

2022

ANNUAL REPORT



NELSON COLLEGE
TE KURA TAMATĀNE WHAKATŪ



E mōhio ana Te Kura Tamatane o Whakatu Te Tiriti o
Waitangi me tana hononga ki ngā waru iwi o Te Tau Ihu.

Ngāti Kuia

Rangitāne

Ngāti Apa

Ngāti Koata

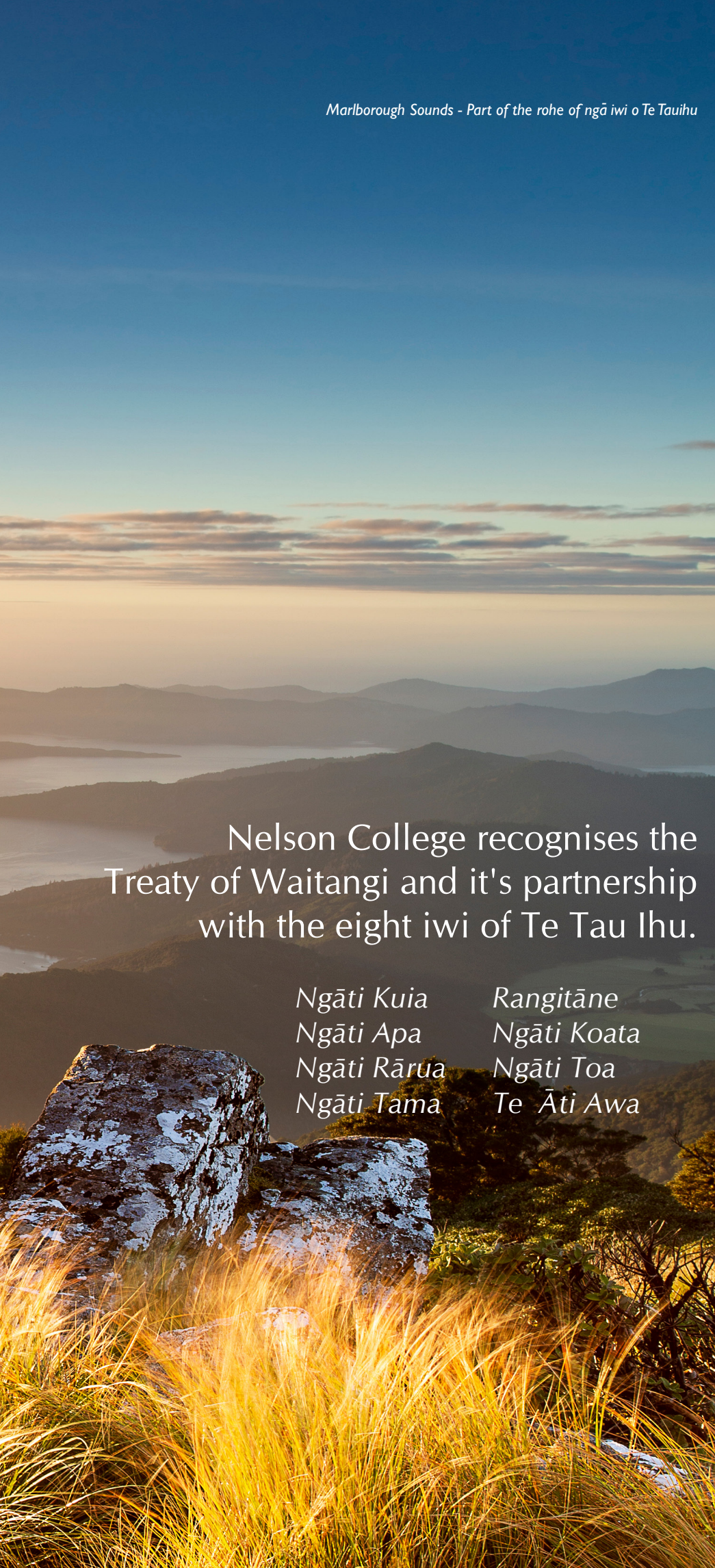
Ngāti Rārua

Ngāti Toa

Ngāti Tama

Te Āti Awa





Nelson College recognises the Treaty of Waitangi and its partnership with the eight iwi of Te Tau Ihu.

Ngāti Kuia Rangitāne
Ngāti Apa Ngāti Koata
Ngāti Rārua Ngāti Toa
Ngāti Tama Te Āti Awa

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Our Vision

To be a leader in our community and to provide a world-class education in Nelson.

Our Mission

We will develop and grow young men who:

- are confident, articulate, resilient men of character
- are ready to excel in further education and work, and to participate and serve in our local and global communities

We achieve this by:

- providing a rigorous academic education and extensive co-curricular programme in a caring environment that challenges and supports our students

Tirohanga Whānui

Kia tū hei kura poutoko i tēnei hāpori e whakarato ana i te mātauranga hiranga i Whakatū.

Te Koromakinga

Kia puāwai ngā tamatane mā te:

- whakamanawa, wahapū, aumangea.
- kia rite rātou kia puta ki waho ki te whai mātauranga, whai mahi, ā, ki to hono atu ki te hāpori, te motu, te ao anō hoki

Ka tūtuki ēnei mā:

- te whakarato ki ngā momo āhuatanga mātauranga, hakinakina, ngāhau, mahi rānei i raro i ngā āhurutanga e tiaki ana, e akiaki ana i ngā aknoga

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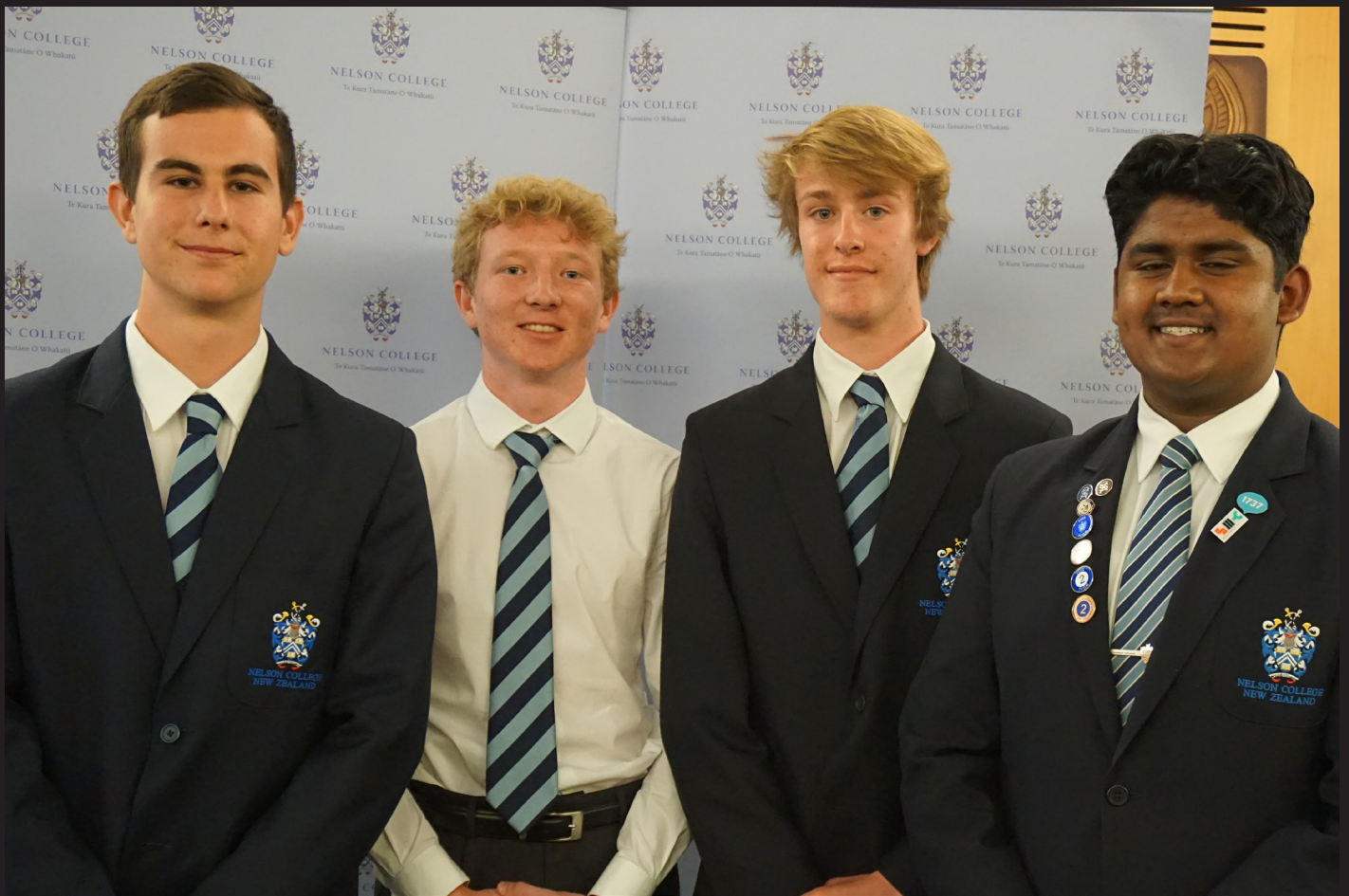
College Overview

