



## Education Report: Ministerial Appointments to the Combined Board for Westbridge Residential School (4157) and Halswell Residential College (522)

<b>To:</b>	Hon Chris Hipkins, Minister of Education		
<b>Date:</b>	16 November 2020	<b>Priority:</b>	High
<b>Security Level:</b>	In Confidence	<b>METIS No:</b>	1243231
<b>Drafter:</b>	Andrea Thomson, Senior Advisor, School Governance, SE&S	<b>DDI:</b>	04 463 8254
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<b>Messaging seen by Communications team:</b>	No	<b>Round Robin:</b>	No

### Purpose of Report

The purpose of this paper is for you to:

- **Note** that the Combined Board for Westbridge Residential School (4157) and Halswell Residential College (522) has an alternative constitution, approved under Section 95 of the Education Act 1989<sup>1</sup>, which allows for up to five board members to be appointed by the Minister of Education.
- **Note** that there are currently five board members appointed by the Minister on the Board, with staggered terms of office. Three board members were appointed with terms of office ending 26 February 2023. The remaining two board members were appointed with terms of office ending on 28 February 2021.
- **Note** that the Ministry of Education has facilitated the selection process on your behalf, for two board member positions, with a term of office commencing 1 March 2021.
- **Note** that the Ministry of Education recommends Moses Ma'alo Faleolo and Lorraine Taogaga for appointment, for a period of three years.
- **Agree** to the proposed appointments;
- **If you agree, sign** letters to the successful candidates and the current Board Chairperson confirming the appointments;
- **Note** that the Ministry will notify all unsuccessful candidates;
- **Agree** this Education Report is proactively released as part of the next publication.

<sup>1</sup> Section 95 of the Education Act 1989 has been replaced by Section 122 of the Education and Training Act 2020

## Summary

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- 1 Westbridge Residential School (4157) in Auckland and Halswell Residential College (522) in Christchurch are special institutions as stated in Schedule 2 of the Education and Training Act 2020.
- 2 The two schools provide special education within a residential setting for students who need significant curriculum adaptation due to an underlying intellectual impairment and whose education, social, emotional and behavioural needs cannot be met in other educational environments.
- 3 The schools have a Combined Board with an alternative constitution that allows up to five board members to be appointed by the Minister of Education.
- 4 There are currently five board members appointed by the Minister of Education, on the Board. Three board members were appointed with terms of office ending 26 February 2023. The remaining two board members were appointed with terms of office ending on 28 February 2021. The Board wish to continue the staggered appointments to assist with board continuity.
- 5 The Ministry of Education has facilitated the selection process of board members on your behalf.
- 6 A selection panel, comprising three Ministry of Education staff and the President of the New Zealand School Trustees Association (NZSTA), met on 14 and 15 October 2020 to review applications and shortlist the candidates for recommendation.
- 7 The panel recognised the need for the Board to have suitably qualified or experienced members with a range of skills to ensure its ongoing effectiveness. In making recommendations, the panel considered the balance of skills of the board members remaining on the Board alongside the knowledge, experience and perspectives that each prospective candidate would contribute. The panel was committed to recommending candidates who represent gender and ethnic (particularly Māori and Pacific) diversity, so that the Board better reflects the diverse communities it serves.
- 8 The panel recommends two candidates, Moses Ma'alo Faleolo and Lorraine Taogaga for appointment.
- 9 As Minister of Education, you are able to appoint up to two members to the Board at this time. This report recommends the two candidates are appointed for a term of office of three years, from 1 March 2021 to 25 February 2024.

## Recommended Actions

The Ministry of Education recommends you:

- a. **agree** to appoint the following candidates to the Combined Board for Westbridge Residential School (4157) and Halswell Residential College (522) from 1 March 2021 to 25 February 2024:

Lorraine Taogaga

☒ Agree ☐ Disagree

Moses Ma'alo Faleolo

☒ Agree ☐ Disagree

And if you agree:

- b. **sign** the letter to the successful candidates confirming their appointments;  
c. **sign** the letters to the Board Chairperson confirming the appointments;  
d. **sign** thank you letters to the two outgoing Ministerial-appointed board members;

The Ministry of Education also recommends you:

- e. **note** that the Ministry of Education will thank the unsuccessful candidates in writing after you have confirmed the appointments; and

**Noted**

- f. **Agree** this Education Report is proactively released as part of the next publication.

