of their right to freedom from sexual harassment in the College environment
- To provide procedures for both staff and ākonga to follow which readily enable the reporting of sexual harassment and which provide support for the victim while also recognising the rights of the accused. Procedures to be outlined in [Porirua College Procedures 2024](#)
- To discourage ākonga and staff from engaging in problematic or inappropriate behaviours.

### **Guidelines**

1. Designated contact persons for both staff and ākonga will be nominated by the Tumuaki/Principal and their names published every year in the procedures. Contact person for ākonga is the Pastoral Leader and or guidance Counsellor and contact person for staff is the Health and Safety Officer.
2. Procedures will be promulgated so that staff and ākonga are aware of the steps to be taken should sexual harassment occur.
3. The Health Education programme will inform ākonga about the nature and effects of sexual harassment and familiarise them with this policy and complaint procedures
4. All formal complaints made to a designated contact person will be passed on to the Tumuaki/Principal (or his/her nominated representative)
5. In the case of a complaint against the Tumuaki/Principal, that complaint will be passed to the Chairperson of the Board (or his/her nominated representative).
6. All parties involved will be informed of the action taken and the outcome regarding the complaint as expeditiously as possible (usually this would be within 7 days), notwithstanding the need for natural justice to be followed.-
7. Counselling and support will be offered to both the complainant and the alleged offender.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.

2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

### **Policy 3.5 Privacy of Information**

#### **Rationale**

The Board has a responsibility to comply with relevant legislation affecting privacy of information.

#### **Purposes**

- To understand and implement the legislative requirements contained in the Privacy Act 2020, specifically the privacy principles
- To provide information when requested by staff, ākonga, or parents about the procedures the College has to ensure privacy of information and compliance with the Act.

#### **Guidelines**

1. Ensure all privacy complaints are reported to the Board, and that they are responded to in a manner that is consistent with the College's obligations under the Privacy Act and related legislation.
2. Maintain a file of procedures to be followed in all cases of storage and enquiry about personal information. If a case arises when there is no procedure approved the person in charge of the administrative routine in question must consult with and gain the approval of the Privacy Officer (PO) for appropriate action.
3. The PO shall periodically check procedures for storage and release of information.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

### **Policy 3.6 Records: Document Filing**

#### **Rationale**

All documentation relating to staff and ākonga must be recorded and kept in strict compliance with the Privacy Act. Documents must be easily and conveniently accessible for disclosure to the individual to whom the documentation relates. Information required for the efficient operation of the College must be effectively stored and retrieved.

## **Purposes**

- To ensure that the Board members and staff know the limitations on legitimate storage of and disclosure of personal information.
- To develop and maintain systems that are both secure and readily accessible.
- To publish the range and nature of files held by the College and the procedures whereby an individual can gain access to his or her personal files.
- To develop efficient and cost-effective procedures for storage and retrieval of information in all sectors of the College administration.

## **Guidelines**

1. The Tumuaki/Principal and senior staff will continue to review and refine the procedures for the storage and retrieval of information. As far as possible, the following will be scanned and saved in admin:
  - Staff written records
  - Ākonga records
  - Administrative information (circulars, legislation, etc.).
2. The Executive Officer will:
  - Maintain procedures for the storage and retrieval of financial records and information.
  - Maintain procedures for the storage and retrieval of property records and information.
3. The Board, through the Tumuaki/Principal and Principal's PA, will maintain procedures for the storage and retrieval of Board reports, minutes, and correspondence appropriate to the time requirements for the storage of the information.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.7 Staff Leave**

### **Rationale**

The Board is obliged to act as a good employer and should clearly state the terms under which staff may seek leave from the workplace.

### **Purposes**

- To identify the conditions under which staff may seek leave from attendance at College during normal College days.
- To provide guidance to teachers about their rights and responsibilities when taking leave from normal classes.
- To advise support staff of their rights and responsibilities when seeking leave from the workplace during normal College days.



## **Guidelines**

1. The Board and senior staff will comply with the Secondary Teachers' Employment Award in all matters regarding annual leave, sick leave, bereavement leave, and all such types of leave specified in the Award. Details will be available from the PPTA Branch or the Tumuaki/Principal. The Board and senior staff will comply with the appropriate support staff Employment Award in all matters regarding annual leave, sick leave, bereavement leave, and all such types of leave specified in the Award. Details will be available from the Tumuaki/Principal
2. Applicants for long-term leave without pay are required to have been teaching at or in the employment of the College for at least two years.
3. For subsequent long-term leave the Board would expect at least three years' further service before a second application is made.
4. Applications for long-term leave must be made in writing addressed to the Tumuaki/Principal, describing the reasons for the request for leave. On the official leave request form. A year's leave of absence should coincide with the normal Aotearoa New Zealand College year, as far as possible. A shorter period should coincide with a College teaching term. Applications for such leave should be made by the end of August in the year preceding the request for leave
5. The Tumuaki/Principal is authorised to grant short-term leave of periods less than a month, a report being made to the Board of such leave at its usual monthly meeting
6. All leave is to be notified in the appropriate time required (stated in the Staff handbook) so that alternative arrangements can be made.
7. The Staff Handbook will outline procedures to be followed for all forms of leave taken by teachers.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.8 Allowances**

### **Rationale**

As a good employer the Board of Trustees wishes to ensure that staff will not be financially disadvantaged because of costs incurred when undertaking College-related activities.

### **Purposes**

- Staff are encouraged to participate in the College extra-curricular activities and professional development. They are entitled to fair and adequate reimbursement of out-of-pocket expenses associated with such endeavours.
- To detail what allowances are available to staff for out-of-pocket expenses.

### **Guidelines**

1. Travelling allowances for accommodation, meals and incidental costs will be paid, following verification of application, when a teacher is required by the College to travel on official College business.
2. Meal allowance and field allowances will be paid, following verification of application as appropriate.
3. Expenses incurred in attendance at courses will be paid following verification of application.
4. All local travel reimbursements for extra-curricular activities will be paid according to the schedule available from the Deputy Principal responsible for EOTC. This reimbursement is usually made at the end of the appropriate season and in one payment.
5. All out-of-area travel reimbursements will be paid for at the equivalent public transport fares/rates.
6. Prior approval is to be sought where the cost of travel is expected to exceed 80 km per trip. All claims are to be made within 7 days, except those detailed in 4 above.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.9 New Staff Induction**

### **Rationale**

The effective operation of the College in its provision of quality education depends upon the knowledge, skills and understanding of staff. New employees require a programme of introduction to the College routines and induction into their role in the services provided by the College. Such an induction should be the beginning of an ongoing development process which the employee and senior staff plan jointly to achieve high staff morale through continuing improvement.

### **Purposes**

- To ensure that an induction programme is provided for new staff
- To provide advice and guidance leading to full professional development for Provisionally Certificated Teachers (PCTs) and teachers whose registration is subject to confirmation (STCs)
- To provide advice and guidance for support staff to ensure that their role is understood and their full participation in the work of the College is promoted and enhanced
- To ensure that supervisors and supervising teachers are aware of the expectations of them in their supervision of staff for whom they have responsibility.

### **Guidelines**

1. All new staff will be given an induction and orientation programme. For teachers commencing at the beginning of the new year the programme should commence in the week prior to College opening. New staff to be issued with a printed selection of key sections from the Staff Handbook available in Google 'Shared' staff drive.

2. Each new teacher will be paired with a host teacher, with the association continuing as long as necessary for the new staff member to feel fully integrated into the life of the College.
3. Each PCT and STC will have a supervising teacher, usually the HOF of the teacher's main subject area, who will be responsible for overseeing the teacher's professional development as described in the College's programme.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.10 Concerns & Complaints**

### **3.10 Procedures**

#### **Rationale**

A procedure is needed to guide those raising concerns & complaints relating to activities or personnel within the College and senior leadership and trustees in resolving these situations.

#### **Purposes**

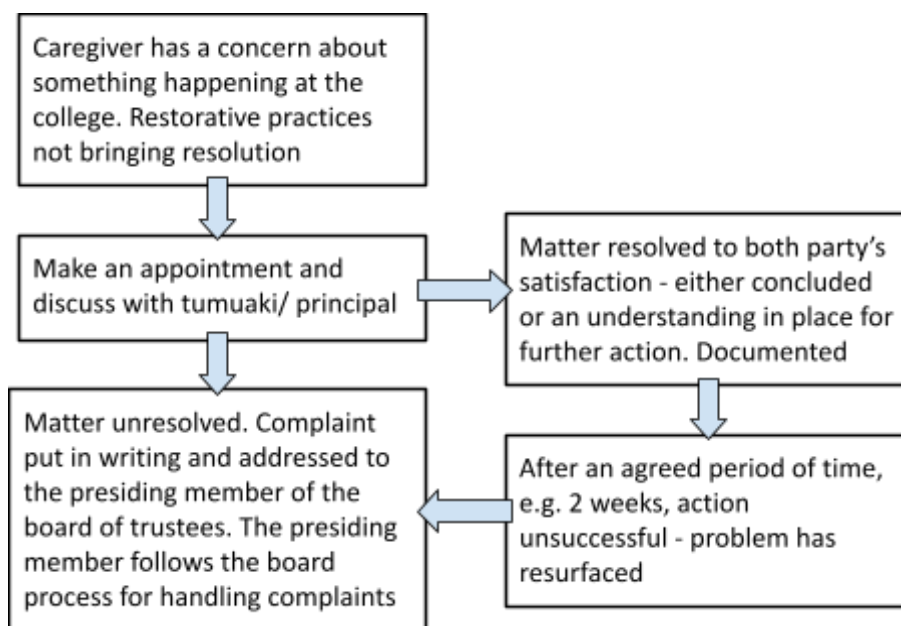
- To have a recognised channel for handling concerns & complaints
- To ensure that all concerns & complaints are overseen in a manner that ensure there is an objective overview
- To ensure that reasonable steps are taken to investigate a concern or complaint fairly and to protect the rights and privacy of staff, ākonga, and other members of the College community during such an investigation. The purpose of this policy is to uphold natural justice in the process for all parties involved in an expression of concern or a complaint.

#### **Guidelines**

1. All concerns & complaints should be handled at as low a level as is reasonable for the seriousness of the issue raised. They will be passed to a higher level if they cannot be resolved at a lower level
2. Board members must be available to receive comment about the College from any source, but shall redirect that comment in the first place to the Tumuaki/Principal for action
3. The Tumuaki/Principal shall take action about the matter of concern or complaint, following which, if there is not a satisfactory resolution as far as the complainant is concerned, the matter shall be referred to the Presiding Member of the Board of Trustees or the full Board for formal letters of complaint. Referrals to the full Board can be by the Tumuaki/Principal or the Presiding Member or a Board member, ensuring always that the Tumuaki/Principal is kept informed of the intended referral and the reason for it
4. Any written complaints shall be put on a register to be held by the Principal's PA. No names are to be recorded on the register. The person who knows the names of those involved will be noted on the register.

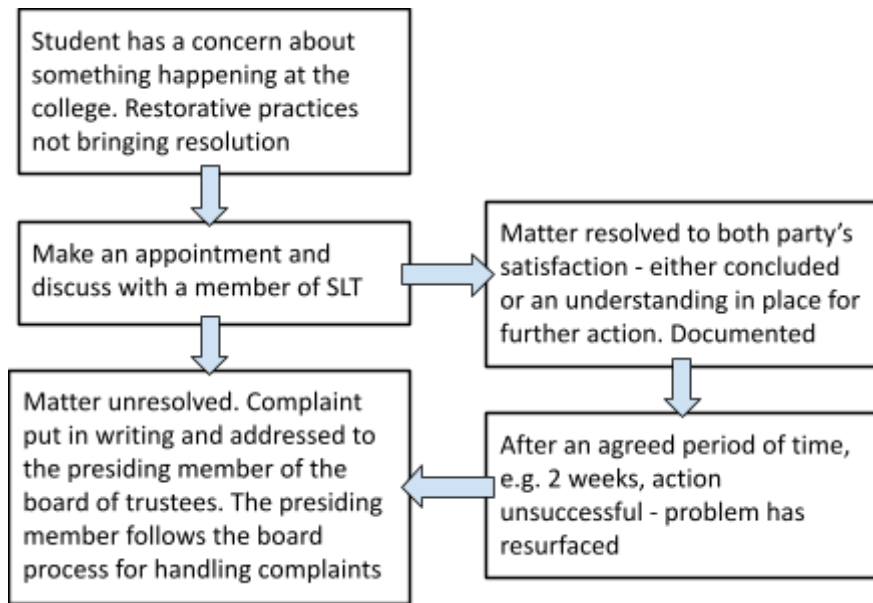
***Process flow chart 1***

**Concerns & complaints procedure for Porirua College for Parents and Carers**



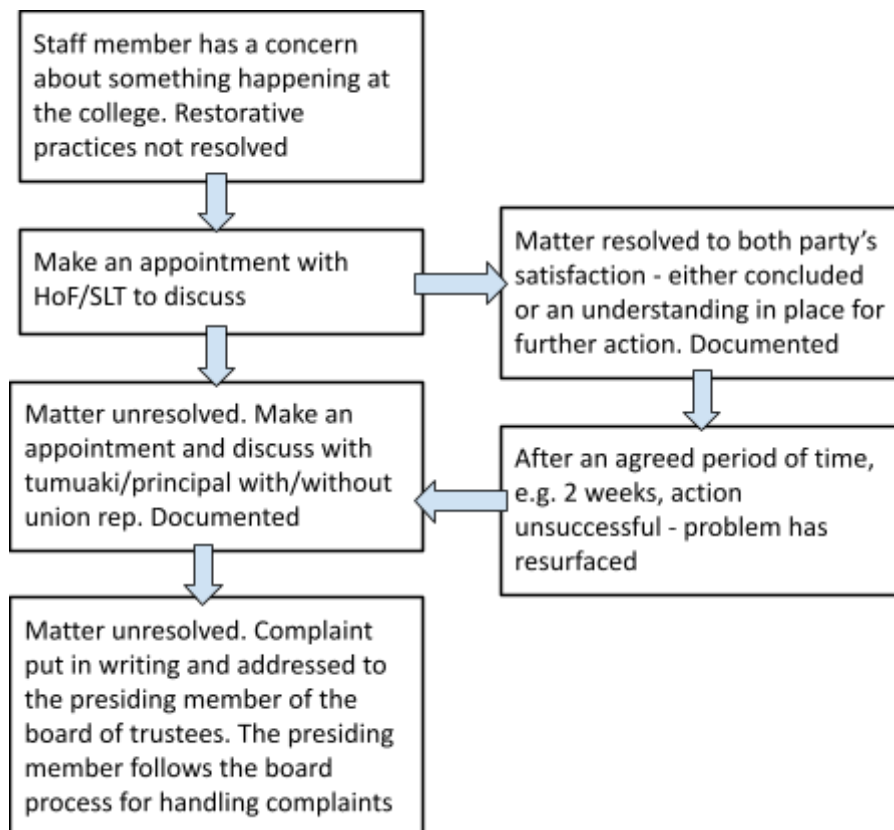
***Process flow chart 2***

**Concerns & complaints procedure for Porirua College Students Level 2**



**Process flow chart 3**

**Complaints procedure for Porirua College for Staff**



#### ***Process flow chart 4***

### **Board of Trustees complaints procedure for Porirua College Level 3**

Letter of complaint is acknowledged by the presiding member and the complainant advised of the next steps in the board process. The letter becomes part of the correspondence that will be dealt with at the next board meeting while the public is excluded, unless urgent steps need to be taken e.g. investigation.

Letter is tabled at board meeting in committee (with the public excluded) and referred to relevant parties for reporting back to the board. The board decides whether to deal with the matter as a whole or appoint a committee to investigate and recommend to the board.

At the meeting of the board or committee, the reports are received and the parties may be invited to speak to their complaint or answer questions. The board/committee considers the evidence and/or information and comes to a decision or recommendation.

Depending on the delegated powers of the committee either they or the board as a whole come to a resolution as to how the board will respond and/or what action will be taken.

The board's response is communicated to the parties to the complaint. This may be either publicly or confidentially depending on the case.

Any of the parties may request the board to reconsider their decision – however normally for such a reconsideration to take place new information that would have been relevant to the board's deliberations must be produced.

## **Policy 3.11 Protected Disclosures**

### **Introduction**

1. The Board accepts that it has a responsibility to have in operation internal procedures for receiving and dealing with information about serious wrongdoing in or by the College. The Board also accepts that it must regularly educate and train its employees on the internal disclosure system.
2. The Board agrees that this Policy must be published widely in the College, will be provided to all new employees and will be re-published at regular intervals (at least annually).
3. The purpose of this policy is to provide information and guidance to employees of the College who wish to report serious wrongdoing within the College. The policy is issued in compliance with the Protected Disclosures Act 2000 and the Education and Training Act 2020.

### **What is a Protected Disclosure?**

A protected disclosure is a declaration made by an employee where they believe serious wrongdoing has occurred. Employees making disclosures will be protected against retaliatory or disciplinary action and will not be liable for civil or criminal proceedings related to the disclosure.

### **Definition of Serious Wrongdoing**

Serious wrongdoing includes any serious wrongdoing of any of the following type:

- an unlawful, corrupt, or irregular use of funds or resources; or
- an act, omission or course of conduct that constitutes a serious risk to public health or public safety or the environment; or
- an act, omission or course of conduct that constitutes a serious risk to the maintenance of law, including the prevention, investigation, and detection of offences and the right to fair trial; or
- an act, omission or course of conduct that constitutes an offence; or
- an act, omission or course of conduct by a public official that is oppressive, improperly discriminatory, or grossly negligent, or that constitutes gross mismanagement.

### **Conditions for Disclosure**

Before making a disclosure the employee should be sure the following conditions are met:

- the information is about serious wrongdoing in or by the College;
- the employee believes on reasonable grounds the information to be true or likely to be true;
- the employee wishes the wrongdoing to be investigated; and
- the employee wishes the disclosure to be protected.

### **Who can make a Disclosure?**

Any employee of the College can make a disclosure. For the purposes of this policy an employee includes:

- current employees and Principal;
- former employees and Principals; and
- contractors supplying services to the College.

### **Protection of employees making disclosures**

1. An employee who makes a disclosure and who has acted in accordance with the procedure outlined in this policy:
  - may bring a personal grievance in respect of retaliatory action from their employers;
  - may access the anti-discrimination provisions of the Human Rights Act in respect of retaliatory action from their employers;
  - are not liable for any civil or criminal proceedings, or to a disciplinary hearing by reason of having made or referred to a disclosure; and
  - will, subject to paragraph 15 in the Procedure, have their disclosure treated with the utmost confidentiality.
2. The protections provided in this section will not be available to employees making allegations they know to be false or where they have acted in bad faith.

### **Procedure**

Any employee of the College who wishes to make a protected disclosure should do so using the following procedure:

1. How to submit a disclosure.
  - The employee should submit the disclosure in writing.
2. Information to be contained.
  - The disclosure should contain detailed information including the following:
    - the nature of the serious wrongdoing;
    - the name or names of the people involved; and
    - surrounding facts including details relating to the time and/or place of the wrongdoing if known or relevant.
3. Where to send disclosures.
  - A disclosure must be sent in writing to the Tumuaki/Principal who has been nominated by the Board under the provision of Section 11 of the Protected Disclosures Act 2000 for this purpose.

