

MIRAMAR CHRISTIAN SCHOOL

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

School Directory

Ministry Number: 4119
Principal: Kaye Gillies
School Address: 41 Camperdown Road, Miramar, Wellington
School Postal Address: 41 Camperdown Road, Miramar, Wellington
School Phone: 04-9398558
School Email: office@christian.school.nz

Members of the Board

Name	Position	How Position Gained	Term Expired/ Expires
<i>Current members of the board (as at date of this report):</i>			
Andrew Green	Chairperson	Elected by School Community / Appointed by Board	Jun 2025
Kim Coates	Proprietor's Rep	Appointed by Proprietor	Jun 2025
John Bunting	Proprietor's Rep	Appointed by Proprietor	Jun 2025
Kaye Gillies	Principal	Ex Officio	n/a
Betsy Anderson	Staff Rep	Elected by Teachers	Jun 2025
Otto Azucena	Parent Rep	Elected by School Community	Jun 2025
Jonothan Tay	Parent Rep	Elected by School Community	Jun 2025
Wilma Reinders	Secretary	Appointed by Board	n/a

Board members who ceased during/end of 2022: n/a

Accountant / Service Provider: Matthew Blair CA - Micro Accounting & Tax Limited

MIRAMAR CHRISTIAN SCHOOL

Annual Report - For the year ended 31 December 2022

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Miramar Christian 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.

Andrew Green

Full Name of Presiding Member

Kaye Denise Gillies

Full Name of Principal

A Green

Signature of Presiding Member

KD Gillies

Signature of Principal

Date: *29/05/2023*

29/05/23.

Date:

Miramar Christian School
Statement of Comprehensive Revenue and Expense
For the year ended 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Revenue				
Government Grants	2	374,138	354,779	398,341
Locally Raised Funds	3	21,985	11,819	15,745
Use of Proprietor's Land and Buildings		217,500	217,500	217,500
Interest Income		835	200	275
Total Revenue		614,458	584,298	631,861
Expenses				
Locally Raised Funds	3	5,821	11,819	9,620
Learning Resources	4	297,217	297,864	309,784
Administration	5	75,800	60,217	56,428
Property	6	245,581	247,852	245,865
Other Expenses	7	-	-	69
		624,419	617,752	621,766
Net (Deficit) / Surplus for the Year		(9,961)	(33,454)	10,095
Other Comprehensive Revenue and Expense		-	-	-
Total Comprehensive Revenue and Expense for the Year		(9,961)	(33,454)	10,095

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

Miramar Christian 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		102,303	87,299	91,206
Total comprehensive revenue and expense for the year		(9,961)	(33,454)	10,095
Contributions from the Ministry of Education				
Contribution - Furniture and Equipment Grant		1,114	-	1,002
Equity at 31 December		93,456	53,845	102,303
Accumulated comprehensive revenue and expense		93,456	53,845	102,303
Equity at 31 December		93,456	53,845	102,303

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.

Miramar Christian School

Statement of Financial Position

As at 31 December 2022

	Notes	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Current Assets				
Cash and Cash Equivalents	8	82,975	58,868	96,780
Accounts Receivable	9	22,410	16,991	20,737
Inventories	10	3,446	4,085	3,990
		108,831	79,944	121,507
Current Liabilities				
GST Payable		5,365	11,289	5,132
Accounts Payable	13	33,366	23,319	29,897
		38,731	34,608	35,029
Working Capital Surplus/(Deficit)		70,100	45,336	86,478
Non-current Assets				
Property, Plant and Equipment	11	23,356	8,509	15,824
Intangible Assets	12	-	-	-
		23,356	8,509	15,824
Net Assets		93,456	53,845	102,302
Equity		93,456	53,845	102,303