"Nelson College is established for the advancement of religion and morality, and the promotion of useful knowledge by offering to the youth of the Province general education of a superior character.

1857 Deed of Foundation

College Pyramids - circa 1920's





2022 Head Boys - Krugar Giffith, Sam Newson, Ollie Martin, Om Maisuria

"Nelson College will be a leader in our community and provide a world-class education in Nelson. It will develop young men who are confident, articulate and resilient men of character ... through a rigorous academic education and extensive co-curricular programme.

Vision and Mission Statement

New Zealand's Oldest State School

Nelson College opened as a single-sex, boys' private school (Nelson Collegiate School) in 1856 in Trafalgar Square, Nelson. It started with a school roll of 8 boys and had grown to 37 by the end of the year.

Today it has over 1,000 boys attend from Nelson and around New Zealand. It has 3 hostels (Rutherford, Barnicoat, Fell) which house students from around New Zealand and overseas. The college also runs a private intermediate school, Nelson Preparatory School, which has approximately 100 students in years 7-8.

In 1858 the school was formally created by the 1858 Nelson College Act of Parliament and it's own 'Deed of Foundation'. The college shifted first to Manuka St, and then eventually to its current site on Waimea Rd.

It's early curriculum consisted mainly of classics, mathematics, history and languages. Sports consisted of cricket (starting in 1859) and rugby, with the college famous for playing the first official game of rugby in 1870. The school started its first Cadet Corps in 1871.

The school has a proud academic history. In 1871 it helped establish the University of New Zealand, and for many years, its students gained more university scholarships than any other school in the country.

In 1903 the college changed from private to public under the government's 'free places scheme'. This required the college to accept pupils for free in exchange for state funding; and so the college became the first state secondary school in New Zealand.

The school has lived in three buildings. The first burnt down in 1904 and the second was destroyed in the 1929 Murchison earthquake. Following this two new boarding hostels, Rutherford and Barnicoat, were opened in 1931 and a new main building was opened in 1942.

Through its history, the college has educated many famous New Zealand men - Sir Ernest Rutherford, Captain Leonard Trent, the Rt Hon Bill Rowling, the Rt Hon Sir Geoffrey Palmer, Don McKinnon, 22 All Blacks, and 21 Tall Blacks.

Today the college's rangatahi reflect the diverse population of Nelson/Whakatū. It continues to provide boarding facilities for domestic and international students.

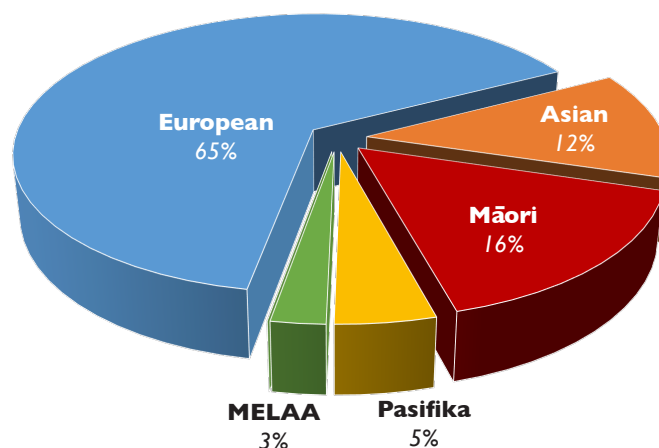
Our students excel academically and in sports, arts and leadership. Co-curricular involvement is an integral part of college life with the vast majority of boys involved. In 2020 the college had 10 rugby teams, 11 football teams and 26 basketball teams, and more across a diverse range of codes.

Our vision is to be a leader in our community and to provide a world-class education in New Zealand. We do this in partnership with our local iwi and wider community.

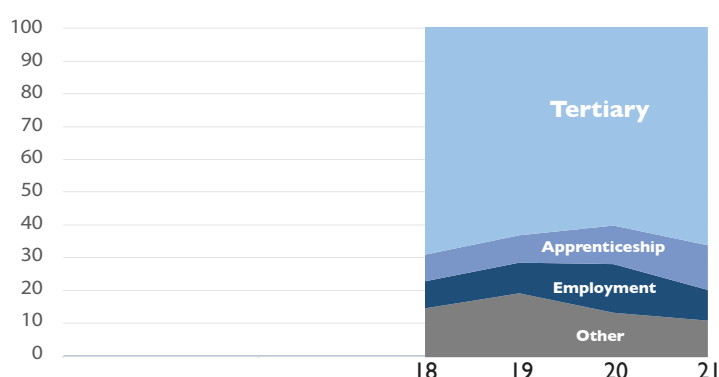
We recognise our obligations under the Treaty of Waitangi to celebrate and foster te reo me tikanga Māori, and we work in partnership with the eight iwi of Te Tau Ihu.

We also celebrate the growing diversity of Nelson and New Zealand, and work to incorporate this into the life and work of our college.

Ethnicity of Students (2022)



Destination Data (% of School Leavers)



Main building and front field,



@ Nelson College...

equity (mana taurite)

- we treat everyone fairly
- we don't let people's circumstances limit their success
- we find ways to support others
- we're kind and show empathy

belonging (whānaungatanga)

- he tangata te mea nui
- everyone belongs and is welcome at our college
- we're proud of our shared history and our diverse community histories
- we value our connection to the Whakatu / Nelson community and local iwi
- we're loyal to each other and our school

character (pono)

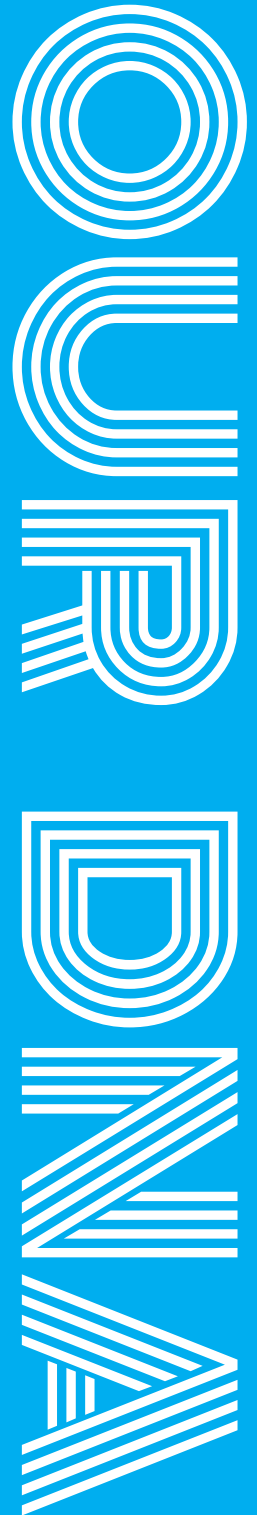
- we show integrity and honesty at all times
- we take responsibility for others' wellbeing
- we're all leaders

excellence (hiranga)

- we aim to be our very best
- we give it heaps
- we're innovative
- we celebrate all forms of success

self-discipline (whakaraupapa)

- we work hard
- we take responsibility for our lives and successes
- we show initiative and persistence



Principal's Report

2021 Senior Prizegiving Speech

Kia ora tātou. Ka tanga te titi, ka tangi te kaka. Ka tangi hoki ahau.