☒ Proactively Release ☐ Not Release

  
Katrina Casey  
Deputy Secretary  
Sector Enablement and Support

16/11/2020



Hon Chris Hipkins  
Minister of Education

23/12/2020

## Background

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1. Westbridge Residential School (4157) in Auckland and Halswell Residential College (522) in Christchurch are special institutions as defined by the Education and Training Act 2020 and stated within Schedule 2<sup>2</sup>.
2. Halswell Residential College caters for students with intellectual and/or learning disabilities. Westbridge Residential School has a strong focus on using Restorative Practices as a way of supporting their students to make positive changes in behaviour. Both schools provide special education within a residential setting for students who need significant curriculum adaptation due to an underlying intellectual impairment and whose education, social, emotional and behaviour needs, cannot be met in other educational environments.
3. Students are typically enrolled in the schools for 12-18 months during which time their whānau are also supported to make positive changes.
4. The changing nature and special characteristics of the student populations of these institutions mean that the schools do not have an enduring parent community. A board that includes elected parent and student representatives is therefore not appropriate.
5. In December 2014, the then Minister of Education approved a combined board with an alternative constitution, for Westbridge Residential School (4157) and Halswell Residential College (522) under section 110 and section 95 of the Education Act 1989. The decision establishing a combined board with an alternative constitution was published in the *New Zealand Gazette* on 9 January 2014 (Notice Number 2014-go208, Page 32, Issue 1), to take effect from 31 January 2014. The alternative constitution provided for the Minister of Education to appoint a chairperson and up to four members.
6. In June 2016, the then Minister approved an amendment to the alternative constitution for the Board, and this decision was published in the *New Zealand Gazette* on 23 June 2016 (Notice Number 2016-go3562, Issue Number 58). At this time, the constitution changed to provide for the Minister of Education to appoint up to five members, and removed the ability for the Minister to appoint a Board Chairperson.
7. The current constitution of the Board is as follows:
  - up to five members appointed by the Minister of Education as the Minister considers appropriate;
  - the Principal of Westbridge Residential School;
  - the Principal of Halswell Residential College;
  - one staff representative nominated and elected by the staff of the two schools; and
  - up to three trustees co-opted by the Board.
8. You are not able to delegate the authority to make these appointments, as they are specified in the alternative constitution.
9. The Ministry facilitates the process of seeking and evaluating candidates on your behalf and now presents you with recommended candidates for your consideration.

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<sup>2</sup> Schedule 2 to the Education and Training Act 2020 replaced Schedule 5 to the Education Act 1989

### Board membership

10. In 2014, the then Minister of Education appointed four members and a Chairperson to the Board, commencing from 31 January 2014. Two of the members were appointed for a term of 11 months, and the other two members and Chairperson were appointed for a term of two and a half years.
11. The appointments were staggered to help with the Board's succession planning. It is the Board's wish that this staggered appointment arrangement continues.
12. The table below sets out the terms of office for all current Ministerial appointed members to the Board:

	Term Start Date	Term End Date
David Turnbull	29 February 2020	26 February 2023
Matthew Slater	29 February 2020	26 February 2023
Raewyn Whiteman-Thorne	29 February 2020	26 February 2023
Elizabeth Waugh	1 March 2018	31 January 2020
	1 February 2020	28 February 2021
Joanne Walker	1 March 2018	31 January 2020
	1 February 2020	28 February 2021

13. In October 2019, the Ministry of Education identified an inconsistency with the original appointment letters for Elizabeth Waugh and Joanne Walker, who were appointed from February 2018 [METIS 1208150 refers]. The appointment letters stated, "Your appointment is for three years and will end on 31 January 2020", which resulted in these two members being appointed for a truncated term of 23 months, rather than the standard three years.
14. At this time, you agreed to re-appoint Elizabeth Waugh and Joanne Walker for a further 13 months from February 2020 to February 2021 which would enable them to serve a total term of three years, as was originally intended [METIS 1208150 refers], and to maintain the staggered appointments.
15. These two board members' terms of office will expire on 28 February 2021 and therefore the Ministry of Education is recommending two candidates for your consideration.