**OR**

- If you believe that the Tumuaki/Principal is involved in the wrongdoing or has an association with the person committing the wrongdoing that would make it inappropriate to disclose to them, then you can make the disclosure to the Presiding Member of the Board of Trustees.
4. Decision to investigate
    - On receipt of a disclosure, the Tumuaki/Principal or Presiding Member of the Board of Trustees must within 20 working days examine seriously the allegations of wrongdoing made and decide whether a full investigation is warranted. If warranted a full investigation will be undertaken by the Tumuaki/Principal or Presiding Member of the Board of Trustees or arranged by him/her as quickly as practically possible, through an appropriate authority
  5. Protection of disclosing employee's name

All disclosures will be treated with the utmost confidence. When undertaking an investigation, and when writing the report, the Tumuaki/Principal or Presiding Member of the Board of Trustees will make every endeavour possible not to reveal information that can identify the disclosing person, unless the person consents in writing or if the person receiving the protected disclosure reasonably believes that disclosure of identifying information is essential:

- to ensure an effective investigation; or
  - to prevent serious risk to public health or public safety or the environment.
6. Report of investigation
    - At the conclusion of the investigation the Tumuaki/Principal will prepare a report of the investigation with recommendations for action if appropriate, which will be sent to the Presiding Member of the Board of Trustees.
  7. Disclosure to an appropriate authority in certain circumstances

A disclosure may be made to an appropriate authority (including those listed below) if the employee making the disclosure has reasonable grounds to believe:

- The Presiding Member of the Board of Trustees is or may be involved in the wrongdoing;
- Immediate reference to another authority is justified by urgency or exceptional circumstances; or
- There has been no action or recommended action within 20 working days of the date of the disclosure.



Appropriate Authorities include (but are not limited to)

- Commissioner of Police
- Controller and Auditor General
- Director of the Serious Fraud Office
- Inspector General of Intelligence and Security
- Ombudsman
- Parliamentary Commissioner for the Environment
- Police Complaints Authority
- Solicitor General
- State Service Commissioner
- The head of any public sector organisation

#### 8. Disclosure to Ministers and Ombudsman

A disclosure may be made to a Minister or an Ombudsman if the employee making the disclosure has made the same disclosure according to the internal procedures and clauses of this Policy and reasonably believes that the person or authority to whom the disclosure was made:

- has decided not to investigate; or
- has decided to investigate but not made progress with the investigation within reasonable time; or
- has investigated but has not taken or recommended any action;
- and the employee continues to believe on reasonable grounds that the information disclosed is true or is likely to be true.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

### **Policy 3.12 Use of Information Technology Facilities**

#### **Rationale**

The purpose of this Policy is to ensure that staff and ākonga at Porirua College are aware of the guidelines that all users must adhere to when using the College network and connected devices.

#### **Background**

The College provides a range of Information Technology facilities for use by the College community. These facilities are provided to assist staff and ākonga to conduct authorised academic and

administrative tasks. To ensure that users can obtain the maximum benefit from these facilities, a support service is also provided.

The College depends on reliable and effective Information Technology facilities for its academic, research and administrative functions. The College expects that each user will be aware of the contents of this document. Where any information technology facility is subject to further guidelines, approved by staff members responsible for the management of the facility, such guidelines are accorded a status equivalent to this policy.

## **Definitions**

### **Information Technology**

Includes the application of computing, telecommunications, digital media and other network connected technologies to the collection, processing, transformation, organisation, storage, transfer, and presentation of information in all its forms, in order to enhance the performance of individuals and organisations in a wide range of activities.

### **Information Technology Facilities**

All equipment and materials, software, services, data and dedicated building space used in connection with information technology, which is owned by, leased by or used under licence to the College; or owned by, or used under licence to other bodies and which is available for use through an agreement or agreements with the College; or wherever situated where access is by means of College Information Technology Facilities.

### **User**

Any person using the Information Technology Facilities.

### **Manager: Information and Communication Technologies**

The person appointed by the College as having responsibility for the security and management of all or part of the College's Information Technology Facilities under this policy.

### **Usage of Information Technology Facilities**

Subject to this policy, the following persons are entitled to use the College's Information Technology Facilities:

- Enrolled ākonga.
- Staff members – both academic and support.
- Affiliated users / Providers, determined from time to time by the IT Manager.
- Other users may be provided access to certain information stored on College Information Technology Facilities through the Internet. Such access does not constitute permission to use Information Technology Facilities in any other way or for any other purpose.

### **Authorised Work**

#### **Ākonga**

For an ākonga, 'authorised work' is work which is lawful and which is consistent with the specified requirement of the subject/subjects for which the ākonga is enrolled. In cases of doubt the ākonga's teacher/teachers can advise what 'authorised work' is.

#### **Staff**

For staff members, 'authorised work' is work which is lawful and is teaching, research, consultancy, administration, Information Technology support activities or other agreed College employment-related work.

### **Affiliated Users / Providers**

For affiliated users / providers, 'authorised work' is work which is lawful and is defined by the terms of agreement between the affiliated user and the College.

### **Disclaimer**

The College accepts no responsibility for any damage or loss arising directly or indirectly from the use of any Information Technology Facilities or for any consequential loss or damage. The College makes no warranty, expressed or implied, regarding the Information Technology Facilities offered or their fitness for any other purpose.

The College will not be responsible for the loss of any data or software stored on the Information Technology Facilities. Although standard back-up procedures may be in operation on some Information Technology Facilities, the user is responsible for the maintenance of copies of data or software controlled by the user.

While reasonable care, consistent with good business practice, is taken, the College does not guarantee the confidentiality of any data stored on any College Information Technology System or transmitted through any network. For the purpose of managing the Information Technology Facilities it may be necessary to monitor files and usage. The College reserves the right to examine or copy files or data on College Information Technology Facilities to maintain a secure, efficient and effective Information Technology environment and to ensure compliance with this policy. In many cases user files will be copied to provide back-up for disaster recovery, and network traffic will be sampled to ensure correct functioning of equipment.

### **Guidelines**

#### **1. User Responsibilities**

- Information Technology Facilities may be used only for authorised work. Where users have doubts concerning their authorisation to use an Information Technology Facility, they should seek the advice of the staff members responsible for managing that facility or a member of the Information Technology Services Team. On request the user must provide evidence of their authority to use Information Technology Facilities.
- Users of Information Technology Facilities shall have due regard to the rights of others to use Information Technology Facilities in accordance with this policy.
- Users must not behave in a manner which, in the opinion of relevant staff members, unduly inconveniences other people, or which causes or is likely to cause damage to College Facilities, materials or equipment.
- Persons may not eat or drink in areas where there are Information Technology Facilities.
- Users must not behave in an abusive or offensive manner or in any way which may cause loss, injury or damage to any person. It is a condition of use of College Information Technology Facilities that all users comply with the provisions of any other policy in place within the College.
- Users must not make their password available to others to use any account set up for another user or make any attempt to find out the password of a facility or an account for which they do not have authorised access. Rights to use Information Technology Facilities are non-transferable without the authority of the IT Manager (or nominee).

- Persons must not attempt to interfere with the operation of Information Technology Facilities. This includes damage or removal of any equipment, furniture or any other materials from offices, classrooms without explicit permission of relevant staff members. Permission is automatically granted to remove users' own printouts, files, disks and belongings. Equipment may be connected to and disconnected from the College's network only by the express permission of the IT Manager.
  - Users must not install software on any College Information Technology Facilities, unless the installation is designated as part of their authorised work.
  - Misuse of any network or Information Technology Facilities at other sites where access is by means of the College's Information Technology Facilities will be treated as misuse of Information Technology Facilities at the College.
  - Persons may use the Information Technology Facilities only in ways which do not breach the law or cause loss, injury or damage to other persons.
  - In those areas designated by the IT Manager as restricted access areas, only those staff members who are named have the right of normal access. Where access by other persons is necessary, approval must be obtained in advance from the IT Manager.
  - Users must not attempt to subvert the security of any of the College's Information Technology Facilities or attempt to bypass restrictions or quotas placed on usage.
  - Users must not access any data in the Information Technology Facilities unless the data belongs to them or has been specifically and intentionally designated for public use or for the use of a group to which they belong.
  - Users inadvertently obtaining any data to which they are not entitled, or becoming aware of a breach of security pertaining to data from any Information Technology Facility should immediately report this to the IT Manager or relevant staff member. Unauthorised release or use of data inadvertently obtained may lead to legal action being taken.
  - Users must not under any circumstance, in messages or otherwise, represent themselves as someone else, fictional or real, without providing their real identity or username.
  - Ākonga shall not publicise their home phone number or address in messages or otherwise.
  - Staff members and ākonga must not use Information Technology Facilities for the purpose of profit making which does not fall within the definitions of authorised work.
  - Users must not use College networks, infrastructure, tools, or time, to access, view, and store or download any inappropriate material. Inappropriate material includes but is not limited to material of a sexual or pornographic nature, or which is derogatory or demeaning of people, hateful, or generally inappropriate in a College. This includes use of personal equipment while on College premises.
2. Copyright and Software Licensing
- Users must not use the Information Technology Facilities to infringe the copyright of any person. Users must be aware of the law of copyright as it affects Information Technology software. Software must not be copied except with the express permission of the copyright owner.
  - Users may not make use of or copy any Information Technology software contrary to the provisions of any agreement entered into by the College in order to obtain that software. The onus is on users to consult with the IT Manager to clarify the permitted terms of use if they wish to use any software for purposes other than those for which the College has a license.
  - Digital copies of software used in a multi-access or network environment to allow simultaneous access by more than one user can be provided only if specifically permitted in the contract or software license, or if a copy of the software has been purchased for every simultaneous user of the hard disk copy.

- Copyright Act, 1994. Software used on College Information Technology Facilities may be subject to the Copyright Act, 1994 and therefore usage may be subject to conditions.
  - Members of the College are personally responsible for complying with the Copyright Act relating to the use of Information Technology software and to the terms and conditions of the particular contract or software license relating to each item of leased or purchased software.
  - The Copyright Act makes specific provision for the making of a backup copy of either the original or an adaptation of an Information Technology Program. This reproduction can be made only for the purpose of being used in the event that the original copy is lost, destroyed or rendered unusable. Such a backup copy cannot be made from an infringing copy of the software or where the copyright owner has given express directions to the contrary.
  - Other than for authorised backup copying, the reproduction of Information Technology Software constitutes a breach of the Copyright Act and may result in legal action against the offender.
3. Consequences of Misuse
- Restriction or termination of a user’s access to College Information Technology Facilities and Network resources, and/or rights pending further disciplinary and/or legal action.
  - The initiation of legal proceedings by the College and/or law enforcement officials including but not limited to, criminal prosecution under appropriate laws.
  - The requirement of the violator to provide compensation for any improper use of or damage to the College’s Information Technology Facilities.
  - Disciplinary sanctions, which may include dismissal or expulsion.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.13 Electronic Mail Code of Practice Policy**

### **[3.13 Procedures](#)**

#### **Rationale**

The purpose of this Policy is to ensure that staff and ākongā at Porirua College are aware of the guidelines that all users must adhere to when using Electronic Mail at the College.

#### **Background**

The College provides a range of Information Technology Facilities for use by the College community. These Facilities include physical as well as electronic communication systems. This document sets out guidelines for use of the College’s electronic communication systems.

#### **Definitions**

## **Electronic Mail**

Includes any form of mail delivery system including scans, simple mail messaging, internet messaging, instant messaging or any other technology which addresses the need for people to convey information between individuals or groups electronically.

## **Information Technology Facilities**

All equipment and materials, software, services, data and dedicated building space used in connection with information technology, which is owned by, leased by or used under licence to the College; or owned by, or used under licence to other bodies and which is available for use through an agreement or agreements with the College; or wherever situated where access is by means of College Information Technology Facilities.

## **User**

Any person using the Information Technology Facilities

## **Manager: Information Technology**

The person appointed by the College as having responsibility for the security and management of all or part of the College's Information Technology Facilities under this policy.

## **Junk or Spam Mail**

This generally refers to any Electronic mail that is sent on-mass and is unsolicited.

## **Usage of Information Technology Facilities**

Subject to this policy, the following persons are entitled to use the College's Information Technology Facilities:

- Enrolled ākonga
- Staff members – both academic and general
- Affiliated users / Providers, determined from time to time by the IT Manager.
- Other users may be provided access to certain information stored on College Information Technology Facilities through the Internet and the World Wide Web. Such access does not constitute permission to use Information Technology Facilities in any other way or for any other purpose.

## **Authorised Work**

### **Ākonga**

For an ākonga, 'authorised work' is work which is lawful and which is consistent with the specified requirement of the subject/subjects for which the ākonga is enrolled. In cases of doubt the ākonga's teacher/teachers can advise what 'authorised work' is.

### **Staff**

For staff members, 'authorised work' is work which is lawful and is teaching, research, consultancy, administration, Information Technology support activities or other agreed College employment-related work.

### **Affiliated Users / Providers**

For affiliated users, 'authorised work' is work which is lawful and is defined by the terms of agreement between the affiliated user and the College.

### **Disclaimer**

The College accepts no responsibility for any damage or loss arising directly or indirectly from the use of any Information Technology Facilities or for any consequential loss or damage. The College makes no warranty, expressed or implied, regarding the Information Technology Facilities offered or their fitness for any other purpose.

The College will not be responsible for the loss of any data or software stored on the Information Technology Facilities. Although standard back-up procedures may be in operation on some Information Technology Facilities, the user is responsible for the maintenance of copies of data or software controlled by the user.

While reasonable care, consistent with good business practice, is taken, the College does not guarantee the confidentiality of any data stored on any College Information Technology System or transmitted through any network. For the purpose of managing the Information Technology Facilities it may be necessary to monitor files and usage. The College reserves the right to examine or copy files or data on College Information Technology Facilities to maintain a secure, efficient and effective Information Technology environment and to ensure compliance with this policy. In many cases user files will be copied to provide back-up for disaster recovery, and network traffic will be sampled to ensure correct functioning of equipment.

### **Junk Mail**

There is a considerable volume of unsolicited Electronic Mail sent to users. Never respond to unsolicited Electronic Mail. Doing so only confirms the validity of your electronic mail address. Use filters to discard and trash unwanted and repetitive messages or send the repetitive messages to [ticket@norrcom.com](mailto:ticket@norrcom.com) where it will be assessed and filtered globally if appropriate.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.14 Theft and Fraud Prevention**

### **Rationale**

The Board accepts that it has a responsibility to protect the physical and financial resources of the College. The Board has agreed that through the Principal, the College has a responsibility to prevent and detect theft and fraudulent actions by persons who are employed or contracted by the College or who receive services from the College. The Board accepts that any investigation into any theft or

fraudulent actions will be conducted in a manner that conforms to the principles of natural justice and is procedurally just and fair.

### **Introduction**

The Board requires the Tumuaki/Principal to establish systems and procedures to guard against the actions of theft and fraud. The Tumuaki/Principal is to report such actions to the Board chair as prescribed in the procedures set out below.

### **Guidelines**

1. As preventative measures against theft and fraud the Board requires the Tumuaki/Principal to ensure that:
  - The College's physical resources are kept secure and accounted for.
  - The College's financial systems are designed to prevent and detect the occurrence of fraud. All such systems must meet the requirements and standards as set out in the Crown Entities Act 2004, and of generally accepted accounting practice promulgated and supported by the Institute of Chartered Accountants of New Zealand
  - Staff members who are formally delegated responsibility for the custody of physical and financial resources by the Tumuaki/Principal are competent to carry out such responsibilities and that such persons are held accountable for the proper executive of their responsibilities.
  - All staff members are aware of their responsibility to immediately inform the Tumuaki/Principal should they suspect or become aware of any improper or fraudulent actions by staff, suppliers, contractors, ākonga or other persons associated with the College (see 3.10 Protected Disclosures).
  
2. In the event of an allegation of theft or fraud the Tumuaki/Principal may, as deemed appropriate, undertake the following procedures:
  - Decide to either immediately report the matter to the Aotearoa New Zealand Police or proceed as outlined in this paragraph.
  - So far as it is possible and within 24 hours:
    - Record the details of the allegation, the person or persons allegedly involved, and the quantity and/or value of the theft or fraud.
    - Request a written statement from the person who has informed the Principal, with details as to the nature of the theft or fraud, the time and circumstances in which this occurred, and the quantity and/or value of the theft.
    - Decide on the initial actions to be taken including consulting with the person who provided the information and, if appropriate, confidentially consulting with other senior members of staff about the person who is the subject of the allegation.
    - Inform the Board Chair of the information received and consult with them as appropriate.
  - On the basis of advice received and after consultation with the Board Chair, the Tumuaki/Principal shall decide whether or not a prima facie case of theft or fraud exists, and if not, to document this decision and record that no further action is to be taken.
  - The Tumuaki/Principal may, as deemed appropriate, undertake the following procedures:
    - Investigate the matter further;
    - If a prima facie case is thought to exist to continue with their investigation;
    - Invoke any disciplinary procedures contained in the contract of employment should the person be a staff member;
    - Lay a complaint with the Aotearoa New Zealand Police;



- If necessary, commission an independent expert investigation;
  - In the case of fraud, require a search for written evidence of the possible fraudulent action to determine the likelihood or not of such evidence;
  - Seek legal advice; or
  - Inform the Manager, National Operations, Ministry of Education local office and/or the College's auditors.
- Once all available evidence is obtained, the Tumuaki/Principal must consult the Board Chair. The Board Chair may, if they consider it necessary, seek legal or other advice as to what further action should be taken.
  - If a case is considered to exist, the Tumuaki/Principal – or a person designated by them – shall, unless another course of action is more appropriate:
    - Inform the person in writing of the allegation that has been received and request a meeting with them at which their representative or representatives are invited to be present.
    - Meet with the person who is the subject of the allegation of theft or fraud and their representatives to explain the complaint against them.
    - Obtain a verbal or preferably a written response (all verbal responses must be recorded as minutes of that meeting, and the accuracy of those minutes should be attested by all persons present).
    - Advise the person in writing of the processes to be involved from this point on.
  - The Board recognises that supposed or actual instances of theft or fraud can affect the rights and reputation of the person or persons implicated. All matters related to the case shall remain strictly confidential with all written information kept secure. Should any delegated staff member or any other staff member improperly disclose information, the Tumuaki/Principal shall consider if that person or persons are in breach of confidence and if further action is required. Any action the Tumuaki/Principal considers must be in terms of the applicable conditions contained in their contract of employment and any code of ethics or code of responsibility by which the staff member is bound.
  - The Board affirms that any allegation of theft or fraud must be subject to due process, equity and fairness. Should a case be deemed to be answerable then the due process of the law shall apply to the person or persons implicated.
  - Any intimation or written statement made on behalf of the College and related to any instance of supposed or actual theft or fraud shall be made by the Board Chair, who shall do so after consultation with the Tumuaki/Principal and if considered appropriate after taking expert advice.
3. Allegations Concerning the Tumuaki/Principal or a Trustee.
- Any allegation concerning the Tumuaki/Principal should be made to the Board Chair. The Chair will then investigate in accordance with the requirements of paragraph 2 of this policy.
  - Any allegation concerning a member of the Board of Trustees should be made to the Tumuaki/Principal. The Tumuaki/Principal will then advise the manager of the local office of the Ministry of Education and commence an investigation in accordance with the requirements of paragraph 2 of this Policy.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.

2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 3.15 Timetabling**

### **3.15.1 Procedures**

#### **Rationale**

The Board of Trustees shall ensure that all full time permanent and non-permanent staff shall be entitled to ten non-contact hours throughout the ten day cycle.

#### **Purposes**

To meet the requirements of the current Secondary Teachers Collective Agreement requirements on employers

#### **Guidelines**

Every attempt will be made to ensure that the non-contact time is distributed as evenly as possible throughout the ten-day cycle.

Learning Coach is not considered part of the timetabled day unless it is extended into a normal timetabled period, and as such comes under 'other duties'.

Assemblies are normally short events that fall within the normal timetabled day. If attendance is not required, then they constitute non-contact time.