Ngā mihi. Ngā mihi nui ki ōku rangatahi raua kō ngā kaiako. Nau mai, haere mai ki te pō nei.

Ngā mihi ki ōku tūpuna ... ngā kaiako, ngā ākonga. Ehara aku toa i te toa takitahi engari he toa takitini.

Ngāti mihi ki ngā whānau o ōku rangatahi. Nau mai, haere mai.

In 2021 each of us has had every excuse for doing less well than we dreamt. COVID has permeated all aspects of our lives. It's been a tough year. What encourages me, what makes me proud is the mahi and the success of our students and our staff in the face of that challenge.

To quote possibly our most famous Old Boy, Sir Ernest Rutherford "If you don't do the best with what you have, you could never have done better with what you could have had."

In 2021, I believe our students and staff have done their best with what they have.

In January we gathered as a community to remember the life of Loughlan Pretty, one of our students. I was impressed by the efforts Simon Field, Heledd Restall, Graham Peake, Jarrod Aberhart, Faleulu Malaulau, and others who helped steer our young men through that moment.

In February and March we farewelled Brett Mochan and Tim Tucker. This left a gap that other staff stepped into to support our students. Thank you to Sharon Dawson, Samme Hippolite and Peter Grigg and others who stepped up at this time.

Through the year our Board changed and new members joined to help lead the school. Thanks to Matt Walters, Richard Smith, Rebecca Burgess and Vikki Heays for your work and leadership through 2021.

In terms 2 and 3 we confronted the historic legacy of debt and past expenses that, exacerbated by the impact of the pandemic, needed to be resolved. We developed an elimination strategy that would, to quote our Prime

Minister, go fast and go hard to repay the debt and consolidate the school's finances. Thanks to Tina van Dijk and our Board for their work on this.

That work was complex and involved many stakeholders including the Minister of Education, key Old Boys, our Trust Foundation and others. I've been humbled by the support of our community that, to date, has seen us raise over \$450,000 towards consolidating our financial position. It's been a hard process as the college pivots its expectations of what is affordable and relearns to do the best with what we have.

We're not out of the woods yet as we await the Minister to enable us to progress our strategy to consolidate our finances and move Nelson College forward.

In August we went into lockdown for five weeks. Our staff and students stepped forward and got on with the mahi of online learning. From two lockdown experiences, we know that face-to-face learning is much preferred. However, we appreciate the access to digital technology. Thanks to staff for doing their best with that technology to support our students' learning through lockdown.

The impact of COVID lingered as we canceled or modified milestone events such as the college ball and this senior prizegiving. These are important memories for our rangatahi. I thank staff such as Mr Aberhart and our student leaders for doing their best within the parameters set for us to run these events in some capacity.

In November we were again reminded of COVID as the Government introduced its Public Health Order and mandatory vaccinations for staff and volunteers. A sudden and significant policy for our staff and volunteers.

The common threads through these events are ... the immensity and rapidity of changes, and the tenacity and resilience of staff, students and community.

Our staff, whānau, students, iwi, Ministry, and Old Boys have done their best with what we have to serve our rangatahi. I couldn't be more proud.

Physical Education at Nelson College



In the face of such challenge, much of our work has had to be reactive. Supporting students. Repaying debt. Teaching online. Our team has done exceptionally well.

We've also done a great deal of proactive work.

We've implemented new systems such as our financial reporting. We've established a new kaupapa focussed on teaching and learning, and positive student behaviour. The Senior Leadership Team and key staff began the implementation of the IB Middle Years' Programme to evolve our junior curriculum from Years 7 – 10. Mr Aberhart and the Deans began the groundwork to implement the PB4L framework to foster a safer learning environment.

We introduced the Rutherford Scholarship for staff, funded by the Trust Foundation, to reward our teachers and foster innovation. Congratulations Andrew Yorkstone and Jenn Arai, our first winners of the scholarship.

We began conversations with whānau, hapu, iwi and the Ministry to investigate Māori medium classes in conjunction with Nelson College for Girls. We ran a combined junior production with Nelson College for Girls, and would've run a combined ball but for COVID. We introduced extra social workers through a joint venture with 24/7.

We began regular conversations with Nelson College for Girls at Principal and Board Chair level to rebuild the close and important ties between our two colleges. I'm excited by this and the opportunities that will come from working more closely together in the future.

In a such a tumultuous year, this is a phenomenal amount of initiative. I'm immensely appreciative of the mahi and manaakitanga, work and support, by our Board and Senior Leadership Team to shape and implement these initiatives.

Ernest would be proud.

The most important thing is that through 2021, we've seen our rangatahi, our young men flourish.

We started 2021 with the best NCEA results in the history of the college and the most New Zealand scholarships of any school in Te Taihuhu, top of the south.

Our Head Boy Kaio Lart enjoyed success at the national cycling championships in February. We had students succeed at Motocross. Our rowers won multiple medals at club and school regattas, with Rico Fraser and Ollie Ransom winning gold at the MAADI Cup. Our senior volleyball team won the regional competition, as did our senior Basketball Team. Alex du Maupeou d'Ableiges was ranked the top individual player and junior master in the New Zealand Chess nationals. Swimmers such as Josh Amyes and Oxford Bailey excelled locally and nationally.

We ran the highly successful junior production, Back to the 80's, in collaboration with Nelson College for Girls. Thanks to the many staff who got this off the ground and made it a success, especially Denise Moran and Jacky Simpson.

Our 1st XV had an extraordinary year winning the Quad, the Miles Toyota Cup, and the South Island Secondary Championship with memorable matches at Trafalgar Park against Christs College and at the Forsythe Barr Stadium against Otago Boys High School. A number of these talented young men have gone on to representative honours that reflect their talent and effort. Thanks to Jono Philips and his team, as well as our many supporters, who led our young men to their success.

Our music groups, many combined with students from Nelson College for Girls, performed at the Cathedral and other venues around town. Our combined Jazz Band 'The Flying Pigeons of Archytas' competed in the local Rockquest in June. Thanks to Mr Yorkstone and other staff who persevered with rehearsals and rescheduled concerts multiple times to ensure opportunities for our students.

Our combined Kapa Haka group, Ngā Aho Rau, competed successfully at the Te Taihuhu Ki Te Hoe regional competition. Their performance was outstanding and deservedly swept the awards, earning the right to represent our region at a national level. Thanks to Wayne Hippolite, Api Filiai and others who worked so hard to get our students to this success.

This is just some of what our students achieved through 2021. Congratulations to you all.

In closing, I want to acknowledge the work that's occurred across our community in 2021.

To our Board Chair, Deleeece Hall. Thank you for your support and hard work this year. You've been a rock at all times and your loyalty to me and the college has been foundational. To our wider board, thank you for your service. I'm excited by our shared values and vision, and look forward to reaping the harvest of our efforts.

To the Senior Leadership Team. Brian Hore, Jarrod Aberhart, Richard McLaren, Samme Hippolite, Tina van Dijk and Richard Nott. Thanks for your tireless support and work through the year. We've come together as a team and are highly supportive of each other. Thank you.

To our staff, both teachers and support staff. You're the engine-room of the school. You keep the school running and our students learning. This was especially evident through the lockdown. Thank you for your ongoing mahi.

To the staff leaving – Chris Franklin, Gail Samson, Brian Hore, Kath Mitchell, Kieron Lattimer, Leigh Gray, Jisha Manoj, Hilary Weaver, John Walker, and Maureen Drumm. And to those on leave – Di Garside and Jesse Clifton. I wish you well. You've served the college over many ... many ... years, and are part of the history and legacy of success at Nelson College. Through retirement or taking new opportunities, you are moving to your next chapter. I wish you all well in your journey.

