

# EAST OTAGO HIGH SCHOOL



## ANNUAL REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2022

**School Directory**

<b>Ministry Number:</b>	371
<b>Principal:</b>	Marcus Cooper
<b>School Address:</b>	Stour Street, Palmerston, Otago
<b>School Postal Address:</b>	PO Box 58, Palmerston, 9443
<b>School Phone:</b>	03 465 1513
<b>School Email:</b>	<a href="mailto:office@eohs.school.nz">office@eohs.school.nz</a>

# EAST OTAGO HIGH SCHOOL

Annual Report - For the year ended 31 December 2022

## Index

<b>Page</b>	<b>Statement</b>
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### **Financial Statements**

<u>1</u>	Statement of Responsibility
<u>2</u>	Members of the Board
<u>3</u>	Statement of Comprehensive Revenue and Expense
<u>4</u>	Statement of Changes in Net Assets/Equity
<u>5</u>	Statement of Financial Position
<u>6</u>	Statement of Cash Flows
<u>7 - 20</u>	Notes to the Financial Statements

### **Other Information**

Analysis of Variance

Kiwisport

Independent Auditor's Report

# East Otago High School

## Statement of Responsibility

For the year ended 31 December 2022

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 2022 fairly reflects the financial position and operations of the School.

The School's 2022 financial statements are authorised for issue by the Board.

Peggy Bridger  
Full Name of Presiding Member

  
Signature of Presiding Member

31/05/2023.  
Date:

MAR (W) COOPER  
Full Name of Principal

  
Signature of Principal

31/05/2023  
Date:

# East Otago High School

## Members of the Board

For the year ended 31 December 2022

<b>Name</b>	<b>Position</b>	<b>How Position Gained</b>	<b>Term Expired/ Expires</b>
Peggy Bridger	Presiding Member	Elected	Sep 2025
Marcus Cooper	Principal	ex Officio	
Paul Paton	Parent Representative	Appointed Elected	Sep 2022 Sep 2025
Liz Walker	Parent Representative	Co-opted Elected	Sep 2022 Sep 2025
Ron Sheat	Parent Representative	Appointed	Sep 2022
Julia Rata-Te Raki	Parent Representative	Appointed Elected	Sep 2022 Sep 2025
Natala Colhoun	Parent Representative	Co-opted	Sep 2025
Kirsty McLachlan	Staff Representative	Elected	Sep 2025
Rylie Keach	Student Representative	Elected	Sep 2022
Samuel Paton	Student Representative	Elected	Sep 2023
In attendance Lynn Murphy	BOT Secretary		

# East Otago High School

## Statement of Comprehensive Revenue and Expense

For the year ended 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
<b>Revenue</b>				
Government Grants	2	3,155,801	2,765,326	2,780,563
Locally Raised Funds	3	256,013	205,940	412,375
Interest Income		19,482	6,000	7,688
Gain on Sale of Property, Plant and Equipment		2,471	-	220,251
		<u>3,433,767</u>	<u>2,977,266</u>	<u>3,420,877</u>
<b>Expenses</b>				
Locally Raised Funds	3	135,962	117,752	105,999
Learning Resources	4	2,232,726	2,123,918	2,103,381
Administration	5	352,034	201,482	168,048
Finance		8,339	-	8,250
Property	6	587,276	556,561	512,383
Loss on Disposal of Property, Plant and Equipment		-	4,000	-
		<u>3,316,337</u>	<u>3,003,713</u>	<u>2,898,061</u>
<b>Net Surplus / (Deficit) for the year</b>		117,430	(26,447)	522,816
Other Comprehensive Revenue and Expense		-	-	-
<b>Total Comprehensive Revenue and Expense for the Year</b>		<u>117,430</u>	<u>(26,447)</u>	<u>522,816</u>

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

# East Otago High School

## Statement of Changes in Net Assets/Equity

For the year ended 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
<b>Equity at 1 January</b>		1,451,479	1,451,479	1,212,663
Total comprehensive revenue and expense for the year		117,430	(26,447)	522,816
Contributions from the Ministry of Education				
Contribution - Furniture and Equipment Grant		17,889	-	-
Contribution to Ministry Project		(18,561)	-	-
Distribution of Equity - Funds added to 5YA on sale of surplus school property		-	-	(284,000)
<b>Equity at 31 December</b>	24	1,568,237	1,425,032	1,451,479
Accumulated comprehensive revenue and expense	24	1,368,237	1,425,032	1,251,479
Reserved Equity - Thomas Estate	24	200,000	-	200,000
<b>Equity at 31 December</b>		1,568,237	1,425,032	1,451,479

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.

