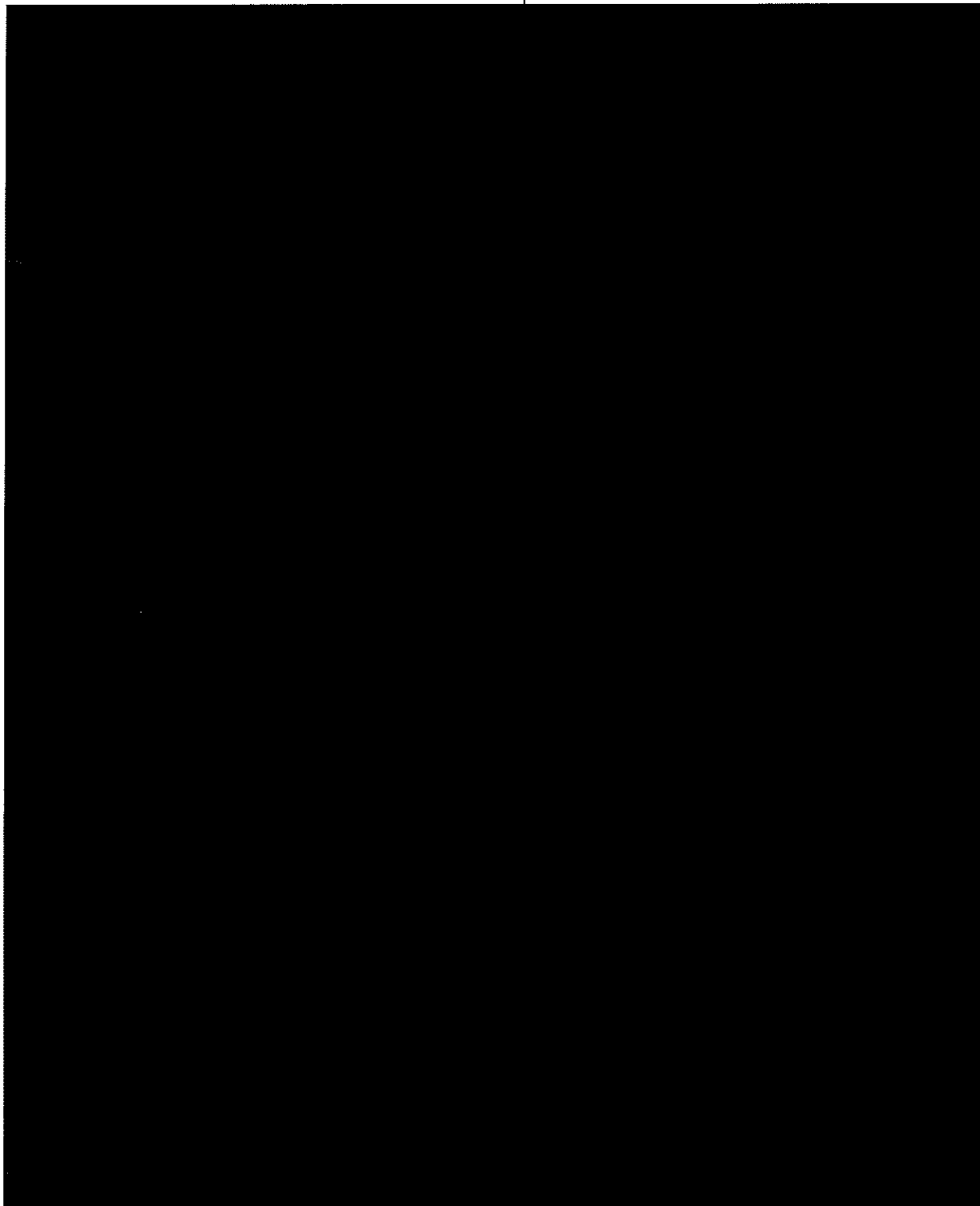


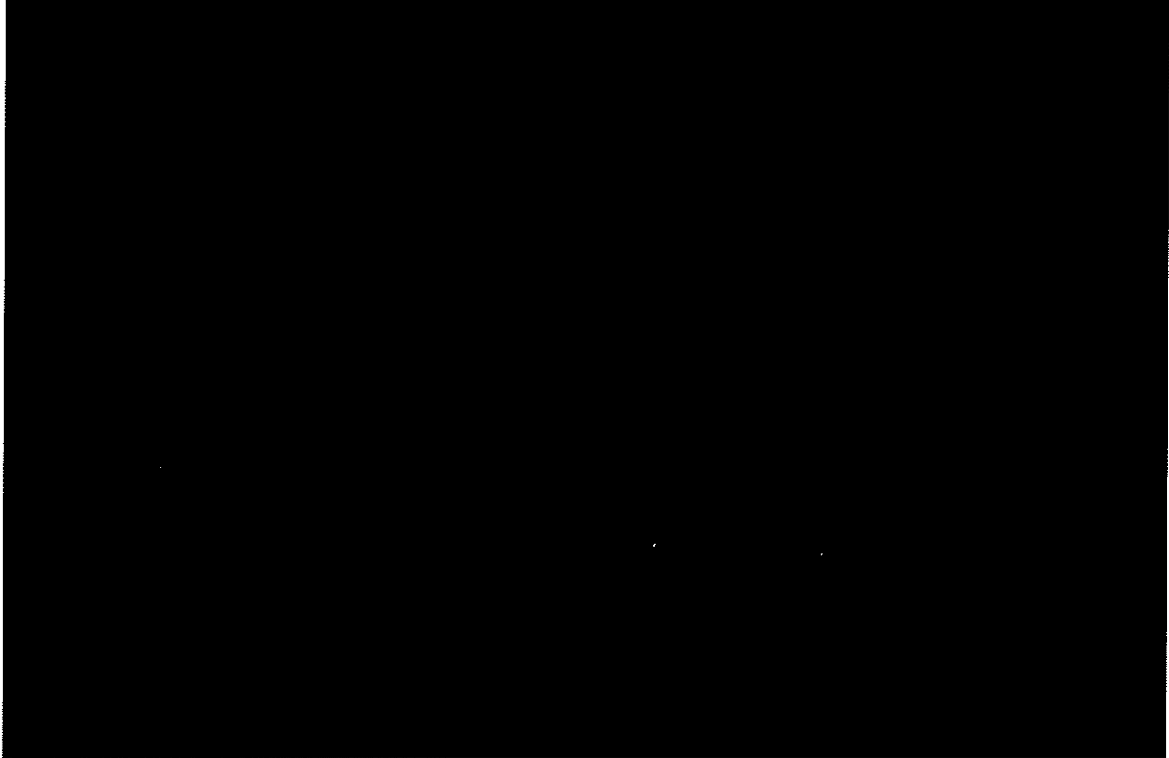
To the Ministry of Education mediation team s 9(2)(a) OIA  
from [REDACTED] for the Secular Education Network  
Human Rights Commission reference 100435 – CONFIDENTIAL  
14 June 2015

Dear Ministry team

s 9(2)(h) OIA



s 9(2)(h) OIA



So there is high public interest in all these issues and we would like to respond to their concerns as soon as possible, so they can get a perspective on them and participate in the political solutions we need.

Yours faithfully



s 9(2)(a) OIA

Contacts:



s 9(2)(a) OIA

Out of scope

**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Thursday, 2 July 2015 12:37 p.m.  
**To:** Ezra Schuster  
**Subject:** Re: FW: Development of draft guidelines on religious instruction in schools

Ezra, s 9(2)(a) OIA  
I think the people reviewing the Education Act should have a visit from the Principal of [REDACTED] and his Maori students ... this wonderful team can give policy makers the heart to write a policy that is child-centered and allows Principals and teachers to do what they do best and are trained for.

