### **Northcote Intermediate School**

### **ANNUAL REPORT**

### FOR THE YEAR ENDED 31 DECEMBER 2022

**Ministry Number:** 

1394

Principal:

Phil Muir

**School Address:** 

145-147 Lake Road, Northcote

**School Postal Address:** 

PO Box 36049, North Shore City, 0748

**School Phone:** 

09 481 1400

School Email:

philm@ni.school.nz

Accountant / Service Provider:

School Finance Hub

### **Northcote Intermediate School**

### **Members of the Board of Trustees**

For the year ended 31 December 2022

Name	Position	<b>How position Gained</b>	Term Expired/Expires
Phil Muir	Principal		
Katrina King	Presiding Member	Elected	Sep-25
Sally Clendon	Parent Trustee	Elected	Sep-25
Spencer Willis	Parent Trustee	Elected	Sep-25
Damien Lawrence	Parent Trustee	Elected	Sep-25
Darren Coneybear	Parent Trustee	Co-opted	Sep-25
Rochelle Greer	Parent Trustee	Elected	Sep-25
Zane Cooper	Staff Trustee	Elected	Sep-25
Kate Punturiero	Presiding Member	Elected	Sep-22
Simon Archer	Member	Elected	Sep-22
Kim Jones	Member	Co-opted	Sep-22

### **Northcote Intermediate School**

Annual Report - For the year ended 31 December 2022

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### Northcote Intermediate 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.

Katrina King	Phil Muir	
Full Name of Presiding Member	Full Name of Principal	
DocuSigned by:  495D6E8F3F5E4A6  Signature of Presiding Member	DocuSigned by:    Pul Mur   31FDBFB6B8C74C4  Signature of Principal	
01 June 2023	01 June 2023	
Date:	Date:	

### **Northcote Intermediate School Statement of Comprehensive Revenue and Expense**

For the year ended 31 December 2022

	Notes	2022 Actual	2022 Budget (Unaudited)	2021 Actual
_		\$	\$	\$
Revenue	•	4 0 4 4 0 0 0	4 470 004	4 405 444
Government Grants	2	4,844,803	4,172,201	4,435,441
Locally Raised Funds	3	313,424	316,643	377,190
Interest Income		8,928	3,500	3,989
Gain on Sale of Property, Plant and Equipment		50	-	70
Total Revenue		5,167,205	4,492,344	4,816,690
Expenses				
Locally Raised Funds	3	147,905	125,000	141,733
Learning Resources	4	3,095,799	2,656,434	2,981,692
Administration	5	306,071	262,570	247,974
Finance		4,085	3,500	3,546
Property	6	1,691,621	1,464,968	1,463,590
Tatal Famouses		E 24E 491	4,512,472	4,838,535
Total Expenses		5,245,481	4,512,472	4,030,535
Net (Deficit) for the year		(78,276)	(20,128)	(21,845)
Other Comprehensive Revenue and Expense		-	-	_
Total Comprehensive Revenue and Expense for the Year		(78,276)	(20,128)	(21,845)

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

### Northcote Intermediate School Statement of Changes in Net Assets/Equity

For the year ended 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Equity at 1 January	-	920,691	920,691	906,304
Total comprehensive revenue and expense for the year Contributions from the Ministry of Education		(78,276)	(20,128)	(21,845)
Contribution - Furniture and Equipment Grant		-	-	36,232
Equity at 31 December	-	842,415	900,563	920,691

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.

### **Northcote Intermediate School Statement of Financial Position**

As at 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Current Assets				
Cash and Cash Equivalents	7	255,820	259,482	118,550
Accounts Receivable	8	239,524	340,500	353,635
GST Receivable		55,666	5,000	4,484
Prepayments		28,102	10,500	8,886
Investments	9	317,928	316,000	313,341
Funds Receivable for Capital Works Projects	15	2,865	-	30,208
	_	899,905	931,482	829,104
Current Liabilities				
Accounts Payable	11	267,891	244,240	241,868
Revenue Received in Advance	12	67,609	12,000	1,504
Provision for Cyclical Maintenance	13	-	-	41,657
Finance Lease Liability	14	14,116	14,116	20,112
Funds held for Capital Works Projects	15	19,560	60,000	78,519
Funds held on behalf of Northcote Kahui Ako Cluster	16	8,873	-	-
	-	378,049	330,356	383,660
Working Capital Surplus/(Deficit)		521,856	601,126	445,444
Non-current Assets				
Property, Plant and Equipment	10	486,671	465,549	554,469
	_	486,671	465,549	554,469
Non-current Liabilities				
Provision for Cyclical Maintenance	13	136,720	136,720	67,022
Finance Lease Liability	14	29,392	29,392	12,200
	-	166,112	166,112	79,222
Net Assets	_	842,415	900,563	920,691
	_			
Equity	-	842,415	900,563	920,691

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

### **Northcote Intermediate School Statement of Cash Flows**

For the year ended 31 December 2022

One le flavor forces Our matieur Antivitie	Note	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Cash flows from Operating Activities			0.17	
Government Grants		989,029	817,721	964,106
Locally Raised Funds		311,965	328,764	263,992
International Students		-	-	5,118
Goods and Services Tax (net)		(51,182)	(516)	(17,767)
Payments to Employees		(523,606)	(417,305)	(540,864)
Payments to Suppliers		(620,822)	(561,351)	(591,837)
Interest Paid		(4,085)	(3,500)	(3,546)
Interest Received		7,198	1,893	4,448
Net cash from/(to) Operating Activities		108,497	165,706	83,650
Cash flows from Investing Activities				
Proceeds from Sale of Property Plant & Equipment (and Intangible	es)	1,782	_	70
Purchase of Property Plant & Equipment (and Intangibles)	,	(77,620)	(29,019)	(89,037)
Purchase of Investments		(4,586)	(2,659)	(4,221)
Net cash from/(to) Investing Activities		(80,424)	(31,678)	(93,188)
Cash flows from Financing Activities				
Furniture and Equipment Grant		-	- 7,	36,232
Finance Lease Payments		(10,842)	(4,785)	(19,121)
Funds Held on Behalf of Kahui Ako		8,873		-
Funds Administered on Behalf of Third Parties		111,166	11,689	(210,085)
Net cash from/(to) Financing Activities		109,197	6,904	(192,974)
Net increase/(decrease) in cash and cash equivalents		137,270	140,932	(202,512)
Cash and cash equivalents at the beginning of the year	7	118,550	118,550	321,062
Cash and cash equivalents at the end of the year	7	255,820	259,482	118,550

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.

For the year ended 31 December 2022

### 1. Statement of Accounting Policies

### a) Reporting Entity

Northcote Intermediate 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.

