



Westlake Boys High School

Te Kura Tuarua o Ngā Taitamatāne o Ururoto

24 April 2026

Mr T

By email: fyi-request-34244-b2f553e2@requests.fyi.org.nz

Official Information Request: Review of Rūmaki Māori

1. I refer to your request dated 25 March 2026 (subsequently amended by email dated 1 April 2026) for:
 - 1.1 “A copy of the full review report, and any associated documents including emails, undertaken by the School;
 - 1.2 The author(s) of the review, including the individual and/or organisation/company commissioned to undertake it;
 - 1.3 Information on the experience, skills, and expertise held by the author(s), particularly in relation to undertaking reviews grounded in a Te Ao Māori framework or strategy, including Ngā Ara Whakamua: the Māori Success Strategy;
 - 1.4 Information on how the review has been considered and implemented, including: a) Decisions made by the School and/or Board in response to the review and b) Any governance considerations or resolutions arising from the review”.

(First Request)

- 1.5 All information “...relating to the resignation of the Head of Department Māori, including how this resignation relates to, or was informed by, the review.

(Second Request)

2. In relation to your First Request:
 - 2.1 In response to information requested at paragraph 1.2 and 1.3 above, Te Whānau Rūmaki o Te Puna Review (**Review**) was conducted by Intepeople, an independent agency specialising in (among other things) Human Resources consulting and Workplace Investigations. Information about Intepeople can be found on its website <https://www.intepeople.co.nz/>.
 - 2.2 The Board engaged Intepeople to undertake the Review to understand the current culture and performance of Te Whānau Rūmaki and to provide rich insights and recommendations on how to move forward to best achieve Ngā Ara Whakamua: The Māori Success Strategy. That process involved Intepeople interviewing twenty-two

(22) participants, including the WBHS Senior Leadership Team, Te Whānau Rūmaki leadership, Kaiako o te reo Māori and other relevant staff (**Participants**).

- 2.3 In response to information requested at paragraph 1.4 above, the Board resolved to accept Intepeople's recommendations, with the focus being to continue to provide a space for māori ākonga to grow and flourish across all areas from culture to academia consistent with Ngā Ara Whakamua: the Māori Success Strategy. An in-person hui to collectively work through how whānau and school can deliver on the strategic priorities of Ngā Ara Whakamua will be held on May 12, 2026.
 - 2.4 In response to information requested at paragraph 1.1 above, the Board has decided to withhold disclosure of the information sought, in reliance on sections 9(2)(ba)(i) and 9(2)(a) Official Information Act 1982 (the **Act**).
 - 2.5 To encourage their participation in the Review process, Participants were expressly assured by Intepeople and the school that their information (including their identity and the details of the information they provided) would be kept confidential and would not be provided to any party outside the Board. The Board considers that releasing the Review would breach this promise of confidentiality and would amount to a breach of trust and confidence the school owes to the Participants. This would also likely prejudice the supply of similar information from the Participants (and other Kaiako) in future reviews concerning Te Whānau Rūmaki o Te Puna or the wider school generally, as they would be reluctant to participate and supply information. The continued supply of this information is in the public interest because, in the absence of receiving such information, the Review could, among other things, result in a distorted or incomplete perspective of how the school can move forward to best achieve Ngā Ara Whakamua: The Māori Success Strategy.
 - 2.6 The Review is also withheld under section 9(2)(a) of the Act to protect the privacy of the Participants who only make up 12% of school Kaiako whose identities are readily identifiable.
 - 2.7 In making this decision, the Board has balanced the reasons for withholding the information against the public interest in its release, as required by section 9(1) of the Act. Although the Board acknowledges the public interest in ensuring transparency and accountability, this must be weighed against other countervailing public interests. There is a strong public interest in protecting the privacy of the Participants and, crucially in ensuring that undertakings of confidentiality given during a sensitive internal review process are upheld. Accordingly, any public interest in disclosure of the Review is outweighed by the public interest.
3. In relation to your Second Request, you have sought information about private employment issues regarding the (now former) "Head of Department, Māori". The Board is withholding any information that may exist under s 9(2)(a) of the Act on the basis that disclosure would constitute a breach of privacy and there is no (or very little) public interest in the disclosure of those materials.
 4. You have the right to complain to the Ombudsman and seek an investigation and review of this decision. The contact details for the Ombudsman are here: <https://www.ombudsman.parliament.nz/contact-ombudsman>.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Paul Fordham', written in a cursive style.

Paul Fordham
Headmaster

On behalf of the Westlake Boys' High School Board of Trustees