

ROSS INTERMEDIATE

ANNUAL FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

School Directory

Ministry Number: 2440

Principal: Zayne Templeton (Acting)

School Address: 25 Freyberg St, Palmerston North 4414

School Postal Address: 25 Freyberg St, Palmerston North 4414

School Phone: 06 358 5461

School Email: office@rossintermediate.school.nz

Members of the Board

Name	Position	How Position Gained	Term Expired/ Expires
Jared McGregor	Presiding Member	Elected	2025
Wayne Jenkins	Principal	ex Officio	Resigned Nov 23
Geovanna Payne	Acting Principal	ex Officio	Oct-23
Zayne Templeton	Acting Principal	ex Officio	
Nicky Hart	Parent Representative	Elected	Sep-23
Lucy Burt	Parent Representative	Elected	2025
Lance Retemeyer	Parent Representative	Elected	2025
Megan Pybus	Parent Representative	Elected	2025
Mike Yiannoutsos	Parent Representative	Elected	2025
Amy Guerin	Parent Representative	Elected	2025
Clare Lees-Galloway	Staff Representative	Elected	2025

Accountant / Service Provider:

Openbook Solutions Limited

ROSS INTERMEDIATE

Annual Financial Statements - For the year ended 31 December 2023

Index

Page	Statement
	Financial Statements
1	Statement of Responsibility
2	Statement of Comprehensive Revenue and Expense
3	Statement of Changes in Net Assets/Equity
4	Statement of Financial Position
5	Statement of Cash Flows
6 - 17	Notes to the Financial Statements
	Other Information
	Analysis of Variance
	Students' Progress and Achievement
	Te Tiriti o Waitangi
	Statement of Compliance with Employment Policy
	Kiwisport
	Independent Auditor's Report

Ross Intermediate Statement of Responsibility

For the year ended 31 December 2023

The Board accepts responsibility for the preparation of the annual financial statements and the judgements used in these financial statements.

The management (including the principal and others as directed by the Board) accepts responsibility for establishing and maintaining a system of internal controls designed to provide reasonable assurance as to the integrity and reliability of the school's financial reporting.

It is the opinion of the Board and management that the annual financial statements for the financial year ended 31 December 2023 fairly reflects the financial position and operations of the school.

The School's 2023 financial statements are authorised for issue by the Board.

Jared McGregor

Full Name of Presiding Member

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Jared McGregor

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Signature of Presiding Member

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Date:

Zayne Templeton

Full Name of Principal

DocuSigned by:

Zayne Templeton

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Signature of Principal

30/5/2024 | 1:40 PM PDT

Date:

Ross Intermediate

Statement of Comprehensive Revenue and Expense

For the year ended 31 December 2023

	Notes	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Revenue				
Government Grants	2	5,596,975	4,883,603	5,107,585
Locally Raised Funds	3	124,202	10,000	192,867
Interest		6,657	500	2,066
Gain on Sale of Property, Plant and Equipment		0	0	684
Total Revenue		5,727,834	4,894,103	5,303,202
Expense				
Locally Raised Funds	3	63,213	500	49,777
Learning Resources	4	3,950,151	3,317,288	3,745,283
Administration	5	702,149	613,193	680,722
Interest		3,875	4,500	3,645
Property	6	951,534	876,649	900,676
Total Expense		5,670,922	4,812,130	5,380,103
Net Surplus / (Deficit) for the year		56,912	81,973	(76,901)
Other Comprehensive Revenue and Expense		0	0	0
Total Comprehensive Revenue and Expense for the Year		56,912	81,973	(76,901)

The above Statement of Comprehensive Revenue and Expense should be read in conjunction with the accompanying notes which form part of these financial statements.



Ross Intermediate

Statement of Changes in Net Assets/Equity

For the year ended 31 December 2023

	Notes	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Equity at 1 January		1,116,530	1,116,530	1,213,649
Total comprehensive revenue and expense for the year		56,912	81,973	(76,901)
Contributions from / (Distributions to) the Ministry of Education				
Contribution to Capital Project - Block 5 refurbishment		0	0	(20,218)
Contribution - Furniture and Equipment Grant		34,773	0	0
Equity at 31 December		1,208,215	1,198,503	1,116,530
Accumulated comprehensive revenue and expense		1,208,215	1,198,503	1,116,530
Equity at 31 December		1,208,215	1,198,503	1,116,530

The above Statement of Changes in Net Assets/Equity should be read in conjunction with the accompanying notes which form part of these financial statements.



Ross Intermediate

Statement of Financial Position

As at 31 December 2023

	Notes	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Current Assets				
Cash and Cash Equivalents	7	163,208	311,710	95,285
Accounts Receivable	8	288,135	290,000	291,886
GST Receivable		0	10,000	45,816
Prepayments		22,284	10,000	29,987
Funds Receivable for Capital Works Projects	14	40,993	0	109,618
		514,620	621,710	572,592
Current Liabilities				
GST Payable		793	0	0
Accounts Payable	10	450,436	630,000	672,590
Revenue Received in Advance	11	17,439	2,000	8,390
Provision for Cyclical Maintenance	12	0	0	6,000
Finance Lease Liability	13	20,544	18,691	16,944
Funds held for Capital Works Projects	14	10,013	0	91,673
		499,225	650,691	795,597
Working Capital Surplus/(Deficit)		15,395	(28,981)	(223,005)
Non-current Assets				
Property, Plant and Equipment	9	1,375,196	1,400,031	1,480,031
		1,375,196	1,400,031	1,480,031
Non-current Liabilities				
Provision for Cyclical Maintenance	12	159,100	157,400	131,400
Finance Lease Liability	13	23,276	15,147	9,096
		182,376	172,547	140,496
Net Assets		1,208,215	1,198,503	1,116,530
Equity		1,208,215	1,198,503	1,116,530

The above Statement of Financial Position should be read in conjunction with the accompanying notes which form part of these financial statements.