### b) Basis of Preparation

### Reporting Period

The financial reports 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 expense 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 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.

### Cvclical 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.

For the year ended 31 December 2022

### 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. If applicable, future operating lease commitments are disclosed in note 21b.

### 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.

### c) 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 they relate to. 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 they relate to. 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 released to 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 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.

### d) 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.

### e) 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.

For the year ended 31 December 2022

### f) 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.

### g) Accounts Receivable

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

### h) Inventories

Inventories are consumable items held for sale and comprised of stationery and school uniforms. They are stated at the lower of cost and net realisable value. Cost is determined on a first in, first out basis. Net realisable value is the estimated selling price in the ordinary course of activities less the estimated costs necessary to make the sale. Any write down from cost to net realisable value is recorded as an expense in the Statement of Comprehensive Revenue and Expense in the period of the write down.

### i) 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.

### j) 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 surplus or deficit 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:

Board Owned Buildings Furniture and equipment Information and communication technology Leased assets held under a Finance Lease Library resources 20 years 5-10 years 5 years Term of Lease 12.5% Diminishing value

For the year ended 31 December 2022

### k) Impairment of property, plant, and equipment

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 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 assets's recoverable service amount. An impairment loss is recognised for 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. The valuation is based on the valuer's approach to determining market value.

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 surplus or deficit.

The reversal of an impairment loss is recognised in the surplus or deficit. 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 lat impairment loss was recognised.

### I) 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.

### m) 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, to but not yet taken at balance date.

### n) Revenue Received in Advance

Revenue received in advance relates to fees received from Lion Foundation donation and Rarotonga trip 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.

The School holds sufficient funds to enable the refund of unearned fees in relation to the above revenue received in advance, should the School be unable to provide the services to which they relate.

### o) 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's 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.

### p) Shared Funds

Shared Funds are held on behalf of a cluster of participating schools as agreed with the Ministry of Education. In instances where funds are outside of the School's control, these amounts are not recorded in the Statement of Comprehensive Revenue and Expenses. In instances where the School is determined to be the principal for providing the service related to the Shared Funds, all income and expenditure related to the provision of the service is 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.

For the year ended 31 December 2022

### q) 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. The Board is responsible for maintaining the land, buildings and other facilities on the School site in a state of good order and repair.

Cyclical maintenance, which involves painting the interior and exterior of the School, makes up the most significant part of the Board's responsibilities outside 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 7-10 year period, 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.

### r) 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.

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 on derecognition are recognised in surplus or deficit.

### s) 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 Statement of Cash Flows.

Commitments and contingencies are disclosed exclusive of GST.

### t) Budget Figures

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

### u) 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.

For the year ended 31 December 2022

_	_			_	
2	GOV	ernr	nent	Grants	

Z. Government Grants	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Government Grants - Ministry of Education	909,790	804,939	830,094
Teachers' Salaries Grants	2,485,999	2,103,694	2,323,114
Use of Land and Buildings Grants	1,435,880	1,263,568	1,263,568
Other Government Grants	13,134	-	18,665
	4,844,803	4,172,201	4,435,441

The school has not opted in to the donations scheme for this year.

### 3. Locally Raised Funds

or account of the contract of			
Local funds raised within the School's community are made up of:	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
Revenue	\$	\$	\$
Donations & Bequests	61,142	98,030	111,620
Curriculum related Activities - Purchase of goods and services	252,238	214,113	254,866
Trading	-	2,000	844
Fundraising & Community Grants	44	2,500	4,742
International Student Fees	-	-	5,118
	313,424	316,643	377,190
Expenses			
Extra Curricular Activities Costs	143,900	117,500	131,490
Trading	3,918	-	9,315
Fundraising and Community Grant Costs	-	2,500	433
Other Locally Raised Funds Expenditure	-	5,000	-
International Student - Other Expenses	87	-	495
	147,905	125,000	141,733
Surplus/ (Deficit) for the year Locally raised funds	165,519	191,643	235,457

During the year the School did not host International students (2021: 1)

The school spent \$1,093 on overseas travel for staff to visit Rarotonga to scope for a trip planned in 2023.

For the year ended 31 December 2022

4. Learning R	esources
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3	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Curricular	138,318	117,488	117,499
Equipment Repairs	65	500	-
Information and Communication Technology	33,869	33,950	29,037
Library Resources	303	1,500	1,898
Employee Benefits - Salaries	2,776,157	2,339,076	2,660,702
Staff Development	13,104	30,000	43,038
Depreciation	133,983	133,920	129,518
	3,095,799	2,656,434	2,981,692

The school spent \$1,158 for professional development related to an overseas trip planned for 2023.

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	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Audit Fee	9,240	11,000	6,790
Board Fees	3,790	6,000	4,210
Board Expenses	9,606	9,000	4,335
Communication	6,921	5,750	6,477
Consumables	9,219	10,500	6,849
Operating Lease	13,281	15,820	-
Other	46,914	48,500	53,972
Employee Benefits - Salaries	184,743	136,500	152,589
Insurance	9,112	8,500	1,238
Service Providers, Contractors and Consultancy	13,245	11,000	11,514
	306,071	262,570	247,974

For the year ended 31 December 2022

### 6. Property

	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Caretaking and Cleaning Consumables	15,218	17,100	15,054
Consultancy and Contract Services	55,300	45,000	47,724
Cyclical Maintenance Provision	28,041	15,000	9,105
Grounds	7,153	8,500	6,896
Heat, Light and Water	30,893	23,500	22,645
Rates	220	200	129
Repairs and Maintenance	50,421	34,000	26,648
Use of Land and Buildings	1,435,880	1,263,568	1,263,568
Security	16,570	12,000	23,415
Employee Benefits - Salaries	51,925	46,100	48,406
	1,691,621	1,464,968	1,463,590

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

7uon ana -uon <b>= 1</b> -unaiomo	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Bank Accounts	255,820	259,482	118,550
Cash and cash equivalents for Statement of Cash Flows	255,820	259,482	118,550

Of the \$255,820 Cash and Cash Equivalents, \$19,943 is held by the School on behalf of the Ministry of Education. These funds have been provided by 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.

Of the \$255,820 Cash and Cash Equivalents, \$36,832 of unspent grant funding is held by the School. This funding is subject to conditions which specify how the grant is required to be spent. If these conditions are not met, the funds will need to be returned.