To our wider community. Old Boys, PTA, Trust Foundation and others. We're a school blessed with a wide and supportive community. Thank you all for your support.

To our parents and whānau. It's an honour to work alongside you to educate your sons. Thank you for your tireless support and championing of your son. We see that daily as they, mostly, come to school ready to learn and participate in the wider life of school. Your partnership and support is highly valued.

And to our students. Firstly the student leaders team of 2021, Kaio and team. Well done on persevering in a tumultuous year. You've faced more challenges than many of us did at your age. And you're still here smiling. I admire your tenacity and hope that it will strengthen you for the future. You can and should be proud of this year – as different as it was to what you hoped for or expected.

To all students, those here tonight and those at home.

Thank you for your vitality and energy. It's an honour and pleasure to work with you. To see you grow and take up the mantle of leading our community and country. It's hard to imagine what the future will bring for you, especially the near future. 12 months ago, we hoped that we were through the worst of COVID and 2021 would be the start of the recovery. It hasn't been and that's been as tough for you as it has for others.

Which is why I circle back to the advice of Sir Ernest Rutherford ... to do the best with what you have.

Staying or leaving, keep your eye on what's important to you. Stay close to your whānau and friends. They're your support in the months and years ahead. Be patient, tenacious and hopeful. No-one knows tomorrow, but with vision, hard work and support you will succeed.

I wish everyone a relaxing summer break when it comes.

Richard Dykes
Tumuaki



Chairperson's Report

2020 Senior Prizegiving Speech

*Tēnā koutou, tēnā koutou, tēnā koutou katoa.
E mihi ana ki Te Runga Rawa, nāna nei ngā mea katoa.
Ko Hall tōku ingoa whānau.
Nō Ahitereiria, nō Airani, nō Tiamana, nō Witana ōku Tūpuna,
Ko Robert rāua ko Marilyn ōku matua.
Ko Tony tāku hoa Rangatira.
I tipu ake au i Kuīnirani.
Nō Kuīnirani ahau.
Kei Omaio ahau e noho ana.
Ko Deleece tōku ingoa.
He taonga rongonui te aroha ki te tangata.
Tēnā tātou katoa.*

We are now at the end of the second year of the Covid-19 pandemic.

The financial challenges faced by the College are public knowledge. However, the Nelson College Board has not focused on these challenges to the detriment of meeting its responsibilities under the Education and Training Act 2020. The new Act is the most significant rewrite of education legislation in decades.

The Board began the 2021 year with a day of professional development to get us up to speed quickly, and on the same page regarding our obligations under the new Act. It was great to share the day with the Board of Nelson College for Girls. It has been a joy to observe, and participate in, greater collaboration between Nelson College and Nelson College for Girls this year.

Under the new legislation, one over-arching objective for Boards has now been replaced by four objectives. These new objectives are:

1. Every student is able to attain their highest possible standard in educational achievement.
2. The school is a physically and emotionally safe place for all students and staff and gives effect to relevant student rights and takes all reasonable steps to eliminate racism, stigma, bullying, and any other forms of discrimination within the school.
3. The school is inclusive and caters for students with differing needs.
4. The school gives effect to Te Tiriti o Waitangi by:
 - Working to ensure that its plans, policies, and local curriculum reflect local tikanga Māori; and
 - Achieving equitable outcomes for Māori students.

There has been a lot going on behind the scenes to address all of these objectives. Thank you to my fellow Board members for your commitment of time and energy and the way in which you have addressed difficult matters collaboratively.

Next year is a Board election year. The current three-year term for parent trustees ends in the middle of 2022. Elections will be held next May for five parent representatives for the following three-year term. Some, but not all, of our current parent representatives will stand for election again next year. I encourage parents to start considering whether you might be a suitable candidate and have the capacity to serve as a parent representative on the next Nelson College Board. The current Board is keen to see the composition of the next Board better reflect the diversity of the Nelson community we serve.

Thank you to Richard Dykes, our hard-working Headmaster, the senior leadership team, faculty leaders, teaching staff and support staff for all your hard mahi this year. We look forward to a good return next year and in the years that follow from the hard work put in this year.

The Board has been greatly encouraged by the support Nelson College has received from so many different stakeholders. Thank you everyone! You will know who you are – individuals, political figures, old boys, our Old Boys Association, local companies, corporations and organisations, iwi, whānau, our sister school, Nelson College for Girls and the Ministry of Education.

Nelson College has not been as significantly impacted by Covid-19 as colleges in many other countries, or even in Auckland. However, many of our students and particularly our school-leavers have still experienced disappointment at the loss of key milestone events in their lives, events we have taken for granted in other years. Some of our rangitahi qualified for national sports tournaments which were then cancelled. Our year 12s and 13s missed out on the experience of a school ball, and even this prize-giving is a greatly diminished event.

To our 2021 school-leavers, on behalf of the Board I wish you every success and blessing, as you find and take your place in the world. May any and every disappointment experienced this year pass quickly. May your prospects in the next season of your life fill you with hope and joy. We are proud of you.

He maha ngā manaakitanga.

Tēnā tātou katoa

Deleece Hall

Chair

Nelson College Board

Board of Trustees



Matt Walters

Chair

Matt joined the Board in 2020. He's a Partner and Director of Impact and Transformation at Snap Group and General Manager at SnapIT. He's a Director of electronic monitoring company Teem Fish Canada. He's previously held governance roles in the primary, secondary and tertiary education sectors, and was a member of the NZ Education Sub-committee of UNESCO.

Matt brings business, not-for-profit and specific education sector experience to the Board. His work in philanthropy helps him understand how poverty affects under-achievement and non-engagement at school.

He has 4 children aged 12 through to 24. His wife was a science teacher for 20 years so education, teaching and young people are often discussed over dinner.

He's passionate about sport and its impact on developing children and the culture and identity of a school community.

He loves the diversity of expression and achievement seen across the students and staff at Nelson college, and particularly notes the unique mix of history and innovation present at Nelson College that will see the school continue to thrive.



Richard Smith

Deputy Chair

Richard joined the Nelson College Board of Trustees as a Parent representative in February 2021. He currently has two boys at the college, one being at prep.

Being closely associated to everyday life at school through his sons, Richard is driven and passionate about ensuring that all boys have an equal opportunity to excel in any and all areas of both their educational life and extra-curriculum activities, at the same time as ensuring the future of Nelson College and it's continued success in the community as a whole.

Originally from the UK, for the past 30 years he's been working overseas in the shipping and commodity trading space but now has settled in Nelson and loves living here as a family, to start another chapter of their life. This involved shifting from his face-paced corporate world, but fulfilling a passion of changing careers and moving into real estate sales with his wife, as well as being involved in coaching local football and of course being an active board member.



Richard Dykes

Tumuaki

Richard joined the Board in 2020 as Tumuaki, after five years as Principal at Glendowie College.

He has a Bachelor of Arts (Hons), Dip Tchg, and a Masters in Education Administration (Hons). In 2019 Richard was awarded a Woolf Fisher Fellowship, and used this to visit schools in Canada, USA and London.

He's worked at schools through New Zealand, with expertise in school change, curriculum design and eLearning.

Richard has been involved in many school leadership roles. He was President of the Auckland Secondary Schools Principals Association from 2017-2020. He's on the NZ Secondary Schools Rowing Council, and the NZ Secondary Schools Sports Council, as well as a member of SPANZ and TOTSSPA.

Richard has a passion for education and growing young men into our future citizens and leaders.

As the primary education advisor to the Board, Richard brings extensive knowledge and experience to the Board of Trustees.

Richard is married and has three children.



Deleece Hall

Parent Trustee

Deleece joined the Nelson College Board of Trustees in 2016 and took over as Chairperson in 2020. She is the co-founder and Finance Director of an export-focused ICT company in Nelson. She's also a chartered member of the Institute of Directors.

Deleece is a people person and a big picture strategic thinker. She believes in the intrinsic value of all people and loves to see people dream bigger and achieve more than they ever think possible.

