



Date : September 2023

The Education Review Office completed their special review of Wesley College in May 2023 with the following next steps:

- Develop health and safety systems and processes that effectively manage and prevent harmful practices and behaviors.
- Ensure systems are consistent and cohesive between the hostel and the school and have a focus on continuous improvement
- Implement and sustain a deliberate programme of professional learning for school and hostel staff related to the areas of priority for the health safety and wellbeing of all students (including abuse awareness, behavior management, anti-bullying, restorative practices)
- Significantly strengthen the management and resolution of complaints process in the hostel
- Establishing a more thorough and regular policy review process, in particular Health and Safety, that includes consultation with staff, students, and the community. This will support the boards to know their policies are fit for purpose and are meeting the needs of all.
- Develop mechanisms to monitor closely and report that the policies, procedures, and guidance are being fully implemented and followed effectively.

This report summarises how the College has addressed these concerns and gives the progress to date. The College is committed to ensuring the environment is physically, emotionally and spiritually a positive and nurturing place.

1. *Develop health and safety systems and processes that effectively manage and prevent harmful practices and behaviors.*

Health and Safety systems and procedures have been reviewed and overhauled to allow for the following:

- a. A significant body of work has been initiated with Holistic Safeguarding with the goal of becoming a Child Safe Organisation who follows best practice identified in the 10 Principles of Australian Child Safety. This work involves both Boards and all areas of the school community working together.
- b. Ensuring the induction of new staff into the college includes an understanding of the health and safety policy at the college and practices such as support student safety such

as the timely reporting of incidents, accidents and near misses and how such matters should be reported.

- c. Following recruitment good practices such as ensuring at least two references are given, identity and Teachers Council checks are made and all documents dated. Staff involved with recruitment are also currently undergoing training in safer recruitment practices.
- d. All teaching staff have undergone de-escalation training to minimise and resolve conflict situations to avoid student harm. All teachers have undergone physical restraint training in line with the new legislation and Child Protection Policy.
- e. The complaints procedure has been overhauled. We have a policy and a procedure for complaints that records all steps of the complaints process and records dates and times when actions were taken. The steps taken to resolve each complaint can be traced and followed easily. The appointment of a Complaints Officer has ensured complaints processes are followed.
- f. Teachers, hostel parents and support staff have received training to support students to reduce harm from bullying and restorative practices that aim to diffuse and resolve conflicts in the classroom and the dormitory.
- g. Behaviour management has been refreshed and procedures clarified with staff to generate consistency and high expectations of behaviour and conduct. This has been communicated to whanau and students via our website. As a result, all teachers follow a consistent procedure when dealing with behavioural issues.
- h. We have continued to use and promote our anonymous reporting system 'Stymie'. Students who are being bullied are encouraged to use it to disclose any such behaviour. In addition, it may be used by any student that witnesses anything unsafe or who have a wellbeing concern for themselves or somebody else.
- i. In the dormitory, we have introduced a system of active duty throughout the night that involves monitoring night time activity. As a result, students now feel safer during the night and have a supervising adult to go to.

2. Ensure systems are consistent and cohesive between the hostel and the school and have a focus on continuous improvement.

The Head of Boarding and DP Pastoral are working closely to develop more cohesive practices between school and hostel, particularly in relation to wellbeing and behaviour.

- a. The college continues to focus on ensuring information flows as easily as possible from each side of the school to the other. This ensures student wellbeing is supported from all areas of the school.
- b. Policies and procedures that impact both hostel and school staff are discussed so that there is a consistent understanding. Members of both boards sit on the Policies Subcommittee and it is the intention that when policies are reviewed at school level, they will be used as the basis for hostel policy.
- c. In conjunction with external agencies, developing a holistic safeguarding approach to student safety for 24/7 care of all students. This will encompass student management, adult recruitment, bullying, cyber safety and pastoral care. This plan supports Wesley College's Governance and Leadership in determining an efficient and effective child safety capacity-building response. A response that promotes child safety and continuous

improvement in the school's strategic and operational ways of working, helping to develop a Wesley College safeguarding culture. Wesley College can display child safety best practice by implementing these recommendations and incorporating any other recommendations specific to the school (e.g., from the NZ Royal Commission, from the Ministry of Education, the Education Review Office, etc.). Practice that is beyond policy and procedures and is embedded in all of the school's aspects, people and environments and reflective of a safeguarding culture, including the appointment of a Safeguarding Officer.

