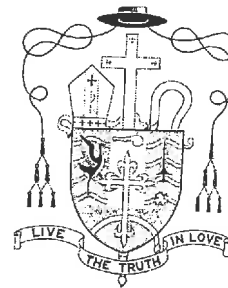


# CATHOLIC DIOCESE OF HAMILTON

*Chapel Centre, 51 Grey Street  
PO Box 4353, Hamilton 3216, New Zealand  
Tel: +64 7 856 6989, Fax: +64 7 856 7035*



## Catholic Character Review – Process Timeline

**School: Marian Catholic School Hamilton East.**

Review Date: 2-4 August 2016.

Meeting with School: 4 July.

Review Team Met: 6 & 7 July.

Compliance Items Reported: 2 March.

1<sup>st</sup> Draft Completed and Sent: 22 August.

Review Finalised and Sent: 5 September.

# CATHOLIC DIOCESE OF HAMILTON

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Catholic Integrated  
Schools Office

4 August 2016

## *Executive Summary*

### *Marian Catholic School*

#### *Hamilton East*

Marian Catholic School is located in the suburb of Hamilton East, in close proximity to the Cathedral of the Blessed Virgin Mary and adjacent to Sacred Heart Girls' College. It is a Catholic School of 604 pupils at the time of this review, catering for pupils from year 1-8.

The school is sited in a very high density traffic situation on a relatively compact site. Despite this inner city location the school presents an attractive and safe environment alongside the Cathedral for its staff, pupils and community. There have been significant developments in the school's facilities since the last review.

Within this attractive and well cared for environment a very high standard of Catholic Education is being provided. Staff and students work in a caring, highly pastoral and inclusive climate. The many ethnicities making up the school population are welcomed and these cultural differences are celebrated.

Marian School demonstrates its strong and authentic Catholic ethos in its documentation, respect for the individual, class programmes and governance and management. The staff are passionate about their school and a very enthusiastic and happy atmosphere prevails.

The principal, Mr John Coulam is an experienced and strong Catholic leader who is a figurehead in this community. He is ably supported by a very capable and faith-filled leadership team and Directors of Religious Studies.

The Board of Trustees strongly reflect the school's Catholicity, led by a very able and committed Catholic Chairman.

It is commendable to observe the close relationship between Marian Catholic School and the Cathedral. Relationships here and throughout the school are positive. The vision of providing the very best Catholic education is a shared one.

It was a pleasure to spend time in Marian Catholic School, observing its true and genuine understanding of what makes a school Catholic.

We wish all concerned continued success in the future.

CATHOLIC DIOCESE OF HAMILTON

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Review Report

*Marian Catholic School, Hamilton East.*

The aims and scope of this review are in accordance with the Aotearoa New Zealand Catholic Integrated Schools 'Catholic Special Character Review and Development Document'

**Aims:**

- to enable Marian Catholic School, to demonstrate acceptable standards of the Catholic Special Character dimensions:
  - Catholic Community
  - Pastoral Care
  - Religious Education
- to provide an assurance to the Proprietor that Marian School is authentically Catholic
- to enable Marian Catholic School, which is essentially the parish community assisting its parents to provide for the faith formation of their children, to show that it does this in a collaborative relationship

**School Details**

School Type: Full Primary (Yrs 1-8)

Maximum Roll: 600

School Roll Term 2 2016: 604

Non Preference: 8% (48 students)

Non-preference Number: 3 students

Decile Rating: 7

Board of Trustees 2016:

Proprietor's Appointees:

Catholic

- |                        |     |
|------------------------|-----|
| 1. Mr Wayne Bates.     | yes |
| 2. Mrs Judith Burrows. | yes |
| 3. Mrs Sue O'Brien.    | yes |
| 4. Mrs Andrea Savage.  | yes |

**Elected:**

- |                        |     |
|------------------------|-----|
| 1. Mr Baden Hilton.    | yes |
| 2. Mr Stuart McIntyre. | yes |
| 3 Mr Chris Rollitt.    | yes |

4. Mr Darin Fong.	no
5 Mrs Nerroly Hay.	yes
6 Mr Sean Botherway.	yes

Principal: Mr John Coulam

Staff Representative: Mr Grant Stuart.