Ross Intermediate Statement of Cash Flows

For the year ended 31 December 2023

	Note	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Cash flows from Operating Activities				
Government Grants		1,942,395	1,933,603	1,841,568
Locally Raised Funds		119,287	47,702	198,849
Goods and Services Tax (net)		46,608	35,816	(34,536)
Payments to Employees		(983,659)	(1,053,380)	(986,185)
Payments to Suppliers		(772,066)	(658,903)	(765,435)
Interest Paid		(3,875)	(4,500)	(3,645)
Interest Received		6,657	500	2,066
Net cash from/(to) Operating Activities		355,347	300,838	252,682
Cash flows from Investing Activities				
Proceeds from Sale of Property Plant & Equipment (and Intangibles)		0	0	9,672
Purchase of Property Plant & Equipment (and Intangibles)		(75,216)	(90,000)	(260,941)
Net cash from/(to) Investing Activities		(75,216)	(90,000)	(251,269)
Cash flows from Financing Activities				
Furniture and Equipment Grant		34,773	0	0
Finance Lease Payments		(12,794)	(12,358)	(11,994)
Funds Administered on Behalf of Other Parties		(234,187)	17,945	(523,204)
Net cash from/(to) Financing Activities		(212,208)	5,587	(535,198)
Net increase/(decrease) in cash and cash equivalents		67,923	216,425	(533,785)
Cash and cash equivalents at the beginning of the year	7	95,285	95,285	629,070
Cash and cash equivalents at the end of the year	7	163,208	311,710	95,285

The statement of cash flows records only those cash flows directly within the control of the School. This means centrally funded teachers' salaries, use of land and buildings grant and expense and other notional items have been excluded.

The above Statement of Cash Flows should be read in conjunction with the accompanying notes which form part of these financial statements.



Ross Intermediate

Notes to the Financial Statements

For the year ended 31 December 2023

1. Statement of Accounting Policies

a) Reporting Entity

Ross Intermediate (the School) is a Crown entity as specified in the Crown Entities Act 2004 and a school as described in the Education and Training Act 2020. The Board is of the view that the School is a public benefit entity for financial reporting purposes.

b) Basis of Preparation

Reporting Period

The financial statements have been prepared for the period 1 January 2023 to 31 December 2023 and in accordance with the requirements of the Education and Training Act 2020.

Basis of Preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been consistently applied throughout the period.

Financial Reporting Standards Applied

The Education and Training Act 2020 requires the School, as a Crown entity, to prepare financial statements in accordance with generally accepted accounting practice. The financial statements have been prepared in accordance with generally accepted accounting practice in New Zealand, applying Public Sector Public Benefit Entity (PBE) Standards Reduced Disclosure Regime as appropriate to public benefit entities that qualify for Tier 2 reporting. The school is considered a Public Benefit Entity as it meets the criteria specified as 'having a primary objective to provide goods and/or services for community or social benefit and where any equity has been provided with a view to supporting that primary objective rather than for financial return to equity holders'.

PBE Accounting Standards Reduced Disclosure Regime

The School qualifies for Tier 2 as the school is not publicly accountable and is not considered large as it falls below the expense threshold of \$30 million per year. All relevant reduced disclosure concessions have been taken.

Measurement Base

The financial statements are prepared on the historical cost basis unless otherwise noted in a specific accounting policy.

Presentation Currency

These financial statements are presented in New Zealand dollars, rounded to the nearest dollar.

Specific Accounting Policies

The accounting policies used in the preparation of these financial statements are set out below.

Critical Accounting Estimates And Assumptions

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, revenue and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Cyclical maintenance

A school recognises its obligation to maintain the Ministry's buildings in a good state of repair as a provision for cyclical maintenance. This provision relates mainly to the painting of the school buildings. The estimate is based on the school's best estimate of the cost of painting the school and when the school is required to be painted, based on an assessment of the school's condition. During the year, the Board assesses the reasonableness of its painting maintenance plan on which the provision is based. Cyclical maintenance is disclosed at note 12.

Useful lives of property, plant and equipment

The School reviews the estimated useful lives of property, plant and equipment at the end of each reporting date. The School believes that the estimated useful lives of the property, plant and equipment as disclosed in the significant accounting policies are appropriate to the nature of the property, plant and equipment at reporting date. Property, plant and equipment is disclosed at note 9.

Critical Judgements in applying accounting policies

Management has exercised the following critical judgements in applying accounting policies:

Classification of leases

Determining whether a lease is a finance lease or an operating lease requires judgement as to whether the lease transfers substantially all the risks and rewards of ownership to the school. A lease is classified as a finance lease if it transfers substantially all risks and rewards incidental to ownership of an underlying asset to the lessee. In contrast, an operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee.

Judgement is required on various aspects that include, but are not limited to, the fair value of the leased asset, the economic life of the leased asset, whether or not to include renewal options in the lease term, and determining an appropriate discount rate to calculate the present value of the minimum lease payments. Classification as a finance lease means the asset is recognised in the statement of financial position as property, plant, and equipment, whereas for an operating lease no such asset is recognised. Finance lease liability disclosures are contained in note 13. Future operating lease commitments are disclosed in note 19.



Recognition of grants

The School reviews the grants monies received at the end of each reporting period and whether any require a provision to carry forward amounts unspent. The School believes all grants received have been appropriately recognised as a liability if required. Government grants are disclosed at note 2.

c) Revenue Recognition

Government Grants

The school receives funding from the Ministry of Education. The following are the main types of funding that the School receives:

Operational grants are recorded as revenue when the School has the rights to the funding, which is in the year that the funding is received.

Teachers salaries grants are recorded as revenue when the School has the rights to the funding in the salary period they relate to. The grants are not received in cash by the School and are paid directly to teachers by the Ministry of Education.

Other Ministry Grants for directly funded programs are recorded as revenue when the School has the rights to the funding in the period they relate to. The grants are not received in cash by the School and are paid directly by the Ministry of Education.

The property from which the School operates is owned by the Crown and managed by the Ministry of Education on behalf of the Crown. Grants for the use of land and buildings are not received in cash by the School as they equate to the deemed expense for using the land and buildings which are owned by the Crown. The School's use of the land and buildings as occupant is based on a property occupancy document as gazetted by the Ministry. The expense is based on an assumed market rental yield on the value of land and buildings as used for rating purposes.

This is a non-cash revenue that is offset by a non-cash expense. The use of land and buildings grants and associated expenditure are recorded in the period the School uses the land and buildings.

Other Grants where conditions exist

Other grants are recorded as revenue when the School has the rights to the funding, unless there are unfulfilled conditions attached to the grant, in which case the amount relating to the unfulfilled conditions is recognised as a liability and released to revenue as the conditions are fulfilled.

