



Embrace the
REAL you

Executive Officer <executiveofficer@plimmerton.school.nz>

Fwd: Anonymous Board Letter - 11.09.24

1 message

To: Rebecca Smith <executiveofficer@plimmerton.school.nz>

Fri, Oct 4, 2024 at 7:45 AM

Hi Rebecca,
I'm sending through a couple of emails that discuss reviews.
Can you go through an redact emails addresses, names and phone numbers etc please.

----- Forwarded message -----

From: [REDACTED]
Date: Thu, Sep 12, 2024 at 3:14 PM
Subject: Re: Anonymous Board Letter - 11.09.24
To: [REDACTED]
Cc: [REDACTED]

Hi Team,

I have liaised with [REDACTED] at MOE and we have drafted the below 3 options for discussion and agreement this evening. I can talk to the different wording in each option this evening as you will see some content differs.

Regards
[REDACTED]

Option 1

We are aware of an email being circulated anonymously in our community spreading misleading and untrue accusations about our principle. The board does not support this irresponsible approach for raising concerns. The school has a formal complaints process that should be followed in the first instance if any parents have concerns.

The school has policies and procedures in place that comply with Education and Training Act 2020, Health and Safety at Work Act 2014 and *Children's Act 2014 to keep children safe at school. The school board takes these responsibilities seriously.

Creating and protecting a safe space for our community, that is free from online abuse and bullying, is important and we all play a part in ensuring we are setting a good example for our young people.

We ask that you be responsible and respectful in your conversations about others and consider that our young people are not immune to what is happening around them or the effects of targeted online gossip about their school.

Option 2

We are aware of an email being circulated anonymously in our community.

The board does not support this irresponsible approach for raising concerns. The school has a formal complaints process that should be followed in the first instance if any parents have concerns.

The school has policies and procedures in place that comply with Education and Training Act 2020, Health and Safety at Work Act 2014 and *Children's Act 2014 to keep children safe at school. The school board takes these responsibilities seriously.

Creating and protecting a safe space for our community, that is free from online abuse and bullying, is important and we all play a part in ensuring we are setting a good example for our young people.

We ask that you be responsible and respectful in your conversations about others and consider that our young people are not immune to what is happening around them or the effects of targeted online gossip about their school.

Option 3

We are aware of an email being circulated anonymously in our community. The board does not support this approach for raising concerns.

The school has a formal complaints process that should be followed in the first instance if any parents have concerns.

The school has policies and procedures in place (including a complaints policy) that comply with Education and Training Act 2020, Health and Safety at Work Act 2014 and *Children's Act 2014 to keep children safe at school.

The school board takes these responsibilities extremely seriously and we urge people to follow the processes in place. Please be assured that any concerns raised with us will be heard and responded to in a safe and protected environment.

Creating and protecting a safe space for our community, that is free from online abuse and bullying, is important and we all play a part in ensuring we are setting a good example for our young people.

On Thu, 12 Sept 2024 at 13:35, [REDACTED] wrote:
I'll let [REDACTED] know about what has happened and that we are working on comms to go out tonight.

On Thu, 12 Sept 2024, 12:46 pm [REDACTED] wrote:
Thanks [REDACTED]
I agree, it would be good to agree on a statement tonight.

On Thu, 12 Sept 2024, 11:54 am [REDACTED] wrote:
I just thought I'd check Google review for Pimmeton School and this 'open letter' has been posted there too ...

Ngā mihi nui,
[REDACTED]
[REDACTED]

On Thu, 12 Sep 2024 at 11:27, [REDACTED] wrote:
All good, I'll reach out to [REDACTED] and seek some guidance for review tonight.

On Thu, 12 Sept 2024 at 11:25, [REDACTED] wrote:
Likewise – and perhaps sign off in committee tonight?

Apologies for the delayed response – very behind on emails.

[REDACTED]

From: [REDACTED]
Sent: Thursday, September 12, 2024 11:23 AM
To: [REDACTED]
Cc: [REDACTED] Board of Trustees <bot@plimmerton.school.nz>
Subject: Re: Anonymous Board Letter - 11.09.24

Happy to support you [REDACTED] with the review of the final letter/comms

Ngā mihi nui,

[REDACTED]

[REDACTED]

On Thu, 12 Sep 2024 at 11:16, [REDACTED] wrote:

I'm happy to liaise with [REDACTED] at MOE if no one else can ?

On Thu, 12 Sept 2024 at 10:06, [REDACTED] wrote:

Make sure that like these are serious allegations, and as such will require some kind of evidence in the form of dates, times, venues, that these alleged acts of abuse, inappropriate touches occurred. Without specifics we have nothing to "investigate".
The very fact that this is alleged to have occurred multiple times, to multiple people, but is only being brought to our attention by one "well meaning" individual is unusual. I would imagine that if said allegations were accurate that more parents would be calling, stopping in at the office, or sending emails to express their displeasure, especially if it directly involved touching of their children....
I agree that we need coms to the community.