Student Representative: n/a

**Ethnicity of Students:**

NZ European: 47.5%. Filipino: 8.1%. Indian: 12.3%. Maori: 8.5%. British/Irish: 1.8%. African: 2%. Australian: 1.1%. Other Ethnicity: 0.5%. Chinese: 3.1%. Fijian: 0.8%. Fijian Indian: 0.3%. Other Asian: 1%. Tongan: 0.8%. Other Pacific: 3.3%. Sri Lankan: 1.3%. Other European: 0.8%. Korean: 2.1%. Samoan: 1.6%. Latin American: 1.3%. Middle Eastern: 0.1%. Tokelaun: 0.1%.

Date of on-site review: 2-4 August 2016.

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***Progress with recommendations in last review:***

***1. "Marian is a Catholic School showing strength in its Catholic Character, Pastoral Care and the delivery of high quality religious education. The challenge for trustees and staff is to maintain this high level momentum, continue with effective self review and plan its future developments, directions and strategies."***

There continues to be a clear focus on the ongoing maintenance of the Catholic Character of the school. The Marian School Strategic Plan documents the ongoing aim of developing this faith community. Developing a relationship with God through an encounter with Jesus Christ is part of the Marian Catholic family philosophy.

***2. "We acknowledge that you are developing the Maori dimension within the school. It is important in doing so, that you continue to consider the Maori/Catholic Character connections in planning, the use of Te Reo and in the physical presence throughout the school."***

There has been considerable effort put into bringing the Maori dimension alive in the school. A teacher, fluent in Te Reo Maori has been employed for 3 hours on Fridays. Years 3-8 students have the opportunity to take part in the Kapahaka Group. A teacher receives a management unit to promote Tikanga Maori, and a Maori phrase of the week is sent to each classroom. Staff meet with parents of Maori students and share achievement results. On special occasions visiting groups are given a powhiri welcome and signage about the school environment is bilingual. School and class Masses include Maori parts and waiata and the school is adhering to the Bishop's order of service for Maori Masses. Newsletters always include a greeting in Maori. It is pleasing to see the increased visibility of the Maori dimension in the school.

# 1. Catholic Community

## *Spirituality*

Marian School is a spiritual environment where people from all walks of life are important. Children are enabled to have a personal relationship with God through prayer, the sacraments and their interaction with people.

- ❖ The school's motto "*Bring Christ into the World*" is emphasised.
- ❖ The "*Spiritual Graduate Profile for Students*" is on the webpage.
- ❖ All classes begin and end the day with prayer and recite grace before going out to lunch.
- ❖ All class trips and EOTC events include prayer or liturgy.
- ❖ The staff pray together at the end of each morning tea break. As part of this daily prayer staff pray for each other's special intentions and enter these intentions in a book kept on the staffroom prayer table.
- ❖ The weekly school newsletter has a RE focus relating to the Gospel or the liturgical year.
- ❖ There is a "Building Community" focus at each Monday morning liturgy.
- ❖ All staff model the Fruits of the Holy Spirit.
- ❖ Prayer is part of every Board meeting, even to the point of stopping to pray when faced with a difficult issue.
- ❖ The school's Mission Statement is: "*Marian School exists to provide children with the tools to become successful lifelong learners in a Catholic context.*" The charter and strategic plan reflect this mission.
- ❖ Staff see it as a responsibility to enable children to develop a personal relationship with God.
- ❖ "*Prayer is talking to God by yourself.*" -pupil comment.
- ❖ "*Prayer is spending time with God and thanking him for things.*" -pupil comment.
- ❖ The school assists children in a variety of ways in developing their prayer life and their encounter with Jesus Christ by:
  - modelling and leading prayer
  - providing the opportunity to stop and pray.
  - teaching prayer as part of the RE programme.
  - promoting the parish RCIC programme.
  - children enrolled as 5.4 being received into the church.

## *Evangelisation*

Marian Catholic School delivers very positive messages in its wider community and parish about the encounter with Christ afforded to all. Everything that happens at the school is seen through a focus of faith based thinking and living the Gospel Values.