Donations, Gifts and Bequests

Donations, gifts and bequests are recognised as an asset and revenue when the right to receive funding or the asset has been established unless there is an obligation to return funds if conditions are not met. If conditions are not met, funding is recognised as revenue in advance and recognised as revenue when conditions are satisfied.

Interest Revenue

Interest Revenue earned on cash and cash equivalents and investments is recorded as revenue in the period it is earned.

d) Finance Lease Payments

Finance lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term on an effective interest basis.

e) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, bank balances, deposits held at call with banks, and other short term highly liquid investments with original maturities of 90 days or less, and bank overdrafts. The carrying amount of cash and cash equivalents represent fair value.

f) Accounts Receivable

Short-term receivables are recorded at the amount due, less an allowance for expected credit losses (uncollectable debts). The schools receivables are largely made up of funding from the Ministry of Education, therefore the level of uncollectable debts is not considered to be material. However, short-term receivables are written off when there is no reasonable expectation of recovery.

g) Property, Plant and Equipment

Land and buildings owned by the Crown are excluded from these financial statements. The Board's use of the land and buildings as 'occupant' is based on a property occupancy document.

Improvements (funded by the Board) to buildings owned by the Crown or directly by the board are recorded at cost, less accumulated depreciation and impairment losses.

Property, plant and equipment are recorded at cost or, in the case of donated assets, fair value at the date of receipt, less accumulated depreciation and impairment losses. Cost or fair value as the case may be, includes those costs that relate directly to bringing the asset to the location where it will be used and making sure it is in the appropriate condition for its intended use.

Property, plant and equipment acquired with individual values under \$1,000 are not capitalised, they are recognised as an expense in the Statement of Comprehensive Revenue and Expense.

Gains and losses on disposals (i.e. sold or given away) are determined by comparing the proceeds received with the carrying amounts (i.e. the book value). The gain or loss arising from the disposal of an item of property, plant and equipment is recognised in the Statement of Comprehensive Revenue and Expense.



Finance Leases

A finance lease transfers to the lessee substantially all the risks and rewards incidental to ownership of an asset, whether or not title is eventually transferred. At the start of the lease term, finance leases are recognised as assets and liabilities in the statement of financial position at the lower of the fair value of the leased asset or the present value of the minimum lease payments. The finance charge is charged to the surplus or deficit over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability. The amount recognised as an asset is depreciated over its useful life. If there is no reasonable certainty whether the school will obtain ownership at the end of the lease term, the asset is fully depreciated over the shorter of the lease term and its useful life.

Depreciation

Property, plant and equipment except for library resources are depreciated over their estimated useful lives on a straight line basis. Library resources are depreciated on a diminishing value basis. Depreciation of all assets is reported in the Statement of Comprehensive Revenue and Expense.

The estimated useful lives of the assets are:

Building improvements	10–50 years
Board Owned Buildings	10–50 years
Furniture and equipment	4–20 years
Information and communication technology	3–10 years
Lunch in Schools	5–20 years
Leased assets held under a Finance Lease	Term of Lease
Library resources	5–8 years

h) Accounts Payable

Accounts Payable represents liabilities for goods and services provided to the School prior to the end of the financial year which are unpaid. Accounts Payable are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

i) Employee Entitlements

Short-term employee entitlements

Employee entitlements that are expected to be settled within 12 months after the end of the reporting period in which the employees provide the related service are measured based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date, annual leave earned, by non teaching staff, to but not yet taken at balance date.

Long-term employee entitlements

Employee benefits that are not expected to be settled wholly before 12 months after the end of the reporting period in which the employee provides the related service, such as retirement and long service leave, have been calculated on an actuarial basis.

The calculations are based on the likely future entitlements accruing to employees, based on years of service, years to entitlement, the likelihood that employees will reach the point of entitlement, and contractual entitlement information, and the present value of the estimated future cash flows. Remeasurements are recognised in surplus or deficit in the period in which they arise.

j) Revenue Received in Advance

Revenue received in advance relates to fees received from students and grants where there are unfulfilled obligations for the School to provide services in the future. The fees are recorded as revenue as the obligations are fulfilled and the fees and grants are earned.

k) Funds held for Capital works

The school directly receives funding from the Ministry of Education for capital works projects that are included in the School five year capital works agreement. These funds are held on behalf and for a specified purpose. As such, these transactions are not recorded in the Statement of Comprehensive Revenue and Expense.

The School holds sufficient funds to enable the funds to be used for their intended purpose at any time.



l) Provision for Cyclical Maintenance

The property from which the School operates is owned by the Crown, and is vested in the Ministry. The Ministry has gazetted a property occupancy document that sets out the Board's property maintenance responsibilities. The Board is responsible for maintaining the land, buildings and other facilities on the School site in a state of good order and repair.

Cyclical maintenance, which involves painting the interior and exterior of the School, makes up the most significant part of the Board's responsibilities outside day-to-day maintenance. The provision is a reasonable estimate, based on the school's best estimate of the cost of painting the school and when the school is required to be painted, based on an assessment of the school's condition.

The schools carries out painting maintenance of the whole school over a 10 year period, the economic outflow of this is dependent on the plan established by the school to meet this obligation and is detailed in the notes and disclosures of these accounts.

m) Financial Instruments

The School's financial assets comprise cash and cash equivalents and accounts receivable. All of these financial assets are initially recognised at fair value and subsequently measured at amortised cost, using the effective interest method.

The School's financial liabilities comprise accounts payable and finance lease liability. Financial liabilities are subsequently measured at amortised cost using the effective interest method. Interest expense and any gain or loss on derecognition are recognised in surplus or deficit.

n) Goods and Services Tax (GST)

The financial statements have been prepared on a GST exclusive basis, with the exception of accounts receivable and accounts payable which are stated as GST inclusive.

The net amount of GST paid to, or received from, the IRD, including the GST relating to investing and financing activities, is classified as a net operating cash flow in the statements of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

o) Budget Figures

The budget figures are extracted from the School budget that was approved by the Board.

p) Services received in-kind

From time to time the School receives services in-kind, including the time of volunteers. The School has elected not to recognise services received in kind in the Statement of Comprehensive Revenue and Expense.