The entitlement of non-contact time in the Secondary Teachers Collective Agreement is five hours per week (300 minutes). However, the entitlement can be met by a combination of timetabled time that is less than an hour each.

In exceptional circumstances, it may be necessary to instigate the use of the '**compensatory mechanisms**' [see Appendix 3.14.2] that the Board (or its advocate) has discussed and agreed to with the staff member who is affected.

Full-time Year 1 beginning teachers [PCT1] are entitled to five hours per week for beginning teacher advice and guidance and five hours minimum non-contact time giving a staffing entitlement of 15 hours (16 periods).

Full-time Year 2 beginning teachers [PCT2] are entitled to 2.5 hours per week for beginning teacher advice and guidance and five hours minimum non-contact time giving a staffing entitlement of 17.5 hours (18 periods).

The board will endeavour to maintain an average class size per teacher with more than one class of at most 26 ākonga in conjunction with those critical aspects regarding Timetabling, which are covered in Appendix 3.15.1.

This policy will be reviewed tri-annually in November 2021

## Approval

1. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 3.16 Relief

### [3.16.1 Procedures](#)

#### Rationale

The Board of Trustees shall ensure that all full time permanent and non-permanent staff shall be entitled to ten non-contact hours throughout the ten day cycle.

#### Purposes

To meet the requirements of the current Secondary Teachers Collective Agreement requirements on employers

#### Guidelines

Every attempt will be made to ensure that the non-contact time is distributed as evenly as possible throughout the ten-day cycle.

Learning Coach is not considered part of the timetabled day unless it is extended into a normal timetabled period, and as such comes under 'other duties'.

Assemblies are normally short events that fall within the normal timetabled day. If attendance is not required, then they constitute non-contact time.

The entitlement of non-contact time in the Secondary Teachers Collective Agreement is five hours per week (300 minutes). However, the entitlement can be met by a combination of timetabled time that is less than an hour each.

In exceptional circumstances, it may be necessary to instigate the use of the '**compensatory mechanisms**' [see Appendix 3.14.2] that the Board (or its advocate) has discussed and agreed to with the staff member who is affected.

Full-time Year 1 beginning teachers [PCT1] are entitled to five hours per week for beginning teacher advice and guidance and five hours minimum non-contact time giving a staffing entitlement of 15 hours (16 periods).

Full-time Year 2 beginning teachers [PCT2] are entitled to 2.5 hours per week for beginning teacher advice and guidance and five hours minimum non-contact time giving a staffing entitlement of 17.5 hours (18 periods).

The board will endeavour to maintain an average class size per teacher with more than one class of at most 26 ākonga in conjunction with those critical aspects regarding Timetabling, which are covered in Appendix 3.15.1.

This policy will be reviewed tri-annually in November 2021

### **Approval**

3. The Policy was approved and adopted by the Board at its meeting held on 2 May 2024 and became effective from that date.
4. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 4.0 General Policy on Finance and Property

### Rationale

Porirua College will comply with its financial and property obligations to maximise the learning environment.

### Purpose

To maximise the benefit to ākonga through appropriate allocation and control of financial and property assets.

### Guidelines

1. The Board will allocate funds to reflect the College's priorities as stated in the Charter by:
  - developing a long-term strategic plan
  - ensuring that the College provides an annual operational budget that reflects the Board's strategic plan, for the Board's assessment and approval.
2. The operational budget will be completed annually, and approved prior to the beginning of the new College year.
3. The Board and the College will have management procedures for monitoring and controlling expenditure:
  - income including fundraising
  - expenditure
  - accounting
  - internal spending
  - capital assets
  - reporting
4. The Board will ensure that the annual accounts are prepared and audited as required by the Public Finance Act 1989, Crown Entities Act 2004, and the Education and Training Act 2020.
5. The Board will comply with any current asset management agreement, including the Property Occupancy Agreement. The Board will have written procedures designated in a Property Management Plan documenting this responsibility. This will include a system for maintaining resources, furniture, furnishings and equipment.
6. Buildings and facilities at Porirua College will be safe and healthy.
7. The College will comply with all current legislations regarding property. The Resource Management Act 1991, the Building Act 2004 and the Fire and Emergency New Zealand Act 2017 will be included in this compliance. The College will have a documented management process which details these requirements as per the Education and Training Act 2020.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 4.1 Financial Management

### Rationale

The Board of Trustees is responsible for ensuring that the finances of Porirua College are managed and controlled in an effective manner and that all statutory obligations relating to finances are complied with.

### Purposes

- To ensure that the funds received by the College are used effectively to promote the goals and objectives of the College.
- To ensure that the College is able to meet its financial obligations.
- To ensure that appropriate controls are in place for the receiving of income and authorising expenditure.
- To ensure that adequate financial records are maintained and that accurate and timely financial information is made available to the Board and management.

### Guidelines

1. Resource Sub-Committee: The Board will convene a Resource Sub-Committee to oversee the finances of the College and report to the Board. The Board shall appoint Board and management representatives to the Resource Sub-Committee.
2. Where the Tumuaki/Principal believes that the subjects offered in the College curriculum should be substantially changed, extended or reduced, the Tumuaki/Principal will provide the Board of Trustees with a case in writing. The case will include an analysis of the costs and benefits for ākonga, and the resource implications of the recommendation, and will be provided to the Board of Trustees in time for the resource implications to be considered alongside other major changes to planned expenditure as part of the development of the draft budget for the following year.
3. Forecast Update: The Tumuaki/Principal is responsible for ensuring a financial forecast update to the budget is prepared in consultation with all staff members who have a responsibility for an expenditure cost centre.
4. The budget will be reviewed by the Resource Sub-Committee and presented to the Board for initial approval in November, and final approval no later than the April Board meeting each year.
5. Monthly Financial Report: A monthly financial report shall be provided to the Board that reports on income, expenditure and staffing, and the financial position including the uncommitted funds position.
6. Procedures and delegated authorities: The Resource Sub-Committee will ensure that appropriate procedures are in place for the receipt of income, authorisation and payment of expenditure and capital expenditure. Authority to incur and approve expenditure within budgetary-approved limits is delegated to the Tumuaki/Principal for operating expenditure and agreed capital expenditure, who may delegate to other staff members.
7. Annual Financial Statements: Annual financial statements will be prepared, and audited by the approved Government Auditor. The annual financial statements will be presented, approved and signed by the Board.
8. The college Executive Officer will be responsible for tax compliance.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.2 Sponsorship**

### **Rationale**

The Board of Trustees supports the acquiring of sponsorships which will help to provide resources for the College and educational opportunities for the ākonga. The Board accepts its responsibility to ensure that discretion is exercised as to the selection of appropriate sponsors and the use of sponsors' logos. A distinction must be drawn between identification of College representation (by way of uniform) and identification of the sponsor in areas other than uniform.

### **Purposes**

- To ensure that all sponsorship agreements and related publicity are in keeping with the values espoused by the College.
- To ensure that all sponsorship agreements or arrangements entered into are fully and properly documented.
- To maintain all representative (playing) uniform as distinctively and only for the College logo when the representative activity is within Aotearoa New Zealand.

### **Guidelines**

1. All sponsorship arrangements must be entered into by the Tumuaki/Principal, Senior Leadership or Heads of Faculty on behalf of the College. The Heads of Faculties must advise the Tumuaki/Principal of the agreements. Any sponsorship value above \$10,000 must be approved by the Board.
2. In cases of doubt the Tumuaki/Principal will consult with the Board.
3. All teams and activities may seek sponsorship provided the terms of the financial assistance are within the constraints of representative identification.
4. All sponsorship agreements entered into shall:
  - clearly describe the obligations placed on the College
  - specify the exact term of the sponsorship
  - be a maximum of five years
  - be approved and signed either by the Tumuaki/Principal or the Chair of the Board on behalf of the College as appropriate.
5. Every new offer of sponsorship shall be considered on its merits irrespective of any prior sponsorship agreement with another sponsor, taking into account the terms of such prior agreement.
6. All sponsorships must be reviewed every 3 years to ensure they:
  - meet the original criteria
  - need revision and new approval.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.3 Property Management**

### **Rationale**

The efficient and careful management of the College property within the constraints of the budget available is a major item in the governance of the College by the Board of Trustees. To assist the Tumuaki/Principal in the oversight of the property the Board will have representation on the appointments committee for the role of Property Manager, receive regular reports and oversee the development of the school property to represent our Graduate Profile of Voice, Action and Identity.

### **Purposes**

- To appoint property management staff within budget and in order to achieve the Board's goals for excellent presentation of the College in all areas of its amenities and services.
- To ensure that the Board's obligations as trustees are properly complied with, both in their spirit and legal requirements.
- To provide an environment for the ākonga, which assists and motivates their learning and achievement at College.
- To provide the best possible teaching environment to enable staff to undertake their duties and deliver the curriculum effectively.
- To provide the best possible access by the community for use of the College facilities, thereby returning funds to the College for the betterment of the facilities for ākonga and staff.
- To assist, by every possible means, the staff, ākonga and community members associated with the promotion of the extra-curricular activities of the College.

### **Guidelines**

1. The Board will appoint a Resource Committee to oversee the property management of the College. The Convenor shall be a member of the Board of Trustees. The Tumuaki/Principal and property management staff shall be represented on the Resource Committee.
2. The Resource Committee will arrange for the preparation and upkeep of a current Property Maintenance Plan and a Property Development Plan.
3. The Resource Committee will approve and recommend to the Board in February each year a property budget, which will be administered according to guidelines prepared from time to time by the Resource Committee. Property management will be accountable for the maintenance of expenditure within budget.
4. The Executive Officer will advise the Property Manager of the needs for improvements or maintenance in the classrooms and other learning areas. The work will be scheduled in the Maintenance Plan and/or Development Plan.



5. The Deputy Tumuaki/Principal or other relevant supervisors of extra-curricular activities will advise property management of the needs for improvements or maintenance in the areas of the extra-curricular facilities. The work will be scheduled in the Maintenance Plan and/or the Development Plan.
6. The work of all property management staff will be supported to the extent that they shall know and be assured of the vital part they play in ensuring that the ākonga gain maximum benefit from their time at the College. To that end, property management and the Tumuaki/Principal will take every opportunity to affirm and encourage the high standard work of property staff. Property staff are regarded as having full and equal part in the staffing amenities, social activities and staff facilities of the College.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.4 Vandalism**

### **Rationale**

The College is a potential target for spontaneous and premeditated damage to buildings, grounds, amenities, fittings and contents. Through effective planning, administration, education and insurance cover it is possible to minimise the effects of vandalism on the College amenities and financial resources to make good the results of vandalism.

### **Purposes**

- To develop among ākonga and the wider community pride in, and respect and care for, the College as their place of learning and development in the community.
- To develop and implement operating instructions for all staff and ākonga for the security of buildings, equipment, amenities, records, teaching resources and other valuable items.
- To develop and implement inspection, reporting, investigation including CCTV footage, repair and recording procedures for factual and potential incidents of vandalism.
- To develop and implement a security survey and a security development plan.
- To ensure that there is cost effective insurance cover for loss or damage to buildings, grounds, amenities, fittings and contents caused by vandalism.

### **Guidelines**

1. Maintain ongoing advice to ākonga through regular meetings, and further develop educational programmes which engender ākonga and wider community pride, respect and care of the College.
2. Organise insurance cover with optimum cost-cover effectiveness, consistent with an annual risk assessment.

3. Internal and external inspection procedures will be set up and regularly reviewed, so that any act of vandalism once identified will be reported to the Executive Officer or Property Manager. Repairs to vandalism are to be arranged by the Executive Officer/Property Manager within 24 hours and as soon after the damage as possible. If the damage cannot be repaired within insurance cover or under vandalism, the Tumuaki/Principal and Board's Property and Executive Officer/Property Manager are to be advised so that alternative special funding can be arranged and approved by the Board.
4. Procedures for the hireage of facilities, notification of Police, employment of security agents, and details of programmes for inspection are to be developed by the Executive Officer/Property Manager.
5. The security plan, including monitoring should be reviewed and updated at least annually by the Resource Committee of the Board. This is a key requirement to provide a safe environment for learning.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.5 Donations and Allocations**

### **Rationale**

The Board of Trustees acknowledges and supports the need to seek, and receive donations, to support the activities of the College. Donations are received from specific fundraising activities, and by donors giving to the College. The Board accepts its responsibility to ensure that donations are requested appropriately e.g. in accordance with Ministry of Education guidelines, and used for the purposes requested or given. Donations are received by the College, and other organisations associated with the College to support the activities of the College, now and in the future.

### **Purposes**

- To ensure all donations are appropriately requested.
- To ensure all donations are used for the purpose they are given.
- To ensure the correct entity receives the donation.
- To ensure funds are returned as and when necessary in line with the fundraising agreement of the party.

### **Guidelines**

1. College Donations: the College may request donations from parents and caregivers to support activities beyond the curriculum for ākonga and staff. The request is to be made by the Principal, in accordance with the activities and monetary amounts approved by the Board of Trustees.

2. Other Donations Received By the College: the College may seek through fundraising donations for specific activities and projects, with the approval of the Board of Trustees. The request for donations will generally be by the Principal.
3. Other Organisations Receiving Donations: organisations associated with the College may fundraise to provide funds for use by the College. The Board of Trustees should endeavour to ensure the purpose and approach to fundraising is appropriate for the College.
4. Use of Donations: it is the responsibility of the Board of Trustees, and the staff of the College to ensure donations received are used for the purpose they were requested and/or received for. The Board of Trustees should endeavour to ensure that other organisations receiving donations ensure the funds are used for the purposes originally provided.
5. The Board of Trustees will ensure the confidentiality and privacy of donors, and only publicly announce details of a donation, with the approval of the donor.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.6 Asset Management**

### **Introduction**

1. The Board accepts that it has a responsibility to protect the assets of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.
2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaki/Principal may, from time to time, further delegate some of their responsibilities.
3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and may not exceed an individual's established level of delegated authority.

### **Acquisition of Assets**

1. The Board agrees to review the asset management plan annually and agree a budget for annual asset acquisitions.
2. The Tumuaki/Principal shall have delegated authority to purchase assets within the annual asset acquisition budget, following good procurement processes, provided that the value of any individual asset is no more than \$20,000.
3. The decision to purchase any asset with a cost of over \$20,000 must be made by the Board, not the Tumuaki/Principal alone.

4. The Board shall consider the most cost efficient acquisition method for each new asset acquisition decision i.e. whether to buy or lease, and whether to acquire by operating or finance lease.
5. The Boards shall follow good procurement processes for the acquisition of assets over \$20,000. This may include placing a notice on the Government Electronic Tendering System (GETS) for acquiring assets with a combined value over \$100,000; obtaining several quotes to compare value for money; and managing any potential conflicts of interest appropriately.

### **Information Technology Assets**

1. All information technology assets, such as computers and laptops, chromebooks and associated software, must be compatible with the standard operating platform used within the College.
2. The Board aims to provide and maintain a suite of IT assets that provides the best possible learning tools for ākonga, within budget constraints, including a replacement programme that matches the expected useful life of each asset.

### **Expected Useful Lives**

1. The Board agrees on the expected useful lives of the following types of assets:

Buildings – College	18-40 years
Building improvements – Crown	10–20 years
Furniture and equipment	10–15 years
Information and communication technology	3-4 years
Motor vehicles	10 years
Textbooks	8 years
Library resources	8 years
Leased Assets	Term of Lease

### **Maintenance of Assets**

1. The Tumuaki/Principal shall have delegated authority to maintain the College’s assets in good working order, within the approved budget.

### **Asset Records**

1. A fixed asset register for all assets with a cost of \$1,000 or more shall be recorded in the fixed asset register.
2. Assets that cost between \$500-\$1,000 shall be recorded in a register of valuable assets.
3. A review of assets against the fixed asset and valuable asset registers shall be undertaken at least once a year.

### **Disposal of Assets**

1. The Tumuaki/Principal shall have delegated authority to dispose of any asset that has reached the end of its useful life (as recorded in the fixed asset or valuable asset registers), provided the original cost of that asset was less than \$20,000.

2. The Board Resource Committee shall approve the disposal of any asset that had an original cost of over \$20,000, including the reasons for disposal, disposal process and use of any disposal proceeds.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākongā and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

### **Policy 4.7 Schedule of Delegations**

#### **Introduction**

1. This Schedule of Delegations (the Schedule) was approved by the Board of Trustees (the Board) of Porirua College (the College) at its meeting on 24 February 2022 and became effective at this date. The Schedule sets out those responsibilities that can only be exercised by the Board, the responsibilities delegated to the chief executive (the Principal), and those responsibilities that the Tumuaki/Principal can delegate to specified staff positions.
2. The purpose of the Schedule is to ensure that the effectiveness of the governance and management of the College is maintained, to provide an agreed basis by which the College's executive management can exercise its responsibilities, and to enable the responsibilities delegated to be monitored. It is the Board's expectation that delegations made will be properly exercised and the persons who hold such delegations will be held accountable. If these principles are observed then the Board can be certain its responsibilities in terms of the Education and Training Act 2020, the Crown Entities Act 2004 and the Financial Reporting Act 2013 will have been properly fulfilled.
3. If persons who exercise responsibilities on behalf of the Board have any doubts or concerns in the execution of a specific action the expectation is that they will check with the person or group who made the delegation in the first place. The intention of this expectation is that should doubt arise in the exercise of a delegated responsibility it is preferable to verify the bona fides of the intended action rather than make an error of judgement and be held accountable for this.
4. This Schedule does not in itself provide the right to executive management and staff to exercise the responsibilities delegated. The right to exercise these responsibilities must be set out in a Memorandum of Delegations which sets out the delegations and is signed by the parties involved. An outline example is set out at the end of this Schedule.
5. The Tumuaki/Principal shall ensure that a copy of each memorandum is safely retained and shall be made available to the Board, the College's auditors and officers of any Court hearing a case related to the College's finances.

#### **Delegations Retained by the Board**

1. The Board retains for itself and does not delegate to any executive management or staff position the following responsibilities:
  - Approval of all operating, capital, cashflow and property maintenance budgets and amendments to these budgets;
  - Commitment of any unbudgeted operating expenditure for any invoice in excess of \$5,000;
  - The commitment or purchase of capital expenditure greater than \$20,000 or, if unbudgeted capital expenditure, \$5,000;
  - The disposal of fixed assets with a cost price in excess of \$20,000;
  - The transfer of money between any Board term deposit for a period longer than 12 months and any investment or deposit outside of a major trading bank (ANZ, Westpac, BNZ, ASB and Kiwibank ).
  - Approval to appoint positions in excess of those funded by Ministry of Education salaries grants over and above pre-approved current limit of 4.5 FTE;
  - Leave on full pay granted to non-teaching staff to attend training sessions or courses outside the College for a period greater than 10 half-days;
  - The termination of employment of any paid employee who is a direct report to the Principal;
  - Signing applications for special grants for additional buildings, agreements to build via the Ministry of Education's local office;
  - Formal communication and agreements with the Minister of Education and any other Minister of the Crown or Member of Parliament;
  - Responses to the Secretary of Education or any other permanent head of a Government faculty which was initiated by a report, written communication, request for information or required declaration received from such persons and addressed to the Board or Presiding Member of the Board of Trustees;
  - The initiation of any legal actions and any communications in relation to these actions;
  - Signature of any formal or legal agreement which is in the name of the College and must involve the Board.

Note: These responsibilities are in addition to those specified in Acts and regulations by which the Board is bound.

Board Delegations to the Tumuaki/Principal – who in turn will delegate to members of the senior leadership team or the Office and Property Managers.