For the year ended 31 December 2022

8. Accounts Receivable	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Receivables	6,343	17,000	18,625
Receivables from the Ministry of Education	13,697	130,000	142,782
Interest Receivable	2,623	2,500	893
Teacher Salaries Grant Receivable	216,861	191,000	191,335
	239,524	340,500	353,635
Receivables from Exchange Transactions	8,966	19,500	19,518
Receivables from Non-Exchange Transactions	230,558	321,000	334,117
	239,524	340,500	353,635
9. Investments			
The School's investment activities are classified as follows:			
	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
Current Asset	\$	\$	\$
Short-term Bank Deposits	317,928	316,000	313,341
Total Investments	317,928	316,000	313,341

For the year ended 31 December 2022

10. Property	Plant and	<b>Equipment</b>
--------------	-----------	------------------

Balance at 31 December 2022	554,469	77,619	(11,434)	-	(133,983)	486,671
Library Resources	14,319	1,563	-	-	(1,817)	14,065
Leased Assets	29,758	40,952	(9,703)	-	(18,473)	42,534
Information and Communication Technology	75,185	7,536	(1,731)	-	(30,718)	50,272
Furniture and Equipment	304,417	27,568	-	-	(61,798)	270,187
Buildings - School	130,790	-	-	-	(21,177)	109,613
2022	\$	\$	\$	\$	\$	\$
	Balance (NBV)	Additions	Disposals	Impairment	Depreciation	Total (NBV)
	Opening					

The net carrying value of furniture and equipment held under a finance lease is \$42,534 (2021: \$29,758)

### Restrictions

There are no 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	2022	2022	2021	2021	2021
	Cost or Valuation	Accumulated Depreciation	Net Book Value	Cost or Valuation	Accumulated Depreciation	Net Book Value
	\$	\$	\$	\$	\$	\$
Buildings - School	437,741	(328, 128)	109,613	437,741	(306,951)	130,790
Furniture and Equipment	957,700	(687,513)	270,187	929,953	(625,536)	304,417
Information and Communication Technology	288,838	(238,566)	50,272	283,093	(207,908)	75,185
Leased Assets	79,573	(37,039)	42,534	69,019	(39,261)	29,758
Library Resources	40,468	(26,403)	14,065	39,124	(24,805)	14,319
Balance at 31 December	1,804,320	(1,317,649)	486,671	1,758,930	(1,204,461)	554,469

### 11. Accounts Payable

11. Accounts Fayable	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Creditors Accruals Employee Entitlements - Salaries Employee Entitlements - Leave Accrual	22,642	30,000	28,240
	11,758	9,240	8,970
	218,528	193,000	193,095
	14,963	12,000	11,563
	267,891	244,240	241,868
Payables for Exchange Transactions	267,891	244,240	241,868
	267,891	244,240	241,868

The carrying value of payables approximates their fair value.

For the year ended 31 December 2022

12 Revenue Received in Advance

Tal Nevellae Nevellae in Navallee	2022	2022	2021
	Actual	Budget (Unaudited)	Actual

Grants in Advance - Ministry
Other

(Onaudited)

\$ \$ \$

6,077 - 
61,532 12,000 1,504

67,609

136,720

12,000

136,720

13. Provision for Cyclical Maintenance	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
Provision at the Start of the Year	108,679	108,679	102,019
Increase to the Provision During the Year	28,041	15,000	9,105
Use of the Provision During the Year	<u>-</u>	_	(2,445)
Other Adjustments	· -	13,041	-
Provision at the End of the Year	136,720	136,720	108,679
Cyclical Maintenance - Current	-	_	41,657
Cyclical Maintenance - Non current	136,720	136,720	67,022

The school's cyclical maintenance schedule details annual painting to be undertaken, the costs associated to this annual work will vary dependent on the requirements during the year. This plan is based on the schools 10 Year Property plan.

### 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	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	\$	\$
No Later than One Year	17,273	17,273	22,247
Later than One Year and no Later than Five Years	33,318	33,318	12,760
Future Finance Charges	(7,083)	(7,083)	(2,695)
	43,508	43,508	32,312
Represented by	44.440	44.440	00.110
Finance lease liability - Current	14,116	14,116	20,112
Finance lease liability - Non current	29,392	29,392	12,200
	43,508	43,508	32,312

1,504

108,679

For the year ended 31 December 2022

### 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

	Opening	Receipts / Receivable		Board Contributions	Closing
2022	Balances	from MoE	<b>Payments</b>	/Coding	Balances
	\$	\$	\$	\$	\$
Block 3 Roof Repair	(1,339)	-	-	1,339	-
Carpet Project	(2,820)	-	-	2,820	-
Drainage	(12,891)	-	-	12,891	-
Block 6 Remediation	381	-	-	(381)	-
Door Replacement Hardware	(1,622)	-	-	1,622	-
MOE LSC Refurbishment	(6,349)	-	-	6,349	-
MOE SIP-Roof Replacement (Rms 1,3,4 & 6)	1,514	-	-	(1,514)	-
MOE SIP Playground	5,000	-	(4,750)	(250)	-
MOE SIP Shade Structure Project	(3,196)	-	-	3,196	1-1
MOE SIP Fitness Trail	(383)	-	-	383	-
MOE SPIDS 1 Door Joinery	(1,075)	-	-	1,075	-
MOE Block 3 Library Refurbishment	1,133	-	-	(1,133)	-
MOE Shelter Structures and Walkways	3,711	=	-	(3,711)	-
MOE Block 1 Toilet Refurbishment	12,293	-	-	(12,293)	-
MOE Block 1 Hall Floor Resurface	6,064	-	-	(6,064)	-
MOE SPIDS Block 1 Music DQLS	1,516	-	-	(1,516)	-
MOE SIP Decking	818	-	-	(818)	-
MOE Block 1&3 Window and Door Replacement	(533)	346,294	(341,415)	-	4,346
MOE SIP Waharoa Development	44,645	· -	(30,264)	-	14,381
MOE SPIDS 1 Door Joinery Replacement	1,444			(1,444)	-
MOE Bilingual Signage and Hall Roller Door	-	11,332	(14,197)	=	(2,865)
MOE Shed Refurbishment		63,737	(62,521)	(383)	833
Totals	48,311	421,363	(453, 147)	168	16,695

### Represented by:

Funds Held on Behalf of the Ministry of Education	19,560
Funds Receivable from the Ministry of Education	(2,865)
Funds Receivable from the Ministry of Education _	16,695