2. Government Grants

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Government Grants - Ministry of Education	2,091,441	1,933,603	1,828,330
Teachers' Salaries Grants	2,836,699	2,300,000	2,708,720
Use of Land and Buildings Grants	664,563	650,000	554,970
Other Government Grants	4,272	0	15,565
	5,596,975	4,883,603	5,107,585

The school has opted in to the donations scheme for this year. Total amount received was \$76,906.

3. Locally Raised Funds

Local funds raised within the School's community are made up of:

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Revenue			
Donations & Bequests	41,365	0	39,487
Fees for Extra Curricular Activities	53,616	0	25,497
Fundraising & Community Grants	12,513	10,000	12,763
Other Revenue	16,708	0	115,120
	124,202	10,000	192,867
Expenses			
Extra Curricular Activities Costs	62,670	500	49,777
Other Locally Raised Funds Expenditure	543	0	0
	63,213	500	49,777
<i>Surplus/ (Deficit) for the year Locally raised funds</i>	60,989	9,500	143,090

4. Learning Resources

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Curricular	54,007	52,000	75,146
Information and Communication Technology	28,879	27,500	30,791
Library Resources	1,775	0	416
Employee Benefits - Salaries	3,565,778	3,001,788	3,328,890
Staff Development	64,286	66,000	78,372
Depreciation	235,426	170,000	231,668
	3,950,151	3,317,288	3,745,283



5. Administration

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Audit Fees	7,374	6,950	7,159
Board Fees	3,100	4,800	3,563
Board Expenses	33,170	5,000	28,209
Communication	4,851	8,000	8,285
Consumables	15,624	9,000	21,550
Lunch in Schools	490,801	445,594	435,356
Other	23,031	19,700	39,568
Employee Benefits - Salaries	102,901	94,149	118,460
Insurance	11,655	10,000	9,297
Service Providers, Contractors and Consultancy	9,642	10,000	9,275
	702,149	613,193	680,722

6. Property

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Caretaking and Cleaning Consumables	47,464	28,000	42,368
Cyclical Maintenance	21,700	20,000	27,300
Grounds	1,538	2,000	2,769
Heat, Light and Water	27,746	28,000	32,449
Rates	4,203	3,500	6,875
Repairs and Maintenance	71,239	51,000	168,209
Use of Land and Buildings	664,563	650,000	554,970
Security	19,519	10,000	13,323
Employee Benefits - Salaries	93,562	84,149	52,413
	951,534	876,649	900,676

The use of land and buildings figure represents 5% of the school's total property value. Property values are established as part of the nation-wide revaluation exercise that is conducted every 30 June for the Ministry of Education's year-end reporting purposes.

7. Cash and Cash Equivalents

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Bank Accounts	163,208	311,710	95,285
Cash and cash equivalents for Statement of Cash Flows	163,208	311,710	95,285

The carrying value of short-term deposits with original maturity dates of 90 days or less approximates their fair value.

Of the \$163,208 Cash and Cash Equivalents, \$10,013 is held by the School on behalf of the Ministry of Education. These funds have been provided by the Ministry as part of the school's 5 Year Agreement funding for upgrades to the school's buildings. The funds are required to be spent in 2024 on Crown owned school buildings.



8. Accounts Receivable

	2023 Actual	2023 Budget (Unaudited)	2022 Actual
	\$	\$	\$
Receivables	4,377	30,000	5,843
Receivables from the Ministry of Education	28,644	0	19,432
Teacher Salaries Grant Receivable	255,114	260,000	266,611
	<u>288,135</u>	<u>290,000</u>	<u>291,886</u>
Receivables from Exchange Transactions	4,377	30,000	5,843
Receivables from Non-Exchange Transactions	283,758	260,000	286,043
	<u>288,135</u>	<u>290,000</u>	<u>291,886</u>

9. Property, Plant and Equipment

	Opening Balance (NBV)	Additions	Disposals	Impairment	Depreciation	Total (NBV)
2023	\$	\$	\$	\$	\$	\$
Buildings	732,115	0	0	0	(16,400)	715,716
Building Improvements	25,186	0	0	0	(5,294)	19,892
Furniture and Equipment	225,231	22,545	0	0	(48,397)	199,380
Information and Communication	201,407	66,170	0	0	(99,320)	168,257
Lunch in Schools	274,020	0	0	0	(42,320)	231,699
Leased Assets	21,637	41,876	0	0	(23,545)	39,967
Library Resources	435	0	0	0	(150)	285
Balance at 31 December 2023	<u>1,480,031</u>	<u>130,591</u>	<u>0</u>	<u>0</u>	<u>(235,426)</u>	<u>1,375,196</u>

The net carrying value of furniture and equipment held under a finance lease is \$39,967 (2022: \$21,637)

Restrictions

With the exception of the contractual restrictions related to the above noted finance leases, there are no restrictions over the title of the school's property, plant and equipment, nor are any property, plant and equipment pledged as security for liabilities.

	2023 Cost or Valuation	2023 Accumulated Depreciation	2023 Net Book Value	2022 Cost or Valuation	2022 Accumulated Depreciation	2022 Net Book Value
	\$	\$	\$	\$	\$	\$
Buildings	819,965	(104,249)	715,716	819,965	(87,850)	732,115
Building Improvements	87,975	(68,083)	19,892	87,974	(62,788)	25,186
Furniture and Equipment	868,089	(668,709)	199,380	845,544	(620,313)	225,231
Information and Communication	908,676	(740,419)	168,257	842,507	(641,100)	201,407
Lunch in Schools	337,295	(105,596)	231,699	337,295	(63,275)	274,020
Leased Assets	74,780	(34,813)	39,967	72,698	(51,061)	21,637
Library Resources	25,241	(24,956)	285	25,241	(24,806)	435
Balance at 31 December	<u>3,122,021</u>	<u>(1,746,825)</u>	<u>1,375,196</u>	<u>3,031,224</u>	<u>(1,551,193)</u>	<u>1,480,031</u>



10. Accounts Payable

	2023 Actual	2023 Budget (Unaudited)	2022 Actual
	\$	\$	\$
Creditors	15,959	234,000	270,883
Accruals	28,768	56,000	50,750
Banking Staffing Overuse	98,145	0	12,525
Employee Entitlements - Salaries	300,612	330,000	329,111
Employee Entitlements - Leave Accrual	6,952	10,000	9,321
	<u>450,436</u>	<u>630,000</u>	<u>672,590</u>
Payables for Exchange Transactions	450,436	630,000	672,590
	<u>450,436</u>	<u>630,000</u>	<u>672,590</u>

The carrying value of payables approximates their fair value.

