

Annual Report 2025 - Holy Family School



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Porirua
Wellington

www.holyfamily.school.nz

List of Board members:

Suzanne Goodin Principal
John Lafaele Presiding Member
Father Nico Las Proprietors Rep
Joshuaa Alefosio-Pei Parent Rep
Faye Levanatabua Staff Rep
Tina Tiumalu Proprietors Rep
Kevin Schwalger Proprietors Rep
Crystal Lawrence Parent Rep
Shekainah Kiri Parent Rep

Statement of compliance with employment policy

Holy Family School acknowledges that our greatest asset is our people. As a high-equity school, we are committed to being a **Good Employer** by maintaining a personnel policy that ensures the fair, transparent, and proper treatment of all staff. We recognize that to provide an equitable education for our children, we must first model equity and manaakitanga within our professional community.

Key Provisions of our Personnel Policy

To uphold this commitment, our Board of Trustees ensures the following provisions are integrated into all aspects of employment:

- **Equal Employment Opportunities (EEO):** We operate an active EEO program that identifies and eliminates institutional barriers, ensuring that recruitment and promotion are based on merit while fostering a workforce that reflects our diverse community.
- **Impartial Selection & Appointment:** Our recruitment processes are transparent, professional, and free from bias, ensuring the "best person for the job" is selected through fair competition.
- **Cultural Competence & Te Tiriti Partnership:** We recognize the unique status of Māori as Tangata Whenua. Our policy provides for the involvement of Māori in recruitment and ensures all staff have the support to grow their competency in Te Reo Māori and Tikanga.
- **Professional Development:** We provide equitable access to high-quality induction and ongoing professional learning, ensuring every educator and support staff member can reach their full potential.
- **Safe & Healthy Environment:** We prioritize the holistic wellbeing of our staff, maintaining rigorous Health and Safety standards and fostering a culture free from harassment and discrimination.
- **Fair Remuneration & Recognition:** We ensure that all staff are treated with dignity and that their contributions are valued and compensated according to national agreements and fair internal practices.

Kiwisport funding

In 2025 our KiwiSport Funding contributed to ensuring that all students had access and opportunity to participate in various sporting activities. This included whole school basketball lessons, ki o rahi lessons for our Year 3 - 6 students, athletics lessons for Year 1-2 students. We also had teams who participated in after school events such as regular local competitions is: football, basketball, touch. We also paid for buses for students to attend inter-school events such as basketball, football and ki o rahi tournaments.

Financial Statements

To be attached once they are prepared by the auditor and accountants.

- Statement of comprehensive revenue and expense
- Statement of changes in net assets/equity
- Statement of financial position
- Statement of cash flows
- Notes to the financial statements
- Independent auditor's report signed and dated.

Strategic Goal #2

Our school curriculum provides all students varied opportunities to achieve academic progress. In 2025 we focussed on Structured Maths.

Actions	What did we achieve?	Evidence	Reasons for any differences between the target and the outcomes	Looking ahead to 2026.
PLD for staff with Jordan	<ul style="list-style-type: none">- We had two online sessions with Jordan.- Jordan was available for checking in and answering questions.- Staff and Syndicate sessions.- PGC document tracked PLD.	PGC tracking. Staff present. Agenda items in staff and syndicate meetings.	It was hard and new, time consuming. Staff were keen and battled through. We are excited by the knowledge children have gained.	Continue in 2026, Jordan has been very good about aligning her resources with the new Maths Curriculum.

Planning checks	<ul style="list-style-type: none"> - Syndicates checked regularly. - Using the Jordan resources. - Having digital copies for ease of use 	Checklist used and information added to personal documentation.	Making sure the planning is including what is needed. Working with the prepared planning in a sensible way.	Check-ins with staff on a regular basis.
Resource sharing and purchasing	<ul style="list-style-type: none"> - Purchased what we needed to run the programme. - Shared Drive was a space for easy access. - Hardcopies were available for photocopy use. - Numicon resources supported the programme. 	New resources in use. Tidied the shared drive for ease of use. Numicon resources were delivered to classes and extra is centrally stored.		Continue to commit a budget to resource what is needed for the programme to be successful.
Assessment as per the SL programme	<ul style="list-style-type: none"> - Tracked the assessment. - Used Jordan's expertise when needed. - Discussed as a syndicate. 	Data entered into eTap	Very time consuming to assess all students on a full SMAAFS.	Continue, but starting from data gathered at the end of Term Four.
Keeping 'aiga informed	<ul style="list-style-type: none"> - Information shared about the programme. - Workshop held in an evening. - Talanoaga included sharing of data. 	Attendance at the workshop. Conversations with 'aiga about the data	Attendance was high with Year 5/6 students 'aiga, the worry that children will not be prepared for the next step.	Run workshop again. Keep informing 'aiga of the progress students are making.