# East Otago High School

## Statement of Financial Position

As at 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
<b>Current Assets</b>				
Cash and Cash Equivalents	7	848,792	1,082,714	1,065,739
Accounts Receivable	8	446,904	150,021	150,021
GST Receivable		22,765	11,118	11,118
Prepayments		16,003	15,438	15,438
Investments	9	547,578	27,738	27,738
Funds Receivable for Capital Works Projects	15	408	47,724	47,724
		<u>1,882,450</u>	<u>1,334,753</u>	<u>1,317,778</u>
<b>Current Liabilities</b>				
Accounts Payable	11	335,034	210,144	210,144
Revenue Received in Advance	12	5,821	9,640	9,640
Provision for Cyclical Maintenance	13	29,185	60,500	27,000
Finance Lease Liability	14	23,515	20,531	20,531
Funds held for Capital Works Projects	15	380,787	80,771	80,771
		<u>774,342</u>	<u>381,586</u>	<u>348,086</u>
<b>Working Capital Surplus/(Deficit)</b>		<b>1,108,108</b>	<b>953,167</b>	<b>969,692</b>
<b>Non-current Assets</b>				
Property, Plant and Equipment	10	647,250	663,744	680,653
		<u>647,250</u>	<u>663,744</u>	<u>680,653</u>
<b>Non-current Liabilities</b>				
Provision for Cyclical Maintenance	13	92,035	83,789	90,776
Finance Lease Liability	14	95,086	108,090	108,090
		<u>187,121</u>	<u>191,879</u>	<u>198,866</u>
<b>Net Assets</b>		<u><u>1,568,237</u></u>	<u><u>1,425,032</u></u>	<u><u>1,451,479</u></u>
<b>Equity</b>		<u><u>1,568,237</u></u>	<u><u>1,425,032</u></u>	<u><u>1,451,479</u></u>

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

# East Otago High School

## Statement of Cash Flows

For the year ended 31 December 2022

		2022	2022	2021
	Note	Actual	Budget	Actual
		\$	(Unaudited)	\$
			\$	
<b>Cash flows from Operating Activities</b>				
Government Grants		815,665	776,057	746,858
Locally Raised Funds		255,153	205,940	348,212
International Students		652	-	-
Goods and Services Tax (net)		(11,647)	-	782
Payments to Employees		(410,435)	(383,035)	(371,510)
Payments to Suppliers		(387,093)	(506,896)	(390,707)
Interest Received		18,078	6,000	7,389
Net cash from/(to) Operating Activities		280,373	98,066	341,024
<b>Cash flows from Investing Activities</b>				
Purchase of Property Plant & Equipment (and Intangibles)		(43,072)	(81,091)	(14,041)
Purchase of Investments		(519,840)	-	-
Proceeds from Sale of Investments		-	-	325,690
Net cash (to)/from Investing Activities		(562,912)	(81,091)	311,649
<b>Cash flows from Financing Activities</b>				
Furniture and Equipment Grant		17,889	-	-
Finance Lease Payments		(25,389)	-	(22,102)
Funds Administered on Behalf of Third Parties		73,092	-	12,222
Net cash from/(to) Financing Activities		65,592	-	(9,880)
<b>Net (decrease)/increase in cash and cash equivalents</b>		<b>(216,947)</b>	<b>16,975</b>	<b>642,793</b>
Cash and cash equivalents at the beginning of the year	7	1,065,739	1,065,739	422,946
<b>Cash and cash equivalents at the end of the year</b>	<b>7</b>	<b>848,792</b>	<b>1,082,714</b>	<b>1,065,739</b>

The statement of cash flows records only those cash flows directly within the control of the School. This means centrally funded teachers' salaries and the use of land and buildings grant and expense 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.