- d. The college closely monitors day to day attendance. In school, pastoral and administrative staff identify and follow up non-attendance of students and hostel staff work with families on ensuring boarding students arrive back on a Sunday evening ready for school on a Monday.
 - e. The introduction of new night school procedures including tutoring for at-risk students has led to greater engagement of students in the evening and is having a positive impact on achievement. Year level Deans employed by the school, extend their pastoral care into the evening Management structures (evening deans).
 - f. Achievement data is consistently shared between school and hostel to allow learning based conversations between students and staff. This promotes a focus on learning, achievement and attaining qualifications. The college upskills Hostel staff in how to discuss achievement data such as NCEA qualifications and junior literacy and numeracy data.
 - g. The college has now trained around 60 senior students in student-coaching-student processes. A Year 12 or 13 student meets with a Junior student to guide and facilitate academic goal setting. Another 60 students, largely Year 11 and 12, have participated in the International 'Launching Leadership' programme which provides students with increased tools to make good decisions and increase their self awareness and leadership skills.
 - h. Increased numbers of students have taken part in enrichment activities such as Spirit of Adventure, Sir Edmund Hillary and outdoor education programmes. A number of students are currently actively completing their Duke of Edinburgh Bronze, Silver and Gold awards. This is a deliberate and targeted measure to increase opportunity for students to grow their confidence and take on leadership roles.
 - i. A Girls Wellbeing committee has been created and a Student Council will be in place in 2024 to facilitate greater student voice and partnership in decision making around issues which impact on students.
3. *Implement and sustain a deliberate programme of professional learning for school and hostel staff related to the areas of priority for the health safety and wellbeing of all students (including abuse awareness, behavior management, anti-bullying, restorative practices).*
- a. All teaching staff have undergone physical restraint training. This will ensure staff can manage student conflict situations by acting in accordance with the legislation.
 - b. The Senior Leadership team is using the NZCER wellbeing survey for students and staff to examine how different groups are feeling about different aspects of college life. This is

currently being administered twice per year. Classroom student voice is captured often as part of teachers professional growth cycle process.

- c. Prior to starting at Wesley College. Year 8 students complete a questionnaire that highlights how they are feeling about learning and school. The survey gives the school an overview of the new intake of students in terms of confidence in learning, how they see their relationship with teachers and how they value attendance. This data is valuable as it allows the college to predict which students wellbeing maybe impacted and consequently implement systems to support the student throughout school. The college recognises that academic success will positively impact students' overall wellbeing.
- d. In addition to training for staff, a wellbeing and personal development map is being created which aims to provide focused support for students at each year level reflecting their physical and emotional development. It is intended to help build resilience and give students the tools and resources to be happy and successful at Wesley College and into the future.

4. Significantly strengthen the management and resolution of complaints process in the hostel.

- a. The college has reviewed its complaints policy and procedures. As a result of the review, the school has introduced a new complaints management system and platform for managing complaints through to resolution so that each step is clearly articulated. This has allowed the complaints officer to oversee the management of the complaint better and ensure all possible information is used to generate an appropriate and timely outcome.
- b. The college has appointed a school wide complaints officer who will deal with any complaint or concern regarding student or staff wellbeing. This person will, and is receiving the most up to date training to deal with the complaints and concerns process.

4. Establishing a more thorough and regular policy review process, in particular Health and Safety, that includes consultation with staff, students, and the community. This will support the boards to know their policies are fit for purpose and are meeting the needs of all.

- a. The College Board of Trustees has created a Policy Sub Committee (PSC). This group manages the policy review and renewal process. The PSC identifies policies that are due for renewal and collates feedback from stakeholders with the Board secretary. The PSC then considers all feedback and if necessary any changes to current legislation, then amends the policy accordingly.
- b. Relevant staff are trained in the reviewed policy during our weekly meeting cycle. This ensures that the policy and procedures are clarified and understood by all those who action the policy. Policy training is part of the meeting cycle aligned with policy renewal dates.
- c. Policies renewed so far include policy, complaints, child protection, curriculum, EOTC and achievement.

5. Develop mechanisms to monitor closely and report that the policies, procedures, and guidance are being fully implemented and followed effectively.

- a. To ensure implementation, hostel leaders follow a checklist of key health and safety policy and procedures. This is monitored by the Director of Boarding.
- b. The Senior Leadership team use a Culture and Environment Plan to track actions and developments relating to strategic goals and the reviews that have taken place. The plan forms the agenda during Senior Leadership Team meetings

6. Update the hostel provision, in particular furnishings, equipment, and supervision to achieve a higher quality of hostel provision as outlined in the Review of Wesley College Hostels 2019 recommendations.

- a. The hostel is now compliant with both the architectural compliance review and the services compliance review (both in line with current MoE DQLS standards)
- b. A complete review and modernizing of all cameras, lighting, alarms to ensure a safe, welcoming and is established and in line with the Holistic Safeguarding guidelines
- c. The above will include for change the use of existing spaces (eg staff room) but will fundamentally aim to keep all changes within the building envelope to minimise/eliminate the need for a Building Consent
- d. Outdoor improvements including the future use of the site of demolished buildings and outdoor learning areas (eg shade sails, sports areas)

As a result of the health and safety implementations and the development of student agency over several years, there has been a major decrease in incidents involving physical violence or threatening physical violence. There have been 4 reported incidents this year (2023) to date, which have all been dealt with and resolutions accepted.

The incidents have generally involved students from the same year level, which indicates the negative, hierarchical senior student to junior student interactions have greatly subsided. Year 9 students articulate a genuine, warm relationship with senior students, which in many cases has developed through the student coaching student meetings. Year 9 boys are now also participating in a group project which aims to limit child-on-child harmful behaviors and reduce reluctance to report instances of abuse.