### The Selection Process

16. The Ministry sought expressions of interest from people wishing to be considered for a role as a Board member appointed by the Minister of Education, to the Combined Board for Westbridge Residential School and Halswell Residential College. We placed advertisements on several online job platforms<sup>3</sup>. The Nominations Services for the Ministry for Women, Ministry for Pacific Peoples and Te Puni Kōkiri - Ministry of Māori Development were approached to present suitable candidates, and the details were also distributed to the Disabled People's Organisations Coalition.

<sup>3</sup> Including the Ministry's Careers Centre, jobs.govt.nz, Seek.co.nz, the *Education Gazette* online, and the Māori and Pacific Job Board.

17. Applications were open from Monday 7 September 2020 to Sunday 5 October 2020. Fourteen completed applications were received by the closing date. Summary biographical information about each candidate is provided in Annex 1.
18. All candidates who submitted applications were required to complete a declaration stating that they were eligible to become a board member with regard to the ineligibility criteria specified in Clause 9 and 10 of Schedule 23 to the Education and Training Act 2020. The candidates were also required to declare any conflicts of interest.
19. A selection panel, comprising three Ministry of Education staff and the President of the New Zealand School Trustees Association (NZSTA), met on 14 and 15 October 2020 to review applications and shortlist the candidates for recommendation. Panel members were provided with candidate documentation - Curricula Vitae (CV), cover letters, and any accompanying attachments.

The Panel	
Lorraine Kerr	President, New Zealand School Trustees Association
Sally Jackson	Chief Advisor, Learning Support, National Office
Deidre Alderson	Deputy Director, Learning Support, Auckland Regional Office
Sue Barr	Senior Education Advisor, ECP, Christchurch Regional Office

20. During this meeting, and prior to commencing shortlisting, the panel discussed any potential conflicts of interest in assessing the candidates. The following were identified:
  - **Sally Jackson** – declared a possible conflict of interest with Joanne Walker as she knows Joanne through previous work together as well as in a personal capacity.
  - **Sue Barr** - declared a possible conflict of interest with Ruth Gorinksi, who worked as a Student Achievement Function Practitioner at the Ministry of Education in 2013/2014.
  - **Lorraine Kerr** – declared a possible conflict of interest with Latham Martin who is currently the regional Chair for NZSTA (West Coast) and Joycelyn Tauevihi, who is currently on the Board of NZSTA.
  - **Deidre Alderson** – declared a possible perceived conflict of interest as she was interviewed as part of an investigation, following a complaint made by the Chairperson of the Combined Board of Westbridge Residential School and Halswell Residential College against another Ministry staff member. No conflicts were declared with any of the candidates.
21. The panel decided that the knowledge the members had of the four candidates in a professional capacity did not preclude them from participating on the panel, but the respective panel members who had declared conflicts limited their involvement in the discussions and assessment of the respective candidates. It was also determined that the previous interactions between the Board Chairperson and Deidre Alderson should not prevent her involvement in the panel as the complaint from the Board Chairperson was not against her, the panel were not recommending candidates for the Chairperson role, nor is the Board Chairperson a candidate for consideration.

22. The panel reviewed candidates for the two upcoming board positions, on the basis of maintaining a broad range of skills and experience as well as ethnic and gender diversity. The panel also assessed the knowledge and experience of the three continuing Board members to identify gaps in knowledge and experience. The panel looked for complementary experience and knowledge to ensure diversity on the Board, rather than a traditional-matrix based approach, which assigned weights to particular skills and experience.
23. The panel also considered feedback from the Board Chairperson and Principals of both schools regarding skills and knowledge that they believed would be beneficial to the Board. This feedback included a request to consider candidates with a professional background or understanding of mental health and/or trauma and trauma informed care; and consideration of candidates of Pacific ethnicity given the proportion of Pacific students at the schools.
24. The key criteria used to evaluate the knowledge and experience of each of the candidates are listed below:
- Whether the candidate has experience in governance (school governance, or other public sector/not-for-profit sectors);
  - Whether the candidate's application demonstrates an interest / experience / understanding of schools' purpose, vision, values and/or student community;
  - Whether the candidate's application demonstrates an understanding / experience / interest of/in Ministry of Education priority groups of students;
  - Whether the candidate's application demonstrated/indicated cultural awareness or experience in culturally responsive practices (Māori and/or Pacific)?
  - Noting candidate's other relevant knowledge / experience.
25. The panel evaluated the experience of each candidate and discussed key knowledge areas that would be beneficial to the overall board composition and what experience could be beneficial to the Board within its next term. The assessment discussions were undertaken in an iterative and collaborative way, until the panel reached a consensus. This process is summarised in a table in Annex 1b.
26. The Ministry conducted reference checks for the three shortlisted candidates. All reference checks were satisfactory and did not highlight any concerns. Additional checks were undertaken to try to verify candidates' qualifications where possible. Social media and Google searches were undertaken to identify any controversial information online associated with the three shortlisted candidates. No associated information was identified with the three shortlisted candidates.