Deleece is an adoptive mother, a foster mother and a stepmother. She's familiar with the challenges of modern family life and especially understands the difficulties faced by our more vulnerable children.

As a child, Deleece moved many times in her education. She attended a single-sex boarding school for four years and thrived on life as a boarder. She believes the opportunities provided through boarding school were instrumental to her later in life.

Deleece is proud that Nelson College is innovative and forward-thinking, while still honouring its heritage.



Rebecca Burgess

Parent Trustee

Rebecca joined the Nelson College Board of Trustees in 2021.

She comes from a background of tertiary education (currently teaching degree-level at Bishopdale Theological College) and youth work (now working for All Saint's church as their youth worker). She's worked with young people for nearly 30 years in various contexts.

She has a keen interest in the well-being, education and growth of young people from all walks of life and a passion for schools to be safe places for everyone to thrive. In her experience of working with young people she is very aware of the importance of the wider whanau. Community and connection are central to young people's success.

Rebecca's lived in Nelson for 20 years and raised her three children here. Her two boys attended Nelson College for a few years.

Her own upbringing was international and multi-cultural having lived in Tunisia and Egypt. She is excited to see Nelson College develop in new ways that both reflect and strengthen the community of Whakatu-Nelson.



Vikki Heays

Staff Member

Vikki has worked in a variety of teaching positions across many sectors and levels over the past 25 years. This reflects her adaptability and passion for serving others in all career settings.

She's skilled at building connections and fostering positive relationships with students, colleagues, and whānau.

Vikki loves her work and making a positive difference in people's lives, approaching everything with a sunny and collegial attitude.

Vikki enjoys building strong relationships with stakeholders and brings these skills to her role as staff representative on the Board.

She's invested in the college and seeing it be a successful and thriving school. Nelson College home as well as her workplace, having chosen to send her 3 sons here.

She's passionate about supporting boys' career well-being and relational education. A key element of this is enabling our rangatahi to plan and discuss their futures, and so flourish in the fast-changing future world of work.



Jack Franklin

Student Member

Jack joined the Board as Student Representative in 2021.

Jacks hails from Picton in Marlborough. He's boarded in Barnicoat House for the last six years, starting Nelson College in year 8 when he attended Prep School.

Jack feels lucky and proud to be in boarding, where he meets boys from different regions and countries.

The student representative was a role that he's wanted to do for some time. He's thrilled to serve and advocate for his fellow students.

Now in his last year at college, he's a Tuakana, on the academic committee, student council, and environmental committee.

Outside of these groups, he has a keen desire to promote positive mental health and participate in various volunteering roles around Nelson.

He's very passionate about working closely with fellow student leaders to ensure a prosperous year for the college, setting the example of confident, respectful leaders in our school community.





2

Strategic

Strategic Direction

2021-2025 Strategic Plan:

In 2020 the Board of Trustees developed a five-year strategic plan to lead it's operation for 2021 through to 2025.

1

academic

We will provide a world-class and holistic education, with all students achieving NCEA and NZ Scholarship results that are among the best in New Zealand.

Over the next five years, the college will:

- review and enhance its junior curriculum, promoting innovative and engaging pedagogy that meets the needs of young men
- raise the number of NZ Scholarships achieved by students
- review NCEA, and especially consider whether the college continues to deliver the level 1 qualification
- set and work towards clear NCEA targets for senior students

2

co-curricular

We will provide and actively support a wide range of sports, arts and leadership opportunities; promoting involvement and enjoyment at all levels, and sustained competitiveness by our high performing students, teams and groups.

Over the next five years, the college will:

- invest in the performing arts, especially music to develop a comprehensive and high quality programme
- continue to support a broad and high-quality sports programme
- review the student leadership programme

3

hauora

We will support and teach our young men to be confident, positive, resilient and caring.

Over the next five years, the college will:

- review the house system to support school spirit, student leadership and pastoral care
- enhance the use of restorative justice at the college
- improve the resourcing and support for Deans
- investigate a one-stop 'wellness centre'
- review the student discipline systems, especially with regard to litter, uniform, attendance and vaping
- review and enhance our wellbeing framework
- review the use of digital devices around the college by students

4

facilities and systems

We will design and build systems and facilities that are coordinated, support our vision, and exceed MoE funded solutions.

Over the next five years, the college will:

- develop and implement a school-wide campus vision (master plan)
- review all school systems to improve clarity, accountability and communication
- increase collaboration with Nelson College for Girls
- review and enhance our financial systems

5

staff retention, development and progression

We will attract and retain high quality staff, investing in their professional development and hauora.

Over the next five years, the college will:

- develop and implement a good employer policy and procedures
- review appraisal at the college to be in line with good employer practices and manage workload
- review professional learning and better align this with our strategic direction

6

equity and diversity

We will recognise, celebrate and support the cultural diversity of Nelson/Whakatu and New Zealand, and provide equal opportunity (equity) and promote success (equality) for all.

Over the next five years, the college will:

- ensure Māori and Pasifika students achieve at the same level, or above, as other ethnicities
- help to grow te reo Māori, tikanga Māori me Pasifika, and create a culture of turangawaewae for Māori and Pasifika akonga
- engage with iwi to honour and implement Te Tiriti o Waitangi, including governance
- foster programmes that promote equity for all students, e.g. Pacific Powerup, Breakfast Club
- support and grow the learning support programme at the college

7

boarding, prep and old boys

We will grow our Boarding and Preparatory School programmes to be sustainable and deliver a quality product that, along with the Old Boys, connects with the strategic development of the college.

Over the next five years, the college will:

- grow the number of domestic boarders by at least 15 per annum
- develop Nelson Prep School to be the leading intermediate school in Nelson, and better connect it with the college in all areas, especially academic
- engage with the Old Boys to develop and implement a shared vision for Nelson College



1932 Quadrangular at Nelson College



WILLIAM OCEAN

COLLEGE FOR GIRLS



2021 Annual Goals - Review

2021 was the college's first year of clearly articulating three annual goals within its overall 5-year strategic plan. This aligns with changes to the Education and Training Act (2020).

Our ability to progress the goals was again impacted by COVID-19, especially in term 3 when the country went into lockdown. COVID-19 robbed us of the ability to meet as a whole staff, time to focus on the goals and PLD, or to connect with outside providers and PLD opportunities - especially if these were overseas.

Despite this, our Senior Leadership Team and other key staff did an excellent job to progress the goals. Most importantly we retained our direction and made positive, if slightly smaller, steps forward.



Junior Curriculum

We will design a junior (years 7-10) curriculum that motivates and challenges all ākonga to become confident and engaged learners with a strong sense of identity within a global perspective.

Outcomes:

- established a MYP implementation group of 6 staff led by Richard Nott and Richard McLaren. This group visited contributing schools to see what pedagogy is happening prior to our students arriving, and connected with other IB MYP schools (e.g. Scots College and Queen Margaret College in Wellington) to learn more about the framework.
- provided PLD to whole staff about MYP overall and individual elements of the framework
- introduced MYP unit planning and supported faculties to prepare a year 9 unit in 2022
- began work on administration for formally joining the IB MYP



Student Behaviour and Wellbeing

We will develop and implement a consistent approach to managing and supporting positive student behaviour and wellbeing, especially in the junior school.

Outcomes:

- worked with Deans to review what is happening (or not) with regard to behaviour management at the college
- connected with the MOE and joined up to PB4L following full staff consultation
- did initial training with MOE staff to precede implementation of PB4L
- provided PLD to whole staff around supporting students with learning differences and giftedness
- employed a full-time Kaiarahi to support at-risk students in years 9 and 10



New Zealand Scholarship

We will enhance the opportunities, and our support for students to succeed at NZ Scholarship.

Outcomes:

- established a group to investigate what is happening at other schools around NZ
- publicly and privately thanked staff for their work with NZ Scholarship - whether or not this resulted in a student achieving a scholarship
- further progress was limited by COVID-19

COVID-19 (Chapter 2)

COVID-19 had restricted impact on the college at the start of the year with no cases in Nelson or the South Island over that period.