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

Miramar Christian School

Statement of Cash Flows

For the year ended 31 December 2022

	Note	2022 Actual \$	2022 Budget (Unaudited) \$	2021 Actual \$
Cash flows from Operating Activities				
Government Grants		122,395	190,335	143,302
Locally Raised Funds		22,291	11,819	20,163
Goods and Services Tax (net)		233	11,289	(6,158)
Payments to Employees		(83,277)	(65,627)	(82,272)
Payments to Suppliers		(62,161)	(74,600)	(66,515)
Interest Received		835	200	276
Net cash from Operating Activities		316	73,416	8,796
Cash flows from Investing Activities				
Purchase of Property Plant & Equipment (and Intangibles)		(15,236)	(14,548)	(1,089)
Purchase of Investments		-	-	51,644
Net cash (to)/from Investing Activities		(15,236)	(14,548)	50,555
Cash flows from Financing Activities				
Furniture and Equipment Grant		1,115	-	1,002
Net cash from Financing Activities		1,115	-	1,002
Net (decrease)/increase in cash and cash equivalents		(13,805)	58,868	60,353
Cash and cash equivalents at the beginning of the year	8	96,780	-	36,427
Cash and cash equivalents at the end of the year	8	82,975	58,868	96,780

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.

Miramar Christian School

Notes to the Financial Statements

For the year ended 31 December 2022

1. Statement of Accounting Policies

a) Reporting Entity

Miramar Christian 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 statements have been prepared for the period 1 January 2022 to 31 December 2022 and in accordance with the requirements of the Education and Training Act 2020.

Basis of Preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been consistently

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.

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 11.

Critical Judgements in applying accounting policies

Management has exercised the following critical judgements in applying accounting policies:

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.

Other Grants

The property from which the School operates is owned by the Proprietor. Grants for the use of land and buildings are also not received in cash by the school however they equate to the deemed expense for using the land and buildings. This expense is based on an assumed market rental yield on the 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 recognised as revenue when conditions are satisfied.

Interest Revenue

Interest Revenue earned on cash and cash equivalents and investments is recorded as revenue in the period it is earned.

d) 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.

e) 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.

f) 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.

g) Property, Plant and Equipment

Land and buildings owned by the Proprietor 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 to buildings owned by the Proprietor 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:

Furniture and equipment	5–12 years
Information and communication technology	5 years
Library resources	12.5% Diminishing value

h) Intangible Assets

Software costs

Computer software acquired by the School are capitalised on the basis of the costs incurred to acquire and bring to use the specific software. Costs associated with subsequent maintenance and research expenditure are recognised as an expense in the Statement of Comprehensive Revenue and Expense when incurred.

The carrying value of software is amortised on a straight line basis over its useful life. The useful life of software is estimated as

i) Impairment of property, plant, and equipment and intangible assets

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

Non cash generating assets

Property, plant, and equipment and intangible assets held at cost that have a finite useful life are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. If such indication exists, the School estimates the asset's recoverable service amount. An impairment loss is recognised 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.

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 last impairment loss was recognised.

j) 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.

k) 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.

l) Revenue Received in Advance

Revenue received in advance relates to fees received from grants received where there are unfulfilled obligations for the School to provide services in the future. The fees are recorded as revenue as the obligations are fulfilled and the fees earned.

m) Goods and Services Tax (GST)

The financial statements have been prepared on a GST exclusive basis, with the exception of accounts receivable and accounts payable which are stated as GST inclusive.

The net amount of GST paid to, or received from, the IRD, including the GST relating to investing and financing activities, is classified as a net operating cash flow in the statements of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

n) Budget Figures

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

o) Services received in-kind

From time to time the School receives services in-kind, including the time of volunteers. The School has elected not to recognise services received in kind in the Statement of Comprehensive Revenue and Expense.

2. Government Grants

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Government Grants - Ministry of Education	122,395	103,036	148,767
Teachers' Salaries Grants	251,743	251,743	249,574
	<u>374,138</u>	<u>354,779</u>	<u>398,341</u>

The school has opted in to the donations scheme for this year. Total amount received was \$4,648.20.