- ❖ The Board appreciate that a high number of the teaching staff are Catholic. In recent times some non Catholic teachers have been received into the church.
- ❖ Each year the children are asked if they would like to take part in the RCIC programme. This invitation also appears in the newsletter.
- ❖ *"My faith has grown since I've come to work here. Personal growth for me has been wonderful."* -support staff comment.
- ❖ *"We enjoy being the hands, the face and the voice of Christ."* -support staff comment.
- ❖ 54 students were baptised in 2015 and 52 families have been invited to take up this opportunity this year.
- ❖ The school endeavours to filter faith in Jesus Christ into the life of school families through a weekly newsletter reflection on the Gospels, invitations to attend school Masses, class newsletters, blogs and "walking the talk."
- ❖ The school supports children coming from non practising backgrounds through a warm welcome, inclusion, vibrant liturgy, development of a relationship with their God and building a sense of community.

### ***Partnership***

The Principal, staff and Board work to build strong relationships with families, the parish and wider community.

- ❖ The school hosts two classes from Patricia Avenue Special School. It is a delight to see the ways these children with special learning needs are integrated into life at Marian Catholic School.
- ❖ The school is involved with organising the annual parish family day, which is always successful.
- ❖ The Pastoral Assistant/Deputy Chairperson of the Board ensures a very strong partnership continues between school and parish through her dedicated, highly proactive approach.
- ❖ The outgoing Parish Priest had a very strong connection and involvement in the school. The school is currently establishing a relationship with the new Parish Priest.

### ***Values***

Marian Catholic School continues its commitment to providing Catholic education based on Gospel Values. Role modelled by the Principal and staff, there is an emphasis on respecting and valuing the sacred dignity of each individual, and teachers continue to work hard to ensure this Catholic, values based culture is felt in the daily life of the school.

- ❖ Marian School explicitly teaches the values of love, respect, diversity, care of the environment, excellence, honesty, resilience, curiosity and creativity.
- ❖ The school proclaims its values on the totems outside the administration area and at assemblies, liturgies and in the classrooms.

- ❖ There are several artworks and sculptures around the school grounds reflecting the core values and Catholicity of the school.

### ***School Culture***

It is commendable that in this large school there is a warmth and friendliness everywhere. Teachers and students demonstrate a mutual respect and genuine concern for each other, that contributes to a positive school environment for staff and students, despite the large numbers involved.

- ❖ There is a very welcoming, inclusive and collaborative staff who look out for each other, in and out of the school.
- ❖ Marian School students are friendly, helpful, caring children who are proud of their school, their teachers and their Principal.
- ❖ The Board is "Proud to be Catholic."
- ❖ The support staff bring a variety of essential skills to the school and make a genuine contribution to the Catholic Character of the school.
- ❖ There are five pillars that underpin the Marian Catholic School learning journey:
  - religious education.
  - creativity.
  - innovation and learning.
  - environment.
  - diverse learning.
- ❖ *"Everyone is welcomed and valued."* -parent comment.
- ❖ *"I have four kids here and they are very happy and so am I!"* -parent comment.

### ***Leadership***

As stated in the last review, the Principal, Mr John Coulam is a strong and experienced Catholic leader and is a figurehead in this community, where he is an excellent Catholic role model in the school and parish. Despite the large size of Marian School, the Principal values every single member of his staff and they appreciate and acknowledge this. His interpersonal relationships and leadership strategies are positively influenced by his personal Christian philosophy.

- ❖ The school is blessed with a strong and dedicated Board of Trustees led by a chairman passionate about the school and its ongoing Catholicity and excellence. The Board is virtually all Catholic.
- ❖ The Principal and Board Chairperson pray together about difficult decisions.
- ❖ There is a very capable and experienced senior leadership team who ensure the school's daily operations are clear and focussed.
- ❖ Personal prayer life assists the Principal in his leadership of the school by turning to God for wisdom, understanding and forgiveness.