However, the arrival of Delta in term 3 sent the whole country into lockdown and a number of events had to be cancelled.

Regular assemblies were not possible, sports went ahead but significant events such as our 1st XV Rugby team attending the national finals were cancelled, and the South Island final was played to an empty Forsyth Barr stadium in Dunedin (we won!).

The College Ball, Graduation Dinner and other events were cancelled. Our two prize-givings (junior and senior) were live-streamed, with only prize winners and staff attending in person.



2021 Dux: Christian King

Te Rumaki Whakatū

nā tō rourou, nā taku rourou, ka ora ai te iwi // with your contribution and mine, the people will thrive

In 2021, we initiated a kōrero with Nelson College for Girls and incoming whānau at Nelson Intermediate about extending Māori medium education into year 9 at both colleges. This idea was strongly supported by whānau (and other stakeholders) and quickly grew into a formal proposal called "Te Rumaki Whakatū".

In short, the vision for Te Rumaki Whakatū is to establish Māori medium classes across both kura, with as much interaction between the tama and wahine at both kura, e.g. combined Kapa Haka training.

A pilot was proposed for 2022-23 with the aspiration to build a long-term, sustainable model. Funding was sought from many stakeholders and in 2022 was secured from the MOE.

The two kura will now work together to establish a new steering group of kaimahi and whānau, employ two kaiako in 2022 and begin classes in that year. The pilot programme will now run through to the end of 2024.

Looking beyond that horizon, we will explore with whānau and Mana Whenua governance models that will promote long-term, sustainable governance that promotes rangatiratanga and Te Tiriti o Waitangi partnership. A possible model to be considered is the Western Springs / Ngā Puna o Waiaōrea Colleges co-governance model.

This is an exciting model of true partnership that creates a space for equal voice and governance.

Nelson / Whakatū

he iti te mokoroa,
nāna i kati to kahikitea

the mokoroa grub may
be small, but it cuts
through the kahikitea





2022 Annual Goals

In 2022, Nelson College has the following three main goals below. Our ability to implement these will be affected by how much COVID-19 (omicron) impacts on college operations, especially in Term 1 of 2022.



Junior Curriculum (IB MYP)

Senior Leader Responsible: Richard Nott, Richard McLaren

We will continue to implement the IB MYP in years 7-10. Faculties will implement and evaluate one year 9 unit in 2022, and plan a full MYP programme for 2023. We will also investigate interdisciplinary units.

- 1.1 Prepare, deliver and evaluate one MYP unit of work across all year 9 courses.
- 1.2 Plan a full MYP programme for all year 9 courses, ready to deliver in 2023.
- 1.3 Investigate interdisciplinary units and other associated MYP planning.



Positive Behaviour

Senior Leader Responsible: Jarrod Aberhart

We will implement Tier 1 of the PB4L framework. We will agree our core values and translate these into behaviour expectations, set systems for recording data to support decision making, and establish practices to support students.

- 2.1 Organise the PB4L team and develop the plan for 2022.
- 2.2 Identify agreed behaviour expectations.
- 2.3 Develop and implement systems to teach and reinforce behaviour expectations.



Community and Wellbeing

Senior Leader Responsible: Leonor White

We will foster a positive working and learning environment. We will be kind and have fun.

- 3.1 Establish a wellbeing committee at the college.
- 3.2 Run the wellbeing survey and work collaboratively to enhance wellbeing across the college

These goals exist within a longer, rolling three-year context and within the long-term five year strategic plan. The table below shows the progression and continuity of the annual goals.

2021	2022	2023
Junior Curriculum <i>design</i>	Junior Curriculum <i>implement</i>	
Student Behaviour <i>develop and implement</i>	Positive Behaviour <i>implement</i>	
NZ Scholarship <i>develop and implement</i>	Community & Wellbeing <i>develop & implement</i>	

Supporting Goals:

NZ Scholarship <i>develop and implement</i>	
Te Rumaki Whakatū <i>implement</i>	







3

Performance

Academic

Benchmark comparisons of NCEA data, even to historical data within the college has become fraught over the last two years due to the impact of COVID-19. The provision of extra credits to compensate for students in lockdown has made school and national data highly variable.

With this in mind and considering the significant, ongoing disruption from COVID-19, the NCEA results of Nelson College ākonga remained solid overall in 2021, with some highlights.

This continues to affirm the ability and mahi of our kaiako, ākonga and whānau. Highlights include:

- the general robustness of academic results across the kura
- continued improvement of Level 2 NCEA results, both pass and endorsement rates
- continued improvement of Māori and Pasifika ākonga academic results

Overall, our students achieve well compared to the national average (boys and girls) and the national average for males attending Decile 7 schools.

Our college-wide academic targets remain the same in 2022. These are aspirational targets, including for NZ Scholarship, that affirm that Nelson College is a high quality academic college, as well as providing a well-rounded education.

Pass rates

... % of students achieving the appropriate level for their year group
In the long-term, our pass rates are improving at all three year levels, though Level 3 pass rates fell slightly in 2021.

While our ākonga achieve above the national average, they're below their male counterparts at other Decile 7 schools across New Zealand, and below other Decile 7 Boys kura. This must be an ongoing focus.

Endorsements

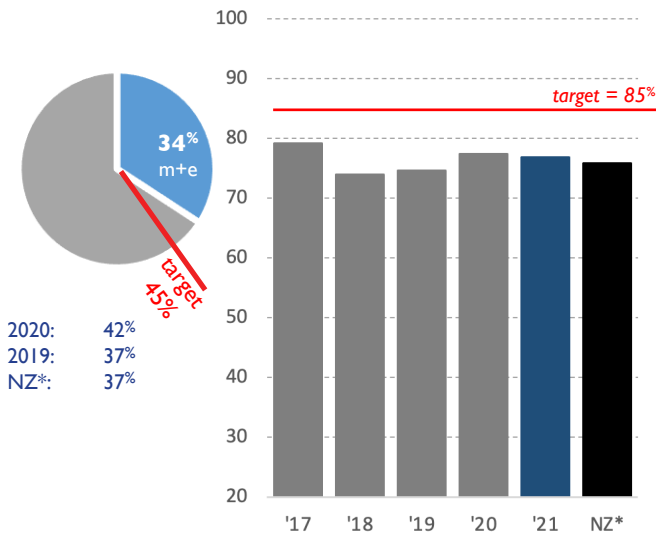
... % of students gaining NCEA endorsed with merit or excellence
Endorsements were up for Level 2, but down for Levels 1 and 3. The medium-term trend for Level 3 is down, which needs to be further investigated. Is this due to higher retention rates or some other factor?

University Entrance

... % of year 13 students meeting the required level to enter university
University entrance rates have been largely static around the 50% mark over the last seven years. While we track this, the usefulness of this statistic is limited by students who intentionally choose vocational (non-university) courses and consequently may achieve well at Level 2 NCEA, but not achieve university entrance.