1. The Board delegates to the Tumuaki/Principal the responsibilities listed below:
  - The day-to-day curriculum and resource management of the College and the achievement of the Government's key achievement areas and requirements as specified in official educational policy documents;
  - The implementation of any other requirements specified by Act of Parliament, the Secretary of Education, any other permanent head of a Government department and for individual and collective employment contracts;
  - Approval of any orders for goods and services up to the value of \$5,000 that was not provided for in a Board approved budget. Transfers to less than 12 month deposits from accounts, with those deposits being with major trading banks. Ordering fixed assets for which the capital expenditure has the prior approval of the Board or if unbudgeted, no more than \$5,000;
  - The appointment and management of employees, apart from having one Board representative on appointment panels to senior leadership, head of faculty and pastoral lead roles.

- Communication with parents, officials, media representatives of educational organisations and other firms and organisations with whom the Tumuaki/Principal deals as part of their curriculum and resource management responsibilities; and
- Delegation in writing to specified staff positions of responsibilities according to the format set out below.

Notes: These responsibilities complement those responsibilities and achievements specified in the Principal’s annual performance agreement with the Board.

During any absence of the Tumuaki/Principal from the College for more than 10 days these delegations shall be exercised by the Acting Tumuaki/Principal with the separate and prior approval of the Presiding Member of the Board of Trustees. In such an absence the Acting Tumuaki/Principal shall sign a copy of this Schedule.

### Principal’s Delegations

I have read and understood this Schedule of Delegations. I accept responsibility for the proper execution of the delegations assigned to me as Tumuaki/Principal and I will exercise these in terms of the requirements set out in the Board’s Schedule of Delegations.

Signed by:

\_\_\_\_\_ (full name)

\_\_\_\_\_ (name of position)

Date: \_\_\_\_\_

### Approval

1. This Schedule was unanimously agreed by the Board and approved as a policy document at its meeting held on 26 September 2024.
2. When the Board approved this Schedule it agreed that no variations of this Schedule or amendments to it can be made except by the majority approval of those trustees present at the Board meeting.
3. As part of its approval the Board requires the Tumuaki/Principal to make available this Schedule to all staff and for a copy to be included in the College Policy Folder (copies of which shall be available to all staff). The Board requests that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 4.8 Supplementary Schedule of Responsibilities

The list below shows financial tasks alongside the person responsible for carrying out each task. This Schedule is supplementary to the College’s Schedule of Delegations, and when carrying out these tasks Trustees, staff, contractors and volunteers must not exceed the authority delegated to them via their Memorandum of Delegation.

## Banking and Cash Handling

What	Who
Opening mail and receipting the cash received	
Receipting of all ākongā cash received	Office admin/Accounts Receivable
Preparation of banking	Accounts Receivable
Deposit of banking	Accounts Receivable
Reconciliation of daily receipts with banking	Accounts Receivable/Executive Office
Periodic bank reconciliation	Executive Officer
Review of bank reconciliation	Executive Officer
Custody of cash	Accounts Receivable/Executive Officer

## Purchases and Payments

What	Who
Raising purchase orders – paper, phone or internet	Budget Holders
Verifying receipt of goods or services	Budget Holders
Approval of invoices for payment	Budget Holders/SLT/ Executive Officer
Approving bank payment including checking supporting documentation	6 Authorised staff

## Investments

What	Who
Transfer to and from general, at-call and term deposit accounts	2 Authorised staff
Reconciliation of transfers	Executive Officer

## Accounting System

What	Who
Accounting systems daily backup	Xero
Weekly off-site backup storage	Xero
Monthly history file backup	Xero
Annual archive backup safe deposit	Xero



## Payroll

What	Who
Check of fortnightly SUE report	Executive Officer Deputy Principal
Reconciliation with bank debit with errors followed up	Executive Officer Deputy Principal
Verification of SUE reconciliation report and bank debit	Executive Officer
Staff expense claim – voucher approval	Executive Officer/Principal

## Income

What	Who
Preparation of receivables invoices	Accounts Payable Officer
Certification of invoices	Accounts Payable Officer
Reconciliation of receivables ledger	Executive Officer
Verification of reconciliations	Executive Officer
Debt write-off approvals	Executive Officer/Presiding Member

## Fixed Assets

What	Who
Fixed asset purchase approval	Board
Fixed asset purchase order approval	Executive Officer Budget holder
Fixed asset delivery acceptance check	Budget Holder
Fixed asset invoice certification	Executive Officer
Fixed asset register update	Executive Officer

## Approval

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.

3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.9 Cash Management**

### **Introduction**

1. The Board accepts that it has a responsibility to protect the cash resources of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.
2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaki/Principal may, from time to time, further delegate some of his/her responsibilities, and all such delegations must be attached as appendices to this policy.
3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and may not exceed an individual's established level of delegated authority.

### **Bank and Call Deposit Accounts**

1. The Board agrees that one account shall be operated for Board general receipts and payments.
2. The signatories to this account shall be as follows:
  - the Principal
  - the Deputy Principals
  - the Executive Officer
  - the Accounts Administrators
3. All electronic payments must be authorised by two signatories.
4. At no time shall the account be operated in overdraft without permission from the bank and the Ministry if the overdraft exceeds the borrowing limits.
5. One at-call interest bearing deposit account shall be operated to hold cash resources not currently required for operating purposes. This account is only to be operated by the Tumuaki/Principal or Executive Officer.

### **Trust Fund Account**

1. A separate bank account and call deposit account shall be used for the trusts funds held by the Board in trust for donor specified purposes. The terms and conditions for the operation of these accounts shall be the same as for the general operating account referred to above.

### **Investments**

1. Investments of College funds may only be made in accordance with the Education and Training Act 2020.
2. No investments may be made in equity stocks or in synthetic money market products (e.g. Forward Rate Agreements and Interest Rate Swaps).

3. Term deposit transactions may be processed by the Executive Officer. Other investments may only be made with the written authorisation of the Tumuaki/Principal and Presiding Member of the Board of Trustees.

### **Fundraising**

1. Some professional fundraising contracts constitute an illegal fundraising contract. No such fundraising contract will be entered into by the College. If doubt exists about the legality of a proposed fundraising contract, the Tumuaki/Principal will contact the regional Financial Adviser of the Ministry of Education for advice.

### **Cash Receipts**

1. All cash received must be paid into the College Office and properly receipted. This includes trading income, other local funds receipts and reimbursements for learning materials.
2. No cash received can be used to pay accounts in cash.
3. Only delegated staff may handle cash.
4. All receipts must be banked as soon as possible and preferably within two working weeks of receipt.
5. All cash kept on the premises must be kept secure and under the control of a delegated person.

### **Accounts for Payment**

1. All accounts for payment, other than expense reimbursements and attendance fees, must be supported by a copy of the:
  - an official College order form
  - the invoice, with certification by the authoriser that each item has been received, prices and quantities are correct and the payee details are correct
2. The invoice must be certified by the person who authorises the expenditure – budget holder or in their absence the Executive Officer.
3. Expense reimbursements must be certified by the Principal. An expense claim should be supported by GST receipts or invoices. Claims for the use of private motor vehicle usage must be certified by the Tumuaki/Principal or delegate to indicate that approval was given. Scale rates as per the award will be the basis of reimbursement per kilometre.
4. For accounts paid by electronic funds transfer, the College must obtain from the vendor verification of bank account details, i.e. bank deposit slip.

### **Petty Cash**

1. A petty cash fund of no more than \$100.00 shall be held.
2. Reimbursement claims from the petty cash fund shall not exceed \$50.00 and must be accompanied by a receipt and approved petty cash voucher.
3. Petty cash advances will only be made for amounts up to \$50.00. They must have an approved petty cash voucher. A receipt for the actual expense with any unspent cash must be provided within two working days of the advance.

### **Accounting Records**

1. The Tumuaki/Principal shall arrange for proper accounting records to be maintained. The records must satisfy all requirements specified in Acts of Parliament, financial reporting standards and other applicable standards.

2. The financial system must be so organised by the Tumuaki/Principal that the Tumuaki/Principal and Presiding Member can sign without hesitation the annual Statement of Financial Responsibility as required by Section 155 of the Crown Entities Act 2004.

### **Periodic and Annual Financial Statements**

1. For each calendar month the Executive Officer shall prepare financial reports showing:
  - Statement of Financial Performance, including comparison to budget
  - a summary Statement of Financial Position.
2. For each month the Executive Officer shall present a written summary report that describes:
  - key (financial) achievements from the previous month
  - expectations for the month ahead and
  - significant matters and/or risks that must be addressed by the College.
3. This report shall be presented to the Resource Committee prior to the Board meeting.
4. Any recommendations made to the Board for the purchase of fixed assets, investments and other use of cash resources must refer to the impact on the College's present cash resources and projected cashflows for the next 12 months.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.10 Gifts**

### **Introduction**

1. The Board agrees that it has a responsibility to ensure that expenditure on gifts incurred by the College must clearly be linked to the business of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.
2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaki/Principal may, from time to time, further delegate some of their responsibilities, and all such delegations must be attached as appendices to this policy.
3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and **may not exceed an individual's established level of delegated authority.**

## **Giving Gifts**

1. All gifts should be purchased through the College's normal purchase procedures.
2. Gift purchases must be itemised. The Board will review items in the annual accounts.
3. The cost of a gift should be reasonable and appropriately reflect the benefit received. The following guidelines were suggested for BoT contributions towards gifts for staff leaving as discussed at meeting held on 22 September 2016. The following amount was agreed:  
a base rate of up to \$50.00, plus up to \$15 per year of service thereafter.
4. If the gift is to be given during international travel, then the staff member should receive authorisation for the value of the intended koha /gift before the travel. If the need to purchase a gift arises unexpectedly during international travel, then a full record of the gift should be added to the gift register. The cost of such a gift should be justifiable to the Board.

## **Receiving Gifts**

1. Gifts should not be accepted if there is concern that their acceptance could be seen by others as an inducement or a reward that might place the staff member under an obligation.
2. If gifts received are small and of little value (under \$100), then the recipient may keep the gift.
3. If the gift is larger and more valuable, or in the form of cash, then the recipients must advise the Board of the gift. The gift will be given to the College to use unless the Board agrees to an exception to this policy.
4. If the gift arises from an employee's role as an employee of the Board, then the gift remains the property of the Board. Receipt of the gift should be declared to the Principal.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākongā and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.11 Sensitive Expenditure**

### **Introduction**

1. The board agrees that it has a responsibility to ensure that all expenditure of board funds is clearly linked to the business of the College and does not at any time provide unreasonable and personal benefit from those funds to any individual or group of individuals (staff or ākongā).
2. The board acknowledges that at times there are expenses which may be considered to be beneficial only to individuals or small groups of individuals. These may include expenses in relation to travel (especially international travel), or to koha, gifts and other payments to individuals.

3. The board has determined that any expenditure which may be considered to be beneficial to individuals or groups of individuals will be carefully scrutinised before approval and will be supported by appropriate fundraising specific to that expenditure.
4. Particular reference should also be made to the board's travel policy in considering expenditure which may benefit individuals or groups of individuals.
5. The board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Tumuaki/Principal (as the chief executive and the board's most senior employee).

### **Principles**

1. The board requires the Principal, where expenditure may be beneficial to an individual or group of individuals, to take account of the following prior to authorising this expenditure:
  - Does the expenditure benefit ākonga outcomes?
  - Does the expenditure represent the best value for money?
  - Is it in the budget?
  - Could the board justify this expenditure to a taxpayer, parent or other interested party?
  - How would the public react if this expenditure was reported by the media?
  - Would there be perceived to be any personal gain from this expenditure?
  - Does this expenditure occur frequently?
2. Any proposed expenditure which may benefit individuals or groups of individuals will be backed by funds which have been raised for the purpose. The funds will be raised with a full understanding of their purpose known to those contributing the funds – such as parents or other funding sources (eg. Charities). The funds raised will cover all costs (including travel and accommodation costs for teachers who may be involved).

### **Accounting for expenditure**

1. All expenditure which is incurred on behalf of individuals or groups of individuals will be fully accounted for and a separate income statement for management reporting purposes showing all funds raised and expenditure incurred will be provided to the board.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the board.

## **Policy 4.12 Credit Card**

### **Introduction**

1. The Board agrees that it has a responsibility to ensure that credit card expenditure incurred by the College must clearly be linked to the business of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.

2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaki/Principal may, from time to time, further delegate some of their responsibilities, and all such delegations must be attached as appendices to this policy.
3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and may not exceed an individual's established level of delegated authority.

#### **Process for Issue of Credit Cards**

1. Credit cards should only be issued to staff members after being authorised by the Board.
2. A register of cardholders should be maintained.
3. The limits set for credit card use should not exceed the overall financial delegation of the cardholder, as set out in the Schedule of Delegations. Any variations require Board approval.
4. Prior to the card being issued, the recipient must be given a copy of this policy and be required to sign it off to signify that they have read and understood it.

#### **Procedures to be followed when using the Card**

1. The credit card is not to be used for any personal expenditure.
2. The credit card will only be used for:
  - payment of actual and reasonable travel, accommodation and meal expenses incurred on College business; or
  - purchase of goods where prior authorisation from the Board is given.
3. All expenditure charged to the credit card should be supported by:
  - A GST receipt
  - A detailed invoice or receipt to confirm that the expenses are properly incurred on College business
  - For expenditure incurred in Aotearoa New Zealand of value greater than \$50 (including GST) there should also be a GST invoice to support the GST input credit
4. The credit card statement should be certified by the cardholder as evidence of the validity of expenditure.
5. Authorisation for the expenditure should be obtained on a one-up basis (for example the Tumuaki/Principal should authorise any travel by the Deputy Tumuaki/Principal and the Board should authorise any travel by the Principal). Cardholders are not allowed to approve their own expenditure.
6. All purchases should be accounted for within 5 working days of receiving a credit card statement.

#### **Cash Advances**

1. Cash advances are not permitted except in an emergency.
2. Where cash advances are taken, the cardholder must provide a full reconciliation, with receipts wherever possible, of how the cash was used. Any unspent monies must be returned to the College.

#### **Discretionary Benefits**

1. Any benefits of the credit card such as a membership awards programme are only to be used for the benefit of the College. They should not be redeemed for personal use.

#### **Cardholder Responsibilities**

1. The cardholder should never allow a person not employed by the College in a responsible position to use the card.
2. The cardholder must protect the pin number of the card.
3. The cardholder must only purchase within the credit limit applicable to the card.
4. The cardholder must notify the credit card company and the College immediately if the card is lost or stolen.
5. All internet purchases must have prior approval from HOF/SLT/EO.
6. The cardholder must return the credit card to the College upon ceasing employment or at any time upon request by the Board.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.13 Travel**

### **Introduction**

1. The Board agrees that it has a responsibility to ensure that travel expenditure incurred by the College must clearly be linked to the business of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.
2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaki/Principal may, from time to time, further delegate some of their responsibilities, and all such delegations must be attached as appendices to this policy.
3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and may not exceed an individual's established level of delegated authority.

### **Principles**

1. The Board agrees to ensure that:
  - the travel expenditure is on the Board's business, and the College obtains an acceptable benefit from the travel when considered against the cost;
  - expenses are reimbursed on an actual and reasonable basis; and
  - staff that are required to travel on business do not suffer any negative financial effect.

### **Process for Making Travel Arrangements**



1. All travel, both domestic and international, must be approved by the Executive Officer before any bookings are carried out. Travel for the Executive Officer must be approved by the Principal.

### **Travel within Aotearoa New Zealand**

1. The justification for travel within Aotearoa New Zealand must be documented. It is to be transparent and must relate to a College need. Travel within Aotearoa New Zealand is to be authorised on a one-up basis (for example the Tumuaki/Principal should authorise any travel by the Deputy Principal). However the Tumuaki/Principal is able to authorise their domestic travel arrangements and subsequently inform the Board Chair of this travel.
2. All domestic air travel is to be economy class.

### **International Travel**

1. Prior to international travel being undertaken, the traveller must be given a copy of this policy and be required to sign it off to signify that they have read and understood it.
2. All international travel should be authorised by the Board before it is commenced. A proposal must be put to the Board detailing the purpose of the trip, the expected benefit to the Board which will arise from the trip and an estimate of the costs of the trip. The Board will approve the travel in writing.
3. At the end of the trip overseas, the traveller must prepare a trip report, which details the costs incurred during the trip, activities which took place during the trip and the benefits to the Board and the College of the trip.
4. All international air travel is to be economy class.
5. Premium Economy class travel may be approved, where the Board considers appropriate, for travel more than 10 continuous hours in duration, however this will require specific Board approval. If travelling with ākongā, this doesn't apply.
6. If a staff member has a travel time without a stopover in excess of 20 hours, a rest period of 24 hours before commencing work is permitted.

### **Accommodation**

1. Staff should opt for good but not superior accommodation, for example Qualmark 2 star accommodation and must be prepared to justify exceptions to this rule to the Board.
2. Staff who stay privately will be reimbursed on production of receipts, for koha or for the cost of a gift given to the people they have stayed with. Prior to travel the staff member should receive authorisation for the value of the intended koha/gift. (Refer to Gift Policy)

### **Vehicles**

1. When using rental cars, staff should opt for good but not superior model vehicles and should be prepared to justify any exceptions to this rule to the Board.
2. Use of private vehicles is to be approved on a one-up basis and reimbursement will be at the rate specified by the relevant award
3. If taxis are used, then staff should pay for the taxis out of their own pocket, obtain a receipt and seek reimbursement through petty cash or as part of an expense claim.

### **Reimbursement of Expenses**

1. The reimbursement for business related travel expenses is on the basis of actual and reasonable costs. Actual and reasonable expenditure is defined as "the actual cost incurred in the particular circumstance, provided that it is a reasonable minimum charge".

2. For travel within Aotearoa New Zealand, actual and reasonable expenses are those incurred above the normal day to day costs. For example, a staff member would normally incur personal expenditure for lunch on a daily basis and the cost of lunch when travelling should not be reimbursed unless the costs are greater than that normally incurred.
3. All personal expenditure is to be met by the staff member. Examples of this are mini bar purchases, in house movies, laundry and private phone call charges are to be paid separately by the travelling staff member.
4. All receipts must be retained and attached to the travel claim. The claim is to be authorised on a one-up basis.
5. For expenditure incurred in Aotearoa New Zealand of value greater than \$50 (including GST) there should also be a GST invoice to ensure that GST can be reclaimed by the College.
6. Authorisation can still be given for expenditure less than \$50 where there is no receipt, for example if it is not practical to obtain a receipt or if the receipt is lost. The expenditure can be reimbursed provided there is no doubt about its nature or the reasons for it.

#### **Discretionary Travel Benefits**

- Travel benefits, including airpoints and loyalty scheme rewards/points (Flybuys, Global, etc), accrued from official travel are only to be used for subsequent travel on behalf of the College. They should not be redeemed for personal use.
- Staff must travel by the most direct route unless scheduling dictates otherwise.
- The College will not meet expenses incurred on behalf of a spouse or travelling companion. In the event of a person travelling with an employee, a reconciliation of expenses should clearly demonstrate that the College did in no way incur additional expenditure.

#### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaiki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

#### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 4.14 Entertainment**

### **Introduction**

1. The Board agrees that it has a responsibility to ensure that expenditure on entertainment incurred by the College must clearly be linked to the business of the College. The Board has agreed on the fundamental principles of this Policy, and has delegated responsibility for the implementation and monitoring of this Policy to the Principal.
2. The Board requires the Principal, as the chief executive and the Board's most senior employee, to implement and manage this Policy. The Tumuaiki/Principal may, from time to time, further

delegate some of their responsibilities, and all such delegations must be attached as appendices to this policy.

3. This Policy must be read in conjunction with other Board Policies, and the exercising of all authority and responsibilities conferred under this Policy must be in accordance with the Schedule of Delegations and may not exceed an individual's established level of delegated authority.