11. Revenue Received in Advance

	2023 Actual	2023 Budget (Unaudited)	2022 Actual
	\$	\$	\$
Grants in Advance - Ministry of Education	10,382	0	0
Other revenue in Advance	7,057	2,000	8,390
	<u>17,439</u>	<u>2,000</u>	<u>8,390</u>

12. Provision for Cyclical Maintenance

	2023 Actual	2023 Budget (Unaudited)	2022 Actual
	\$	\$	\$
Provision at the Start of the Year	137,400	137,400	110,100
Increase to the Provision During the Year	21,700	20,000	27,300
Use of the Provision During the Year	0	0	0
Provision at the End of the Year	<u>159,100</u>	<u>157,400</u>	<u>137,400</u>
Cyclical Maintenance - Current	0	0	6,000
Cyclical Maintenance - Non current	159,100	157,400	131,400
	<u>159,100</u>	<u>157,400</u>	<u>137,400</u>

The schools cyclical maintenance schedule details annual painting to be undertaken, the costs associated to this annual work will vary dependent on the requirements during the year. This plan is based on the schools 10 Year Property plan.



13. Finance Lease Liability

The School has entered into a number of finance lease agreements for computers and other ICT equipment. Minimum lease payments payable:

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
No Later than One Year	23,579	21,207	18,714
Later than One Year and no Later than Five Years	25,698	16,211	9,646
Later than Five Years	0	0	0
Future Finance Charges	(5,457)	(3,580)	(2,320)
	<u>43,820</u>	<u>33,838</u>	<u>26,040</u>
Represented by			
Finance lease liability - Current	20,544	18,691	16,944
Finance lease liability - Non current	23,276	15,147	9,096
	<u>43,820</u>	<u>33,838</u>	<u>26,040</u>

14. Funds Held for Capital Works Projects

During the year the School received and applied funding from the Ministry of Education for the following capital works projects. The amount of cash held on behalf of the Ministry for capital works project is included under cash and cash equivalents in note 7.

2023	Opening Balances \$	Receipts from MoE \$	Payments \$	Board Contributions \$	Closing Balances \$
Hall Water Leak - Proj No 242309	0	0	(628)	0	(628)
Roofing Repairs & R'ment - Proj No 227572	(109,617)	110,000	(24,208)	0	(23,825)
Carpark Drain Replacement - Proj No 232909	9,000	0	(10,000)	0	(1,000)
Ventilation - Proj No 238107	49,264	0	(64,804)	0	(15,540)
Accessibility Modifications - Proj No 234168	24,715	0	(14,702)	0	10,013
Burst Water Pipe - Proj No 239579	8,692	(392)	(8,300)	0	0
Totals	<u>(17,945)</u>	<u>109,608</u>	<u>(122,642)</u>	<u>0</u>	<u>(30,980)</u>

Represented by:

Funds Held on Behalf of the Ministry of Education	10,013
Funds Receivable from the Ministry of Education	(40,993)

2022	Opening Balances \$	Receipts from MoE \$	Payments \$	Board Contributions \$	Closing Balances \$
Balcony Main Block - Proj No 206577	3,403	22,000	(33,258)	7,855	0
Drainage Covers - Proj No 225755	0	2,719	(2,719)	0	0
Scooter Park - SIP Project	(7,302)	11,885	(4,583)	0	0
Learning Coordinators Space - Proj No 218533	39,630	67,317	(106,947)	0	0
Block 5 Modernisation Project - Proj No 227574	(8,363)	422,347	(434,201)	20,217	0
Roofing Repairs & R'ment - Proj No 227572	610,434	41,215	(761,266)	0	(109,617)
Outdoor Basketball Area - Proj No 225320	(1,402)	78,450	(79,792)	2,744	0
Alarm & L'down System Upgr - Proj No 232908	67,500	(40,229)	(27,271)	0	0
Carpark Drain Replacement - Proj No 232909	9,000	0	0	0	9,000
Ventilation - Proj No 238107	0	85,759	(36,495)	0	49,264
Accessibility Modifications - Proj No 234168	0	30,000	(5,285)	0	24,715
Burst Water Pipe - Proj No 239579	0	11,505	(2,813)	0	8,692
Totals	<u>712,901</u>	<u>732,968</u>	<u>(1,494,630)</u>	<u>30,816</u>	<u>(17,945)</u>

Represented by:

Funds Held on Behalf of the Ministry of Education	91,673
Funds Receivable from the Ministry of Education	(109,618)



15. Related Party Transactions

The School is a controlled entity of the Crown, and the Crown provides the major source of revenue to the school. The school enters into transactions with other entities also controlled by the Crown, such as government departments, state-owned enterprises and other Crown entities. Transactions with these entities are not disclosed as they occur on terms and conditions no more or less favourable than those that it is reasonable to expect the school would have adopted if dealing with that entity at arm's length.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect the school would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, Government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

16. Remuneration

Key management personnel compensation

Key management personnel of the School include all Board members, Principal and Deputy Principals.

	2023 Actual \$	2022 Actual \$
<i>Board Members</i>		
Remuneration	3,100	3,563
<i>Leadership Team</i>		
Remuneration	919,740	717,354
Full-time equivalent members	6.00	6.00
Total key management personnel remuneration	922,840	720,917

There are 8 members of the Board excluding the Principal. The Board has held 8 full meetings of the Board in the year. The Board also has Finance (4 members) and Property (4 members) committees that meet 6 and 1 times respectively. As well as these regular meetings, including preparation time, the Presiding member and other Board members have also been involved in ad hoc meetings to consider student welfare matters including stand downs, suspensions, and other disciplinary matters.

Principal

The total value of remuneration paid or payable to the Principal was in the following bands:

	2023 Actual \$000	2022 Actual \$000
Salaries and Other Short-term Employee Benefits:		
Salary and Other Payments	300 - 305	190 - 200
Benefits and Other Emoluments	6 - 7	4 - 5
Termination Benefits	0	0

Other Employees

The number of other employees with remuneration greater than \$100,000 was in the following bands:

Remuneration \$000	2023 FTE Number	2022 FTE Number
100 - 110	5	3
110 - 120	4	2
120 - 130	1	0
130 - 140	0	0
140 - 150	1	0
	11	5

The disclosure for 'Other Employees' does not include remuneration of the Principal.