# East Otago High School

## Notes to the Financial Statements

### For the year ended 31 December 2022

#### 1. Statement of Accounting Policies

##### 1.1. Reporting Entity

East Otago High School (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.

##### 1.2. Basis of Preparation

###### **Reporting Period**

The financial statements have been prepared for the period 1 January 2022 to 31 December 2022 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 expenditure 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 whole 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 13.

#### *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 10.

#### **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 14. Future operating lease commitments are disclosed in note 20b.

##### *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.

### **1.3. 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 to which they relate. 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 to which they relate. 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 recognised as 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.

### **1.4. Operating Lease Payments**

Payments made under operating leases are recognised in the Statement of Comprehensive Revenue and Expense on a straight line basis over the term of the lease.

### **1.5. 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.

### **1.6. 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.

### **1.7. Accounts Receivable**

Short-term receivables are recorded at the amount due, less an allowance for expected credit losses (uncollectable debts). The school's 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.

### **1.8. Investments**

Bank term deposits are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. A loss allowance for expected credit losses is recognised if the estimated loss allowance is not trivial.

### **1.9. 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.

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 Statement of Comprehensive Revenue and Expense 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	18-100 years
Furniture and equipment	10–15 years
Information and communication technology	4–8 years
Motor vehicles	5 years
Leased assets held under a Finance Lease	Term of Lease
Library resources	12.5% Diminishing value

### **1.10. Impairment of property, plant and equipment and intangible assets**

The school does not hold any cash generating assets. Assets are considered cash generating where their primary objective is to generate a commercial return.

#### *Non cash generating assets*

Property, plant, and equipment and intangible assets held at cost that have a finite useful life are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. If such indication exists, the School estimates the asset's recoverable service amount. An impairment loss is recognised as the amount by which the asset's carrying amount exceeds its recoverable service amount. The recoverable service amount is the higher of an asset's fair value less costs to sell and value in use.

Value in use is determined using an approach based on either a depreciated replacement cost approach, restoration cost approach, or a service units approach. The most appropriate approach used to measure value in use depends on the nature of the impairment and availability of information.

In determining fair value less costs to sell the school engages an independent valuer to assess market value based on the best available information.

If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable amount. The total impairment loss is recognised in the Statement of Comprehensive Revenue and Expense.

The reversal of an impairment loss is recognised in the Statement of Comprehensive Revenue and Expense. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable service amount since the last impairment loss was recognised.

### **1.11. 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.

### **1.12. 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, 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 Statement of Comprehensive Revenue and Expense in the period in which they arise.

### **1.13. Revenue Received in Advance**

Revenue received in advance relates to fees received from students and grants received 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 earned.

### **1.14. 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.

### **1.15. 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.

Cyclical maintenance, which involves painting of the School, makes up the most significant part of the Board's responsibilities outside the 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 School carries out painting maintenance of the whole school over a variety of periods in accordance with the conditional assessment of each area of the school. 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.

### **1.16. Financial Instruments**

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

Investments that are shares are categorised as financial assets at fair value through other comprehensive revenue and expense in accordance with financial reporting standards. On initial recognition of an equity investment that is not held for trading, the School may irrevocably elect to present subsequent changes in the investments' fair value in other comprehensive revenue and expense. This election has been made for investments that are shares. Subsequent to initial recognition, these assets are measured at fair value. Dividends are recognised as income in the Statement of Comprehensive Revenue and Expense unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in other comprehensive revenue and expense and are never reclassified to the Statement of Comprehensive Revenue and Expense.

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 the Statement of Comprehensive Revenue and Expense.

### **1.17. Borrowings**

Borrowings, on normal commercial terms, are initially recognised at the amount borrowed plus transaction costs. Interest due on the borrowings is subsequently accrued and added to the borrowings balance. Borrowings are classified as current liabilities unless the school has an unconditional right to defer settlement of the liability for at least 12 months after balance date.