### **Purposes of Entertainment**

1. Entertainment expenditure in general will be for the following purposes:
  - Building relationships and goodwill
  - Representation of the College in a social situation
  - Hospitality provided in the course of College business to external parties
  - Internal social functions
2. The purpose of all purchases should be transparent and the amount expended able to be demonstrated as reasonable and appropriate.

### **College Events and Staff Meetings**

1. This includes conferences, seminars, workshops, training courses and meetings.
2. When deciding upon a venue, teachers should take into account location, accommodation standard and tariff rates. They should give due consideration to the nature of the event, total cost, expectations of participants and their home location.
3. When deciding upon catering, teachers should take into account the nature of the event and the quality of food required. Lunch should only be provided for staff meetings where it is not possible to arrange the meeting for a period which avoids the lunch break.

### **Alcohol Purchases**

1. The College should only purchase alcohol for entertainment purposes.
2. Purchases are usually for the consumption by staff and guests at College hosted events. The amount expended needs to be demonstrably reasonable and appropriate for the event and should be sufficient for moderate consumption only.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 26 September 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākongā and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.0 General Policy on Health & Safety

### Policy

This policy should be read in conjunction with the Health and Safety at Work Act 2015.

### Purpose

The board of trustees is committed to ensuring the health and safety of all workers, ākongā, visitors and contractors by complying with relevant health and safety legislation, regulations, Aotearoa New Zealand standards, and approved codes of practice.

The board of trustees is committed to providing and maintaining a safe and healthy workplace for all workers, ākongā, and other people in the workplace. We will achieve this through:

- making health and safety a key part of our role
- working with our workers to improve the health and safety system at our College – this includes engaging with union and worker representatives
- doing everything reasonably possible to remove or reduce the risk of injury or illness
- making sure all incidents, injuries and near misses are recorded in the appropriate place
- investigating incidents, near misses and reducing the likelihood of them happening again
- having emergency plans and procedures in place
- training everyone about hazards and risks so everyone can work safely
- providing appropriate induction, training and supervision for all new and existing workers
- helping workers who were injured or ill return to work safely
- making sure contractors and sub-contractors working at the College operate in a safe manner.

All workers are encouraged to play a vital and responsible role in maintaining a safe and healthy workplace through:

- being involved in improving health and safety systems at work
- following all instructions, rules, procedures and safe ways of working
- reporting any pain or discomfort as soon as possible
- reporting all injuries, incidents and near misses
- helping new workers, staff members, trainees and visitors to the workplace understand the safety procedures and why they exist
- reporting any health and safety concerns or issues through the reporting system
- keeping the workplace tidy to minimise the risk of any trips and falls
- wearing protective clothing and equipment as and when required to minimise your exposure to workplace hazards.

### Others in the workplace

All others in the workplace including ākongā and visitors are encouraged to:

- follow all instructions, rules and procedures while in the College grounds
- report all injuries, incidents and near misses to their teacher or other staff members
- wear protective clothing and equipment as and when required to minimise your exposure to hazards while learning
- Ākongā are provided with basic health and safety rules, information and training and are encouraged to engage in positive health and safety practices.

Health and safety is everyone's responsibility.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
3. The College policy folder shall be made available to staff, ākonga and parents at their request. The Board requires that the Tumuaki/Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.1 Worker Engagement and Participation**

### **Purpose**

- The purpose of this policy is to further support and improve health and safety in the workplace. It promotes engagement between the board, officers and workers. The policy provides all workers with a reasonable opportunity to be actively involved in the ongoing management of health and safety.
- This policy includes the roles undertaken by health and safety committees and elected health and safety representatives.

### **Person Conducting a Business or Undertaking (PCBU)**

As part of the board's commitment to promote and maintain a safe and healthy working environment, the board acknowledges that health and safety training will be included for all workers.

### **Duties**

- provide accurate and timely information and advice to management and workers
- ensure there is a systematic process for managing risk
- ensure effective monitoring and review systems are in place
- to escalate unresolved issues to the relevant member of the College's leadership

### **Health and Safety Representatives (HSRs)**

#### **Function and Powers**

The functions and powers of the health and safety reps are to:

- represent the workers in the work group in matters relating to health and safety
- investigate complaints from workers in the work group regarding health and safety
- if requested by a worker, to represent the worker in relation to a matter relating to health and safety in the work group (including a complaint)
- monitor the measures taken by the board that are relevant to health and safety
- inquire into anything that appears to be a risk to the health and safety of workers in the work group arising from the conduct of the business or undertaking
- make recommendations relating to work health and safety

- provide feedback to the board about whether the requirements of the Health and Safety at Work Act 2015 and Regulations are being complied with
- promote the interests of workers in the work group who have been harmed at work, including in relation to arrangements for rehabilitation and return to work.

### **Election of HSRs**

- Elections for HSRs are held triennially, or as required in the event of a HSR vacating their role.
- The election organiser calls for nominations for the HSR position by a certain date – all workers in the workgroup must have the opportunity to nominate and elect their HSR
- Elections may be undertaken using any form of voting. Voting may be by a secret ballot (if **requested by a member of the workgroup, a candidate for election or the board**)

### **Training for health and safety representatives**

The HSR training will be based on need and will reflect their function and powers.

- All newly elected HSRs must complete initial training. Initial training is considered completed when the HSR is assessed as having achieved the NZQA Unit Standard 29315 39
- HSRs will register for appropriate health and safety training in the first two months after becoming an HSR. Each HSR may undertake further training as courses become available and the board budget permits.
- As part of the HSRs' continual learning, the board will periodically coordinate and deliver active development and knowledge sharing.

NB: Refer to Health and Safety Policy Training and Induction for information for training for HSRs and general worker training.

### **Committees**

An effective way to work on health and safety matters is through a health and safety committee. Holding an election for a health and safety committee is not a requirement under HSWA. However, a College may choose to do so. HSRs are automatically members of the committee. The board and workers agree on the membership of the health and safety committee. HSRs have an automatic right to sit on the committee.

### **Objectives**

- encourage cooperation and collaboration in meeting the board's health and safety objectives
- ensure there is a consistent, co-ordinated approach to health and safety on-site
- look for initiatives to ensure health and safety continuously evolves and improves the health, safety and wellbeing of workers
- provide accurate and timely information and advice to management and workers
- ensure there is a systematic process for managing risk
- ensure effective monitoring and review systems are in place
- to escalate unresolved issues to the relevant member of the College's leadership
- wherever possible and practical health and safety committees should represent all workers, including team leaders and College management, working at the site.

### **Officers Duties**

1. Under this policy officers should:
  - actively promote positive health and safety and adhere to their responsibilities
  - provide all workers with the opportunity to participate in health and safety

- promote and encourage discussion on the election processes
    - where a HSR is elected - liaise with elected HSR
    - provide support and ensure the HSR has the resources, time and information to undertake the role
    - allow for the representative to attend approved training
    - where appropriate, act on recommendations made by the HSR
  - where a recommendation is not adopted, discuss with the HSR and confirm in writing the reason/s for the decision
  - where there is neither a HSR nor a committee, the manager will discuss with workers how their best interests in health and safety will be met.
2. It is recognised that Officers have the right to make health and safety decisions after consulting and considering any recommendations made by the College's health and safety committee, and that they are accountable for all health and safety decisions made within their respective locations:
- Where there is more than one Officer responsible for workers in the workplace, the Officers will work cooperatively with each other and the HSRs in order to identify and resolve the issues.

### **Making this policy work**

#### **Issue resolution**

- Any matter that concerns a worker about their health and safety should be raised with that worker's College leader. This can be raised by that worker, or a HSR.
- If the College leader cannot resolve the matter to the worker's satisfaction, the HSR will be approached if they are not already involved.
- The College leader, worker and the HSR will work together to get a satisfactory resolution.
- If a satisfactory resolution cannot be reached with the College leader, the worker, HSR, or worker representative may look to the options below to resolve the issue.
- Operational matters, including workload or work process, should be raised with the relevant manager as appropriate.
- Building facilities matters should be raised with the Tumuaki/Principal in the first instance.
- Policy concerns should be raised with the board.
- College leaders involved should make every effort to find satisfactory and timely resolutions.

#### **Right to refuse unsafe work**

The board recognises a worker may cease or refuse to carry out work, if the worker believes carrying out the work would expose the worker, or any other person, to a serious risk to the worker's or other person's health and safety arising from an immediate or imminent exposure to a hazard.

In this event the following steps will be taken:

- The worker will advise their relevant member of College leadership immediately.
- The worker and College leader will attempt to resolve the matter as soon as practicable.
- If the matter is not resolved the worker may continue to refuse to carry out the work, if the worker believes on reasonable grounds that carrying out the work would expose the worker, or any other person, to a serious risk to the worker's or other person's health or safety arising from an immediate or imminent exposure to a hazard.
- If the matter cannot be resolved, WorkSafe NZ will be contacted.

- The worker will perform any other work the employer reasonably requests within the scope of their employment agreement.

### **Provisional Improvement Notices**

An HSR who has received the appropriate training may issue a provisional improvement notice (notice) to a person if the HSR reasonably believes that the person is contravening, or is likely to contravene, a provision of the Act or Regulations. The notice may require the person to—

- Remedy the contravention; or
- Prevent a likely contravention from occurring; or
- Remedy the things or activities causing the contravention or likely to cause a contravention.

The HSR must not issue a notice to a person unless he or she has first consulted the person.

The HSR must not issue a notice if an inspector has already issued a notice in relation to the same matter. If a notice is issued, the HSR must provide a copy of that notice to the relevant College leader as soon as practicable.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.2 Health and Safety Policy/Procedure: Risk Management**

### **Policy and Procedure**

This policy should be read in conjunction with the Health and Safety at Work Act 2015: A Practical Guide for Boards of Trustees and Officers which clearly outlines Health and Safety responsibilities.

### **Purpose**

Risk management is the cornerstone of the Health and Safety at Work Act 2015. It allows the board to perform its primary duty of care, as far as reasonably practicable, to its workers and others. The purpose of this policy is to explain how we manage risks effectively in the College environment and work carried out by the College.

### **Scope**

This policy applies to and is to be followed by all of our workers and others in the workplace. This includes all members of the College's leadership team, workers, ākonga, contractors, temporary workers, volunteers and visitors.

The board will consult, cooperate and coordinate with other duty holders on matters when there are overlapping health and safety duties. For that reason, this policy can also be applied where an adequate risk policy does not exist in other workplaces.



The board will keep a risk register and record information from the risk management process. For each identified hazard, the following information will be recorded:

- the harm the hazard could cause
- the likelihood the harm would occur
- the level of risk
- the effectiveness of current controls
- what further controls are needed
- how the controls will be implemented – by whom and by when
- review date

### **How do we manage health and safety risks effectively?**

Health and safety is everyone's responsibility and together we will keep our workplace safe and secure. To do this, we will manage health and safety risks effectively. The four steps below describe how we do this.

1. Identifying hazards: finding out what situations and things could cause death, injury or illness
2. Assessing risks: understanding the nature of the risk that could be caused by the hazard, what the consequences could be and the likelihood of it happening
3. Controlling risks: implementing the most effective control measures that are reasonably practicable in the circumstances
4. Reviewing control measures: ensuring control measures are working as planned

### **Roles and Responsibilities**

Everyone has a part to play in managing risk effectively.

#### **Officers**

- ensure workers and others know about health and safety risk processes and procedures
- ensure that workers receive the right health and safety risk training and are aware of the risks on induction into the work area
- hold and maintain the risk register for the work group
- inform 'others in the workplace' of any known risks and controls in place
- assess risks that are reported to you
- consult with workers on the most effective controls to manage the risks
- regularly review and monitor risks and the controls that are in place

#### **Workers – (employees, temporary workers, contractors, volunteers)**

- take reasonable care of their own health and safety
- take reasonable care that their acts are not a risk to the health and safety of others
- take reasonable steps to eliminate risks when they are first identified
- report any risks to their relevant College leader, including those that have already been eliminated
- seek support from the health and safety representative on health and safety risk matters if required
- comply with this policy and procedures in the workplace
- comply with any reasonable instruction in relation to risks given by the board or the PCBU they are visiting
- inform others of known risks

- may cease or refuse to carry out work if they believe the work would expose them to a serious risk

### **Health and Safety Committee**

- facilitates co-operation between the board of trustees and College workers in instigating, developing, and carrying out measures designed to ensure the College workers' health and safety at work
- assists in developing any standards, rules, policies, or procedures relating to health and safety that are to be followed or complied with at the College
- makes recommendations to the board of trustees about work health and safety.

### **Health & Safety Representatives**

- represent workers on health and safety risk matters
- promote the interests of workers who have raised health or safety risks
- monitor risk controls undertaken by the board
- investigate complaints from workers about health and safety risks
- after first consulting with the relevant College leader, issue provisional improvement notices if risks in the workplace are not managed so far as is reasonably practicable
- direct workers to cease work if they believe the work would expose them to a serious risk

### **Others – (visitors, ākongā, parents etc)**

- take reasonable care of their own health and safety
- take reasonable care that their acts are not a risk to the health and safety of others
- take reasonable steps to eliminate risks when they are first identified
- comply with any reasonable instruction given by the board in relation to risks

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.3 Health and Safety Policy/Procedure: Injury and Incident Management and Reporting**

### **Policy**

This policy should be read in conjunction with the Health and Safety at Work Act: A Practical Guide for Boards of Trustees and Officers which clearly outlines Health and Safety responsibilities.

### **Purpose**

Incident management is key to any workplace's Health and Safety systems/processes. Incident management requires a College wide approach with clear points of accountability for reporting and feedback. The purpose of this policy is to:

- outline the principles of incident management
- standardise the incident management process
- ensure consistency in definitions
- outline roles and responsibilities for incident management

### **How does the College manage incidents effectively?**

The principles of accountability, obligation to act, and collaboration should be applied at each step of the incident management process. The six steps include identification, notification, classification, investigation, action and evaluation.

#### **Step 1: Identification**

It is important for all workers to recognise when an incident or near miss has occurred. Workers need to act immediately to make sure those who are involved are safe and that the workplace poses no further risks. You may need to apply first aid. First aiders are available to provide immediate assistance to anyone who has suffered an injury or illness while at work.

#### **Step 2: Notification**

Workers must notify their relevant College leader when an incident occurs. The board uses the incident notification form to document incidents. College leaders are required to investigate incidents lodged by their workers to ensure local action is taken. All incidents and notifiable events including near misses must be reported.

#### **Step 3: Assessment**

The relevant College leaders need to assess the level of incident that has occurred. When a 'Notifiable Injury or Illness' and/or 'Notifiable Incident' happens, WorkSafe NZ must be contacted. This is called a Notifiable Event. The site must be kept preserved to allow WorkSafe NZ to inspect it. Examples of a notifiable incident include harm that causes hospitalisation for 48 hours or more, amputation of a body part etc.

#### **Step 4: Investigation**

The investigation of incidents is an essential component of incident management. All incidents, including notifiable events, should be investigated to identify the causes. Following the investigation, corrective actions to prevent similar incidents and injuries happening again are identified and implemented as soon as possible after the event. This policy is not a requirement under HSWA, however it is an example of good practice.

#### **Step 5: Action**

Actions are developed for each recommendation. Actions may be in the form of putting in place risk controls. The HSR, the affected worker, and others in the workplace may be consulted about the action. Accountability for each action will be given to a person in the work group. Progress on the implementation of actions is monitored regularly. Mechanisms for monitoring include risk registers, team meetings, health and safety committees and aggregated information collated by the Tumuaki/Principal or the HSR. The HSR or Tumuaki/Principal collates this information to generate

reports and analyse incident data to identify trends, risks and to initiate, monitor and/or evaluate system improvements.

### **Step 6: Review**

The review step monitors whether the actions taken have been successful in preventing further incidents. Actions that have been made must be regularly monitored and reviewed to ensure they are effective. The manager is expected to do this in consultation with workers.

### **Roles and Responsibilities**

Everyone has a part to play in managing incidents effectively.

### **Person Conducting a Business or Undertaking (PCBU)**

The board of trustees is committed to providing and maintaining a safe and healthy workplace for all workers, ākongā, and other people in the workplace. We will achieve this through:

- making health and safety a key part of our role
- doing everything reasonably possible to remove or reduce the risk of injury or illness
- making sure all incidents, injuries and near misses are recorded in the appropriate place
- investigating incidents, near misses and reducing the likelihood of them happening again
- having emergency plans and procedures in place
- training everyone about hazards and risks so everyone can work safely
- helping workers who were injured or ill return to work safely

### **Officers – (Tumuaki/Principal and individual board members)**

- know and keep up to date with incidents that are associated with the College's operations
- ensure resources and processes are in place to prevent incidents
- ensure processes are in place for timely information on incidents
- ensure health and safety processes are actually implemented
- monitor the health and safety performance of the College

### **Workers – (employees, temporary workers, contractors, volunteers)**

- take reasonable care of their own health and safety
- ensure their actions or omissions do not affect others health and safety
- immediately report any incident to their relevant College leader
- report any risk or hazard to the relevant College leader to prevent injuries occurring
- cooperate with the incident management policy and its procedures in the workplace including investigations of incidents
- participate in the implementation, monitoring and evaluation of actions following an incident investigation
- comply with any reasonable instruction given by the board or the PCBU they are visiting
- encourage fellow workers and others visiting the workplace to notify identified incidents

### **Members of the College's leadership team**

- view all incident investigation forms submitted by workers as soon as practicable
- report notifiable incidents to WorkSafe NZ via the College's Tumuaki/Principal or their designated representative
- investigate all incidents submitted by workers who report them, undertake actions in a timely manner, and document these

- consult with health and safety representatives, the affected worker, and others in the workplace during investigations and actions
- delegate actions to relevant workers, who may also need to review them
- monitor and review the effectiveness of actions taken

### **Health & Safety Representative**

- represent workers on matters relating to health and safety incidents
- investigate complaints from workers in the workplace
- monitor the incident management approach undertaken by the board
- promote the interest of workers who have raised/reported health and safety incidents
- if requested by the relevant College leader, participate in incident investigations

### **First Aiders**

- take reasonable care of their own health and safety
- identify themselves to workers and others in the workplace
- provide immediate assistance to anyone who has suffered an injury or illness while at work
- ensure that the workplace has adequate First Aid resources
- ensure that First Aid can be provided for the risks that are apparent within the workplace
- keep their qualifications up to date
- attend training or refresher courses as required

### **Others in the workplace – (visitors, ākongā, parents etc)**

- take reasonable care of their own health and safety
- ensure their actions or omissions do not affect other's health and safety
- comply with instructions given by the board or another PCBU
- immediately report any incident to an officer

### **Infectious diseases**

- The College will follow Ministry of Health guidelines and information on early signs of illness, length of time the ākongā will be infectious and the length of time the child should be excluded from the Collegeing environment.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.4 Induction, Training and Information**

### **Policy**

This policy should be read in conjunction with the Health and Safety at Work Act 2015: A Practical Guide for Boards of Trustees and Officers which clearly outlines Health and Safety responsibilities.

## **Purpose**

To provide new workers with information and training in health and safety, including their responsibilities and rights to a safe and healthy work place.

Health and safety is everybody's responsibility. Effective health and safety management requires the involvement of all College workers.

## **Induction**

Workers: all new workers must have a College induction arranged by their principal/relevant College leader. This will include the identification of:

- risks and hazards within their work area
- appropriate risk control procedures
- the risk register which will be provided to be read and signed by the worker
- relevant College health and safety policy and procedures for reading
- emergency procedures (sight first aid cabinet, fire alarms and firefighting equipment, emergency exits)
- an introduction to the area Health and Safety Representative and those trained in first aid.

The principal/relevant College leader is responsible for ensuring the workers induction checklist is completed.