17. Compensation and Other Benefits Upon Leaving

The total value of compensation or other benefits paid or payable to persons who ceased to be board members, committee members, or employees during the financial year in relation to that cessation and number of persons to whom all or part of that total was payable was as follows:

	2023 Actual	2022 Actual
Total	0	0
Number of People	0	0

18. Contingencies

There are no contingent liabilities (except as noted below) and no contingent assets as at 31 December 2023 (Contingent liabilities and assets at 31 December 2022: nil).

Holidays Act Compliance – Schools Payroll

The Ministry of Education performs payroll processing and payments on behalf of boards, through payroll service provider, Education Payroll Limited.

The Ministry continues to review the Schools Sector Payroll to ensure compliance with the Holidays Act 2003. An initial remediation payment has been made to some current school employees. The Ministry is continuing to perform detailed analysis to finalise calculations and the potential impacts of specific individuals, as such, this is expected to resolve the liability for school boards.

Pay equity settlement wash-up amounts

In 2023 the Ministry of Education provided additional funding for non-teaching collective and pay equity agreements. The school is yet to receive a final wash-up that adjusts the estimated quarterly instalments for the actual eligible staff members employed in 2023. The Ministry is in the process of determining wash-up payments or receipts for the year ended 31 December 2023. However, as at the reporting date, this amount had not been calculated and therefore is not recorded in these financial statements.

19. Commitments

(a) Capital Commitments

At 31 December 2023, the Board had capital commitments of \$416,841 (2022: \$96,950) as a result of entering the following contracts:

Contract Name	Contract Amount	Spend To Date	Remaining Capital Commitment
	\$	\$	\$
Roofing Repairs & R'ment - Proj No 227572	1,029,131	998,193	30,938
Accessibility Modifications - Proj No 234168	353,519	19,987	333,532
Hall Water Leak - Proj No 242309	32,399	628	31,771
Chromebooks	20,600	0	20,600
Total	1,435,649	1,018,808	416,841

(b) Operating Commitments

As at 31 December 2023 the Board has entered into a contract for a photocopier.

Printing charges under the photocopier lease are directly linked to the usage of the photocopier and therefore cannot be quantified, however can be significant over the term of the lease.



20. Financial Instruments

The carrying amount of financial assets and liabilities in each of the financial instrument categories are as follows:

Financial assets measured at amortised cost

	2023 Actual \$	2023 Budget (Unaudited) \$	2022 Actual \$
Cash and Cash Equivalents	163,208	311,710	95,285
Receivables	288,135	290,000	291,886
Total Financial assets measured at amortised cost	<u>451,343</u>	<u>601,710</u>	<u>387,171</u>

Financial liabilities measured at amortised cost

Payables	450,436	630,000	672,590
Finance Leases	43,820	33,838	26,040
Total Financial Liabilities Measured at Amortised Cost	<u>494,256</u>	<u>663,838</u>	<u>698,630</u>

21. Events After Balance Date

There were no significant events after the balance date that impact these financial statements.





Te Kura Waenga o Ross

Poipoia te kākano kia puawai

STATEMENT OF VARIANCE REPORTING 2023

SCHOOL NUMBER 2440

SCHOOL GOALS		
<ol style="list-style-type: none"> 1. To create meaningful learning programmes to meet individual needs of emerging adolescents. 2. To develop creativity, innovation and critical thinking in all students enhanced through eLearning opportunities. 3. To develop citizens who display integrity, value themselves, others and the environment. 4. To build an effective team providing quality learning opportunities for all students. 5. To create a learning community involving staff, students and their whānau. 		
ANNUAL AIM 1	ANNUAL AIM 2	ANNUAL AIM 3
<p>Implement the Ross Intermediate Local Curriculum</p> <ul style="list-style-type: none"> - To successfully integrate the NZ Histories into our Teaching and Learning Programmes. - To reduce the numbers of Stand downs and Suspensions at Ross Intermediate and improve attendance. 	<p>Kaupapa Māori (Kāhui Ako)</p> <ul style="list-style-type: none"> - To conduct a cultural audit of the school alongside the Kāhui Ako - To focus school decision making around Te Tiriti o Waitangi 	<p>Modify our Professional Growth Cycle</p> <ul style="list-style-type: none"> - Staff undertake a Professional Growth Cycle to strengthen their professional knowledge.
TARGET	TARGET	TARGET
90% Attendance - Whole School	To make improvements based on the	90% of students achieve at expected level or

Room 9 - Student attendance improves for Term 2, increases to 30 - 40 percent absent then in Term 3 10 - 30 percent absent.	Rongohia te Hau survey.	make accelerated learning progress for Reading, Writing and Maths.
BASELINE DATA	BASELINE DATA	BASELINE DATA
65 Stand downs and suspensions in 2022.	Survey completed 2023 mid-year.	<u>Year 7 2022</u> Maths - 64% Reading - 74% Writing - 57%
Actions	Outcomes	Reasons for Variance
<ul style="list-style-type: none"> Develop Resources to support teachers. Provide PD and Support for staff engaging with the NZ Histories Upskill personal understanding of NZ Histories. <ul style="list-style-type: none"> Develop a school based resource 	<p>Matrices for the 3Cs were reviewed and modified for improvement. Staff PD around reporting capabilities. Planning was modified to reflect Te Mātaiaho - Understand Know Do Model. Several staff meetings held, covering NZ Histories and the Whakapapa of Te Mātaiaho. Developed brainstorm templates to support teachers' planning for effective integration. Changed format of Teacher Only Days to include whakawhanaungatanga and local purakau.</p> <p>Started to develop this.</p>	<p>Took a lot longer to complete than first</p>