For the year ended 31 December 2022

Funds held for Capital Works Projects 2021	Opening Balances \$	Receipts / Receivable from MoE \$	Payments \$	Board Contributions \$	Closing Balances \$
Block 3 Roof Repair	(1,339)	-	-	-	(1,339)
Carpet Project	1,221	-	(4,041)	-	(2,820)
Drainage	81,109	-	(94,000)	-	(12,891)
Block 6 Remediation	381	-	-	-	381
Door Replacement Hardware	(489)	-	(1,133)	-	(1,622)
MOE LSC Refurbishment	4,030	-	(10,379)	-	(6,349)
MOE SIP-Roof Replacement (Rms 1,3,4 & 6)	13,454	3,280	(15,220)	-	1,514
MOE SIP Playground	5,000	-	-	-	5,000
MOE SIP Shade Structure Project	(3,196)	-	-	-	(3,196)
MOE SPIDS Replacement Drinking Fountain x 5	10,535	-	(10,535)	-	-
MOE SPIDS 1,2,3,4 -LED Lighting	34,492	-	(34,492)	-	-
MOE SPIDS Paving	43,492	-	(43,492)	-	
MOE SIP Fitness Trail	69,706	4,903	(74,992)		(383)
MOE SPIDS 1 Door Joinery	-	-	(1,075)		(1,075)
MOE Block 3 Library Refurbishment	-	41,292	(40,159)		1,133
MOE Shelter Structures and Walkways	- 1	68,093	(64,382)		3,711
MOE Block 1 Toilet Refurbishment	-	126,224	(113,931)		12,293
MOE Block 1 Hall Floor Resurface	-	30,167	(24,103)		6,064
MOE SPIDS Block 1 Music DQLS	-	40,049	(38,533)	-	1,516
MOE SIP Decking	-	49,378	(48,560)		818
MOE Block 1&3 Window and Door Replacement	-	-	(533)	-	(533)
MOE SIP Waharoa Development	, . <del>-</del>	57,645	(13,000)		44,645
MOE SPIDS 1 Door Joinery Replacement		8,801	(7,357)	_	1,444
Totals	258,396	429,832	(639,917)	-	48,311

Represented by:

Funds Held on Behalf of the Ministry of Education Funds Receivable from the Ministry of Education	78,519 (30,208)
-	48,311

For the year ended 31 December 2022

### 16. Funds Held on Behalf of Northcote Kahui Ako Cluster

Northcote Intermediate School is the lead school and holds funds on behalf of the Northcote Kahui Ako cluster, a group of schools funded by the Ministry.

	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
	\$	<b>`</b> \$	\$
Funds transferred from Northcote Primary School	1,903	-	-
Funds Received from Cluster Members	1,268	-	-
Funds Received from MoE	7,188	-	_
Total funds received	10,359	-	-
Funds Spent on Behalf of the Cluster	1,486	-	/ <del>-</del>
Funds Held at Year End	8,873		-

### 17. 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 conditions 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.

For the year ended 31 December 2022

### 18. Remuneration

Key management personnel compensation

Key management personnel of the School include all Board members, Principal, Deputy Principals and Heads of Departments.

	2022 Actual \$	2021 Actual \$
Board Members Remuneration	3,790	4,210
Leadership Team Remuneration Full-time equivalent members	515,969 4	485,550 4
Total key management personnel remuneration	519,759	489,760

There are 7 members of the Board excluding the Principal. The Board had held 8 full meetings of the Board in the year. The Board also has Finance 4 members and Property 5 members that meet monthly and quarterly respectively. 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	2021
	Actual	Actual
Salaries and Other Short-term Employee Benefits:	\$000	\$000
Salary and Other Payments	170-180	140-150
Benefits and Other Emoluments	0-10	0-5
Termination Benefits	-	-

### Other Employees

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

Remuneration	2022	2021
\$000	FTE Number	FTE Number
120-130	1.00	-
110-120	1.00	1.00
100-110	3.00	3.00
	5.00	4.00

2022

0004

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

### 19. Compensation and Other Benefits Upon Leaving

The total value of compensation or other benefits paid or payable to persons who ceased to be board members, 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	2021
	Actual	Actual
Total	-	-
Number of People	-	-

For the year ended 31 December 2022

### 20. Contingencies

There are no contingent liabilities (except as noted below) and no contingent assets 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

In 2022 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 is still yet to receive a final wash up that adjusts the estimated quarterly instalments for the actual teacher aides and support staff employed in 2022.

The Ministry is in the process of determining the amount of the final wash up calculation for the year ended 31 December 2022 and the impact of the final calculation on the financial statements is unable to be determined at the date of reporting. The School has therefore not recognised this wash up in its financial statements. The wash up is expected to be completed in July 2023.

### 21. Commitments

### (a) Capital Commitments

As at 31 December 2022 the Board has entered into contract agreements for capital works as follows:

Block 1 & 3 Window and Door Replacement Project. This project will be fully funded by the Ministry of Education and \$346,294 has been received of which \$343,437 has been spent on this project to date.

Waharoa Development Project funded by the MOE SIP Funding. This project will be fully funded by the Ministry of Education and \$57,645 has been received of which \$43,264 has been spent on this project to date.

Bilingual & Roller Door Project funded by the Ministry. This project will be fully funded by the Ministry of Education and \$11,332 has been received of which \$14,197 has been spent on this project to date.

Shed Refurbishment Project funded by the Ministry. This project will be fully funded by the Ministry of Education and \$63,737 has been received of which \$61,032 has been spent on this project to date.

(Capital commitments at 31 December 2021: \$48,311)

### (b) Operating Commitments

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

(a) operating lease of a motor vehicle	2022 Actual \$	2021 Actual \$
No later than One Year	14,489	-
Later than One Year and No Later than Five Years	15,696	-
	30,185	-

The total lease payments incurred during the period were \$13,281 (2021: Nil).

For the year ended 31 December 2022

### 22. Financial Instruments

The carrying amount of financial assets and liabilities in each of the financial instrument categories are as follows:

	2022	2022	2021
	Actual	Budget (Unaudited)	Actual
Financial assets measured at amortised cost	\$	\$	\$
Cash and Cash Equivalents	255,820	259,482	118,550
Receivables	239,524	340,500	353,635
Investments - Term Deposits	317,928	316,000	313,341
Total Financial Assets Measured at Amortised Cost	813,272	915,982	785,526
Financial liabilities measured at amortised cost			
Payables	267,891	244,240	241,868
Finance Leases	43,508	43,508	32,312
Total Financial Liabilities Measured at Amortised Cost	311,399	287,748	274,180

### 23. Events After Balance Date

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

### 24. Comparatives

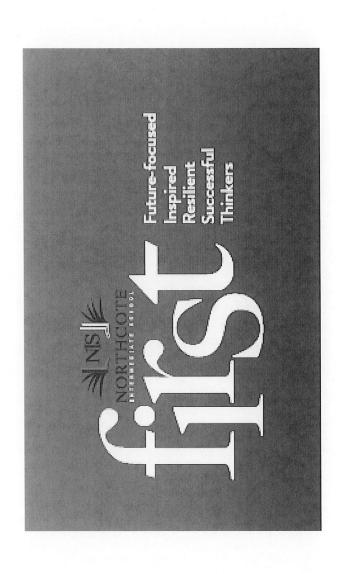
There have been a number of prior period comparatives which have been reclassified to make disclosure consistent with the current year.