## **Health and Safety Training**

Compulsory health and safety training for all workers includes:

- fire drills
- computer health and safety
- harassment and bullying prevention
- other training as directed by the principal, necessary to ensure risks associated with specific work are managed in a safe manner.

## **Optional training available, relevant to specific work areas and/or potential hazards:**

- First Aid (to be approved by principal). All workshop and technical workers should be trained in first aid. Also, coverage can be provided in an area by other full-time workers.
- Back care/manual handling
- CPR
- Defensive Driving
- Hazardous Substances: Workers who handle chemicals must meet the training requirements of the Hazardous Substances and New Organisms Act 1996 (HSNO) and Regulations: this includes chemical safe handling training (2.5 hour course)
- Approved handler training (4 hour ERMA course).

## **Contracted workers**

### **Induction**

The principal/relevant College leader will:

- provide health and safety induction, as appropriate, including: hazards and controls within their area and scope of work
- a walk-through of emergency procedures

- relevant College health and safety policies and procedures

### **Service, maintenance and construction contractors**

The appropriate College leader will ensure that all health and safety requirements and responsibilities are carried out in accordance with the policy on contractor health and safety.

### **Criteria for Health and Safety Trainers**

To ensure our workers and external trainers have appropriate qualifications and experience to teach Health and Safety in their field of expertise. It is the responsibility of the Tumuaki/Principal or their designated representative to check the following:

- Qualifications of the trainer
- Industry Experience
- Current competency and registrations
- Person specifications for the role, as described in the position description/profile and expectations for each worker

### **Monitoring**

- Completion of training is reported and recorded
- Tumuaki/Principal or nominee monitors renewal/refresher needs for First Aid and Fire Warden training

### **Review and assessment**

The effectiveness of information and training programmes will be assessed at the same time as health and safety components of the Annual Plan. The assessment needs to determine whether:

- Programmes are effective and still appropriate
- Any updates are required
- Further topics should be added.

Individual training needs can be reviewed, in consultation with worker, when professional development and job training plans are updated.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement.

The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.5 Personal Protective Equipment**

### **Policy**

This policy should be read in conjunction with the Health and Safety at Work Act: A Practical Guide for Boards of Trustees and Officers which clearly outlines Health and Safety responsibilities.

## **Purpose**

- The purpose of the Personal Protective Equipment (PPE) policy is to protect our workers from risks we have in the workplace. PPE is not a substitute for more effective control methods. It is considered when all other means of hazard and risk control are not satisfactory or possible. It will be used with other controls unless there are no other means of control.

## **Scope**

This policy applies to and is to be followed by all of our workers and others at the College. This includes all members of the Colleges leadership team, workers, contractors, temporary workers, volunteers and visitors.

The board will consult, co-operate and co-ordinate with other workplaces on PPE that is to be used. For that reason, this policy can also be applied where an adequate PPE policy does not exist at other workplaces.

## **Standards**

- we will meet the requirements of WorkSafe NZ Regulations
- our people must have access to PPE when it is required
- PPE must meet the relevant AS/NZS compliance standards -
  - equipment provided must fit the person correctly for example: hard hats/helmets fit and adjusted correctly
  - foot and eye wear must be the right size
  - our people must be trained in using the PPE
  - PPE must be maintained in good condition and available for use when needed.

## **Roles and Responsibilities**

We will provide the right tools to get the job done safely.

### **Workers – (Employees, Temporary Workers, Contractors, Volunteers)**

- wearing PPE properly as required
- attending the required training sessions
- properly caring for, cleaning, maintaining and inspecting PPE as required
- following the board's PPE policies and rules
- informing the relevant College leader of the need to repair or replace PPE

### **Officers**

- conducting workplace and activity hazard and risk assessments
- determining the presence of hazard and risks which need PPE
- selecting and purchasing PPE and making it available to our people
  - reviewing, updating and conducting PPE hazard and risk assessments whenever a job changes
  - new equipment is used
  - there has been an incident
  - a person or manager requests it, or at least every year
- maintaining hazard and risk assessment records
- providing training, guidance and help to our people on the proper use, care and cleaning of approved PPE



- ensuring that PPE training certification and signed evaluation forms are in the person's PPE and training records
- maintaining records of PPE issued and training undertaken
- ensuring that our people properly use and maintain their PPE
- ensuring that our people follow the board's PPE policies and rules
- notifying the College leadership team and health and safety representatives when new hazard and risks arise, or processes are added or changed
- ensuring the immediate disposal and replacement of defective or damaged PPE
- periodically re-evaluating the suitability of previously selected PPE
- reviewing, updating, and evaluating the overall effectiveness of PPE use, training and policies

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 31 October 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.6 Others in the Workplace**

### **Policy**

This policy should be read in conjunction with the Health and Safety at Work Act: A Practical Guide for Boards of Trustees and Officers which clearly outlines Health and Safety responsibilities.

### **Rationale**

For the safety of visitors and the College's ākonga and workers, the College must be able to identify who is on the College site. The Tumuaki/Principal must be informed of any interviews of ākonga by visitors from outside agencies.

### **Purpose**

1. To identify all visitors to the College.
2. To ensure administration workers are aware of who is in the College throughout the day for security and emergency purposes.
3. To provide clear guidelines on identifying visitors.

### **Process**

1. Signs requesting visitors report to the College office are posted around the College and the administration block is clearly marked.
2. On reporting to the office, visitors are requested to sign in with the date and time of their arrival and receive a visitor's label to wear while on the College grounds.
3. Any visitor wishing to speak to an ākonga other than a child under their care must have the permission of the Tumuaki/Principal or his delegated representative.
4. Administration workers will locate the appropriate person to meet with the visitor and escort them around the College.

5. College workers are expected to challenge any visitors to ensure they have reported to the office, and that their presence is understood.
6. The Tumuaki/Principal must approve any non-workers attendance at College with the exception of parent helpers.
7. Those meeting with workers or ākongā, going to other parts of the College, or working on the College site must sign in. Persons unknown to the College must produce recognised photo identification (being Driver's Licence, Passport or other formal identification with a photo).

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy shall be reviewed every two years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.7 Vulnerable Children Policy**

### **Policy Summary**

This policy outlines Porirua College's commitment to child protection. It includes protocols when child abuse is reported or suspected. It also includes practice notes on measures to be taken to prevent child abuse. All staff are expected to be familiar with this policy and to abide by it.

### **Purpose Statement**

Porirua College has an obligation to ensure the wellbeing of ākongā in our care and are committed to the prevention of child abuse and neglect and to the protection of all children. The safety and wellbeing of the child is a top priority when investigating suspected or alleged abuse.

Porirua College supports the roles of the Aotearoa New Zealand Police (the Police) and Oranga Tamariki in the investigation of suspected abuse and will report suspected/alleged abuse to these agencies.

Porirua College supports families to protect their children.

Porirua College provides a safe environment, free from physical, emotional, verbal or sexual abuse.

### **Policy Principles**

- The interest and protection of the child is paramount in all actions.
- The College recognises the rights of family to participate in the decision-making about their children.
- The College has a commitment to ensure that all staff are able to identify the signs and symptoms of potential abuse and neglect and are able to take appropriate action in response.
- The College is committed to supporting all staff to work in accordance with this policy, to work with partner agencies and organisations to ensure child protection policies are consistent and high quality.
- The College will always comply with relevant legislative responsibilities.

- The College is committed to share information in a timely way and to discuss any concerns about an individual child with colleagues or the Person in Charge.
- The College is committed to promote a culture where staff feel confident that they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
- The College recognises and supports section 2(i) of the Registered Teacher Criteria requiring staff to 'demonstrate commitment to promoting the well-being of all learners by taking all reasonable steps to provide and maintain a teaching and learning environment that is physically, socially, culturally and emotionally safe.

### **Definitions**

Child abuse: Includes physical, emotional and sexual abuse as well as neglect which is the direct consequence of a deliberate act or omission by an adult and which has the potential or effect of serious harm to the child.

### **Identifying possible abuse or neglect**

To download the Oranga Tamariki 'Signs of abuse and neglect' chart see

[https://www.ecc.org.nz/Folder?Action=View%20File&Folder\\_id=107&File=Signs%20of%20Abuse%20and%20Neglect.pdf](https://www.ecc.org.nz/Folder?Action=View%20File&Folder_id=107&File=Signs%20of%20Abuse%20and%20Neglect.pdf)

For information about identifying child abuse see

<http://www.cyf.govt.nz/documents/aboutus/publications/27713-working-together-3-0-45ppi.pdf>

This resource produced by Oranga Tamariki is for people in social service agencies, Colleges, healthcare organisations, community and other groups who have close contact with children and families It includes useful information about identifying possible child abuse and an assessment framework.

### **Responding to suspected abuse or neglect**

To download the 'Child Abuse Reporting Process' flowchart see

[https://www.ecc.org.nz/Folder?Action=View%20File&Folder\\_id=107&File=Reporting%20Process%20for%20Child%20Abuse.pdf](https://www.ecc.org.nz/Folder?Action=View%20File&Folder_id=107&File=Reporting%20Process%20for%20Child%20Abuse.pdf)

All suspicions or observed incidents or reports of incidents should be reported directly to the Person in Charge as soon as possible, who will immediately take steps to protect the child(ren), record the report and report the concern.

If there is clear evidence or reasonable cause to believe an instance of child abuse having taken place, the Person in Charge shall notify Oranga Tamariki.

In addition to guiding staff to make referrals of suspected child abuse and neglect to the statutory agencies (i.e. Oranga Tamariki and the Police), this child protection policy will also help staff to identify and respond to the needs of the many vulnerable children whose well being is of concern.

In many of these cases the involvement of statutory agencies would be inappropriate and potentially harmful to families. Throughout Aotearoa New Zealand statutory and non-statutory agencies provide a network of mutually supportive services and it is important for Porirua College to work with these to respond to the needs of vulnerable children and families in a manner proportionate to the level of need and risk.

Staff members will discuss suspicions with a senior staff member.

Where appropriate, the person making the allegation will be given a copy of this policy.

College Alert Programme - alerts from police of children who have been affected by a family harm incident are received by the College Tumuaki/Principal and social worker. Other staff will not be informed of the alert but can be asked to keep an eye on the student and alert the social worker if they have any concerns. The social worker will check in on wellbeing and offer support.

### **Allegations or concerns about staff**

When a staff member is suspected, the same processes apply.

If there is a need to pursue an allegation as an employer, consult with Oranga Tamariki or the Police before advising the person concerned, informing them that they have a right to seek legal advice and providing them with an opportunity to respond. They should also be informed of their right to seek support from the relevant union/representative body. It is vital to follow ordinary disciplinary policies, guided by the employment contract/collective employment contract and relevant statutory obligations.

We commit to follow the Education Council requirements on mandatory reporting <https://education.council.org.nz/canter/making-mandatory-reports>

### **Confidentiality and information sharing**

The Privacy Act 1993 and the Children, Young Persons, and their Families Act 1989 allow information to be shared to keep children safe when abuse or suspected abuse is reported or investigated. Note that under sections 15 and 16 of the CYPF Act, any person who believes that a child has been, or is likely to be, harmed physically, emotionally or sexually or ill-treated, abused, neglected or deprived may report the matter to Oranga Tamariki or the Police and, provided the report is made in good faith, no civil, criminal or disciplinary proceedings may be brought against them.

### **Recruitment and employment (safety checking)**

Safety checking will be carried out in accordance with the Vulnerable Children Act 2014. This will include: a police vet; identity verification; references and an interview. A work history will be sought and previous employers will be contacted. If there is any suspicion that an applicant might pose a risk to a child, that applicant will not be employed.

### **Training, supervision and support**

Training, resources and/or advice will be available to ensure that all staff can carry out their roles in terms of this policy, particularly:

- Understanding child abuse and indicators of child abuse.
- How to reduce the risk of child abuse.
- Understanding and complying with legal obligations in regard to child abuse.
- Working with outside agencies on child abuse issues.
- Planning of environment and supervision to minimise risk.
- Dealing with child/parents/family.

This policy will be part of the initial staff induction programme.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.8 Smoke-Free Environment**

### **Rationale**

The College is required to comply with the Smoke-free Environments Amendment Act 2003. In accordance with this legislation, staff and ākonga are to be protected from exposure to tobacco smoke.

### **Purposes**

- To ensure compliance with smoke-free legislation which requires that ‘the buildings and grounds of Colleges and early childhood centres are smoke-free.
- To develop a plan of action to be taken in the case of non-compliance with the College’s smoke-free policy.
- To ensure that ākonga do not smoke at or in any travel to or from College.

### **Guidelines**

1. Smoking is not permitted within the College buildings or on the grounds at any time. This applies to staff, ākonga and visitors alike and at all times.
2. Ākonga are not permitted to smoke at or while travelling to and from College or at any College-related activity.
3. Non-compliance with the smoke-free policy shall be resolved using the normal disciplinary procedures set by the Board of Trustees, commencing with a warning by the Tumuaki/Principal or his Deputy.
4. The policy will be reviewed in consultation with staff at times requested by staff, parents, or the Board of Trustees.
5. The Guidance staff will support ākonga wishing to quit smoking, and because the programmes necessary to assist such ākonga are outside their area of expertise, they will refer the ākonga to the appropriate agencies.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.9 Child Abuse and Suspected Child Abuse

### Rationale

Porirua College is committed to a proactive approach in dealing with cases of child abuse and suspected child abuse. The College accepts its responsibility to assist the ākonga enrolled at the College to live safe and healthy lives in order to achieve their educative potential during their College days.

### Purposes

- To provide a supportive environment free from abuse and demonstrably caring for the victims of abuse.
- To prevent further abuse taking place.
- To prevent unfair treatment of the victims of child abuse.
- To prevent unfair treatment of the perpetrators of child abuse.
- To facilitate appropriate treatment programmes for both victims and perpetrators of child abuse.
- To support the investigation, as far as the College is able and might be reasonably expected to, of cases of suspected child abuse. All procedures to follow MoE Reporting Abuse Protocols (Aug 09)

### Guidelines

1. The staff will work within the bounds of the law in dealing with child abuse and suspected child abuse.
2. Unless strictly bound by confidentiality requirements, child abuse and suspected child abuse cases will be discussed with the Principal.
3. The Principal, in consultation with Guidance staff, will decide what action should follow a report of abuse or suspected abuse of an ākonga of the College. Where appropriate, authorities (either Police or Oranga Tamariki) will be notified of serious harm and/or abuse of an ākonga.
4. All concerns and observations will be documented by the Guidance staff (most usually the Guidance Counsellor or Social Worker) and the medical practitioner to whom the College refers cases for attention should be advised.
5. Within the terms of Guidelines 1-4 above, the College will take legal advice through the Board's solicitor, and any recommendations of the statutory Child Protection Agency (Oranga Tamariki) will be followed.
6. The Guidance staff of the College are referred to the document entitled "Basic Principles for the Management of Child Abuse and Suspected Abuse". Other documents providing suggested procedures will be referred to as necessary. The College will attempt to ensure that no ākonga enrolled at the College is deprived of a satisfactory opportunity for effective education due to abuse of their person.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 31 October 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.10 Communicable Diseases

### Rationale

Porirua College is committed to the positive management of all communicable diseases.

### Purposes

- To support and prevent unfair treatment of people suffering from communicable diseases.
- To ensure adequate measures are taken to prevent spread of a communicable disease within the College.
- To inform and educate College pupils about communicable diseases with a view to reducing risk of infection and spread of such diseases.

### Guidelines

1. People with certain communicable diseases are usually fit for work and study, (e.g. HIV/AIDS, Hepatitis B & C).
2. Staff and ākonga suffering from blood-borne or sexually transmitted communicable diseases such as HIV/AIDS, Hepatitis B and C do not pose a significant health risk to others in a College setting where appropriate and adequate procedures are maintained. Employment, enrolment and participation in the College activities will not be denied to these people.
3. The health status of any member of the College community will be kept private and confidential at all times within the terms of the Notifiable Diseases regulations.
4. Standard safety and hygiene procedures must be applied universally in the College at all times. The Guidance Faculty and Senior Leadership will regularly remind staff and ākonga of these procedures.
5. The Health Education programme will provide an appropriate forum for answering questions and fostering discussion about communicable diseases.
6. Ākonga suspected of having impetigo (College sores), whooping cough, and measles are to remain isolated at home and caregivers required to get a medical clearance indicating they are fit to return to College.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.11 First Aid

### Rationale

As a reasonable requirement in a College community there must be provision for effective handling of cases of sickness and injury.

## Purposes

- To provide a safe and healthy environment.
- To provide education and training in health, accident prevention, and first aid for ākongā and staff.
- To ensure that a person with training is available to assist with cases requiring first aid. Such a person shall be nominated the First Aid Officer and shall hold a current First Aid Certificate provided by a recognized training agency.
- To assist all staff to obtain certificates in first aid.
- To provide for satisfactory procedures to be followed in all cases of sickness and injury occurring at College or in association with College activities.

## Guidelines

1. Procedures are to be developed and published in the Staff Handbook giving details as to action to be followed in cases of sickness or injury.
2. A person is to be nominated as in charge of first aid for the College.
3. Ākongā and parents should be advised periodically and at least annually of procedures to be followed in the case of sickness or injury at the College or at a College activity.
4. Funding for the adequate provision of first aid care should be identified in the annual budget of the Board.
5. First aid is to be restricted to preliminary and immediate treatment. It shall not apply to any long-term condition or follow-up out-patient type care.
6. An injury occurring outside College Office hours is to be dealt with by the teacher or parent in charge of the event, according to procedures agreed by the nominated activity code or the person with first aid training available at the time. If there is no such person the teacher or parent in charge of the activity is to call the nearest available medical assistance and apply common sense as to the most appropriate care possible in the circumstances.
7. Excursions, field trips, camps, and other such outdoor activities should be approved by the College for participation by College ākongā only when adequate and trained staffing is available to respond to any first aid emergency which may arise. All trips need to have a first aid kit available.
8. Ākongā with chronic conditions that may likely require staff intervention based on information from the parents.
  - identify these through enrolment form
  - in consultation with parents develop a “care plan”
  - This care plan is to be distributed to the Pastoral Lead of the Learning Community who in turn will inform the teachers.
  - The plan is to be treated and stored as confidential.
  - Each year to be received and redistributed to the Pastoral Lead and teachers of the ākongā's next year.
  - Epi-pen dependent ākongā to be published to all staff so the ākongā is known to all in the case of an emergency.
9. Ākongā with diabetes to be encouraged to keep clearly labelled a “hypo kit” in the unlocked diabetes drawer in the First Aid room and extra insulin in the First Aid fridge.
10. Epi-pen dependent ākongā to carry pen with instructions in their clearly marked College bag. Also to be encouraged to keep an extra Epi-pen clearly labelled in the anaphylaxis drawer in First Aid room. Epi-pens and glucagon pens (diabetes) are only to be used for the ākongā whose name appears on it.



11. Ākonga with medication specific to them can have their clearly labelled medication kept securely in the locked medical cupboard in the first aid room. To be dispensed as indicated in written instructions by caregiver. Keys are always to be secured.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.12 Creating a Safe, Non-Violent and Bully-Free Environment**

### **Rationale**

Porirua College is required to take all reasonable steps to provide a 'safe physical and emotional environment' for its ākonga and staff.

In order to promote the College as a safe learning environment, the Board of Trustees recognises the need for reinforcement of behaviour which is non-threatening and non-violent. All ākonga and staff have the right to expect their place of work at the College and in all events associated with the College to be without fear of violence, whether physical, verbal, against property, or against self. The Board also recognises its responsibilities to implement an effective anti-bullying programme.