### **1.18. 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.

**1.19. Budget Figures**

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

**1.20. 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

	2022	2022	2021
	Actual	Budget	Actual
	\$	(Unaudited)	\$
Government Grants - Ministry of Education	818,686	714,869	691,198
Teachers' Salaries Grants	1,793,756	1,668,290	1,712,480
Use of Land and Buildings Grants	350,098	313,053	313,053
Healthy Lunches Grant	125,727	-	-
Other Government Grants	67,534	69,114	63,832
	<u>3,155,801</u>	<u>2,765,326</u>	<u>2,780,563</u>

The School has opted in to the donations scheme for this year. Total amount received was \$25,350 (2021: \$24,750).

## 3. Locally Raised Funds

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

	2022	2022	2021
	Actual	Budget	Actual
	\$	(Unaudited)	\$
<b>Revenue</b>			
Donations & Bequests	67,492	76,900	243,405
Fees for Extra Curricular Activities	53,270	27,700	35,084
Trading	30,131	25,980	30,003
Fundraising & Community Grants	19,129	11,300	19,311
Other Revenue	50,939	31,560	47,322
House Rents	34,400	32,500	37,250
International Student Fees	652	-	-
	<u>256,013</u>	<u>205,940</u>	<u>412,375</u>
<b>Expenses</b>			
Extra Curricular Activities Costs	79,657	55,382	41,156
Trading	35,900	28,948	42,440
Fundraising & Community Grant Costs	5,546	13,236	10,290
House Expenses	14,859	20,186	12,113
	<u>135,962</u>	<u>117,752</u>	<u>105,999</u>
	<u>120,051</u>	<u>88,188</u>	<u>306,376</u>

*Surplus / (Deficit) for the year Locally raised funds*

In 2021 the school received a bequest of \$200,000 from the estate of the late John Campbell Thomas for the establishment of two memorial scholarships, one for art & one for academic excellence. Students will be awarded the interest accrued on the \$200,000 annually or biennially at the Board's discretion. The School has received the funds for this specific purpose but there is no requirement to repay funds if not spent, and accordingly these funds are recorded as Reserved Equity - refer note 24.

## 4. Learning Resources

	2022	2022	2021
	Actual	Budget	Actual
	\$	(Unaudited)	\$
Curricular	97,446	93,621	90,625
Equipment Repairs	99	960	162
Information and Communication Technology	19,065	20,500	10,941
Library Resources	1,242	1,350	725
Employee Benefits - Salaries	2,013,396	1,896,587	1,901,014
Staff Development	6,908	12,900	8,956
Depreciation	94,570	98,000	90,958
	<u>2,232,726</u>	<u>2,123,918</u>	<u>2,103,381</u>

## 5. Administration

	2022	2022 Budget	2021
	Actual	(Unaudited)	Actual
	\$	\$	\$
Audit Fee	7,491	7,123	6,963
Board Fees	3,990	4,120	3,350
Board Expenses	3,238	3,200	2,210
Communication	5,865	5,550	5,078
Consumables	10,756	19,820	13,449
Operating Lease	8,257	18,300	-
Healthy Lunches Expense	125,727	-	-
Other	26,343	27,922	23,848
Employee Benefits - Salaries	146,348	100,084	99,601
Insurance	9,079	10,423	8,889
Service Providers, Contractors and Consultancy	4,940	4,940	4,660
	<u>352,034</u>	<u>201,482</u>	<u>168,048</u>

## 6. Property

	2022	2022 Budget	2021
	Actual	(Unaudited)	Actual
	\$	\$	\$
Caretaking and Cleaning Consumables	18,702	14,500	15,490
Consultancy and Contract Services	53,240	58,081	-
Cyclical Maintenance Provision	23,544	26,513	10,145
Grounds	12,776	14,123	8,949
Heat, Light and Water	49,275	52,882	46,054
Rates	3,937	4,829	3,763
Repairs and Maintenance	10,993	10,000	17,047
Use of Land and Buildings	350,098	313,053	313,053
Employee Benefits - Salaries	64,711	62,580	97,882
	<u>587,276</u>	<u>556,561</u>	<u>512,383</u>

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

	2022	2022 Budget	2021
	Actual	(Unaudited)	Actual
	\$	\$	\$
Bank Accounts	648,792	552,538	535,563
Short-term Bank Deposits	-	530,176	530,176
Restricted Cash Asset	200,000	-	-
Cash and Cash Equivalents for Statement of Cash Flows	<u>848,792</u>	<u>1,082,714</u>	<u>1,065,739</u>

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

Of the \$848,792 Cash and Cash Equivalents, \$130,787 is held by the School on behalf of the Ministry of Education. These funds have been provided for 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 2023 on Crown owned school buildings.