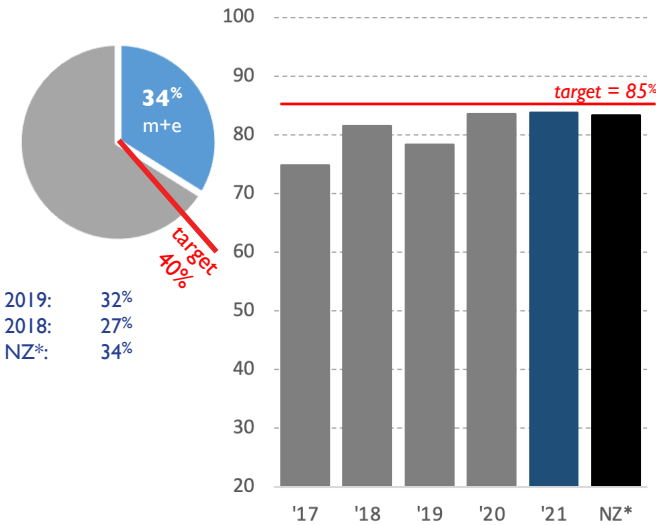
Level 1 NCEA

% of year 11 students achieving Level 1



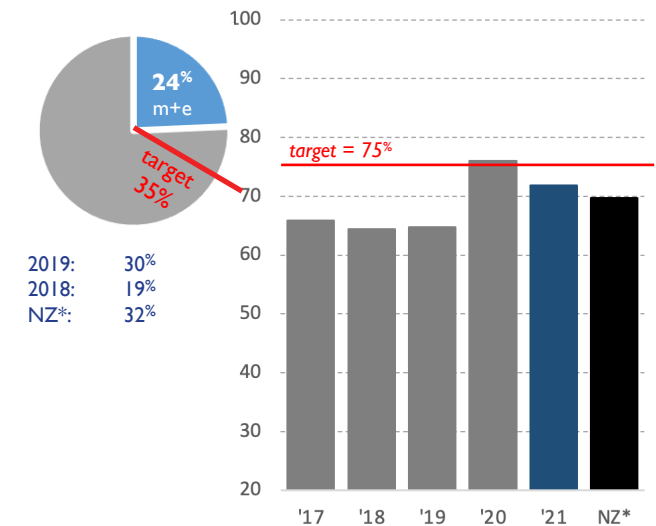
Level 2 NCEA

% of year 12 students achieving Level 2



Level 3 NCEA

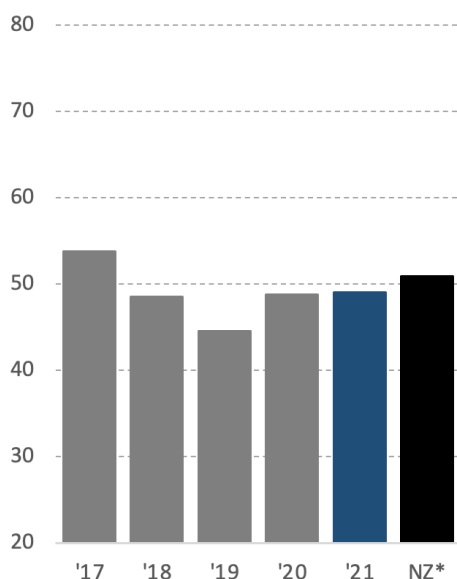
% of year 13 students achieving Level 3



NZ* refers to all Decile 7 Males in all NZ schools

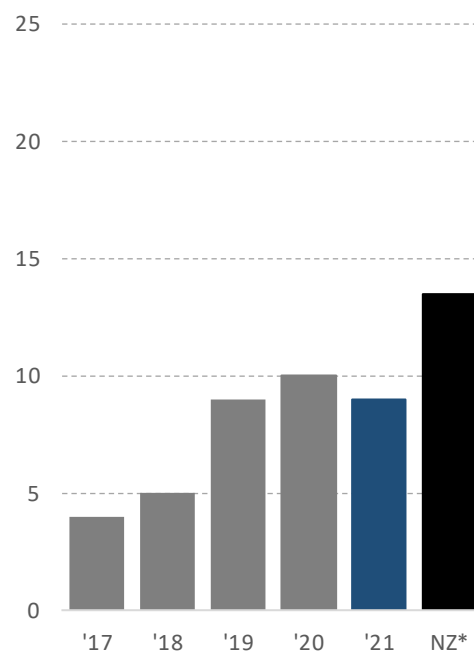
University Entrance

% of year 13 students getting University Entrance



Scholarships

Annual Number of Scholarships



Scholarship

... a separate exam administered by NZQA that recognises the top 2-3% of students in each subject across NZ

Our students gained 9 scholarships in 2021. This is similar to 2020 and, as stated above, is a positive result in light of the upheaval of 2021. While no longer a major annual goal in 2022, lifting NZ Scholarship results to over 20 annually remains a goal of the kura.

Māori

... our goal is for Māori students to achieve the same as other ethnicities
Our overall Māori achievement and endorsement rates continue to improve, which is very pleasing.

In 2022, we will establish Te Rumaki Whakatū which we hope will have a positive long-term impact on the achievement and wider development of our ākonga Māori.

Pasifika

... our goal is for Pasifika students to achieve the same as other ethnicities
Our Pasifika achievement rates improved across all three year levels. However, the lack of Pasifika students gaining an endorsement is frustrating. This will be a focus of the school.

Boarding

Our boarding students achieved well in NCEA:

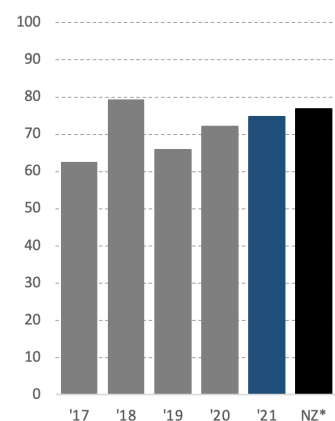
	Level 1	Level 2	Level 3
Barnicoat	90%	94%	89%
Rutherford	75%	100%	92%

In 2022, Nelson College's academic targets are:

L1 // 85% achievement // 45% m+e endorsement
L2 // 85% achievement // 40% m+e endorsement
L3 // 75% achievement // 35% m+e endorsement
 // 20+ scholarships

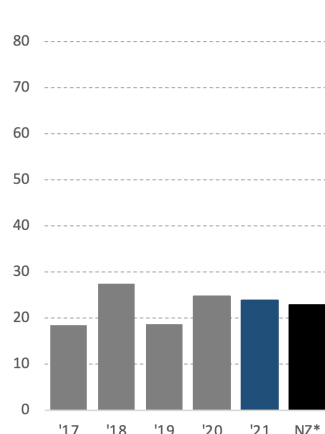
Māori - Achieved

% of years 11-13 students gaining NCEA



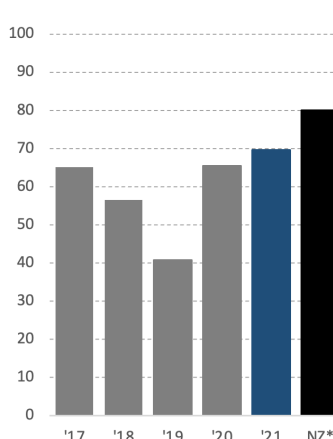
Māori - Endorsements

% of students with NCEA endorsed



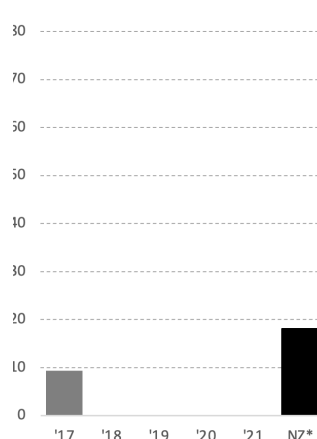
Pasifika - Achieved

% of years 11-13 students gaining NCEA



Pasifika - Endorsements

% of students with NCEA endorsed



Good Employer Report

2021 was a year of 'two halves'. On the one hand it was a continuation of the challenges experienced in 2020. On the other hand it was the start of a new strategic direction.

Facing the Challenges

In 2021 we implemented new financial systems and developed a clear picture of our financial situation. This was bleak with staffing and budgets needing to be further cut to achieve a budget surplus by 2022. This involved staff consultations and subsequent redundancies in the day school and in Boarding. From a high of 10.9 over our GMFS in 2017, the school was down to 2.5 over its GMFS at the start of 2022. This compares to a national average of 2.1 teachers over the GMFS according to the Office of the Auditor General.

This is an ongoing challenge as part of the solution was staff going part-time or on leave in 2022, and therefore having the option to return in 2023. We continue to face a falling roll until the increased year 9 enrolments impacts positively on the overall school roll in 2024.

Staff also endured another year of COVID-19 (chapter 2 ... Delta) with a full lockdown in term 3, no full school assemblies, and many milestone events such as the Senior Ball and Graduation Dinner cancelled. Both end-of-year prizegivings were done with no whānau or visitors present, and the ceremonies livestreamed via Facebook. Through this, staff have demonstrated great resilience and continued to work positively and constructively.