## Recommended appointments

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27. The panel recognised the need for the Board to have suitably qualified or experienced people with a range of skills to ensure its ongoing effectiveness. Given the small number of positions available, the panel wanted to ensure that the recommended candidates provided a variety of complementary knowledge and experience to the Board.

28. The panel considered the balance of skills, knowledge, experience and perspectives that each candidate would contribute, so that the Board better reflects the diverse communities it serves. The panel also considered the experience and knowledge of the three Board members who would continue in office until 2023. This was so that the panel could evaluate the candidates' experience and knowledge alongside those of the continuing board members, so that the Board would have a broad range of knowledge and experience.
29. The panel was particularly committed to try to secure Māori/ Pacific representation on the Board, but at the same time ensuring that each candidate had the right and strong skills to benefit the Board. Given the disproportionate number of Māori students enrolled at the schools the panel felt strongly about increasing representation on the Board.
30. The three candidates who ranked the highest in terms of relevant skills, experience and knowledge, would also improve the cultural diversity of the Board. All three of the top ranked candidates were of either Māori or Pacific cultural heritage.
31. The panel recommends two candidates for appointment – Moses Ma'alo Faleolo and Lorraine Taogaga. The Curricula Vitae for these two candidates are available in Annex 1a.
32. Together, these two candidates bring their diverse experience, background and knowledge in school governance, governance of a special school, social work, youth justice, at-risk learners, education, policy development, culturally responsive teaching practices (Māori and Pacific) and a passion for equity in and accessibility to education. Both candidates bring understanding and commitment to priority groups - particularly Māori and Pacific students, as well students with high or complex learning needs.
33. In the opinion of the panel, these candidates bring experience and knowledge that would be of most benefit to the Board over the next three years.
34. The table below lists the candidates who submitted completed applications through the Ministry of Education's online Careers Centre, which were then considered by the panel.

Fale Andrew Lesā
Chris Murphy
Joanne Walker*
Jonathan Brooks
Latham Martin
Linda Turner
Lorraine Taogaga
Moses Ma'alo Faleolo
Nicola Leete
Rajesh Ram
Robyn Shantal Jones
Ruth Gorinski
Stephen Johnson
Joycelyn Tauevihi

## Key to table

Shortlisted
Recommended for appointment
* Current Board member

### Co-optation recommendations

35. The panel discussed ways of how other diverse perspectives could be represented on the Board, or included in decision-making, to reflect the diverse community the Board serves. This includes encouraging the Board, through co-optation or other means, to consider the voice of younger people or former students, people with neurodiversity, members of the rainbow community and/or those who identify as gender diverse.
36. We have included the recommendation for co-optation considerations in the letter to the Board Chairperson, David Turnbull.

### Risk and Mitigation

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37. If you agree to appoint the recommended candidates, there is a risk that Joanne Walker, the current Board member who applied to be re-appointed but was unsuccessful, may be disappointed and find public avenues to express this disappointment.
38. This risk can be mitigated by emphasizing that a robust evaluation process was followed when making recommendations, for your consideration. In particular, the need for the Board to have a balance of skills and knowledge as well as ethnic representation as there are currently no Māori or Pacific members on the Board.

### Next Steps

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39. Letters to the successful candidates are provided for your signature (see Annex 2).
40. A letter to the Board Chairperson, confirming the appointments is also provided for your signature (Annex 3).
41. We have also included letters to Joanne Walker (current trustee who has not been recommended for reappointment) and to Elizabeth Waugh (current trustee who did not reapply) thanking them for their contribution to the Board during their tenure. These are included in Annex 4 and Annex 5 respectively.
42. The Ministry will write to all other unsuccessful candidates and thank them for their interest.