<p>around our local history at Ross (2024)</p>		<p>anticipated because this was a collaborative process involving more than just our staff.</p>
<ul style="list-style-type: none"> ● Establish a space within the school to support students who require support in gaining a sense of belonging in the school. ● Establish research to support the initiative(s) ● All staff engage and support this programme. ● Apply for funding from the MOE to support. 	<p>Room 9 set up to support targeted students, often those stood down or suspended. 20 students during the course of the year. Some students developed a stronger relationship and connection with their classroom teacher. Some reintegrated back into the classroom programme. At the end of the year the class was adapted to become a whānau room, where students would come at lunchtime and morning tea with a focus on kaupapa Māori.</p> <p>Stand down and suspension data for 2023 - 39. (60% decrease from 2022)</p> <p>Attendance data EOY - 88.58%</p>	<p>Staffing was difficult to sustain. Not enough time for our staff to engage, find time to come into the room and connect with their students. Difficulties that arose because of individuals who affected the whole group dynamic.</p>
<ul style="list-style-type: none"> ● Work alongside the Kahui Ako and Waikato University to complete the relevant tasks. 	<p>Rongohia te hau survey conducted. Staff worked on the development of the cultural matrix. Staff were evaluated against the matrix. Some were involved in being the evaluators, supporting the advisors. As a staff; reflected on the findings. Goals and actions were set.</p>	<p>This is on-going work to be continued.</p>

	<p>This work has been monitored by WSTs and ASTs.</p> <p>WSTs were engaged with Poutama Pounamu PLD.</p> <p>Symposiums hosted by Rangitāne were attended by staff.</p>	
<ul style="list-style-type: none"> ● School Policies are modified to reflect the principles of Te Tiriti. ● All staff reflect on how they can be the treaty partners we were meant to be. ● PD provided around Te Tiriti ● The Board engages in PD around Te Tiriti. 	<p>Moved to School Docs to ensure our policies reflected the Principles of Te Tiriti.</p> <p>Board engaged in a workshop run by STA.</p>	
<ul style="list-style-type: none"> ● HQ Manage the PGC for their appropriate staff. ● Teachers engage in ongoing Professional Learning. ● Staff engage in growth and learning around Te Tiriti and Te Ao Maori. 	<p>Teachers reflected on where they were at against Codes and Standards.</p> <p>Reflected on their own practice in relation to their class.</p> <p>Created a plan and adapted own practice.</p> <p>Ongoing reflection with colleagues and further adaptation to their plan/goal.</p> <p>Changes to planning and practice.</p> <p>Continue to focus on goal.</p> <p>1:1 time with the leadership team.</p> <p>Share back with the team in response to critical questioning which supported further changes.</p>	<p>Disruption to the Management/staffing of the school resulted in a need to focus on staff well-being.</p>

	<u>Year 8 2023</u> Maths - 66% Reading - 72% Writing - 48%	Focus was on Maths rather than Literacy. Writing to be considered moving into 2024.
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Planning for 2024

It has been identified that Kaupapa Māori should be a major focus of the school. The school has begun its journey over the last couple years to be better Tiriti partners. There has been a commitment to improving Tikanga and Reo Māori, developing understanding around Te Tiriti o Waitangi and strengthening our partnership with Rangitāne. This needs to be continued in 2024.

- Fully implement the Kāhui Ako Cultural Matrix with staff as part of PGC goal setting.
- Continue to strengthen localised curriculum.
- Implementation of Te Puna Reo and strengthening kaupapa within classrooms eg Paepae, Karakia, Waiata. (Goal to be operating at L4b Te Reo Māori) Supports are in place to ensure that this is sustainable. (Systems, personnel and resources)
- Further strengthen connection with community. (Whānau Hui, Community Events, Pōwhiri)

Review 'teaching and learning, pedagogies'. External advisors and supports.

Continue to strengthen 'coaching' that is provided by our Team Leaders. (Strengthen Middle Leaders capabilities and leadership growth within the school)

2023 ACHIEVEMENT DATA

Y7 T4 2023			
Maths			
All 2023 T4	Below 64 (28%)	At 116 (50%)	Above 50 (22%)
Gender			
Male 2023 T4	Below 32 (28%)	At 56 (48%)	Above 28 (24%)
Female 2023 T4	Below 32 (28%)	At 60 (53%)	Above 22 (19%)
Reading			
All 2023 T4	Below 54 (23%)	At 132 (57%)	Above 44 (20%)
Gender			
Male 2023 T4	Below 32 (28%)	At 65 (56%)	Above 19 (16%)
Female 2023 T4	Below 22 (19%)	At 67 (59%)	Above 25 (22%)
Writing			
All 2023 T4	Below 73 (32%)	At 139 (60%)	Above 18 (8%)
Gender			
Male 2023 T4	Below 46 (40%)	At 66 (57%)	Above 4 (3%)
Female 2023 T4	Below 27 (24%)	At 73(64%)	Above 14 (12%)

Y8 T4 2023			
Maths			
All 2023 T4	Below 88 (36%)	At 111 (45%)	Above 48 (19%)
Gender			
Male 2023 T4	Below 44 (35%)	At 59 (47%)	Above 22 (18%)
Female 2023 T4	Below 44 (36%)	At 52 (43%)	Above 26 (21%)
Reading			
All 2023 T4	Below 66 (27%)	At 131 (53%)	Above 50 (20%)
Gender			
Male 2023 T4	Below 43 (34%)	At 62 (50%)	Above 20 (16%)
Female 2023 T4	Below 23 (19%)	At 69 (57%)	Above 30 (24%)
Writing			
All 2023 T4	Below 105 (43%)	At 112 (45%)	Above 30 (12%)
Gender			
Male 2023 T4	Below 69 (55%)	At 50 (40%)	Above 6 (5%)
Female 2023 T4	Below 36 (30%)	At 62 (51%)	Above 24 (19%)

Māori Y7 2023			
Maths			
All 2023 T4	Below 20 (31%)	At 35 (56%)	Above 8 (13%)
Gender			
Male 2023 T4	Below 8 (29%)	At 16 (57%)	Above 4 (14%)
Female 2023 T4	Below 12 (34%)	At 19 (54%)	Above 4 (12%)
Reading			
All 2023 T4	Below 17 (27%)	At 41 (65%)	Above 5 (8%)
Gender			
Male 2023 T4	Below 8 (29%)	At 18 (64%)	Above 2 (7%)
Female 2023 T4	Below 9 (26%)	At 23 (66%)	Above 3 (8%)
Writing			
All 2023 T4	Below 20 (32%)	At 39 (62%)	Above 4 (6%)
Gender			
Male 2023 T4	Below 10 (36%)	At 16 (57%)	Above 2 (7%)
Female 2023 T4	Below 10 (29%)	At 23 (66%)	Above 2 (5%)