The restricted cash asset represents the \$200,000 bequest received from John Campbell Thomas. Only the interest on the funds can be allocated annually. Refer to note 24.



## 8. Accounts Receivable

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Receivables	898	4,509	4,509
Receivables from the Ministry of Education	287,500	-	-
Interest Receivable	1,800	396	396
Teacher Salaries Grant Receivable	156,706	145,116	145,116
	<u>446,904</u>	<u>150,021</u>	<u>150,021</u>
Receivables from Exchange Transactions	2,698	4,905	4,905
Receivables from Non-Exchange Transactions	444,206	145,116	145,116
	<u>446,904</u>	<u>150,021</u>	<u>150,021</u>

## 9. Investments

The School's investment activities are classified as follows:

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Current Asset			
Short-term Bank Deposits	547,578	27,738	27,738
Total Investments	<u>547,578</u>	<u>27,738</u>	<u>27,738</u>

## 10. Property, Plant and Equipment

	Opening Balance (NBV) \$	Additions \$	Disposals \$	Impairment \$	Depreciation \$	Total (NBV) \$
2022						
Land	34,000	-	-	-	-	34,000
Building Improvements	347,764	3,008	-	-	(21,710)	329,062
Furniture and Equipment	93,537	25,425	-	-	(18,087)	100,875
Information and Communication Technology	70,250	15,589	-	-	(27,424)	58,415
Motor Vehicles	784	3,826	-	-	(793)	3,817
Leased Assets	123,828	12,678	-	-	(25,165)	111,341
Library Resources	10,490	1,648	(1,007)	-	(1,391)	9,740
<b>Balance at 31 December 2022</b>	<u>680,653</u>	<u>62,174</u>	<u>(1,007)</u>	<u>-</u>	<u>(94,570)</u>	<u>647,250</u>

The net carrying value of equipment held under a finance lease is \$111,341 (2021: \$123,828)

### Restrictions

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

	2022 Cost or Valuation \$	2022 Accumulated Depreciation \$	2022 Net Book Value \$	2021 Cost or Valuation \$	2021 Accumulated Depreciation \$	2021 Net Book Value \$
Land	34,000	-	34,000	34,000	-	34,000
Building Improvements	735,554	(406,492)	329,062	732,546	(384,782)	347,764
Furniture and Equipment	415,285	(314,410)	100,875	389,861	(296,324)	93,537
Information and Communication Technology	259,403	(200,988)	58,415	243,814	(173,564)	70,250
Motor Vehicles	97,591	(93,774)	3,817	105,916	(105,132)	784
Leased Assets	158,537	(47,196)	111,341	158,207	(34,379)	123,828
Library Resources	39,511	(29,771)	9,740	41,886	(31,396)	10,490
<b>Balance at 31 December</b>	<u>1,739,881</u>	<u>(1,092,631)</u>	<u>647,250</u>	<u>1,706,230</u>	<u>(1,025,577)</u>	<u>680,653</u>

## 11. Accounts Payable

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Creditors	136,842	21,128	21,128
Accruals	10,581	10,005	10,005
Banking Staffing Overuse	1,381	7,926	7,926
Employee Entitlements - Salaries	174,224	160,325	160,325
Employee Entitlements - Leave Accrual	12,006	10,760	10,760
	<u>335,034</u>	<u>210,144</u>	<u>210,144</u>
Payables for Exchange Transactions	335,034	210,144	210,144
	<u>335,034</u>	<u>210,144</u>	<u>210,144</u>

The carrying value of payables approximates their fair value.