### Proactive Release

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43. It is intended that this Education Report be proactively released as per your expectation that information be released as soon as possible. Any information that may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

## Annexes

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- Annex 1: Candidate summaries
- Annex 1a: CVs of recommended candidates
- Annex 1b: Candidate evaluation
- Annex 2: Letters to successful candidates
- Annex 3: Letter to Board Chairperson – David Turnbull, notifying the appointments
- Annex 4: Letter to Joanne Walker (current Ministerial appointed board member-unsuccessful).
- Annex 5: Letter to Elizabeth Waugh (current Ministerial appointed board member - did not re-apply for consideration).

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## Candidates being recommended

### Lorraine Taogaga

Lorraine has a qualification in law, and postgraduate qualifications in education and theology. She currently teaches Te Reo Māori to students studying Education at Laidlaw College and a compulsory Te Ao Māori paper at Carey Baptist College. Lorraine has previously sat on the Board of her children's schools (primary and secondary) and more recently was co-opted to the Board of the Northern Health School. Lorraine has a strong interest in Māori bi-lingual education, inequality in education and critical pedagogy.

9(2)(g)(i)



### Moses Ma'alo Faleolo

Moses is a qualified social worker with postgraduate qualifications (Master's and PhD in social work and postgraduate certificate in Teaching). Moses is currently the Associate Dean Pasifika in the College of Health at Massey University (Auckland Campus). Moses has an extensive research background, covering topics such as youth justice, restorative practice and youth gang activities, through which he has developed a strong understanding of Māori and Pacific student learning, at-risk learners, equity and accessibility to education, and culturally responsive practices. Moses has also previous school governance experience through board roles at both Hobsonville Primary School and Kelston Boys' High School.

9(2)(g)(i)



## Candidates not being recommended at this time

### Fale Andrew Lesā

Andrew is an international policy consultant, an experienced director and was elected to the Manukau City Council in 2009. Andrew is currently a Director on the Board of the Manukau Institute of Technology and UNITEC, so has a strong governance background, including finance, legal compliance, strategy and risk management. Andrew has also 10 years' experience in school governance as the deputy chairperson for Manurewa High school and previously for Roscommon Primary School and has a strong focus on culturally responsive teaching practices.

#### *Panel Comments:*

9(2)(g)(i)

### Chris Murphy

Chris has extensive education sector experience as a teacher and more recently as the Principal of Mt Somers Springburn School (2008-2012) and Methven School (2012-2020). Chris is currently a Leadership Advisor for Evaluation Associates. Through his own experience of fostering, Chris has grown to understand the interplay of complex family dynamics and State intervention and its impact on young people and therefore is committed and passionate about opportunities that will help at-risk students learn and achieve.

#### *Panel Comments:*

9(2)(g)(i)

**Joanne Walker**

Joanne is currently a member of the Combined Board and was originally appointed in 2018 by you. Joanne is a qualified teacher and psychologist, and currently a Minister-appointed board member for the Northern Health School. Joanne has an extensive background in education as a teacher, educational psychologist, lecturer, PLD (Professional Learning and Development) facilitator, Early Intervention teacher, RTLB (Resource Teacher: Learning and Behaviour) and has worked with students that are deaf and hearing impaired and vision impaired. Joanne has a passion and commitment to students with learning support needs and is keen to continue her involvement on the Board for another term.

**Panel Comments:**

9(2)(g)(i)

**Jonathan Brooks**

Jonathan has a background in business, marketing and operations. He has been a Board member for Chishallwood Intermediate and Avonside Girls' High School (both in Christchurch), and is currently the Chairperson for the Avonside Girls' High Board. Jonathan is also currently completing an Executive MBA through Massey University.

**Panel Comments:**

9(2)(g)(i)

**Latham Martin**

Latham is a qualified teacher and has been a councillor for the Westland District since 2013 (and Deputy Mayor since 2016). Latham also has school governance experience as the Student Representative (2012) as well as Board Chairperson (2016-2019) for Westland High School.

**Panel comments**

9(2)(g)(i)

**Linda Turner**

Linda has a strong background in education, particularly at tertiary level with qualifications in education and accounting. Linda demonstrated a passion for teaching, an awareness of priority groups of students, at-risk learners and experience in restorative practice.