[REDACTED]

On Thu, 12 Sept 2024, 9:50 am [REDACTED] wrote:

It's frustrating and disappointing that someone would send this letter around the community without sending it to the board first. Moreover, this person hasn't raised any of these issues with the board previously, despite claiming that they have.

I think need to put something out to the community.

I have jotted down some thoughts (below) but I'm slammed today. Is someone able to pick this up and run with it? I think we should seek some comms advice from MOE on this, the contact there is [REDACTED]

It's come to the board's attention that a letter is circulating in the community making serious allegations about the school.

The board is disappointed that this is being sent around the community but has not been sent to the board, to whom it is addressed.

The school has a complaints process and given the seriousness of the allegations, we urge people to follow that policy.

Please note that the board cannot address issues that it does not know about.

Sending anonymous letters around the community helps neither the writer, the community, or the board in resolving any potential issues.

Thanks,

[Redacted signature]

On Thu, 12 Sept 2024, 8:26 am [Redacted name], [Redacted email]

Nonsense...

If they feel that's strongly I urge them to follow the correct process, and provide evidence of their allegations.

My thoughts

[Redacted signature]

On Thu, 12 Sept 2024, 8:18 am [Redacted name], [Redacted email] wrote:

Hi Team,

I received the below message late last night via text . It appears to be a letter addressed to the board however I'm not sure it has been received via official channels nor is it signed by anyone so it remains anonymous.

The message was forwarded to me purely as an FYI by another parent advising it is doing the rounds with some parents and some children of our Kura.

I'm not sure we can or should act on the content, in my opinion, at the very least, communications should be sent from the board about the correct process for raising complaints?

I'd welcome peoples input and best next steps ?

Regards

[Redacted signature]

Open Letter to the Plimmerton School Board

Subject: Urgent Appeal for Action Regarding Principal's Conduct

Dear Members of the Plimmerton School Board,

I hope this open letter finds you well. I am writing to express my grave and urgent concern about the ongoing issues surrounding the conduct of the current principal at Plimmerton School. It has become increasingly clear that despite numerous allegations of inappropriate and troubling behavior—including bullying, abusive language, inappropriate touching of children, and a concerning attitude toward women—the board has yet to take meaningful action. Many members of our community, including staff, parents, and students, have raised serious concerns about the principal's behavior.

Reports of bullying tactics, verbal and emotional abuse, inappropriate physical contact with children, and deeply troubling interactions with female parents have been brought to your attention multiple times. However, it appears that the board has not acted in good faith to address these issues. The lack of response and failure to adequately listen to and act on these concerns are deeply troubling. Specifically, the issues that have been repeatedly reported include:

Bullying Tactics: Allegations of the principal using intimidation and coercion against staff members, undermining their professional dignity and effectiveness.

Inappropriate Language: Reports of the principal using vile and abusive language towards staff, female parents, and many students, creating a hostile and uncomfortable environment.

Abuse: Claims of verbal and emotional abuse that have damaged individuals and created a toxic atmosphere.

Inappropriate Touching: Disturbing multiple reports of inappropriate physical contact with children, violating personal boundaries and ethical standards.

Inappropriate Relationships with Parents: Reports of highly concerning and ethically and morally wrong behavior involving inappropriate relationships with parents, which has further compromised the principal's credibility and the safety of our school community.

Concerning Attitude Toward Women: Alarming reports of the principal exhibiting a disrespectful and inappropriate attitude toward women, undermining their dignity and safety. The fact that these concerns have been repeatedly raised yet remain unaddressed signifies a severe breach of trust and responsibility.

The board's inaction has left the community feeling ignored and unsupported, and it has allowed a harmful environment to persist.

I urge the Plimmerton School Board to take the following actions without further delay: **Immediate Investigation:** Launch a thorough and impartial investigation into the principal's conduct to uncover the truth and ensure accountability.

Temporary Suspension: Place the principal on administrative leave during the investigation to prevent further potential harm and to preserve the integrity of the process.

Support Systems: Implement support and counseling services for affected staff members, students, and families to address any psychological or emotional distress resulting from these issues.

Transparent Communication: Provide clear and ongoing communication to the community regarding the steps being taken and the outcomes of the investigation to rebuild trust and demonstrate accountability.

Preventive Measures: Review and strengthen policies and training programs related to professional conduct to prevent future issues and ensure a safe and respectful environment for everyone. The school community deserves a leader who exemplifies the highest standards of integrity and respect.

I trust that the board will now act decisively and transparently to address these pressing concerns and restore a positive and safe learning environment for all.

Thank you for your immediate attention to this critical matter. I look forward to your prompt response and to seeing meaningful action taken to address these serious issues.

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[REDACTED]

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[REDACTED]

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[REDACTED]

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[REDACTED]