3. Locally Raised Funds

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

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Revenue			
Donations & Bequests	7,871	6,501	10,228
Trading	1,256	2,006	1,953
Fundraising & Community Grants	970	462	857
Other Revenue	11,888	2,850	2,707
	<u>21,985</u>	<u>11,819</u>	<u>15,745</u>
Expenses			
Extra Curricular Activities Costs	3,502	8,951	7,813
Trading	1,874	2,508	1,183
Fundraising and Community Grant Costs	445	360	624
	<u>5,821</u>	<u>11,819</u>	<u>9,620</u>
<i>Surplus/ (Deficit) for the year Locally raised funds</i>	<u>16,164</u>	<u>-</u>	<u>6,125</u>

4. Learning Resources

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Curricular	4,329	6,401	3,463
Information and Communication Technology	432	784	785
Library Resources	176	440	366
Employee Benefits - Salaries	283,065	279,116	294,430
Staff Development	1,511	5,084	3,286
Depreciation	7,704	6,039	7,454
	<u>297,217</u>	<u>297,864</u>	<u>309,784</u>

5. Administration

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Audit Fee	7,436	6,278	5,895
Board Fees	1,685	1,488	1,100
Board Expenses	1,770	200	57
Communication	1,558	1,888	1,882
Consumables	3,797	4,120	3,899
Other	4,562	4,865	3,322
Employee Benefits - Salaries	50,245	36,501	35,706
Insurance	225	297	301
Service Providers, Contractors and Consultancy	4,522	4,580	4,266

	75,800	60,217	56,428
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6. Property

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Caretaking and Cleaning Consumables	3,382	3,298	3,117
Consultancy and Contract Services	17,071	17,502	16,732
Grounds	322	100	37
Heat, Light and Water	3,145	3,999	2,884
Repairs and Maintenance	2,451	3,700	3,885
Use of Land and Buildings	217,500	217,500	217,500
Employee Benefits - Salaries	1,710	1,753	1,710

	245,581	247,852	245,865
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The use of land and buildings figure represents 5% of the school's total property value. This is used as a 'proxy' for the market rental of the property.

7. Other Expenses

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
Amortisation of Intangible Assets	-	-	69

	-	-	69
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8. Cash and Cash Equivalents

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Bank Accounts	82,975	58,868	96,780

	82,975	58,868	96,780
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9. Accounts Receivable

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Receivables	-	-	306
Teacher Salaries Grant Receivable	22,410	16,991	20,431
	<u>22,410</u>	<u>16,991</u>	<u>20,737</u>
Receivables from Exchange Transactions	-	-	306
Receivables from Non-Exchange Transactions	22,410	16,991	20,431
	<u>22,410</u>	<u>16,991</u>	<u>20,737</u>

10. Inventories

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
School Uniforms	3,446	4,085	3,990
	<u>3,446</u>	<u>4,085</u>	<u>3,990</u>

11. Property, Plant and Equipment

	Opening Balance (NBV)	Additions	Disposals	Impairment	Depreciation	Total (NBV)
2022	\$	\$	\$	\$	\$	\$
Furniture and Equipment	11,454	1,806	-	-	(5,075)	8,185
Information and Communication Technology	2,373	13,429	-	-	(2,379)	13,423
Library Resources	1,997	-	-	-	(250)	1,747
Balance at 31 December 2022	<u>15,824</u>	<u>15,235</u>	<u>-</u>	<u>-</u>	<u>(7,704)</u>	<u>23,355</u>

	2022	2022	2022	2021	2021	2021
	Cost or Valuation	Accumulated Depreciation	Net Book Value	Cost or Valuation	Accumulated Depreciation	Net Book Value
	\$	\$	\$	\$	\$	\$
Furniture and Equipment	165,710	(157,525)	8,185	163,904	(152,450)	11,454
Information and Communication Technology	57,751	(44,328)	13,423	44,322	(41,949)	2,373
Library Resources	30,335	(28,587)	1,748	30,335	(28,338)	1,997
Balance at 31 December	<u>253,796</u>	<u>(230,440)</u>	<u>23,356</u>	<u>238,561</u>	<u>(222,737)</u>	<u>15,824</u>

12. Intangible Assets

The School's Intangible Assets are made up of acquired computer software.