**Panel Comments:**

9(2)(g)(i)

**Nicola Leete**

Nicola has qualifications in law and postgraduate qualification in education. Nicola has a strong background in education, specifically special education, and currently teaches in the College of Law at the University of Canterbury. Nicola is also currently a member of the Ministry's NCEA disability and learning support panel.

**Panel Comments:**

9(2)(g)(i)

**Rajesh Ram**

Rajesh is passionate and qualified science/biology teacher with a background in educational research. Rajesh is currently employed as a senior lecturer at the School of Secondary and Tertiary Studies (SSTS), Manukau Institute of Technology while undertaking a PhD in Education

**Panel Comments:**

9(2)(g)(i)

**Robyn Shantal Jones**

Shantal is an experienced teacher and is currently the Head of Department of Learning Support and Special Education Needs Coordinator (SENCO) at Lincoln High School in Christchurch.

**Panel Comments:**

9(2)(g)(i)

**Ruth Gorinksi**

Ruth is an experienced educator and more recently is the Director of her own educational consultancy company. Ruth has held several school board member positions (Ministerial Appointment to two Establishment Boards and as a proprietor's representative). Ruth has extensive experience working with the Ministry's priority groups of students, is competent in tikanga Māori protocols and is an Expert Partner for a Kāhui Ako, as well as having worked as a Student Achievement Function (SAF) Practitioner for the Ministry of Education.

**Panel Comments:**

9(2)(g)(i)

**Stephen Johnson**

Stephen has extensive experience in strategy, sales and operations in Transnational Education and has worked for Auckland Institute of Studies, Manukau Institute of Technology.

**Panel Comments:**

9(2)(g)(i)

**Joycelyn Tauevihi**

Joycelyn is currently employed as Manager Fale Pasifika Women's Refuge and has held a number of management and leadership roles for BEST Pacific Institute of Education since 2010. Lorraine originally completed a Bachelor of Education and recently has completed a Master's in Educational Leadership. Joycelyn is also currently on the Board for the New Zealand School Trustees Association (NZSTA). Joycelyn has been a board member for Riverina School in Auckland for 24 years, with 19 of those as Chairperson.

**Panel Comments:**

9(2)(g)(i)

Annex 1a: CVs of recommended candidates

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# Hon Chris Hipkins

MP for Rimutaka

Minister of Education

Minister of State Services

Leader of the House

Minister Responsible for Ministerial Services



Lorraine Taoqaga

**9(2)(a)**

Dear Lorraine

I am pleased to confirm that I have appointed you to the Combined Board for Halswell Residential College and Westbridge Residential School in accordance with the Board's constitution.

You have been appointed because of the balance of skills, experience and attributes that you bring to the Board. I am confident that with your experience, you will support sound governance practice, provide direction, and contribute to the ongoing development of the Board during your appointment term.

Your appointment is for a term of three years commencing from 1 March 2021. Your term will end on 25 February 2024. Before that time, the Ministry of Education will commence the appointment process for this position for the following term, and you will be welcome to reapply for selection. I have advised the Board Chairperson, David Turnbull of your appointment and also to make contact to arrange an induction and provide details of the upcoming Board meetings.

Thank you for your willingness to be appointed and to act in the best interests of the students attending both Halswell Residential College and Westbridge Residential School. I congratulate you on your appointment and wish you a rewarding and successful term of office.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CH', written over a large, faint, diagonal watermark that reads 'Proprietary'.

**Chris Hipkins**  
**Minister of Education**

# Hon Chris Hipkins

MP for Rimutaka

Minister of Education

Minister of State Services

Leader of the House

Minister Responsible for Ministerial Services



Gisa Dr Moses Ma'alo Faleolo

9(2)(a)

Dear Moses

I am pleased to confirm that I have appointed you to the Combined Board for Halswell Residential College and Westbridge Residential School in accordance with the Board's constitution.

You have been appointed because of the balance of skills, experience and attributes that you bring to the Board. I am confident that with your experience, you will support sound governance practice, provide direction, and contribute to the ongoing development of the Board during your appointment term.

Your appointment is for a term of three years commencing from 1 March 2021. Your term will end on 25 February 2024. Before that time, the Ministry of Education will commence the appointment process for this position for the following term, and you will be welcome to reapply for selection. I have advised the Board Chairperson, David Turnbull of your appointment and also to make contact to arrange an induction and provide details of the upcoming Board meetings.