Māori Y8 2023			
Maths			
All 2023 T4	Below 34 (44%)	At 34 (44%)	Above 9 (12%)
Gender			
Male 2023 T4	Below 17 (44%)	At 16 (41%)	Above 6 (15%)
Female 2023 T4	Below 17 (45%)	At 18 (47%)	Above 3 (8%)
Reading			
All 2023 T4	Below 28 (36%)	At 39 (51%)	Above 10 (13%)
Gender			
Male 2023 T4	Below 17 (44%)	At 19 (48%)	Above 3 (8%)
Female 2023 T4	Below 11 (29%)	At 20 (53%)	Above 7 (18%)
Writing			
All 2023 T4	Below 44 (57%)	At 27 (35%)	Above 6 (8%)
Gender			
Male 2023 T4	Below 28 (72%)	At 10 (26%)	Above 1 (2%)
Female 2023 T4	Below 16 (42%)	At 17 (45%)	Above 5 (13%)

Te Tiriti o Waitangi - 2023 Ross Intermediate

During 2023 the school undertook an internal review (Rongohia te Hau) with the support of Poutama Pounamu and reflected on where we were as a school regarding Te Ao Maori, our values and practices. This involved using evidence including survey responses from learners, whānau, staff, and observations to inform and develop culturally responsive teaching and leadership across the curriculum. The WSTs (within school teachers) and AST (across school teacher) led this Kahui Ako mahi.

The Senior Leadership team scheduled weekly meetings with Josh Campbell (staff member). Josh's expertise and knowledge with Te ao Māori supported and strengthened the knowledge of the team and helped support decision making.

Josh Campbell accepted the position of Kaiarahi i te Reo for 2024. Abbe Gulbransen was also accepted the role of a māori advisory role that will work alongside and support Josh for 2024.

Much of the professional development targeted and strengthened staff knowledge and understanding of Te ao Maori. The PGC (professional growth cycle) focussed on many elements of tikanga.

The partnership between the school and Rangitāne was initiated. The school adopted the Rangitāne karakia 'Tenei te Mauri'. One classroom began to learn Rangitane waiata and pūrākau, which in turn was shared with and taught to other classes. Another key aspect of the developing partnership included involving Rangitāne in the appointment process of the new principal.

Part of Te Wiki o te Reo included the school learning Rangitāne waiata among other waiata resulting in a collaboration of the entire school that was recorded and shared with the community.

Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2023

The following questions address key aspects of compliance with a good employer policy:

Reporting on the principles of being a Good Employer	
How have you met your obligations to provide good and safe working conditions?	<p><i>BOT are involved in training and development, including Te Tiriti training.</i></p> <p><i>BOT sub-committees are currently in place to ensure compliance and good practise in health and safety and proper maintenance.</i></p>
<p>What is in your equal employment opportunities programme?</p> <p>How have you been fulfilling this programme?</p>	<p><i>There has been a move to School Docs policies to align more effectively to meet legislative requirements and best practice approach with the rationale Ross Intermediate School is committed to the principle of being a good employer by ensuring equal employment opportunities (EEO).</i></p> <p><i>Compliance with this policy will be reported to the Board annually and/or after each permanent employment appointment is made.</i></p>
How do you practise impartial selection of suitably qualified persons for appointment?	<p><i>Interview questions are reviewed to ensure impartiality.</i></p> <p><i>Staff are selected based on who best fits the requirements of the role/job, rather than a quota fit.</i></p> <p><i>Interviewers are selected based on their expertise and the type of role/job needing filling.</i></p> <p><i>Advisors, supports and manawhenua are included in appointment panels where applicable such as appointment of the new principal.</i></p>
<p>How are you recognising,</p> <ul style="list-style-type: none"> - The aims and aspirations of Maori, - The employment requirements of Maori, and - Greater involvement of Maori in the Education service? 	<p><i>A Kaiārahi I te reo was appointed to support for 2024, including provisions and review made for the cultural leadership allowance.</i></p> <p><i>Relevant stakeholders are included in management hui to support 'aspirations and goals for Kaupapa Māori.</i></p> <p><i>Maori staff are supported in PD to ensure their aspirations are met.</i></p> <p><i>Hui is organised for Maori staff to provide direct link and voice with management/principal.</i></p>
How have you enhanced the abilities of individual employees?	<p><i>Engaged staff in the Professional Growth Cycle.</i></p> <p><i>Have huis, wellbeing checks and feedback sessions. All groups of staff have a management team member overusing their well being and development.</i></p> <p><i>Professional development of staff around student needs also support staff needs.</i></p> <p><i>Leadership team and staff with responsibility receive coaching support from external advisor.</i></p>

<p>How are you recognising the employment requirements of women?</p>	<p><i>Flexible working conditions and hours.</i></p> <p><i>Options for their children to be able to come to work where needed and appropriate is considered and generally thought of 'as how can it be supported'.</i></p> <p><i>Extra consideration is given to pregnant women such as playground duties.</i></p> <p><i>Balance of men and women in management allows for the choice of who they wish to discuss any concerns.</i></p> <p><i>Hours of work in winter for safety - staff are expected to be off the premises by dark.</i></p> <p><i>Free Period Products (Government provided) are available to staff in dedicated amenities.</i></p>
<p>How are you recognising the employment requirements of persons with disabilities?</p>	<p><i>Respecting people's privacy about their disabilities.</i></p> <p><i>Staff should feel comfortable about their disabilities in the workplace and be able to discuss these.</i></p> <p><i>An effective and quality induction programmes should provide knowledge and assistance for all.</i></p> <p><i>A buddy should be assigned if deemed appropriate.</i></p> <p><i>A current staff member in a wheel chair has been involved and had a voice in the property - accessibility project, to ensure all needs are heard and met where appropriate.</i></p>

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy . The Ministry of Education monitors these policies:

Reporting on Equal Employment Opportunities (EEO) Programme/Policy	YES	NO
Do you operate an EEO programme/policy?	Y	
Has this policy or programme been made available to staff?	Y	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?		N
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Y	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Y	
Does your EEO programme/policy set priorities and objectives?	Y	



Te Kura Waenga o Ross

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Kiwisport Funding 2023 - Ross Intermediate

Ross Intermediate received \$7310.36 in Kiwisport funding for 2023. The funding supported the Physical Education and Gymnasium programmes to support student learning programmes and development.