- ❖ There is an induction programme for new staff which covers prayers and the RE programme. Teachers new to Catholic Schools attend the appropriate course.
- ❖ Senior students are given a range of leadership roles in the school, eg; house leaders and deputies, librarians, guardian angels, sports council, school council, enviro leaders, young vinnies leaders etc.

### *Worship*

A Catholic culture of prayer, liturgy and faith based celebration is experienced in the school. In both staffroom and classrooms, experiencing the presence of Christ is part of the school's ethos.

- ❖ Every child attends four Masses per term. Junior and senior classes are partnered to attend these Masses.
- ❖ It is accepted that a Sunday school Mass is not a viable option due to the sheer numbers involved and premium on available seating in the Cathedral. However a number of community surveys received for this review showed a strong interest by parents that such a Mass takes place. Perhaps this could be investigated on a team approach to reduce numbers.
- ❖ There is high Mass attendance by staff each weekend including a high number of the tagged teachers. Many staff are ministers, readers etc on a Sunday.
- ❖ Approximately 100 children from the parish go through the sacramental programme each year, 60% from Marian School.
- ❖ The Board of Trustees always spend up to ten minutes in prayer and spiritual reflection before their meetings.
- ❖ The school takes part in the parish anointing of the sick.
- ❖ The students have the opportunity to receive the sacrament of reconciliation.
- ❖ *"My role is to ensure that the children leaving Marian school have experienced full and regular participation in the Mass as part of the local faith community and continue to do so as they grow in their faith."* -response from Proprietor's Appointee.
- ❖ The Board has an expectation that teachers holding S65 tagged positions are fully active in the parish community.

### *Service/Social Justice*

Marian Catholic School provides many opportunities for the students to develop an awareness of others. This includes issues in and beyond their immediate community and empathy for those in need and it contributes to raising awareness and action for justice within the school and wider community.

- ❖ Mrs Martha Enderwick, Pastoral Care Worker, employed by the school, provides outstanding service to those in need. She looks after the social and emotional needs of the International students at the school in addition to the Chinese children and their parents. She has run a social skills parenting programme over 12 weeks in this

and two other Hamilton Catholic Schools. Her pastoral role extends to helping families in crisis, such as in time of deaths, housing difficulties, providing household goods. The \$2.00 shop she oversees provides for many needs, such as uniforms, household items etc. Marian school families donate a variety of items to this "shop" on site where every item is \$2.00.

- ❖ Support of immigrant families is strong, with appropriate welcoming ceremonies and morning teas for these families.
- ❖ There is an active Vinnies group at the school.
- ❖ The children's choir visit parish homes and retirement homes.
- ❖ Children help serve and clean up on special sacramental occasions, eg after First Holy Communion.
- ❖ At every school Mass the community donate non perishable food items for the Christian Food Bank.
- ❖ The school has several provisions in place to assist and work with parents who are financially challenged to enable their children access to Marian School.

### ***Collaboration with Parish***

There is a very strong connection between the school and parish and it is pleasing to see this large school begin every week by taking part in a prayer liturgy in the Cathedral.

- ❖ It is pleasing to observe the "together approach" between the school and the Cathedral. The school is welcome to make free use of this beautiful facility.
- ❖ Mrs Andrea Savage, long serving Proprietor's Appointee and Deputy Chairperson on the Board is also a Pastoral Assistant. She also runs the well subscribed sacramental programmes through the parish. She coordinates most of the activities at the Cathedral such as major liturgies, baptism and marriage preparation, funeral liturgies and Cathedral tours.
- ❖ The school celebrates Solidarity Day with the parish and other Hamilton Catholic Schools each year.
- ❖ All parents and parishioners are invited to the school's Mission Day.
- ❖ The Principal and a teacher are members of the parish leadership team.
- ❖ Staff assist with sacramental programmes.
- ❖ Grandparents' Day is a popular and well supported event.
- ❖ The parish family have a strong ongoing interest and pride in "Their School"
- ❖ The Principal often visits the Parish Priest and other staff are encouraged to do the same.
- ❖ The Priest is often invited into the school, and he sometimes comes for morning tea.
- ❖ The school is very proactive in making sure the Parish Priest is invited to school and community events.
- ❖ The parish is currently training adults to reinstate the children's liturgy at Sunday Mass. Approximately 80 children attend Mass on a Sunday.
- ❖ The parish has a children's choir which is made up of mainly Marian School children. They sing once a month.
- ❖ Parishioners help in the school as peer tutors.