Thank you for your willingness to be appointed and to act in the best interests of the students attending both Halswell Residential College and Westbridge Residential School. I congratulate you on your appointment and wish you a rewarding and successful term of office.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CH', representing Chris Hipkins.

**Chris Hipkins**  
Minister of Education

Annex 3: Letter to Board Chairperson – David Turnbull, notifying the appointments

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# Hon Chris Hipkins

MP for Rimutaka

Minister of Education

Minister of State Services

Leader of the House

Minister Responsible for Ministerial Services



David Turnbull

9(2)(a)

Dear David

I am pleased to confirm that I have appointed Moses Ma'alo Faleolo and Lorraine Taogaga to the Combined Board for Halswell Residential College and Westbridge Residential School, in accordance with the Board's constitution, effective from 1 March 2021.

I have sent letters to the successful candidates to let them know of their appointments. I am requesting that as the Board Chairperson, you contact Moses and Lorraine in the near future to discuss the details of the upcoming Board meetings and arrange for induction.

I considered several factors when making appointments, including securing the right mix of skills and, where possible, a balanced representation on the Board to reflect the diverse nature of the community the schools serve.

While I have every confidence in the skills of the members appointed, I would like the Board to consider how other diverse perspectives could be represented on the Board or included in decision making, to reflect the diverse community the Board serves. This could include, through co-optation or other means, considering the voice of younger people or former students, people with neurodiversity, members of the rainbow community and/or those who identify as gender diverse.

I also recommend that the Board continue work with the Ministry's Auckland and Christchurch offices and the New Zealand School Trustees Association (NZSTA) to ensure that Board members are aware of their responsibilities to declare any conflicts of interest to the Ministry and to withdraw from related discussions and decision-making when necessary. This will ensure that any potential conflicts of interest continue to be well managed.

I congratulate the new appointees and wish the Board all the best.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CH'.

**Chris Hipkins**  
Minister of Education

Annex 4: Letter to Joanne Walker (current Ministerial appointed board member- unsuccessful)

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# Hon Chris Hipkins

MP for Rimutaka

Minister of Education

Minister of State Services

Leader of the House

Minister Responsible for Ministerial Services



Joanne Walker

9(2)(a)

Dear Joanne

Thank you for your interest in continuing in the role of Ministerial Appointed Board Member to the Combined Board for Halswell Residential College and Westbridge Residential School.

In this instance, you have not been selected for one of the Ministerial Appointed Board Member positions. This is no reflection on your qualifications and experience. Due to the small number of positions and high number of excellent candidates, it was difficult to finalise the appointees.

I considered a number of factors when making appointments, including securing the right mix of skills and, where possible, a balanced representation on the Board to reflect the diverse nature of the community the schools serve. The appointed candidates will bring a broad and complementary mix of skills to the Board over the next three years.

I would like to take this opportunity to thank you for your contribution to the governance of the Combined Board for Halswell Residential College and Westbridge Residential School. Your service to the schools and their communities has made a difference for students and their whānau.

Thank you for your contribution in undertaking this responsible and challenging role over your previous term.

I wish you well in your future endeavours.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CH', over a large diagonal watermark that reads 'Private and Confidential'.

**Chris Hipkins**  
Minister of Education

Annex 5: Letter to Elizabeth Waugh (current Ministerial appointed board member - did not re-apply for consideration).

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# Hon Chris Hipkins

MP for Rimutaka

Minister of Education

Minister of State Services

Leader of the House

Minister Responsible for Ministerial Services



Elizabeth Waugh

9(2)(a)

Dear Elizabeth Waugh

As you will be aware, your term of office on the Combined Board for Halswell Residential College and Westbridge Residential School will end on 28 February 2021. I understand that you have chosen not to re-apply for appointment.

I have now appointed two members to the Board, effective from 1 March 2021.

I would like to take this opportunity to thank you for your contribution to the governance of the Combined Board of Trustees for Halswell Residential College and Westbridge Residential School. Your service to the schools and their communities has made a difference for students and their whānau.

Thank you for undertaking this responsible and challenging role over this previous term. I wish you well in your future endeavours.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'CH', over a large 'Proactive' watermark.

**Chris Hipkins**  
Minister of Education