	Acquired software	Internally generated software	Total \$
Cost			
Balance at 1 January 2021	2,775	-	2,775
Additions	-	-	-
Disposals	-	-	-
Balance at 31 December 2021 / 1 January 2022	2,775	-	2,775
Additions	-	-	-
Disposals	-	-	-
Balance at 31 December 2022	2,775	-	2,775
Accumulated Amortisation and impairment losses			
Balance at 1 January 2021	2,706	-	2,706
Amortisation expense	69	-	69
Disposals	-	-	-
Impairment losses	-	-	-
Balance at 31 December 2021 / 1 January 2022	2,775	-	2,775
Amortisation expense	-	-	-
Disposals	-	-	-
Impairment losses	-	-	-
Balance at 31 December 2022	2,775	-	2,775
Carrying amounts			
At 1 January 2021	69	-	69
At 31 December 2021 / 1 January 2022	-	-	-
At 31 December 2022	-	-	-

Restrictions

There are no restrictions over the title of the school's intangible assets, nor are any intangible assets pledged as security for liabilities.

Capital commitments

The amount of contractual commitments for the acquisition of intangible assets is \$nil (2021: \$nil)

13. Accounts Payable

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Creditors	10,956	6,328	9,466
Employee Entitlements - Salaries	22,410	16,991	20,431
	<u>33,366</u>	<u>23,319</u>	<u>29,897</u>
Payables for Exchange Transactions	33,366	23,319	29,897
	<u>33,366</u>	<u>23,319</u>	<u>29,897</u>

The carrying value of payables approximates their fair value.

15. Related Party Transactions

The School is a controlled entity of the Crown, and the Crown provides the major source of revenue to the school. The school enters into transactions with other entities also controlled by the Crown, such as government departments, state-owned enterprises and other Crown entities. Transactions with these entities are not disclosed as they occur on terms and conditions no more or less favourable than those that it is reasonable to expect the school would have adopted if dealing with that entity at arm's length.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and condition no more or less favourable than those that it is reasonable to expect the school would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, Government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

The Proprietor of the School (Peniel Charitable Trust) is a related party of the School Board because the proprietor appoints representatives to the School Board, giving the proprietor significant influence over the School Board. Any services or contributions between the School Board and Proprietor have been disclosed appropriately, if the proprietor collects fund on behalf of the school (or vice versa) the amounts are disclosed.

The Proprietor provides land and buildings free of charge for use by the School Board as noted in Note 1(c). The estimated value of this use during the current period is included in the Statement of Comprehensive Revenue and Expense as 'Use of Land and Buildings'.

Under an agency agreement, the School collects funds on behalf of the Proprietor. These generally only consist of attendance dues paid incorrectly to the school. The amounts collected are generally less than \$1,000 per annum. These do not represent revenue in the financial statements of the school. Any balance not transferred at the year end is treated as a liability. The total funds held by the school on behalf of the proprietor are nil. (2021: \$nil).

16. 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 \$
<i>Board Members</i> Remuneration	1,685	1,100
<i>Leadership Team</i> Remuneration Full-time equivalent members	109,800 1	107,500 1
Total key management personnel remuneration	<u>111,485</u>	<u>108,600</u>

There are 6 members of the Board excluding the Principal. The Board had held 9 full meetings of the Board in the year. As well as these regular meetings, including preparation time, the Presiding member and other Board members and the school secretary have also been involved in ad hoc meetings to prepare for full meetings.

Principal

The total value of remuneration paid or payable to the Principal was in the following bands:

	2022 Actual \$000	2021 Actual \$000
Salaries and Other Short-term Employee Benefits:		
Salary and Other Payments	110-120	90-100
Benefits and Other Emoluments	3-4	2-3

Other Employees

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

Remuneration \$000	2022 FTE Number	2021 FTE Number
100 - 110	0.00	0.00
	<u>0.00</u>	<u>0.00</u>

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

18. Contingencies

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.