- ❖ There are many members of staff who participate in parish activities, which is a great witness for the children.

## 2. Pastoral Care

### *Relationships*

As visitors to the school, the reviewers experienced warm and generous hospitality from all members of the school community.

- ❖ The level of outreach in the school community is strong, particularly through the varied activities of the Pastoral worker as noted in this report.
- ❖ The "Cool Schools" peer mediation programme operates successfully in the playground. This contributes to the positive relationships observed.
- ❖ The staffroom is a place of welcome, good humour and shared purpose.
- ❖ Positive and supportive relationships are evident across the staff. The support staff are appreciated by the teachers.
- ❖ The teacher-pupil relationship is positive and mutual respect is evident.

### *Safety*

Marian Catholic School aims to provide a safe physical, spiritual and emotional environment for their students and staff. As noted in the last review we found it impressive to observe how large numbers of children interact in a relatively confined space that is the school's playground.

### *Behaviour Management*

Marian Catholic School has sound management systems in place to monitor the behaviour and pastoral care of all students, who represent many diverse backgrounds and cultures. The "Way of Jesus" is often referred to when dealing with behaviour and a focus on restorative justice approaches has a positive impact on healing and moving forward.

- ❖ The teaching staff offer a wide range of experience and years of service yet work collaboratively to achieve consistent behavioural expectations.
- ❖ When dealing with behaviour the school addresses the issue but the child must always see that they are loved, but not their behaviour. Restorative justice is used and sincere apologies and forgiveness sought. Often the Principal will pray an act of contrition with the children involved.
- ❖ The Principal always encourages staff to be the hands, the face and the voice of Christ to those they interact with.
- ❖ The Proprietor's Appointees regard their role as ensuring children are treated with dignity and fairness in matters of discipline.

### ***Bi Cultural Awareness***

As stated at the beginning of this report, the school is to be commended on the raft of initiatives that have been implemented to ensure that a Maori dimension is effectively integrated into the life of Marian Catholic School.

### ***Multi Cultural Awareness***

The students at Marian School represent many different cultures and these children are well integrated into the daily life of the school. This cultural diversity is regarded as part of the Special Character of the school and is celebrated as such.

- ❖ Children from many cultures are welcomed at assemblies and in class, with celebration and dance being shared.
- ❖ Relationships and understandings are strengthened through parent meetings as well as cultural celebrations in school.

### ***Organisation***

A large primary school such as Marian requires considerable organisation to function effectively and it is clearly evident once again that there are well considered systems and procedures in place, supported by sound policies to ensure smooth and efficient daily operations.

### ***Pastoral Care of the Principal***

The Board Chairman and the Principal have worked together at Marian Catholic School for many years and enjoy a very positive and transparent relationship. There is a clear understanding of governance and management and they are in regular contact about the school's operations. The Board offer the Principal "Time out" whenever necessary and independent support is available outside of the school for the Principal and staff should the need arise.

## **3. Religious Education**

### ***Leadership***

At Marian Catholic School two permanent staff members carry out the role of DRS, one in the senior school and one in the junior department. These senior staff members, Mrs Natalie Steens and Mrs Carol Berry provide enthusiastic and effective leadership in the area of Catholic Character and Religious Education. They are well supported by the Principal and are important role models through their own authentic Catholic faith.

- ❖ The DRSs are welcoming and complement each other's skills. They are passionate about the Catholic Character of Marian School.
- ❖ There is a strong team ethic throughout the school with regard RE planning.

- ❖ Staff interpersonal connections are well established through and across the teams.

### ***Religious Education Curriculum***

Classroom, corridor and foyer displays throughout the school are evidence that Religious Education has a high status at Marian Catholic School.