## 12. Revenue Received in Advance

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Other Revenue in Advance	5,821	9,640	9,640
	<u>5,821</u>	<u>9,640</u>	<u>9,640</u>

## 13. Provision for Cyclical Maintenance

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Provision at the Start of the Year	117,776	117,776	146,263
Increase to the Provision During the Year	27,898	26,513	26,513
Other Adjustments	(4,354)	-	(16,368)
Use of the Provision During the Year	(20,100)	-	(38,632)
Provision at the End of the Year	<u>121,220</u>	<u>144,289</u>	<u>117,776</u>
Cyclical Maintenance - Current	29,185	60,500	27,000
Cyclical Maintenance - Non current	92,035	83,789	90,776
	<u>121,220</u>	<u>144,289</u>	<u>117,776</u>

The School's cyclical maintenance schedule details annual painting & other significant cyclical maintenance work to be undertaken. The costs associated with this annual work will vary depending on the requirements during the year. This plan is based on the School's most recent 10 Year Property plan, adjusted as identified and confirmed appropriate by the Board, to other reliable sources of evidence.

## 14. Finance Lease Liability

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

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
No Later than One Year	30,660	28,288	28,288
Later than One Year and no Later than Five Years	81,568	87,577	87,577
Later than Five Years	30,110	43,014	43,014
Future Finance Charges	(23,737)	(30,258)	(30,258)
	<u>118,601</u>	<u>128,621</u>	<u>128,621</u>
<b>Represented by:</b>			
Finance lease liability - Current	23,515	20,531	20,531
Finance lease liability - Non current	95,086	108,090	108,090
	<u>118,601</u>	<u>128,621</u>	<u>128,621</u>

## 15. 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.

2022	Opening Balances	Receipts from MoE	Payments	Board Contributions	Closing Balances
	\$	\$	\$	\$	\$
B Block Upgrade - 217314	(39,885)	70,838	(49,514)	18,561	-
C Block re roof - design fees - 229639	80,771	1,000,000	(699,984)	-	380,787
B Block Windows - 234934	(7,839)	230,850	(223,419)	-	(408)
Totals	33,047	1,301,688	(972,917)	18,561	380,379

### Represented by:

Funds Held on Behalf of the Ministry of Education	380,787
Funds Receivable from the Ministry of Education	(408)

2021	Opening Balances	Receipts from MoE	Payments	Board Contributions	Closing Balances
	\$	\$	\$	\$	\$
Boiler & Gym Heating Upgrade - 217312	905	-	(905)	-	-
B Block Upgrade - 217314	14,241	577,993	(632,119)	-	(39,885)
C Block re roof - design fees - 229639	-	103,000	(22,229)	-	80,771
B Block Windows - 234934	-	-	(7,839)	-	(7,839)
Totals	15,146	680,993	(663,092)	-	33,047

### Represented by:

Funds Held on Behalf of the Ministry of Education	80,771
Funds Receivable from the Ministry of Education	(47,724)

## 16. 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 condition 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.

## 17. Remuneration

### Key management personnel compensation

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

	2022 Actual	2021 Actual
	\$	\$
<i>Board Members</i>		
Remuneration	3,990	3,350
<i>Leadership Team</i>		
Remuneration	380,139	306,831
Full-time equivalent members	3.00	2.50
Total key management personnel remuneration	384,129	310,181

There are seven members of the Board excluding the Principal. The Board had held eight full meetings of the Board in the year. The Board also has 3 Finance members excluding the Principal that meet a minimum of twice a term. 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:

	2022 Actual \$000	2021 Actual \$000
Salaries and Other Short-term Employee Benefits:		
Salary and Other Payments	140 - 150	130 - 140
Benefits and Other Emoluments	4 - 5	4 - 5
Termination Benefits	0 - 0	0 - 0

### Other Employees

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

Remuneration \$000	2022 FTE Number	2021 FTE Number
100 - 110	6.00	6.00
110 - 120	3.00	-
120 - 130	-	1.00
	<u>9.00</u>	<u>7.00</u>

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

## 18. Compensation and Other Benefits Upon Leaving

The total value of compensation or other benefits paid or payable to persons who ceased to be trustees, 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:

	2022 Actual	2021 Actual
Total	\$ -	\$ -
Number of People	-	-

## 19. Contingencies

There are no contingent liabilities and no contingent assets except as noted below as at 31 December 2022 (Contingent liabilities and assets at 31 December 2021: 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's review of the schools sector payroll to ensure compliance with the Holidays Act 2003 is ongoing. Final calculations and potential impact on any specific individual will not be known until further detailed analysis and solutions have been completed.