19. Commitments

(a) Capital Commitments

As at 31 December 2022 the Board has entered into contract agreements for capital works as follows: \$nil
(Capital commitments at 31 December 2021: \$nil)

(b) Operating Commitments

As at 31 December 2022 the Board has not entered into any contract agreements for operating commitments of material value.

20. Financial Instruments

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

Financial assets measured at amortised cost

	2022 Actual	2022 Budget (Unaudited)	2021 Actual
	\$	\$	\$
Cash and Cash Equivalents	82,975	58,868	96,780
Receivables	22,410	16,991	20,737
Total Financial assets measured at amortised cost	<u>105,385</u>	<u>75,859</u>	<u>117,517</u>

Financial liabilities measured at amortised cost

Payables	33,366	23,319	29,897
Total Financial Liabilities Measured at Amortised Cost	<u>33,366</u>	<u>23,319</u>	<u>29,897</u>

21. Events After Balance Date

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

22. Comparatives

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

Compliance with Education and Training Act 2020 requirements to be a good employer for the year ending 31 December 2022

The following questions address key aspects of compliance with a good employer policy:

Reporting on the principles of being a Good Employer	
How have you met your obligations to provide good and safe working conditions?	Yes
<p>What is in your equal employment opportunities programme?</p> <p>How have you been fulfilling this programme?</p>	<p>Operational Policy 3</p> <p>5. Equal Employment Opportunities</p> <p>5.1 Miramar Christian School will recruit, appoint, reward and promote the best people possible.</p> <p>5.2 All staff will be treated equitably, irrespective of gender, race, religion, disability, age, sexual orientation, and family responsibility. All relevant school policies and procedures will reflect this commitment.</p> <p>Refer to next questions</p>
How do you practise impartial selection of suitably qualified persons for appointment?	<i>We have a selection criterion developed at the same time as the advert. These are linked. All applicants are added to our shortlisting sheet and scored. Those with the highest scores are interviewed. Applicants' interview answers are scored. Referees are contacted and both these are used to choose whom to appoint.</i>
<p>How are you recognising,</p> <ul style="list-style-type: none"> - The aims and aspirations of Maori, - The employment requirements of Maori, and - Greater involvement of Maori in the Education service? 	<p><i>In the interview process, we ask questions about applicants' knowledge of things Māori. We provide opportunities for staff to grow their knowledge of things Māori. New ākonga and staff are welcomed at a mihi whākatau. Meetings always begin with a karakia. Whanaunatanga and manakitanga are practiced. Community is valued. We are working on increasing reo throughout our environment, documents and orally. Board review practices using Hautu.</i></p> <p>We have employed a kapahaka teacher who comes in weekly and a skilled reo speaker who comes with Nukuora on a regular basis.</p>
How have you enhanced the abilities of individual employees?	<i>Professional development is related to staff needs. For example a beginning teacher at our school unfamiliar with PE instruction and our character, received PLD on this and special character. Another staff member has done BSLA training. When our TA took on a new role she has grown through discussions around vocabulary development and referencing back to ESOL training course done previously. ETC</i>

How are you recognising the employment requirements of women?	<i>Staff who have children are covered to allow them to attend doctor's appointments, graduations etc, for their children.</i>
How are you recognising the employment requirements of persons with disabilities?	<i>Currently do not have any staff with disabilities however for staff who had hurt her back covered duties that required bending eg dishes until restored.</i>

Good employer policies should include provisions for an Equal Employment Opportunities (EEO) programme/policy . The Ministry of Education monitors these policies:

Reporting on Equal Employment Opportunities (EEO) Programme/Policy	YES	NO
Do you operate an EEO programme/policy?	Yes	
Has this policy or programme been made available to staff?	Yes	
Does your EEO programme/policy include training to raise awareness of issues which may impact EEO?		No
Has your EEO programme/policy appointed someone to coordinate compliance with its requirements?	Yes	
Does your EEO programme/policy provide for regular reporting on compliance with the policy and/or achievements under the policy?	Yes	
Does your EEO programme/policy set priorities and objectives?		No