2021 - Maadi Cup Gold

Accountability

We continue to build systems for supporting staff and help them reflect on their work through the year. A new appraisal system was implemented for support staff, and new faculty reviews were introduced at the start of the year. Performance management of teachers is an area to focus on over the next two years.

Coherence

The school began implementation of the new 2021 - 2025 strategic plan and under that, the three annual goals. These were articulated in the Annual Goals poster which was printed and put up on walls around the college.

It's acknowledged that the school is going through a period of change and renewal, both of which can be disconcerting for staff. However, it's hoped that as these goals are continued from one year to the next, staff and other stakeholders will see the journey ahead, and their part in this journey.

Development

The professional learning and development budget was increased from \$20,000 in 2020 to \$50,000 in 2021. Ideally this would have allowed staff to travel out of Nelson and overseas to visit schools and attend conferences.

Unfortunately COVID continued to disrupt professional learning and development (PLD), with visits to schools elsewhere in New Zealand cancelled, trips overseas not possible, and internal PLD disrupted.

Thursday morning PLD found a positive new rhythm. In terms 3 and 4, staff split into two groups to be led through MYP training by the MYP workgroup. This was excellent, with great conversation between staff.

Progress

Progress is difficult to manage within a school. While not structured, the school remains mindful of supporting staff in their career aspirations and progress, and continues to support staff in opportunities for growth.

Wellbeing

2021 was a difficult year. The college started in January with the sudden loss of a year 13 student and then faced several challenges (e.g. COVID) through the year, at the same time as trying to establish a new strategic direction. This remains unsettling for staff.

The school consolidated its personnel policies and procedures. This process involves reducing the policy statements to overview statements of intent owned by the Board, which are then translated into a set of accompanying procedures. Key procedures such as timetable were unchanged, while procedures for a new wellbeing committee and annual wellbeing survey, and workplace bullying procedures were established.

Boarding Report

Our focus for boarding in 2021 was to continue developing consistency across both houses, through the positive atmosphere and shared community of all stakeholders, that we've worked hard to create in the last few years. We also had a focus to keep building up our domestic boarding numbers, through promoting the product we have to offer.

Boarding began in 2021 in early January, when international boarders, who could not return to their home countries for the summer holidays, returned instead from an organised Study Nelson trip of Wellington, Kaikoura, Christchurch, Queenstown, and the West Coast.

Domestic boarders returned to boarding as usual at the beginning of the school year. An increase in domestic boarding numbers saw a large turnout of parents at the house BBQ's, our Sports Weekend in March and house dinners in November.

Boarding organised many activities for the boys again this year, despite all the Covid-19 related disruptions. Ten pin bowling, flip out, paintballing, pig on a spit, sushi nights, wharf jumping, beach days, river swims, go-cart racing, and house dinners to name some.

Our boarding bubble was re-formed during New Zealand's winter lockdown. This time, the bubble consisted of around 70 international boarders, staff, and staff families. Again, we settled into a new pattern of living.

We were based at Barnicoat House for living and eating. After brunch on weekdays, the boys spent their mornings in C Block doing lessons. In the afternoons and evenings, activities were offered to the boys.

Saturdays again became our sports competition days and our special dinners – sushi and spit roast. Boys were put into four teams for competing in the activities that consisted of basketball, volleyball, football, and Wing Preaw (Thai relay).

Our bubble disbanded when Nelson moved to Level 2 Delta. Our domestic boarders returned along with a new calendar to finish the school year.

Interhouse sport again showed the unity that now exists in boarding between the boarding houses. Our combined 'Boarders' placed high in several key events, that were still able to take place.

Staffing in boarding remained stable for 2021. Despite a reduction in staffing positions, boys continued to receive quality supervision as well as focussed medical, academic, pastoral and activities' support.

2020 Presentation of Whare to Local Kindergarten by Trades Academy Students



Finance

Profit and Loss Statement

for the year ended 31 December 2021*

	2021 Actual	2021 Budget
Income	\$	\$
Government Grants	2,802,793	2,527,389
Locally Raised Funds	4,147,569	3,421,111
Other Revenue (incl. Interest)	281	0
Total Income	6,950,642	5,948,500
Expenses		
General	5,368,862	4,891,298
Administration	1,220,213	1,169,351
Finance	20,410	0
Other	0	0
Depreciation	513,004	475,000
Total Operating Expenses	7,122,489	6,535,649
Net Surplus / (Deficit)	(171,846)	(587,149)

Balance Sheet

as at 31 December 2021*

	2021 Actual	2021 Budget
Current	\$	\$
Current Assets	331,302	399,632
Current Liabilities	4,457,568	5,042,507
Working Capital	(4,216,266)	(4,642,875)
Non-Current		
Non-Current Assets	15,782,716	15,778,567
Non-current Liabilities	419,999	404,544
Net Assets	11,146,450	10,731,148
Equity		
Retained Earnings (start of period)	11,318,296	11,318,297
Current Year Earnings	(171,846)	(587,149)
Capital Contributions by MOE	0	0
Total Equity	11,146,450	10,731,148

Cashflow Statement

for the year ended 31 December 2021*

	2021 Actual	2021 Budget
Cashflows from Operating Activities	\$	\$
Cashflows from Operating Activities	(38,329)	(363,049)
Cashflows from Investing Activities	(90,839)	(130,001)
Cashflows from Financing Activities	161,995	518,050
Net increase (decrease) in Cash	32,917	25,000
Cash at beginning of year	8,272	8,272
Cash at end of year	41,189	33,272

* draft 2021 accounts, unaudited (10/3/2022)

start your legacy ►

The college crest was designed in 1858, two years after the school started in 1856.

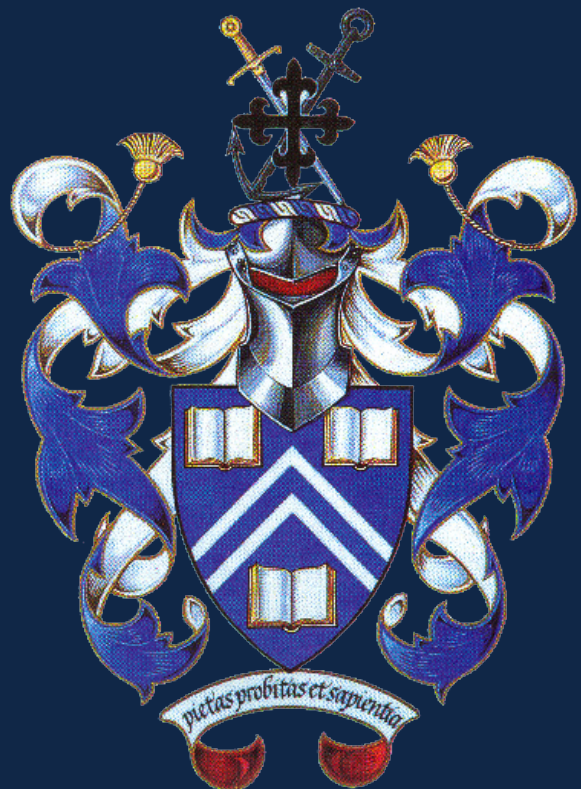
The key features of the original crest are the credo, books and anchor. The anchor represents Nelson's maritime-focussed economy, especially in the 19th century, and the books represent education. The credo refers to **honesty, loyalty and wisdom.**

In 1979 the Nelson College Old Boys decided that the college should have a full Coat of Arms. This was completed in 1987.

The new college shield incorporates the original crest adding two chevrons between the books, a knight's helmet and a sword.

The key element in both is the school's credo - pietas, probitas et sapientia. This translates as loyalty, honesty and wisdom. This captures the college's founding Act of Parliament that states the purpose of Nelson College is the "advancement of religion and morality, and the promotion of useful knowledge, by offering to the youth of the Province general education of a superior character."

This is as relevant in the 21st century as it was in the 19th. Our young men leave Nelson College with a character (honesty and loyalty) and a high quality, well-rounded education.



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NELSON COLLEGE
TE KURA TAMATĀNE WHAKATŪ