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# Northcote Intermediate School

# Analysis of Variance

2022



# 2022 Analysis of Variance

Strategic Goal 1	Initiatives and processes that were created to support this goal:	Next steps/areas for development in 2023:
Foster high performing	SLT professional development with Mark Osborne	<ul> <li>Create a collaborative teaching practice plan</li> </ul>
professional teaching and	<ul> <li>Staff professional development sessions on Collaborative Practice with Mark Osborne</li> </ul>	<ul> <li>Appoint a Wellness Coordinator and develop a NIS Wellness Strategy</li> </ul>
leadership practice	<ul> <li>Members of the Senior Leadership Team participating in the yearlong Northern Learning Network programme</li> </ul>	(including Mitey PD and curriculum)
	<ul> <li>All team leaders completing 2 days Growth Coaching International; Introduction to Leadership Coaching PD</li> </ul>	<ul> <li>Continuation of mentoring of all middle leaders by DPs</li> </ul>
	<ul> <li>DP completing the yearlong Growth Culture Aspiring Leadership Programme</li> </ul>	<ul> <li>Final year of DMIC PD, develop NIS Best Practice for Mathematics</li> </ul>
	<ul> <li>Individual mentoring of all middle leaders by the Principal Team</li> </ul>	EduTech Conference
	<ul> <li>Individualised professional development for Middle Leaders and Curriculum Leaders</li> </ul>	<ul> <li>Increase focus on Literacy programmes and pedagogy (Reading,</li> </ul>
	<ul> <li>Continuation of the DMIC Professional Learning</li> </ul>	Writing, Oral Language, Spelling, Handwriting), develop NIS Best
		Practice for Literacy
		<ul> <li>Align Common Practice Model (currently draft in Phase 1) with</li> </ul>
		developing NIS best practice
		<ul> <li>Implement NIS writing sample assessment, including schoolwide and</li> </ul>
		team moderation practices
		<ul> <li>UTB (Using Technology Better) professional development (Future</li> </ul>
8		Now conference, growth coaching, strategies to support collaborative
		practice)
Strategic Goal 2	Initiatives and processes that were created to support this goal:	Next steps/areas for development in 2023:
Deliver a relevant and	<ul> <li>Implementation of Year 1 of our new two-year curriculum programme</li> </ul>	<ul> <li>Appoint a Lead for Digital Curriculum Development and Digi Tech</li> </ul>
engaging schoolwide	<ul> <li>Termly staff meetings and professional development preparing for the new terms literacy, numeracy and inquiry focus</li> </ul>	Specialist Teacher
curriculum	Parintar "Orreitarium Meetinas" held between HODs of literacy. numeracy and inquiry. focusing on developing and reviewing	<ul> <li>Continue with curriculum extension opportunities</li> </ul>
	cross-curricular alianment	<ul> <li>Continue regular staff meetings and professional development for</li> </ul>
	<ul> <li>Running Community Market Evenings as a culminating task for our enterprise inquiry unit in Term 4.</li> </ul>	schoolwide planning
	victoring community for the and inter-school	Alian NZ Curriculum Refresh with NIS curriculum
		Kāhui Ako Teacher Only Day conference
	Cumperioris	Value Avalonment - Melanie
	<ul> <li>Curriculum extension opportunities including Otago problem Solving, Matris extension, Aucklaria Writers resulval, LCAS</li> </ul>	Adial And reacher Only Day professional development
	testing, Team Lit Quiz, tech extensions	Riwai Couch
Strategic Goal 3	Initiatives and processes that were created to support this goal:	Next steps/areas for development in 2023:
Provide effective, innovative,	<ul> <li>Continued participation and engagement with DMIC PD focusing on improving student achievement through mixed ability</li> </ul>	<ul> <li>Appoint a Lead for Digital Curriculum Development</li> </ul>
inclusive and culturally	contextualised problem solving as a culturally responsive maths pedagogy	<ul> <li>Continuation of DMIC professional development and develop NIS</li> </ul>
responsive pedagogy	<ul> <li>COL case studies targeted at Māori and Pasifika learners to encourage teachers to teach as inquiry and critically analyse</li> </ul>	Best Practice for Mathematics
	their practice and how it can support these learners	<ul> <li>Continuation and re-branding of Kähui Ako Case Studies (refreshed</li> </ul>
	<ul> <li>Ongoing work with Education Review Office focusing on schoolwide practices to improve Māori and Pasifika achievement</li> </ul>	kaupapa)
,	Review and development of literacy term overviews and in class support and resources e.g. Oral language unit; modelling in	<ul> <li>Ongoing work with ERO</li> </ul>
	classes by experienced teachers, development of digital bank of exemplars for speeches, spoken word, rap and flash talk	<ul> <li>Continuation of development of Literacy programmes and best</li> </ul>
		practice
		Develop NIS writing exemplar banks
Strategic Goal 4	Initiatives and processes that were created to support this goal:	Next steps/areas for development in 2023:
Honour our Commitment to	<ul> <li>Beginning school year with a powhiri, led by our Kaumätua, welcoming in our new students, their whana and staff to our</li> </ul>	<ul> <li>Build relationships with other local iwi in our area</li> </ul>
	school	

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Te Tiriti o Waitangi	Specialist Te Reo & Tikanga Teacher where each class gets 20 lessons per year	<ul> <li>Te reo workshops focused on improving teacher knowledge and</li> </ul>
	<ul> <li>Embedding of te reo and tikanga in schoolwide practices and events e.g. all classes starting and ending the day with</li> </ul>	expertise
	karakia, use of te reo in school assemblies, opening our formal prizegiving's with an address in te reo,	<ul> <li>Installation of waharoa</li> </ul>
	<ul> <li>Embedding of te reo, tikanga and Māori histories into our school wide curriculum e.g. each unit of inquiry having an</li> </ul>	<ul> <li>Provide opportunities for students to make connections with other</li> </ul>
	overarching whakataukī, local Māori history included in units, exploring of Māori concepts within units; manaakitanga,	Māori students to share stories and learn about their cultures, values
	kaitiakitanga, whanaungatanga	and beliefs
	<ul> <li>School kapa haka ropu that practise each week (with extra sessions for leaders) and perform at schoolwide and community</li> </ul>	<ul> <li>Completion of Ann Milne Colouring in the White Spaces online PD for</li> </ul>
	events	Principal Team
	<ul> <li>Teacher only day to participate in a tour of 8 sites of cultural significance to local Māori and iwi in the Onewa</li> </ul>	<ul> <li>Ongoing professional development of Principal Team through</li> </ul>
	(Northcote/Birkenhead) area	purchasing, reading and discussing culturally responsive books,
	<ul> <li>Building new relationships with local iwi Te Kawerau a Maki and learning how they can support schools to understand and</li> </ul>	resources and media e.g. Belonging, Niho Taniwha, Teaching to the
	up hold their obligations under Te Tiriti o Waitangi	North-East, Te Kura Tapa Whā
	<ul> <li>Principal Team participating in MOE PLD focused on culturally sustaining practice within education and schools, led my Ann</li> </ul>	
	Milne via her online learning portal	