To the extent that any obligation cannot reasonably be quantified at 31 December 2022, a contingent liability for the school may exist.

### Additional funding wash up payment

The Ministry of Education provided additional funding for both the Support Staff in Schools' Collective Agreement (CA) Settlement and the Teacher Aide Pay Equity Settlement. The School has not been notified of the final wash up calculation relating to 31 December 2022. The final calculations impact on the financial statements is unable to be determined at the date of reporting.

## 20. Commitments

### (a) Capital Commitments

As at 31 December 2022 the Board has entered into the following contract agreements for capital works.

(a) The School has contracted for B Block upgrades. The total cost of this project is estimated to be \$748,381, of which the Ministry has released \$726,943. The school has contracted with several contractors in relation to this project. The project is funded by the Ministry and the Board of Trustees, and has been approved by the Ministry. The Board of Trustees have contributed \$18,561 and this has been donated to the Ministry.

(b) The School has contracted for C Block roof design fees, this design work is for a replacement roof. The total cost of this project is estimated to be \$1,406,756, of which the Ministry has released \$103,000. The school has contracted with several contractors as agent for the Ministry of Education in relation to the amount released to date only. The design phase is fully funded and approved by the Ministry. An amount of \$1,103,000 has been received from the Ministry for this project, of which \$972,213 has been spent on the project to date.

(c) The School has contracted for B Block window replacements. The total cost of this project is estimated to be \$285,000 of which the Ministry has released \$230,850. The school has contracted with several contractors as agent for the Ministry of Education in relation to the amount approved. An amount of \$223,419 has been spent on the project to balance date.

(d) The Board has committed to spend \$61,512 to purchase a Hiace minivan. Delivery will be in January 2023.

(Capital commitments in relation to Ministry projects at 31 December 2021: \$33,047)

## (b) Operating Commitments

As at 31 December 2022 the Board has entered into the following contracts.

(a) operating lease of a photocopier (non cancellable portion and motor vehicle ;

	2022 Actual \$	2021 Actual \$
No later than One Year	8,999	742
Later than One Year and No Later than Five Years	10,614	2,410
	<u>19,613</u>	<u>3,152</u>

The total lease payments incurred during the period were \$8,999 (2021: \$742).

## 21. 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

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Cash and Cash Equivalents	848,792	1,082,714	1,065,739
Receivables	446,904	150,021	150,021
Investments - Term Deposits	547,578	27,738	27,738
Total Financial assets measured at amortised cost	<u>1,843,274</u>	<u>1,260,473</u>	<u>1,243,498</u>

### Financial liabilities measured at amortised cost

Payables	335,034	210,144	210,144
Finance Leases	118,601	128,621	128,621
Total Financial liabilities measured at amortised Cost	<u>453,635</u>	<u>338,765</u>	<u>338,765</u>

## 22. Events After Balance Date

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

## 23. Comparatives

There have been a number of prior period comparatives which have been reclassified to make disclosure consistent with the current year.

## 24. Equity

### Retained Earnings

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
<b>Balance at 1 January</b>	<u>1,251,479</u>	<u>1,451,479</u>	<u>1,212,663</u>
Total comprehensive revenue and expense for the year	117,430	(26,447)	522,816
Distribution of Equity - Funds added to 5YA on sale of surplus school property	(18,561)	-	(284,000)
Contribution - Furniture and Equipment Grant	17,889	-	-
Transfers to Reserved Equity	-	-	(200,000)
<b>Total Retained Earnings at 31 December</b>	<u>1,368,237</u>	<u>1,425,032</u>	<u>1,251,479</u>

### Reserved Equity - Thomas Estate

In 2021 the school received a bequest of \$200,000 from the estate of the late John Campbell Thomas for the establishment of two memorial scholarships, one for art & one for academic excellence. Students will be awarded the interest accrued on the \$200,000 annually or biennially at the Board's discretion.