- ❖ While there are some examples of excellent, reflective teaching in classrooms, there is a need for consistent and regular monitoring of the RE programme across the school.
- ❖ There are some vibrant and stimulating learning environments.
- ❖ There are some excellent examples of reflective and engaging practice, bringing RE alive for the students.
- ❖ The Programmes of Learning document clearly sets out RE programmes and highlights, Masses for the year. This is reviewed every three years.
- ❖ The requirements of the NZCBC with regard hours of RE curriculum teaching are part of RE guidelines for staff. The Leadership team trust that staff will meet these requirements.

### ***Area for development:***

1. Develop an action plan relating to strategic or annual targets which could include:
  - specific expectations around the teaching, assessment and evaluation of religious education in the classroom.
  - opportunities to be observed and to observe best practice.

### ***Integrated Curriculum***

The school's Catholic Character permeates every classroom and daily teaching. Religious Education is interwoven across other curriculum areas as appropriate.

### ***Resources***

The Board of Trustees is generous in its provision of funding to resource Religious Education and Catholic Character. These resources are well organised by the Directors of Religious Studies to ensure they are easily accessed by the teaching staff.

### ***Professional Development***

The Board of Trustees is very supportive of staff professional development in Religious Education.

- ❖ 12 hours RE PD is delivered to staff each year.
- ❖ Staff meetings are structured around the Diocesan needs and requirements.
- ❖ A PD day was facilitated by the RE Advisor in a recent school holiday break on the Sacrament Strand and the Caritas resources were presented by Gemma Sinnott..
- ❖ PD on the school's charism was held in term one with Sister Anne Sklenars.

- ❖ The leadership team always treat professional development regarding Catholic Character as a priority.

### ***Communication***

The school's open and welcoming atmosphere contributes to ease of communication in this large and diverse community.

- ❖ The weekly school newsletter keeps the community informed with full information on Catholic Character matters and other school happenings.
- ❖ There are new RE "Apps" available on the school website where full information on the school is readily available.
- ❖ Staff appreciate that the Principal's door is always open despite his workload.

### ***Area for Development:***

2. A Proprietor's Appointee suggests that more regular reporting to the Board by the DRSs on Catholic Character matters would be beneficial.

## **4. Stewardship and Compliance:**

- ❖ Catholic Character permeates throughout the physical environment of the school, with many artworks and murals proclaiming the school's Special Character and values.
- ❖ Teachers' job descriptions incorporate the "Teachers' Code of Conduct" and the first statement is "To uphold the Special Character of Marian School through the teaching programmes, observances, prayer and demeanour."
- ❖ The students' knowledge of the school's charisms, ie; The Sisters of Our Lady of the Missions and St Marcellin Champagnat of the Marist Brothers) is strong. Children know the school's history. Each classroom has a picture of Euphrasie Barbier and Marcellin Champagnat. In addition each class has a picture of the Saint after whom their block is named.
- ❖ The school campus is well cared for and considerable effort has been made over a period of time to enhance the environment. Recent capital works projects have seen several excellent facilities provided.
- ❖ The Board of Trustees provides effective governance of the school and bring considerable experience and Catholic faith to the table.
- ❖ "The Catholic Education of School Age Children" NZCBC text was discussed with Principal, Board Chairperson and a Proprietor's Appointee/Pastoral Assistant during this review. They were aware that this text was presented at a board meeting a while back. The question was asked as to what use has been made of this document and how it has been incorporated into actions or strategies in the school. It was agreed

that the school needs to revisit this document to decide how its content might influence their thinking in line with the NZCBC.

***Areas for development:***

3. The Board of Trustees and school management need to revisit the NZCBC publication *"The Catholic Education of School Age Children"* to increase their understanding and use of this document by incorporating its intentions into the future actions and strategies of Marian Catholic School.

4. There is an annual requirement that the Board of Trustees, through their Proprietor's Appointees, complete a report to the Proprietor as stipulated in the handbook for Boards of Trustees of NZ Catholic Schools, Appendix 2.2, pp 82-85. The Board should schedule this for completion each year, using the checklist provided in the handbook.

***Summary of recommendations in this review  
(for inclusion in your annual plan for next year)***

1. Develop an action plan relating to strategic or annual targets which could include  
-specific expectations around the teaching, assessment and evaluation of religious education in the classroom.  
-opportunities to be observed and to observe best practice.