### 2022 Academic Data

Mid-Year Achievement	End of Year Achievement	Analysis	Evaluation
Reading 1a.1 72% of all students are currently working at or above the appropriate curriculum level in Reading for the end of the year.	Reading 1a.1 83% of all students are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>Reading</b> 1a.1 11% increase in achievement.	Reading continues to be our strongest area of achievement as a school.  At the end of 2022, 83% of all learners achieved at or above the appropriate curriculum level in Reading. For Mãori learners 71%, and Pasifika learners 51%, and Pasifika learners 51%.
1a.2 69% of all Y7 students 75% of all Y8 students are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.2 82% of all Y7 students 84% of all Y8 students are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.2</b> 13% increase in Y7 achievement. 9% increase in Y8 achievement.	Once again, as with last year's Reading data, our girls' achievement was higher than our boys'. These results also show our Year 8 Mãori girls were our highest achieving group with 91% achieving at or above the appropriate curriculum level.
1a.3 70% of Y7 boys 68% of Y8 boys are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.3 82% of Y7 boys 81% of Y8 boys are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.3</b> 12% increase in Y7 boys' achievement. 13% increase in Y8 boys' achievement.	Our biggest areas of improvement were our Year 8 Pasifika boys (25%) and our Year 8 Mãori girls (21%).  An area of concern is the disparity of achievement between whole school achievement in Reading compared to our Mãori and particularly Pasifika
1a.4 69% of Y7 girls 82% of Y8 girls are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.4 83% of Y7 girls 87% of Y8 girls are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.4</b> 14% increase in Y7 girls' achievement. 5% increase in Y8 girls' achievement.	learners. As well as the lack of progress for our Pasifika girls.  *1a.8  There was a decrease in Reading achievement for our Year 7 & 8 Pasifika girls' as two new Pasifika girl students started our school in the second half of
1a.5 66% of Māori Y7 boys 41% of Māori Y8 boys are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.5 75% of Māori Y7 boys 58% of Māori Y8 boys are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.5</b> 9% increase in Y7 Mãori boys' achievement. 17% increase in Y8 Mãori boys' achievement.	the year (one in Year 7 and one in Year 8) and there was a lack of progress from the other Pasifika girls.  The lack of progress could be due to a number of factors including teachers' mis-judging students' ability at the start of the year, in-effective teacher
<b>1a.6</b> 44% of Mãori Y7 girls	<b>1a.6</b> 56% of Māori Y7 girls	<b>1a.6</b> 12% increase in Y7 Māori girls' achievement.	pedagogy, oil-goilig effects of Covid-19 and extended fockdowns,

70% of Maori Y8 girls are currently working at or above the appropriate curriculum level in Reading for the end of the year.	91% of Maori Y8 girls are working at or above the appropriate curriculum level in Reading at the end of the year.	21% increase in Y8 Mãori girls' achievement.	absenteeism, students' emotional or mental well-being, or other personal reasons.
1a.7 39% of Pasifika Y7 boys 38% of Pasifika Y8 boys are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.7 50% of Pasifika Y7 boys 63% of Pasifika Y8 boys are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.7</b> 11% increase in Y7 Pasifika boys' achievement. 25% increase in Y8 Pasifika boys' achievement.	In 2023, a targeted keading intervention for year s rasifika girls would be beneficial to improve their achievement.
1a.8 38% of Pasifika Y7 girls 67% of Pasifika Y8 girls are currently working at or above the appropriate curriculum level in Reading for the end of the year.	1a.8 33% of Pasifika Y7 girls 60% of Pasifika Y8 girls are working at or above the appropriate curriculum level in Reading at the end of the year.	<b>1a.8</b> 5% decrease in Y7 Pasifika girls' achievement. 7% decrease in Y8 Pasifika girls' achievement.	
Writing 1a.1 57% of all students are currently working at or above the appropriate curriculum level in Writing for the end of the year.	Writing 1a.1 67% of all students are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>Writing</b> 1a.1 10% increase in achievement.	For 2022, Writing had our lowest level of achievement across the three core curriculum areas which also mirrors our 2021 and 2020 data. Writing was also the area that had the least amount of progress school wide (10%). However, it is pleasing to see that all groups across the school did improve in
1a.2 53% of all Y7 students 63% of all Y8 students are currently working at or above the appropriate curriculum level in Writing for the end of the year.	1a.2 62% of all Y7 students 73% of all Y8 students are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>1a.2</b> 9% increase in Y7 achievement. 10% increase in Y8 achievement.	Writing, which is the only one of the core curriculum areas.  At the end of 2022, 67% of all learners achieved at or above the appropriate curriculum level in Writing. For Māori learners 56%, and Pasifika learners 41%, achieved at or above the appropriate curriculum level in Writing.
1a.3 44% of Y7 boys 48% of Y8 boys are currently working at or above the appropriate curriculum level in Writing for the end of the year.	1a.3 56% of Y7 boys 60% of Y8 boys are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>1a.3</b> 12% increase in Y7 boys' achievement. 12% increase in Y8 boys' achievement.	Once again, our girls' achievement was higher than our boys', for both Year 7 and 8, with our Year 8 girls our highest group of achievers at 85% achieving at or above the appropriate curriculum level.  Our biggest areas of improvement were our year 8 Pasifika boys (24%) and our year 7 Mãori girls (23%). However, for both groups this still only equates
1a.4 65% of Y7 girls 76% of Y8 girls are currently working at or above the appropriate	1a.4 70% of V7 girls 85% of Y8 girls are working at or above the appropriate curriculum	<b>1a.4</b> 5% increase in Y7 girls' achievement. 9% increase in Y8 girls' achievement.	to approximately half of these groups (50% of year 8 Pasifika boys and 56% of year 7 Māori girls) achieving at or above the appropriate curriculum level. As our Writing achievement has been our lowest core curriculum subject for
curriculum level in writing for the end of the year.  1a.5  50% of Mãori Y7 boys 25% of Mãori Y8 boys or ahove the annonciate	1a.5 56% of Māori Y7 boys 45% of Māori Y8 boys pare working at or above the appropriate curriculum	<b>1a.5</b> 6% increase in Y7 Mãori boys' achievement. 17% increase in Y8 Mãori boys' achievement.	the last three years, it is important that we continue to review our literacy programme, particularly our Writing practice and pedagogy, to ensure we can best meet our learners' needs and raise achievement levels across the school.
are currently working at or above the appropriate curriculum level in Writing for the end of the year.  1a.6  33% of Māori Y7 girls 70% of Māori Y8 girls are currently working at or above the appropriate curriculum level in Writing for the end of the year.	level in Writing at the end of the year.  1a.6 56% of Maori Y7 girls 73% of Maori Y8 girls are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>1a.6</b> 23% increase in Y7 Mãori girls' achievement. 3% increase in Y8 Mãori girls' achievement.	Again, an area of concern is the disparity of achievement between our whole school achievement in Writing compared to that of our Māori and Pasifika learners.
1a.7 23% of Pasifika Y7 boys 26% of Pasifika Y8 boys are currently working at or above the appropriate curriculum level in Writing for the end of the year.	1a.7 33% of Pasifika Y7 boys 50% of Pasifika Y8 boys are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>1a.7</b> 10% increase in Y7 Pasifika boys' achievement. 24% increase in Y8 Pasifika boys' achievement.	
1a.8 25% of Pasifika Y7 girls 44% of Pasifika Y8 girls are currently working at or above the appropriate curriculum level in Writing for the end of the year.	1a.8 33% of Pasifika Y7 girls 50% of Pasifika Y8 girls are working at or above the appropriate curriculum level in Writing at the end of the year.	<b>1a.8</b> 8% increase in Y7 Pasifika girls' achievement. 6% increase in Y8 Pasifika girls' achievement.	
Mathematics 1b.1 62% of all students are currently working at or	Mathematics 1b.1 76% of all students are working at or above the	Mathematics 1b.1 14% increase in achievement.	At the end of 2022, 76% of all learners achieved at or above the appropriate curriculum level in Mathematics. For Mãori learners 54%, and Pasifika