#### Scholarship Funds

	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
<b>Balance at 1 January</b>	200,000	-	-
Recognition of bequest	-	-	200,000
<b>Balance at 31 December</b>	200,000	-	200,000
<b>Total Reserved Equity</b>	200,000	-	200,000



## INDEPENDENT AUDITOR'S REPORT

### TO THE READERS OF EAST OTAGO HIGH SCHOOL'S FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

The Auditor-General is the auditor of East Otago High School (the School). The Auditor-General has appointed me, Mike Hawken, using the staff and resources of Deloitte Limited, to carry out the audit of the financial statements of the School on his behalf.

#### Opinion

We have audited the financial statements of the School on pages 3 to 20, that comprise the statement of financial position as at 31 December 2022, the statement of comprehensive revenue and expense, statement of changes in net assets/equity and statement of cash flows for the year ended on that date, and the notes to the financial statements that include accounting policies and other explanatory information.

In our opinion the financial statements of the School:

- present fairly, in all material respects:
  - its financial position as at 31 December 2022; and
  - its financial performance and cash flows for the year then ended; and
- comply with generally accepted accounting practice in New Zealand in accordance with Public Sector – Public Benefit Entity Standards, Reduced Disclosure Regime.

Our audit was completed on 31 May 2023. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Board and our responsibilities relating to the financial statements, we comment on other information, and we explain our independence.

#### Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of the Board for the financial statements

The Board is responsible on behalf of the School for preparing financial statements that are fairly presented and that comply with generally accepted accounting practice in New Zealand.

The Board is responsible for such internal control as it determines is necessary to enable it to prepare financial statements that are free from material misstatement, whether due to fraud or error.



In preparing the financial statements, the Board is responsible on behalf of the School for assessing the School's ability to continue as a going concern. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to close or merge the School, or there is no realistic alternative but to do so.

The Board's responsibilities, in terms of the requirements of the Education and Training Act 2020, arise from section 87 of the Education Act 1989.

### **Responsibilities of the auditor for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers taken on the basis of these financial statements.

For the budget information reported in the financial statements, our procedures were limited to checking that the information agreed to the School's approved budget.

We did not evaluate the security and controls over the electronic publication of the financial statements.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the School's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the School to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We assess the risk of material misstatement arising from the Novopay payroll system, which may still contain errors. As a result, we carried out procedures to minimise the risk of material errors arising



from the system that, in our judgement, would likely influence readers' overall understanding of the financial statements.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

## Other information

The Board is responsible for the other information. The other information comprises the information included on pages accompanying the financial statements but does not include the financial statements, and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Independence

We are independent of the School in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 *International Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board.

Other than the audit, we have no relationship with or interests in the School.



Mike Hawken  
for Deloitte Limited  
On behalf of the Auditor-General  
Dunedin, New Zealand

# EAST OTAGO HIGH SCHOOL

Stour St, P.O. Box 58, PALMERSTON, Otago, 03 4651 513



## Kiwisport Funding: East Otago High School

Kiwisport is a Government funding initiative to support students' participation in organised sport. During 2022, the school received Kiwisport funding of \$3219.26 (excluding GST). The funding was spent on assistance with travel costs for our students to attend sports events as all the sports our students play involve at least half an hour travel each way. It is also utilised to allow Professional Development for our Sports Coordinator, and purchase of sports equipment.

We had a 66% participation rate for students that participated in organised sports.

# EAST OTAGO HIGH SCHOOL

Stour St, P.O. Box 58, PALMERSTON, Otago, 03 4651 513



## Compliance with the Good Employer Policy

The School Board:

- Has developed and implemented appropriate policies which promote high levels of staff performance and recognise the needs of students;
- Has reviewed its compliance with these policies and can report that it meets all the requirements identified and is in accordance with best practice;
- Is a good employer and complies with all conditions included within employee contracts;
- Ensures all employees are treated fairly, without bias or discrimination;
- Meets all EEO requirements.