The effects and implications of bullying can be far reaching. Bullying can create an atmosphere of intimidation and insecurity which extends far beyond the direct victims and perpetrators, affecting the entire community of a College. It can stunt the educational and social development of all those involved, whether directly or indirectly. Porirua College is committed in its duty of care to deal effectively with incidents of bullying.

### **Definition**

Bullying is seen as an attack or attacks resulting from a wilful, conscious desire to hurt, threaten, frighten or humiliate an individual or group of people.

### **Purposes**

- To state and uphold the Non-Violent Conduct Rule of:
  - No physical violence
  - No verbal violence
  - No violence to property (including theft)
  - No violence to self (including use of harmful and/or illegal substances)
  - No cyber bullying
- To provide an orderly environment.
- To enhance the tone of the College in order to facilitate the achievement of best learning outcomes for ākonga.
- To encourage respect for all members of the College community.

- To assist all members of the College community to feel safe and secure, experiencing no fear or threat in the workplace.
- The College is to continue implementation of an anti-bullying programme.

### Guidelines

1. Bullying can take a number of forms and needs to be identified and addressed. These forms include:
  - 1.1. Physical bullying – any assault on another person which can range from a “prod” to grievous bodily harm.
  - 1.2. Psychological bullying – the reduction of a person’s self-esteem or confidence through threatening behaviour and/or looks, taunting or teasing about race, gender, disability, lack of ability, family circumstances, appearance or any other feature of their lives which can be used to wound them.
  - 1.3. Social bullying – ostracism, exclusion, threats and coercion, rejection by the peer group.
  - 1.4. Verbal bullying – the use of language in a derogatory or offensive manner such as swearing, racist or sexist abuse, sexual innuendo, homophobic bullying, spreading rumours and harassment.
  - 1.5. Cyber bullying including the use of mobile phones, internet, facebook etc to bully or harass.
  - 1.6. Other, including interference with or damage to property, extortion and gesturing.
  - 1.7. Positive behaviour is to be regularly and consistently reinforced and encouraged in simple and appropriate language. Speakers and learning situations are to be used to promote a positive behaviour environment at the College. Where appropriate, ākongā exhibiting signs of inappropriate behaviour are to be referred to the Guidance staff
  - 1.8. Incidents of bullying should be dealt with by the teacher in the first instance (*see Appendix 5.13.1*). If the behaviour is repetitive or serious it should be referred to the relevant Pastoral Lead. The Pastoral Lead will either deal with the situation or consult with or refer to the Guidance Counsellor or Senior Leadership. The most serious incidents may be referred to the Principal, who may then convene the Disciplinary Subcommittee of the Board of Trustees. Very serious incidents of bullying may be referred directly to the Police.
  - 1.9. The positive consequences of appropriate behaviour will be stressed where possible e.g. in the promotion of the Pride Guide. Such values as courtesy, consideration for others and co-operation will be upheld by affirmative action by staff, and between all members of the College community.
  - 1.10. Senior Leadership and Guidance Faculty including Guidance Counsellor, Pastoral and Learning Coaches are to make ākongā aware of the College’s attitude to bullying and the strategies to be followed if incidents of bullying arise.
  - 1.11. Cyberbullying is defined as ‘the use of information and communication technologies to support deliberate, repeated and hostile behaviour towards another person. It is recognised that this form of bullying has potentially more serious consequences because of the way in which the technology increases the power of the bully and the sense of helplessness of the victim i.e.
    - The potential to include a wider audience
    - The more enduring nature of the written word
    - The ability to reach the target at any time and place
    - Significant breaches of privacy through the use of photos
    - Bullies cannot see their victim, which reduces the possibility of empathy

- The intensity and length of the attacks may be greater than if they were face to face
  - Bullies believe their anonymity protects them; and inadequacy of changing Colleges as a remedy because of the far-reaching nature of cyberbullying
- 1.12. The College recognises that the control of cyberbullying is limited when it occurs out of College on personal computers at home but accepts that it has some supervisory responsibility when carried out under the College's name. The college has strict guidelines regarding the appropriate use of college computers/server and access to the internet in or outside of College hours.
- Any ākonga, staff member, parent or other person wishing to set up a website or page on a website, that uses the name of Porirua College or any reference to Porirua College (Black and Gold; PC; etc), must have the permission of the Tumuaki/Principal to do so. Any ākonga setting up or posting on such a website, or page on a website, without the Principal's permission will face disciplinary action.
- 1.13. In dealing with incidents of bullying, priority will be given to the right of the victim to be safe at College. It also recognises parents' expectations that the College will use its authority to ensure ākonga safety and that there will be consequences for those that choose to bully others.

## Policy 5.13 Food and Nutrition Policy: Canteen Service

### Rationale

This policy has been developed using the health promotion guidelines for Colleges: Healthy Colleges – Kura Waiora (Ministry of Health). Through the development of this policy, a commitment has been made to several important aspects of the environment that contribute to creating a healthy College. These include:

- Promoting healthy food and nutrition for all ākonga
- Where food and beverages are sold on College premises, making only healthy options available
- Development of consistent messages about healthy eating throughout the College
- Establishment of a food service that supports and reinforces healthy nutrition
- Recognition of the positive influence that staff can have as role models for healthy eating.

Our College recognises that in order to achieve its mission statement, we must provide a healthy and safe environment. We acknowledge that ākonga and staff who follow healthy, nutritious practices will create a foundation for future achievement.

### Purposes

- To establish and ensure the maintenance of healthy eating practices.
- To develop systems that actively promote the National Food and Nutrition Guidelines.
- To apply methods to support healthy nutrition that are consistent across the entire College.

### Guidelines

1. The canteen area should be attractive and enable fast and efficient service.
2. The canteen should be profitable for the College.

3. The canteen will be required to hold and display a current certificate of compliance with Health and Hygiene regulations.
4. The range of food offered should be negotiated between the College and the Canteen Manager with the Board being consulted.
5. There should be a pro-active approach to encouraging the sale and purchase of nutritious and healthy food.
6. Ākonga will be encouraged to take responsibility for their own health through classroom programmes.
7. All staff members will be encouraged to model healthy eating behaviours.
8. Food choices made available in the College canteen will be based on Heart Foundation recommendations and will support and reinforce what ākonga learn about nutrition in the classroom.
9. The College will discourage the consumption of foods high in fat, sugar or salt.
10. Food will be prepared in a smoke-free environment.
11. Ākonga will not be permitted to leave College grounds during the College day to purchase food or beverages.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the Board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the Board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the Board following consultation with workers.

## **Policy 5.14 Emergency Closure of the College**

### **Rationale**

The Education Act 1989 (s65c) authorises the Board of Trustees to close the College at any time because of epidemic, flood, fire, or other emergency. The Board and administration staff of the College need to formulate procedures by which the decision and process of closing the College can be done in an orderly and properly publicised manner.

### **Purposes**

- To ensure that the health, safety and welfare of the staff and ākonga of the College are given all due care and attention during events of potential hazard to people.
- To establish procedures by which the College administration is alerted to potentially general and widespread hazards so that the senior staff can communicate to all members of the College community appropriate guidelines for action.
- To close the College when necessary in compliance with the Education Act 1989 with adequate publication and notification and the date of its reopening.
- To secure the College during closure, irrespective of emergency, both for the protection of the property and potential users of it during the emergency.

## Guidelines

1. An evacuation plan for the College will be prepared and reviewed annually in accordance with guidelines provided by NZSTA and other appropriate advisory services.
2. All staff and ākonga will receive instructions on the College evacuation procedures.
3. Practice evacuations of the College buildings will be held not less than three times a year.
4. Food and water supplies are kept on the College premises and regularly replenished.
5. Whenever there is public warning of electricity cuts, the Principal, the Deputy Principal, and the Executive Officer will ensure as far as possible that the College receives advance warning of these cuts to enable appropriate preparations to be made.
6. The Chair of the Board of Trustees, in consultation with the Principal, shall be authorised to exercise the Board's statutory powers to close the College in an emergency.
7. All members of the Board of Trustees shall be informed by the fastest means available of any decision taken by the Chair to close the College because of the emergency.
8. Parents/caregivers of ākonga will be informed as soon as practicable and by the most appropriate available means of an emergency closure of the College, with guidelines as to the intended means to announce the reopening of the College.

## Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.15 Truancy

### Rationale

The Board and staff at Porirua College accept their responsibility to make every endeavour to eliminate truancy from the College. The learning of ākonga is seriously impaired by non-attendance at College. Reasons for truancy must be understood before action is taken to deal with truants.

### Purposes

- To provide reliable and up-to-date information on ākonga who are absent from College without leave.
- To provide a supportive environment through which ākonga can seek solutions for their difficulties in legitimate ways.
- To ensure that ākonga are encouraged to accept responsibilities for their actions.
- To establish good communication and partnership between the truant ākonga his parents/caregivers, and the guidance staff of the College.
- To encourage all staff to provide teaching programmes which affirm ākonga and facilitate their achievement of success at College.
- To facilitate the development of a supportive and positive environment among ākonga at the College so that attendance at College is their preferred option.

## **Guidelines**

1. The College will establish and maintain effective attendance monitoring systems.
2. Truancy will be identified as "the persistent, unjustified failure to attend College" and will be referred by the Pastoral Lead to the Deputy Tumuaki/Principal for the initiation of appropriate action, including referral to the Guidance staff and parents/caregivers.
3. Truancy will be recognised as an indicator of other difficulties the ākonga may be having and as harmful to the ākonga's education. The College recognises that "College phobia" is associated with psychological and/or emotional difficulties.
4. Truancy may become a care and protection issue and Guidance staff will work with the Tumuaki/Principal and/or Deputy Tumuaki/Principal in such cases.
5. The Guidance staff may recommend to parents and seek their approval for the referral of a case of truancy to agencies to specialist supports.
6. The College will carry out its responsibilities under the 'Truancy and Non-Enrolment of Children in Colleges' Protocols.

## **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.16 Theft**

### **Rationale**

Theft is a generic term for dishonesty which deprives others of their property. It is unacceptable at the College. The College Charter states that "members of the College can expect... their property to be secure." All staff, in particular the Senior Leadership, are expected to promote conditions that protect potential victims from dishonesty, that reduce temptation to potential offenders, and that rehabilitate offenders.

### **Purposes**

- To provide a supportive environment both for victims of theft and for thieves (in respect of thieves to the extent that is reasonable and possible).
- To provide programmes and counselling for ākonga found guilty of theft, with a view to rehabilitation and to preventing repetition.
- To guide staff in establishing and maintaining an environment where both adult attitudes and peer pressure deter people from theft.

### **Guidelines**

1. All staff will be encouraged to adopt and maintain systems of storage and retrieval that to the extent that is practical do not place temptation in front of ākonga.
2. Educational programmes will emphasise the inherent value of honesty.

3. Because problems with dishonesty at College often have their roots in attitudes prevalent outside the College, family and community support will be sought in all detected cases of theft. Guidelines will be supplied to parents and caregivers.
4. Appropriate respect for confidentiality in dealing with suspected or confirmed offenders and their victims will be maintained, with the proviso that the College will use all information available to investigate offences and to discipline offenders.
5. Thieves must face the consequences of their actions. Guidance staff will support the decisions of the Tumuaki/Principal and Board. Guidance staff will be consulted about appropriate disciplinary action.
6. The Police Education Officers and officers from the Youth Aid Section of the Police will be consulted as necessary for support and guidance of staff and ākongā.
7. In cases of proven dishonesty the College will notify perpetrators' parents or caregivers in writing.
8. Where an ākongā is suspected of dishonesty, and where there are grounds to suspect that the ākongā is at risk of further dishonesty or at risk in any other way, the College will advise the ākongā's parents or caregivers.
  - By way of exception to guidelines 7 and 8 above, the College will not notify parents or caregivers if in the circumstances the Tumuaki/Principal determines that it is inadvisable to do so. An example of such circumstances is where the Tumuaki/Principal suspects that such notification might lead to harm to the ākongā in question.
9. The College's response to theft will be proportionate to the nature of the offence in question, taking into account the value of the property taken, the general behaviour of the ākongā involved, the likelihood of repetition, and other relevant circumstances.
10. The fact that theft is a serious offence that may entail serious consequences for perpetrators does not exclude the possibility of the College providing full and appropriate programmes that endeavour to rehabilitate offenders.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.17 Drugs and Alcohol**

### **Rationale**

Porirua College is committed to ensuring an alcohol and drug-free learning environment. Drug use by young people has been shown to be a health risk that can result in injury, problem behaviours, and failure to achieve educational potential.

### **Purposes**

- To document Porirua College's agreed position on and accepted procedures for dealing with alcohol and drug-related issues.
- To promote and maintain a College environment in which the well-being of all College community members is paramount.

- To increase the knowledge and understanding of ākonga and College staff about alcohol and drug issues.
- To provide education, guidance and support for family, about alcohol and drug issues and referral agencies.

### **Guidelines**

1. Detection and incidents are to be first reported to the Principal/Deputy who will investigate.
2. Reasonable efforts must be made to notify the parents or caregivers if there is a serious concern.
3. Incidents of seizure of illicit drugs may be reported to the Police in accordance with the Standard Operating Procedure.
4. Search and seizure will be carried out in accordance with the law.
5. Ākonga found in possession of or under the influence of alcohol and/or drugs may be suspended.
6. The College will assist with advice, guidance, and referral to support agencies as appropriate.
7. The College will have a comprehensive alcohol and drug education programme.
8. The College community will be involved in parent and community health programmes wherever possible and, if appropriate, could include parent awareness programmes and ongoing interaction with key community groups.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.18 Education Outside The Classroom**

### **Rationale**

All activities formally associated with the College are the responsibility of the College. Each such activity outside the normal timetabled classroom should be managed in a way that ensures the safety and good conduct of all those involved, and brings credit on the participants and the College.

EOTC (Education Outside the Classroom) is an important cross-curricular activity. The framework around the management of ākonga safety for EOTC rests on N.A.G.5, the Health and Safety in Employment Act 1992, Education Act 1989, Crimes Act 1961 and all legal obligations under general law in respect to duty and standard of care.

### **Purposes**

- To ensure that any activity which is organised for ākonga of Porirua College, as a result of their being ākonga of the College, must be in total accord with the accepted practices and code of conduct required by the College and the Safety Management Plan.
- To ensure adherence to the Ministry of Education Guidelines as detailed in the Ministry of Education Manual 'Safety and EOTC – a Good Practice Guide for NZ Colleges'.
- To provide an appropriate training and development of staff to enhance their expertise in management of activities outside the classroom.



- To communicate to all associated with any College activity that there are expectations on those taking responsibility for ākonga outside the classroom.
- To inform parents, ākonga and staff of the responsibilities of each group when ākonga are on College-approved activities outside their normal timetabled classes.
- Review the appropriateness of proposed programmes in terms of the capabilities and needs of ākonga, curriculum requirements and staff expertise to run them.

### **Guidelines**

1. People accepting responsibility for an out-of-class activity must be appropriately trained and skilled in the management of the activity. Each activity must be planned to ensure safety and learning outcomes are met.
2. All College rules and expectations apply to activities organised for ākonga by the College or those officially representing the College.
3. No ākonga, as a consequence of his/her membership of a College activity, should be expected, explicitly or implicitly, to participate in a social activity at which consumption of alcohol, smoking or other unacceptable conduct is condoned by the function organisers.
4. The name of the College shall not be used in association with any function, nor shall any function be arranged in the name of the College or any group associated with it, without the express permission of the Tumuaki/Principal and/or College Board of Trustees.
5. The College Safety Management Plan should include the following:
  - an EOTC event approval process (Board, Principal, EOTC Co-ordinator)
  - clearly stated educational objectives and expected learning outcomes for the event
  - staff/volunteer competence assessment
  - a venue/facility safety check
  - outside provider check and contract process
  - adult volunteer preparation
  - transport safety procedures
  - planning tools (checklists or RAMS or SAP)
  - accident / incident recording and analysis
  - parental consent and health profile process (for all involved)
  - an ākonga contract (where appropriate)
  - equipment usage, repair and replacement logs (for College's own EOTC equipment)
  - swimming competence and aquatic safety procedures (where appropriate)
  - emergency procedures, and
  - review processes (programme, systems).

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.19 Ākongā Group Travel

### Rationale

The need for safety and proper planning of Group Travel is essential. The Board and Tumuaki/Principal must be satisfied that adequate and proper measures have been taken by those responsible for the ākongā involved in College trips.

### Purposes

- To provide for adequate supervision of ākongā when travelling in recognised College groups.
- To ensure that any trip undertaken by a group of ākongā is in keeping with the general goals of the College.
- To ensure that parents/caregivers are adequately informed of all arrangements regarding travel which will include their student.
- To ensure that costs of travel are reasonable and that no ākongā is deprived of an essential educational programme in group travel because of financial hardship.
- To ensure that all group travel enhances the education and learning of the ākongā.

### Guidelines

1. The Tumuaki/Principal (and her Deputies) shall have the delegated authority to give permission for all group travel within Aotearoa New Zealand.
2. The duration of the trip will not be requested for longer than the minimum time required to achieve the objectives of the travel.
3. After approval is granted and at an appropriate time frame ahead of the departure date, all procedures must be completed to the satisfaction of the Senior Leadership Team.
4. All trips will be self-funding.
5. Overseas trips will be dealt with as special cases requiring Board approval at least 12 months in advance. In the case of overseas travel financial hardship will not be a cost on the College or any group associated with the College. If funding cannot be arranged by the touring group to meet the costs of all members, those without funds cannot travel.
6. All College Regulations apply to ākongā during travel in association with the College, the uniform regulations being an exception for trips involving outdoor tramping and similar excursions

### Appendix 1:

Prior to approval to tour, the following matters will be addressed by Senior Leadership;

- In order for trips to be inclusive (based on links to the curriculum) there must be clearly defined/suggested mechanisms for fundraising opportunities.
- Senior Leadership has the opportunity to approve staff accompanying each group.
- All ākongā must be registered on the current roll, at time of travel.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.20 Unexpected Death Associated With the College

### Rationale

When a member of the College community dies the family and friends of the deceased have their own grief and trauma to deal with, while at the same time there are requirements relating to the continued operation of the College. Acknowledgement of a death is essential for a healthy resolution of the trauma experienced by family and friends of the deceased. The College administration needs to have processes established which assist members of the College to deal adequately with both the acknowledgement of the death and its associated trauma.

### Purposes

- To provide guidelines for action following the death of a member of the College community according to the MOE guide 'Managing emergencies and traumatic incidents'
- To encourage peer support among ākonga when bereavement occurs.
- To encourage peer support among staff when bereavement occurs.
- To support and extend practical sympathy to the family and friends during their bereavement.

### Guidelines

1. The Tumuaki/Principal will visit the bereaved family as soon as possible after the death, possibly accompanied by another staff member.
2. The Tumuaki/Principal will convene an initial meeting of staff and possibly family members to share information and make plans for the procedures necessary for the College community to appropriately support and identify with the bereaved.
3. The Tumuaki/Principal informs staff at a full staff meeting of the death and may give directions as to how staff should advise the ākonga and respond to their grief.
4. The College will be aware that ākonga most affected by the death are not always those who knew the dead person best. Those who have had major losses, have family problems, or who are unstable in some other way find College bereavement especially hard to cope with and will be given due care and attention by Guidance staff.
5. Depending on the circumstances the College may recognise the death at a full Assembly of the College, led by the Principal. The College will also determine if there are ways in which it might assist the family at such, funeral or final ceremony, as the family plans for the deceased.
6. Outside professional agencies may be called in, if considered necessary by the Principal. This may include the provision of temporary additional pastoral resources for the College.
7. As far as possible the College will maintain normal routines, thereby encouraging a feeling of stability and minimising the internal disruption caused by the bereavement.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.21 Class Placement**

### **Rationale**

The College provides for education at various levels. The placement of an ākonga in a class or group must be appropriate to the ability, age and prior Colleageing of the ākonga. The determination of the appropriate placement is the responsibility of the Tumuaki/Principal and those staff to whom he/she delegates the task. An ākonga and the ākonga's parents have the right to know where that ākonga is to be placed, but the information which may be divulged relating to reasons for the placement is strictly constrained by the Privacy Act.