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learners 41%, achieved at or above the appropriate curriculum level in Mathematics.		Our highest levels of achievement in Mathematics were our Year 7 boys (79%) and our year 8 girls (78%) achieving at or above the appropriate curriculum level in Mathematics.  Our biggest areas of improvement were our year 8 (44%) and year 7 (33%) Mani rirks as well as on in year 7 Pasifika rirks (33%).	groups both our year 7 Maori girls (44%) and our year 7 Pasifika girls (33%), have less than half of those groups achieving at or beyond the appropriate curriculum level in Mathematics.  Again, an area of concern is the disparity of achievement between whole school achievement in Mathematics compared to our Māori and Pasifika	*1b.8 *There was a decrease in Mathematics achievement for our Year 8 Pasifika girls as one new Pasifika girl student started our school in the second half of the year and there was a lack of progress from the other Pasifika girls.	The lack of progress could be due to a number of factors including teachers' mis-judging students' ability at the start of the year, in-effective teacher pedagogy, on-going effects of Covid-19 and extended lockdowns, absenteeism, students' emotional or mental well-being, or other personal reasons.			
		<b>1b.2</b> 7% increase in Y7 achievement. 10% increase in Y8 achievement.	<b>1b.3</b> 14% increase in Y7 boys' achievement. 10% increase in Y8 boys' achievement.	<b>1b.4</b> 19% increase in Y7 girls' achievement. 11% increase in Y8 girls' achievement.	<b>1b.5</b> 15% increase in Y7 Mãori boys' achievement. 9% increase in Y8 Mãori boys' achievement.	<b>1b.6</b> 33% increase in Y7 Māori girls' achievement. 44% increase in Y8 Māori girls' achievement.	<b>1b.7</b> 3% increase in Y7 Pasifika boys' achievement. 12% increase in Y8 Pasifika boys' achievement.	<b>1b,8</b> 33% increase in Y7 Pasifika girls' achievement. 4% decrease in Y8 Pasifika girls' achievement.
	appropriate curriculum level in Mathematics at the end of the year.	1b.2 76% of all Y7 students 75% of all Y8 students are working at or above the appropriate curriculum level in Mathematics at the end of the year.	<b>1b.3</b> 79% of Y7 boys 73% of Y8 boys are working at or above the appropriate curriculum level in Mathematics at the end of the year.	1b.4 71% of Y7 girls 78% of Y8 girls are working at or above the appropriate curriculum level in Mathematics at the end of the year.	1b.5 56% of Maori Y7 boys 50% of Maori Y8 boys are working at or above the appropriate curriculum level in Mathematics at the end of the year.	1b.6 44% of Māori Y7 girls 64% of Māori Y8 girls are working at or above the appropriate curriculum level in Mathematics at the end of the year.	<b>1b.7</b> 42% of Pasifika Y7 boys 50% of Pasifika Y8 boys are working at or above the appropriate curriculum level in Mathematics at the end of the year.	1b.8 33% of Pasifika Y7 girls 40% of Pasifika Y8 girls are working at or above the appropriate curriculum level in Mathematics at the end of the year.
	above the appropriate curriculum level in Mathematics for the end of the year.	1b.2 59% of all Y7 students 65% of all Y8 students are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.	1b.3 65% of Y7 boys 65% of Y8 boys are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.	1b.4 52% of Y7 girls 67% of Y8 girls are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.	1b.5 41% of Māori Y7 boys 41% of Māori Y8 boys are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.	1b.6 11% of Māori Y7 girls 20% of Māori Y8 girls are currently working at or above the appropriate curriculum level in Mathematics for the end of the	1b.7 39% of Pasifika Y7 boys 38% of Pasifika Y8 boys are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.	1b.8 0% of Pasifika Y7 girls 44% of Pasifika Y8 girls are currently working at or above the appropriate curriculum level in Mathematics for the end of the year.



December 2022

RE: Kiwisport Report for 2022

Services Purchased

Our schools records for the 2022 year show that Northcote Intermediate School spent the full amount of funding in the Ministry Operations Grant of \$6474.44 on keeping our students active and engaged through Kiwisport funded services.

Our financial records show that the Kiwisport money was allocated to part funding our sports coordinator, which allowed 464 students access to valuable sporting and fitness opportunities.