2. A Proprietor's Appointee suggests that more regular reporting to the Board by the DRSs on Catholic Character matters would be beneficial.

3. The Board of Trustees and school management need to revisit the NZCBC publication *"The Catholic Education of School Age Children"* to increase their understanding and use of this document by incorporating its intentions into the future actions and strategies of Marian Catholic School.

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### **Statutory Special Character Compliances**

In relation to the terms of the Private Schools Conditional Integration Act (1975) and its Integration Agreement, the special character compliances required of Boards of Trustees of New Zealand Catholic Integrated School was attested to by the full board of Marian Catholic School and signed on 2nd March 2016.

4. There is an annual requirement that the Board of Trustees, through their Proprietor's Appointees, complete a report to the Proprietor as stipulated in the handbook for Boards of Trustees of NZ Catholic Schools, Appendix 2.2, pp 82-85. The Board should schedule this for completion each year, using the checklist provided in the handbook.

### Statutory Special Character Compliances

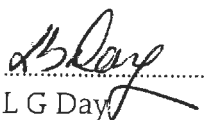
In relation to the terms of the Private Schools Conditional Integration Act (1975) and its Integration Agreement, the special character compliances required of Boards of Trustees of New Zealand Catholic Integrated School was attested to by the full board of Marian Catholic School and signed on 2nd March 2016.

#### Conclusion

Marian Catholic School, Hamilton East, provides its students with an authentic Catholic Education based on Gospel Values. The school proclaims the Gospel by demonstrating these values through a genuine respect for each individual. There is a real sense of belonging and being part of God's family fostered in the school. Marian is a school and parish of many cultures and it is pleasing to see that this diversity continues to be warmly welcomed and celebrated. Links between school and parish are strong. The staff, board and PTFA are very pastoral in their approach and this is appreciated by the wider community.

We thank the Principal, Directors of Religious Studies, the Leadership team, the Board, Teaching and Support staff, PTFA, Pastoral Assistant, parents and pupils for their openness, honesty and warm hospitality during the course of this review.

We wish all at Marian Catholic School continued success and congratulate you on the excellent outcome of this Catholic Character Review.




L G Day  
Catholic Character Review Coordinator.



J Brady.  
Reviewer.



D Macmillan.  
Reviewer.



D Porter.  
Reviewer

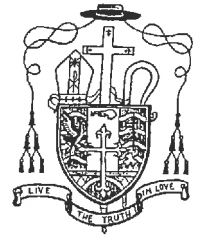


D Plummer.  
Reviewer.



# CATHOLIC DIOCESE OF HAMILTON

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## Catholic Character Review Compliance Report for Marian Catholic School, Hamilton East.

### Non-Preference Students

Number allowed as per Integration Agreement: 48 students (8%)

Actual number of non-preference students enrolled: 3 students

### Tagged Positions

Number required as per Integration Agreement: 15

Actual number at time of this review: 21

### Non Catholic Teachers of Religious Education

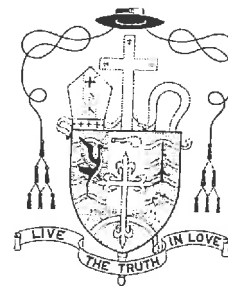
Actual numbers teaching at time of this review: 2

Actual number approved by Bishop; 2

Date of Review: 2-4 August 2016.

# CATHOLIC DIOCESE OF HAMILTON

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## Preference Audit

**School:** Marian Catholic School Hamilton East.

**Review Date:** 2-4 August 2016.

**Reviewers:** L G Day, D MacMillan, D Porter, J Brady, D Plummer

**Roll:** 604

**5.1:** 75.4%

**5.2:** 1.9%

**5.3:** 12.9%

**5.4:** 8.6%

**5.5:** 0

**Non Preference pupils :** 3 students

**Foreign Fee Paying (FFP):** 9 students

**Refugees:** 0

**Name:** L G Day

**Signed:**

A handwritten signature in black ink, appearing to read 'L G Day'.

**Date:** 4 August 2016.