

SUPPLEMENTARY DEED OF AGREEMENT

HASTINGS CHRISTIAN SCHOOL, HASTINGS

THIS DEED OF AGREEMENT is made on the ^{seventeen 2017} 27th day of April two thousand and ~~sixteen (2016)~~ ^{seventeen (2017)} BETWEEN THE HAWKE'S BAY CHRISTIAN SCHOOL ASSOCIATION INC ("the Proprietor") of the first part and HER MAJESTY THE QUEEN acting by and through the Minister of Education (hereinafter referred to as "The Minister") of the second part.

WHEREAS

- A** By Deed of Agreement bearing date the 30th day of September 1999 as varied by any subsequent supplementary agreements (hereinafter referred to as "the Deed of Agreement"), the Minister and the Proprietor pursuant to section 7(2) of the Private Schools Conditional Integration Act 1975 established **Hastings Christian School, Hastings** as an integrated school (hereinafter referred to as "the School").
- B** The Proprietor and the Minister are now agreed on the need to amend Clause 20 of the Deed of Agreement pursuant to section 7(9) of the Private Schools Conditional Integration Act 1975.

NOW THIS DEED OF AGREEMENT WITNESSETH THAT IT IS HEREBY COVENANTED AGREED AND DECLARED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:

- 1. THAT** the words "two hundred and sixty (260) pupils" in line 3 of Clause 20 of the deed of Agreement be deleted and the words "two hundred and seventy (270) students in 2017. Subject to sufficient integrated teaching spaces being provided." be substituted therefor.
- 2. THAT** the covenants conditions and restrictions contained and implied in the Deed of Agreement shall be read and construed subject to the modifications herein contained but in all other respects the Deed of Agreement is confirmed.

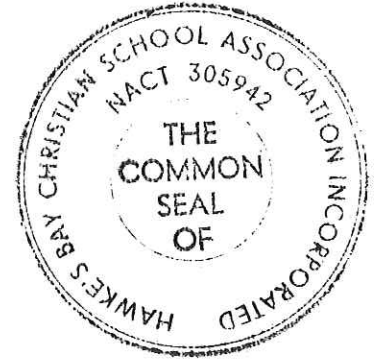
IN WITNESS WHEREOF these presents have been executed the day and year first hereinbefore written.

John Beek
The Common Seal of
THE HAWKE'S BAY CHRISTIAN SCHOOL ASSOCIATION LTD was
hereunto affixed in the presence of:
*Consultant. 265 Tairāhoro rd
Tairāhoro Beek. RD 5 Hastings
4175*

[Signature]
.....
Trustee

[Signature]
.....
Trustee

[Signature]
[Signature]



[Signature] 27.4.2017
Signed by ~~HEKIA PARATA~~, *Jim Greening*
~~The Minister of Education~~ *Group Manager - Schools Support*
acting on behalf of
HER MAJESTY THE QUEEN
in the presence of:

Vaideni Matatua
Assistant Advisor
Wellington.
Vaideni Matatua.

Key Points of Agreement

- “Status quo not an option”. Operating an excellent secondary school that offers all main curriculum areas requires a certain number of student enrolments. Currently, our projected enrolments (in the short and medium term) do not meet this need. We, therefore, need to promote the school much more effectively.
- Marketing and promotion is organic and not tightly controlled. Our current school community will, for the most part, serve as natural ambassadors for the school. They, therefore, need to be clear about the enrolment process and the kind of families we are hoping to serve. They can then go ahead with confidence and clarity and talk to people about HCS. There are perceptions, well-founded or not, that need to be clearly addressed. Perhaps the most important of these is the perception that applications from Pentecostal families, as a category, will be declined.
- The purpose and scope of the interview of prospective parents needs to be communicated clearly to prospective parents so that they are well-prepared and do not feel ‘ambushed’ by the questioning. ‘No surprises’ is our motto when interacting with prospective parents.
- Love needs to characterise all our contact with prospective families, including those whose applications are declined. It would be helpful to take care to ensure, where we can, that families do not walk away embittered.
- Applicants will be evaluated by how closely their beliefs align to the school’s Statement of Beliefs and who express a commitment to upholding and supporting the school’s special character (as described further in the Reformed creeds and confessions). In other words, they need not subscribe to the confessions or creeds, but they are expected to respect them. Applicants will not be ‘tripped up’ by expressing views not addressed by the Statement of Beliefs.
- What has been agreed to verbally here at the meeting will be communicated clearly to the wider school community, as appropriate. This includes updating and adjusting all school promotional material and communications to ensure consistency of language.

Action Points

- Appoint someone to review all HCS marketing and communications with a view to more clearly communicating what we are about, what kind of families we serve and what the enrolment process is.
- Member/s of BOP to meet with staff to describe the enrolment process and to emphasise that: *“Applicants will be evaluated by how closely their beliefs align to the school’s Statement of Beliefs and who express a commitment to upholding and supporting the school’s special character (as described further in the Reformed creeds and confessions). In other words, they need not subscribe to the confessions or creeds, but they are expected to respect them. Applicants will not be ‘tripped up’ by expressing views not addressed by the Statement of Beliefs.”*
- SLT to consider allocating a management unit to marketing and appointing somebody to this role.
- Non-preference families who are accepted into the school will not be advised of their status. This only makes them feel like second-class citizens. Letter to non-preference families to be amended accordingly.

Further Recommendations