Yours sincerely

Ahil Muir

Principal

### Northcote Intermediate

To: RSM Hayes Audit Private Bag 9588 Newmarket Auckland

**Dear Partners** 

### REPRESENTATION LETTER FOR THE YEAR ENDED 31 DECEMBER 2022

This representation letter is provided in connection with your audit, carried out on behalf of the Auditor-General, of the financial statements of Northcote Intermediate (the School) for the year ended 31 December 2022 for the purpose of expressing an independent opinion about whether the financial statements:

- present fairly, in all material respects:
  - the financial position as at 31 December 2022;
  - the 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 (PBE) Standards Reduced Disclosure Regime.

We understand that your audit was carried out in accordance with the Auditing Standards issued by the Auditor-General, which incorporate the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board.

### **General representations**

To the best of our knowledge and belief:

- the resources, activities, and any entities under our control have been operating effectively and efficiently;
- we have complied with our statutory obligations including laws, regulations and contractual requirements;
- we have carried out our decisions and actions with due regard to minimising waste;
- we have met Parliament's and the public's expectations of appropriate standards of behaviour in the public sector (that is we have carried out our decisions and actions with due regard to probity); and
- any decisions or actions have been taken with due regard to financial prudence.

We also acknowledge that we have responsibility for designing, implementing, and maintaining internal control (to the extent that is reasonably practical given the size of the School) to prevent and detect fraud or error, and which enables the preparation of the financial statements that are free from material misstatement whether due to fraud or error (a requirement of paragraph NZ40.1(a) in ISA (NZ) 240).

### Northcote Intermediate

### Representations for the financial statements

We confirm that all transactions have been recorded in the accounting records and are reflected in the financial statements, and that, to the best of our knowledge and belief, having made such enquiries as we considered necessary for the purpose of appropriately informing ourselves:

- we have fulfilled our responsibilities for preparing and presenting the financial statements as required by section 87(3) of the Education Act 1989 and, in particular, that the financial statements:
  - present fairly, in all material respects:
    - the financial position as at 31 December 2022;
    - the 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 (PBE) Standards Reduced Disclosure Regime.
- we believe the methods, significant assumptions, and data used in making and supporting the accounting estimates and the related disclosures in the financial statements are appropriate to achieve recognition, measurement or disclosure that is in accordance with the applicable financial reporting framework;
- we have appropriately accounted for and disclosed the related party relationships and transactions in the financial statements;
- we have adjusted or disclosed all events subsequent to the date of the financial statements that require adjustment or disclosure;
- we believe the effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole
- we have disclosed all known actual or possible litigation and claims whose effects should be considered when preparing the financial statements. Where applicable, such litigation and claims have been accounted for and disclosed in accordance with Public Sector Public Benefit Entity (PBE) Standards Reduced Disclosure Regime.

### Representations about the provision of information

We confirm that, to the best of our knowledge and belief, having made such enquiries as we considered necessary for the purpose of appropriately informing ourselves:

- we have provided you with:
  - all information, such as records and documentation, and other matters that are relevant to preparing and presenting the financial statements; and
  - unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
- we have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud;

### Northcote Intermediate

- we have disclosed to you all information in relation to fraud or suspected fraud that we are aware of and that affects the entity and involves:
  - management;
  - employees who have significant roles in internal control; or
  - others where the fraud could have a material effect on the financial statements.
- we have disclosed to you all information in relation to allegations of fraud, or suspected fraud, affecting the entity's financial statements communicated by employees, former employees, analysts, regulators, or others;
- we have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing financial statements;
- we have disclosed the identity of the related parties, all of their relationships, and all of their transactions of which we are aware; and
- we have provided you with all the other documents ("other information") which will accompany the financial statements which are consistent with the financial statements, and the other information does not contain any material misstatements.

### Going concern basis of accounting

We confirm that, to the best of our knowledge and belief, the School has adequate resources to continue operations at its current level for the foreseeable future. For this reason, the Board of Trustees continues to adopt the going concern basis of accounting in preparing the financial statements for the year ended 31 December 2022. We have reached this conclusion after making enquiries and having regard to circumstances that we consider likely to affect the School during the period of one year from the date of signing the financial statements, and to circumstances that we know will occur after that date which could affect the validity of the going concern basis of accounting.

We consider that the financial statements adequately disclose the circumstances, and any uncertainties, that we can reasonably be expected to be aware of concerning the adoption of the going concern basis of accounting by the School.

Throughout the year, the School has conformed with the requirements of its banking arrangements, debenture trust deeds, or negative pledge agreements, including those relating to its net tangible assets ratios.

### Publication of the financial statements and related audit report on a website

We confirm that we are responsible for the electronic presentation of the audited financial statements, and:

- that the electronic version of the audited financial statements and the related audit report presented on the website are the same as the final signed version of the audited financial statements and audit report.
- that the audited and unaudited information on the website has been clearly differentiated and we understand the risk of potential misrepresentation without appropriate controls.
- that we have assessed the security controls over audited financial information and the related audit report and are satisfied that procedures are adequate to ensure the integrity of the information provided.
- that the full financial statements have been provided on the website.

Date

### Northcote Intermediate

The representations in this letter are made from the records of the School and to confi	at your request, and rm information given	to supplement to you orally.	information	obtained	d by you
Yours faithfully					
DocuSigned by:  495D6E8F3F5E4A6  Dragiding Mamber Northcote Intermediate					
Presiding Member - Northcote Intermediat	e				
Principal - Northcote Intermediate					
01 June 2023					



RSM Hayes Audit

PO Box 9588 Newmarket, Auckland 1149 Level 1, 1 Broadway Newmarket, Auckland 1023

> T +64 (9) 367 1656 www.rsmnz.co.nz

### Independent Auditor's Report

To the readers of Northcote Intermediate's Financial statements For the year ended 31 December 2022

The Auditor-General is the auditor of Northcote Intermediate (the School). The Auditor-General has appointed me, Steve Hayes, using the staff and resources of RSM Hayes Audit, 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 2 to 22, 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 (PBE) Standards Reduced Disclosure Regime.

Our audit was completed on 02 June 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 of 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 of Trustees 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 school 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 of Trustees is responsible for the other information. The other information includes the statement of responsibility, board member list, analysis of variance, and kiwisport report, 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 Northcote Intermediate.

**Steve Hayes** 

RSM Hayes Audit
On behalf of the Auditor-General
Auckland. New Zealand



Good Employer Assurance for 2022

As a good employer, Northcote Intermediate operates an employment policy that includes;

- ensuring a proactive approach to employee health, safety and wellbeing,
- impartial, transparent recruitment and on-boarding practices for employment based on skills, qualifications, and abilities, without bias or discrimination,
- showing commitment to equal opportunities in all aspects of employment including recruitment, training, conditions of service and career development,
- recognising the value of diversity in staffing and the employment requirements of diverse individuals/groups.

Phil Muir

Principal