### **Purposes**

- To place each ākonga in a group which best meets the learning needs of the ākonga within the constraints of resources available, including the limitations on class size as established by the College.
- To provide information about the various class arrangements at the College.
- To ensure that the differences between classes are explained as and when such explanation is appropriate or requested.
- To ensure that parents and ākonga are aware that it is the Principal's final decision as to where an ākonga will be placed.
- To assure parents and ākonga that their representations of concerns or doubts about class placement will receive attention and full consideration.

### **Guidelines**

1. The enrolment section on the College website will provide an outline of class placement possibilities in Years 9 and 10.
2. Placement in classes in Years 11, 12 and 13 will depend on subject selection, ability, age and prior Colleageing.
3. Class placement in Year 9 will be based on the tests ākonga sit in the previous year and on the information provided by their contributing College. The initial placement is non-negotiable, but parents and ākonga may make representations for consideration.
4. Alterations to class placement will be made following discussion with parents and the ākonga concerned and be based upon the collection of factual evidence about the ākonga.
5. There will be no provision for selection of teachers by parents or ākonga.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.22 Personal Belief and Lifestyle

### Rationale

The fair treatment of all staff, ākonga, and families associated with the College is essential for the establishment and maintenance of an effective learning environment. There is no justification for requiring to know or pass judgement upon an individual's beliefs, values, or orientation of private behaviour where that individual's conduct does not infringe the rights of others, statute law, or the rules and regulations of the College. Equally, there should be no expectation of the College to affirm publicly, endorse or condone any given private beliefs, values, or orientation.

### Purposes

- To affirm the dignity of the individual.
- To monitor the exercise of the authority of the College in the setting of expectations, rules, and regulations.
- To uphold and support the basic rights and freedoms of individuals, given that the exercise of those rights shall be within statute law and the rules of the College.
- To establish appropriate codes of practice for staff of the College in relation to matters of belief, values, and orientation among ākonga and staff.
- To promote the rights of all individuals to expect "their opinion and beliefs to be respected... and their relationships to be without prejudice", as stated in the College Charter and Prospectus.

### Guidelines

1. Every year Guidance staff and general subject faculty shall ensure that staff are reminded of their responsibility to acknowledge the right of all ākonga to express their opinions in ways that do not belittle the beliefs, opinions, or preferred private conduct of another person.
2. Teaching within a formal classroom (required) course shall at no time either promote or seek to discredit a particular belief. Statements of belief, opinion, or lifestyle, if made, must be open to challenge in a non-threatening, formal, controlled and objective environment.
3. Teachers shall be required to ensure that in the classroom every ākonga may hold and objectively defend a personal belief provided that no people of contrary opinion in the class are denounced. Selection of course material shall ensure that particular beliefs or practices are neither promoted nor denied.
4. The Tumuaki/Principal and senior staff will affirm the dignity and uniqueness of individuals in the College.
5. The Guidance Faculty and senior staff will be available on any College day to discuss the concerns of any parent about allegations of negative discrimination on any grounds.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.23 College Contact with Non-Custodial Parents

### Rationale

Porirua College believes it is not only appropriate but also desirable to afford non-custodial parents the opportunity to be informed and to participate in the education of their children. Access to ākongā records shall be in accordance with the specific legal situation pertaining to the case in question. (For the purposes of the policy, a non-custodial parent refers to a parent who does not have primary residential custody, but does have the right to information about the ākongā's education.)

Special conditions apply to ākongā over the age of 16

### Guidelines

1. Upon request, non-custodial parents shall be entitled to experience all parental rights to the extent that such rights are not restricted by a legally binding instrument or court order.
2. A reasonable attempt will be made to publicise this policy so that affected parents will be informed of their option.
3. Official information, for the purpose of this requirement, is limited to annual calendars, reports, newsletters, and any other general communication from the College.
4. When information is to be provided through a teacher and/or principal-parent conference, the requesting parent, upon his/her request, will be invited to attend the conference provided:
  - there is no legal document to forbid it, and
  - the presence of both parents does not compromise the integrity or quality of the conference.
5. Duplicate reports may be photocopies and do not need to be duplicate originals.
6. The staff will be oriented as to the rights of non-custodial parents.

### Approval

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### Review

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## Policy 5.24 Sun Protection

### Rationale

Adolescence and childhood are critical periods during which exposure to sun is likely to contribute to skin cancer later in life. This policy has been used in coordination with the Cancer Society guidelines which specify the importance of sun protection required from September to April inclusive, especially between the hours of 10am and 4pm. Therefore, this policy particularly applies during terms 1 and 4 where the risks of sunburn are higher.

### Purpose

The safety of staff, ākonga and visitors is of primary importance to the Board of Trustees at Porirua College. The purpose of this Sun Protection policy is to strongly encourage ākonga and staff to be well protected from too much UV exposure, by using a combination of sun protection measures whenever UV levels are high.

This policy applies to all employees, ākonga and visitors during College day hours.

### **Guidelines**

1. Sunscreen SPF30+ will be available at the College office and on outdoor College activities, at which ākonga will be strongly encouraged to use SPF30+ sunscreen and wear hats.
2. Strongly encourage ākonga and staff to use SPF 30 + broad spectrum sunscreen and for ākonga to wear the Porirua College uniform and the broad-brimmed hat when they are outside at interval, lunch, and for sport, excursions and activities.
3. Staff are encouraged to role model Sun-Smart behaviour, particularly the use of appropriate hats within the grounds and at College outdoor activities.
4. Encourage ākonga to act as positive role models for other ākonga in all aspects of Sun-Smart behaviour.
5. Porirua College will make available to ākonga, staff and visitors SPF 30 + broad spectrum sunscreen at College outdoor activities and excursions.
6. Encourage ākonga, staff and visitors to use shady areas when possible.
7. To review this policy at least every three years to ensure that it is regularly monitored for its effectiveness and revised when required.

<https://cancernz.org.nz/assets/Sunsmart/Colleges/Secondary-Colleges/IS-SunProtectionPolicySecondaryColleges-31May2012.pdf>

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 5.25 Reducing Student Distress and Use of Physical Restraint**

### **Rationale**

Porirua College is committed to a supportive and caring College environment where all students and staff are kept safe from harm and treated with dignity.

Except as authorised under this policy, no staff member may use any form of physical restraint on our students.

### **Purpose**

To ensure that:

The principal, teachers, and board-authorized staff members can only physically restrain a student as a last resort, where:

- the use of physical restraint is necessary to prevent imminent harm to the student or another person,
- there is a reasonable belief that there is no other option available in the circumstances to prevent the harm, and
- the physical restraint is reasonable and proportionate to the circumstances.

The board delegates to the Tumuaki/Principal responsibility for:

developing and implementing procedures and practices to prevent, plan for, and respond to student distress that meet the requirements of the Education (Physical Restraint) Rules 2023 and its amendments (“the 2023 Rules”), and

- recommending eligible non-teaching staff to the board for authorisation to use physical restraint according to requirements of the 2023 Rules.
- Only the board can authorise non-teaching staff members to use physical restraint.
- All staff subject to this policy are trained to confidently apply prevention and de-escalation strategies, limiting the need to restrain a student physically according to the 2023 Rules and the relevant guidelines.

The board requires:

- compliance with the 2023 Rules, and
- an evidence-based assurance from their Tumuaki/Principal that this policy is being followed.

The Tumuaki/Principal shall ensure:

- the implementation and compliance of this policy, including the completion of best practice training by all staff who are authorised to use physical restraint,
- operational compliance with the Education and Training Act 2020 and the 2023 Rules,
- all physical restraint incidents are immediately reported at the next board meeting,
- the board is informed of all relevant information (risks, trends, and impacts), and
- all non-teaching staff who may use physical restraint on a student have been authorised by the board.

## **Guidelines**

The Tumuaki/Principal shall report to the board:



- on compliance, or the actions being taken to ensure compliance with this policy, the legislation, and the 2023 Rules on reducing student distress and use of physical restraint, and at every board meeting, all incidents, matters, or risks relating to this policy, ensuring that the non-identification and privacy of individual students is maintained.
- The board shall monitor the use of physical restraint, looking for trends and any action that could be taken at the governance level to support reducing such incidents.

As defined in the Education and Training Act 2020:

- Physical restraint is using physical force to prevent, restrict or subdue the movement of a student's body or part of the student's body against the student's will.
- Harm means harm to the health, safety, or well-being of the student or another person, including any significant emotional distress suffered by the student or the other person.
- Authorised staff member means an employee of a registered College who is trained and authorised by the employer to use physical restraint in accordance with Section 99 of the Act.

[Education and Training Act 2020](#) (Sections 99-101)

[Education \(Physical Restraint\) Rules 2023](#)

[Health and Safety at Work Act 2015](#)

This policy is to be read in conjunction with the Board's

- Health and safety policy
- Child protection policy
- Privacy policy
- Emergency procedures
- Reporting and monitoring policy and procedures
- Concerns and complaints process

Procedures/supporting documentation:

[The Ministry of Education's Physical Restraint Guidelines](#)

Appendix 1 of the [Rules](#)

Suggested procedures/practices that cover:

- the authorisation process
- reducing and de-escalating student distress
- training and support for staff
- notifying and reporting on instances of physical restraint
- monitoring the use of physical restraint

## **Approval**

The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement.

## **Policy 5.26 Cell Phone and Headphone use**

### **Rationale**

The government has introduced a 'phones away for the day' policy in Colleges to support ākonga to focus on their learning in College hours. This outlines how we will implement it at Porirua College

### **Purpose**

Ākonga learning is central to the Board of Trustees at Porirua College. The purpose of this Cell Phone use policy is to set out guidelines for staff about how to ensure that cell phone use is not interfering with learning during the College day.

This policy applies to all ākonga during College day hours.

### **Guidelines**

1. Ākonga cannot have their cell phones out or in use during class time except with teacher permission. If they have brought them to College, they must be kept in their bag on silent or switched off
2. Ākonga with individual reasons to be able to use these will be given a 'pass' that they carry and show to teachers e.g. cell phones for ELL ākonga for translation purpose
3. Teachers can give permission for use for learning reasons e.g. to photograph homework or individually watch a work related video
4. If an ākonga is seen with a cell phone out in class, the teacher will remind them of that cell phones are not to be used in class and to turn it off and put it away
5. Continued use of their cell phone will result in a phone call home by the learning coach
6. If there is further cell phone use, after a call home, the ākonga's phone will be held by the pastoral leader or senior leader and returned at the end of the day
7. If an ākonga's phone is held by a member of staff two times in a term the phone will be kept and returned to a caregiver at an arranged time to discuss the ākonga's progress at College
8. Ākonga who make the decision to bring a cellphone on to the College grounds do so at their own risk. The College is not responsible for any loss or damage caused to any cell phone.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date. and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

## **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.0 General Policy on Legislation and Regulations**

### **Rationale**

Porirua College will comply with all general legislation and regulations concerning requirements for the operation of the College.

### **Purpose**

To ensure that the laws of Aotearoa New Zealand concerning College operations are fully met.

### **Guidelines**

1. The College will have policies and written management procedures that are actively practised and regularly reviewed for compliance. These will include:
  - Length of the College year
  - Structure of the College year
  - Attendance
  - Enrolment
  - Truancy
  - Suspensions
  - Ākonga privacy
  - College bus transport
  - Police in the College
  - Oranga Tamariki in the College.
2. Management procedures will reference current legislation.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.1 Composition of the Board of Trustees**

### **Rationale**

The composition of the Board should be in sympathy with the philosophy and traditions of the College as well as reflecting the composition of the College community.

### **Purposes**

- To provide for proper governance of the College.
- To ensure effective management of the College.
- To meet the requirements of the Code of Conduct for Trustees.
- To comply with the Education and Training Act 2020.

### **Guidelines**

1. The Board shall consist of:
  - Five parent representatives elected by parents/caregivers of ākongā at the College
  - The Principal
  - One staff representative elected by the teaching and non-teaching staff at the College
  - One or two ākongā representatives, elected by ākongā at the College in Years 9 to 13.
2. The Board can choose to:
  - Co-opt members
  - Appoint members to fill a casual vacancy
  - Allow a body corporate to appoint members.
3. The elected parent representatives must outnumber all co-opted and appointed members.
4. The members of the Board of Trustees shall ensure that they:
  - Have in place a strategy to provide sound financial and resource management and achieve appropriate educational and other outcomes for the College
  - Work with the College staff to provide resources and support to adequately achieve curriculum goals and objectives
  - Require that, whether co-opted or elected, no Board member shall represent the interests of a particular interest group, but shall regard their role as a trustee on behalf of the whole College community.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.2 Board Meeting Format**

### **Rationale**

The accepted practices and required procedures for the conduct of meetings of statutory bodies should guide the Board and be balanced with sufficient informality to ensure that matters are debated with frankness and understanding.

### **Purposes**

- To ensure the effective conduct of meetings of the Board of Trustees.

- To provide an effective forum for discussion of policy with the Principal.
- To provide optimum access to information in decision-making through the efficient convening of a closely limited number of sub-committees.
- To ensure that the Board meets the duties expected of the Board of Trustees under the relevant sections of Education and Training Act 2020, and other legislation.
- 

### **Guidelines**

1. The Board shall elect a Chair at the first meeting in each calendar year, and the Chair will be responsible for the setting of the Agenda for Board meetings, and for the conduct of the Board meetings.
2. Board members shall receive an Agenda, Principal's Report, reports from sub-committees and such other reports necessary for effective decision-making.
3. Board papers will be distributed to members of the Board not less than two days prior to the meeting.
4. The conduct of the meeting will follow accepted practices as stated in the College Trustees' Handbook.
5. The secretary of the Board will normally be the Principal's personal assistant except on those occasions (suspension hearings, etc) where the Tumuaiki/Principal is excluded, at which times a minute secretary shall be elected.
6. Members of the public may attend meetings except those from which the public has been specifically excluded.
7. Reports from various support groups, staff and ākonga, College Parent Associations will be received as necessary throughout the year.
8. Minutes shall be available for staff online and for members of the public and ākonga at the College Reception.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.3 Community Consultation**

### **Rationale**

The Board is required to consult with its community, parents, staff, and ākonga.

### **Purpose**

To ensure good communication between the Board and members of the College community.

### **Guidelines**

1. Copies of the Board meeting agenda will be available in the College reception.

2. Meeting times and venues will be advertised well in advance.
3. The public may attend meetings, but may not speak unless invited to do so.
4. The Board may provide for special forums as part of the Board meeting or separately in special meetings, and at these forums members of the public may be invited to speak and Board members may ask questions of them.
5. The Board will put in place a communications strategy to ensure that through College publications and other mechanisms the members of the College community are aware of the major issues being considered by the Board.
6. The Board will put in place a strategy to ensure that it has an effective mechanism for communication and liaison with the major groups and organizations representing members of the College community.
7. No matter shall be discussed in open meeting which shall be sensitive commercially or personally to any member of the College community.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.4 Parent Groups**

### **Rationale**

The College community is made up of ākonga, parents and friends of the College. Most groups have a formal structure to facilitate their work in support of the College. The well-being and learning of our ākonga will be enhanced by the contributions of time, resources and wisdom the parent and community groups bring to the College.

### **Purposes**

- To enhance learning by establishing a responsive and effective partnership between the College and parent and community groups.
- To welcome and utilise the expertise, experience and enthusiasm of parents in cooperative endeavours that will improve and strengthen the College so that no ākonga is disadvantaged by material or other constraints in their learning programmes.

### **Guidelines**

1. The College recognises the association of parents through such groups as the PC Whānau Group, Samoan Parents' Association, Whānau Māori and other groups established as required from time to time.
2. The Porirua College name can not be utilised by any parent group unless approved by the Porirua College Board of Trustees.
3. Outlines of College policies and curriculum matters, as well as procedures for participation in regular College strategic planning, will be regularly communicated to the parent groups. Parents

will be invited to participate in the periodic review of College programmes, discussions of possible plans and directions for the College and formulation of College policies.

4. Parent groups will be encouraged to seek the involvement on their executive committees of people who represent as wide a range of parents as possible.
5. Parent participation in and responsibility for the extracurricular life of the College will be encouraged.
6. The parent groups will be given every encouragement, by the College Board and administrative staff, to continue the generous financial support which they provide through fundraising contributions made by parents.
7. All financial affairs of Parents' Groups representing Porirua College will go through the school office.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.5 Attendance**

### **Rationale**

It is important that ākonga attend all classes. Being absent without leave can have a serious effect on an ākonga's academic and social progress and development on his/her welfare. The Education and Training Act 2020 (s36) requires that any ākonga who is enrolled at the College must attend whenever it is open. The Board of Trustees is responsible to "take all reasonable steps to ensure that the school's students attend the school when it is open."

### **Purposes**

- To ensure that College attendance is effectively monitored.
- To respond promptly and appropriately to attendance problems.

### **Guidelines**

1. Parents and caregivers have the responsibility for advising the College of non-attendance by an ākonga through sickness or unavoidable cause. Any absence from College must be explained by a parent or guardian, through the advertised means (Text, email, message or call) or note provided on the day the ākonga returns to College.
2. Medical certificates may be requested by absences of 5 days or more or repeated absences.
3. An absence of an ākonga which is planned by the family for family reasons must be advised in writing by letter or email to the Tumuaki/Principal at least two weeks in advance.
4. Attendance at the College will be monitored on a daily period-by-period basis.
5. Learning Coaches and Pastoral Leaders will be responsible for ensuring that absences are recorded and unexplained absences are appropriately dealt with.
6. A summary of attendance patterns will be reported to the Board regularly.

7. In cases of persistent truancy the action taken will be in accord with College attendance procedures.
8. The College will maintain procedures which provide for parents to be made aware of any problems with attendance of their son/daughter, and that involve parents in resolving these problems.

### **Approval**

1. The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.
2. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.

### **Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.

## **Policy 6.6 College Uniform**

### **Rationale**

The wearing of a uniform provides for clear identification and a sense of belonging among ākongā; reduction of socioeconomic difference; increased student safety; and maintenance of a feeling of pride by association with the College. The Board of Trustees is committed to the retention of a College uniform and to ākongā wearing it in a manner which reflects the standards of the College.

### **Purposes**

- To ensure that parents enrolling their son's/daughter's understand, support and accept the uniform requirements.
- To maintain clear statements about the College uniform.
- To provide high quality uniform and maintain high standards in the wearing of the uniform.

### **Guidelines**

1. The uniform requirements will be stated in the Prospectus and other documents published by the College from time to time.
2. Wearing of the uniform will be a condition of enrolment at this College.
3. The Tumuaki/Principal and staff will be required to monitor the wearing of the uniform and to ensure that it is correctly worn by all ākongā.
4. Ākongā with genuine financial hardship will be donated or assisted to purchase their uniform through the funds controlled by the Tumuaki/Principal on behalf of the Board.
5. Ākongā out of uniform at College will be offered loaner uniform whenever possible.
6. Changes to the uniform will be by consultation and negotiation.

### **Approval**

The Policy was approved and adopted by the Board at its meeting held on 28 November 2024 and became effective from that date.

1. When the board approved this policy it agreed that no variations of this policy or amendments to it could be made, except with the majority approval of the board.



**Review**

This policy will be reviewed at least every three years or more regularly by agreement. The provisions of this agreement may be varied by the board following consultation with workers.