When our hearts are engaged in something we do our jobs with passion and for all the right reasons.

Flying them down to Wellington would be money well spent by the MOE.

Just a thought!

[REDACTED] s 9(2)(a) OIA

On Thu, Jul 2, 2015 at 11:35 AM, Ezra Schuster <Ezra.Schuster@education.govt.nz> wrote:

Great – I'll forward your details

Ezra Schuster | Director of Education | Sector Enablement & Support  
DDI +64 7 349 8309 | [REDACTED] s 9(2)(g)(ii) OIA

---

**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Thursday, 2 July 2015 11:35 a.m.  
**To:** Ezra Schuster  
**Subject:** Re: FW: Development of draft guidelines on religious instruction in schools

I'd be happy to help. We don't have this at the moment but i have had this in schools I've been involved in.

[REDACTED] s 9(2)(a) OIA

On Thu, Jul 2, 2015 at 10:13 AM, Ezra Schuster <Ezra.Schuster@education.govt.nz> wrote:

s 9(2)(a) OIA

Talofa lava [REDACTED] - hope you're well. Can you read below and if you're interested, I'd like to nominate you or if you know someone else who would be suitable. Hear from you soon, Ezra

Ezra Schuster | Director of Education | Sector Enablement & Support  
DDI +64 7 349 8309 | [REDACTED] s 9(2)(a) OIA

---

**From:** Ben O'Meara  
**Sent:** Wednesday, 1 July 2015 4:07 p.m.  
**To:** DL SE and S Directors of Education  
**Cc:** Jill Bond; Sheryl Chase  
**Subject:** Development of draft guidelines on religious instruction in schools

Kia ora koutou

You may have seen that the topic of religious instruction in primary schools has been in the media.

As you know, state primary schools have differing religious instruction practices, and the Secular Education Network has expressed concerns about religious instruction in some schools. There is currently a High Court case in which a parent is challenging the actions of the board of trustees of Red Beach School regarding its religious instruction practices, and challenging the Attorney General regarding the compatibility of the Education Act 1964 with the Human Rights Act 1993 and the New Zealand Bill of Rights Act 1990 (the rights legislation).

s 9(2)(h) OIA

[REDACTED], we have concluded that guidelines would support schools to develop inclusive religious instruction practices, and help to ensure that the rights of all students' and the school community are adequately protected. Accordingly, we have done some work on potential draft guidelines to support state primary schools.

We are keen to test an early draft of the guidelines with some primary school principals. We thought that we could do this with a group of around 10 Principals.

We would like the Principals to meet with us in Wellington or another location convenient for them to discuss the draft guidelines. Following this initial work, we will engage in a broader consultation process with selected groups who have a particular interest in this area, such as the Secular Education Network and the Churches Education Commission. We aim to have a set of guidelines ready for publication by late 2015.

We would be grateful if you could identify any Principals in your area who could help us to further develop the guidelines. The Principal/s would need to be available to attend a half day workshop, and will need to agree to keep the guidelines and discussions in confidence for the time being.

We aim to hold the workshop in late July or early August, depending on availability. Once a group of Principals has been identified we will send out the draft guidelines and an agenda. We will liaise directly with the Principals regarding travel arrangements.

Could you please provide me with the names and contact details of any Principals in your area, that you consider well-placed to advise on these guidelines, by the end of next week (10 July).

We will keep you updated as this work progresses.

Many thanks in advance for any help you can offer.

Nga mihi

Ben

Ben O'Meara | Group Manager, Schooling Policy  
DDI +64 4 463 8704 | [REDACTED] s 9(2)(a) OIA

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--

[REDACTED] s 9(2)(a) OIA  
Principal

s 9(2)(a) OIA



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-- s 9(2)(a) OIA



Principal



s 9(2)(a) OIA

[Redacted] Out of scope

From: [Redacted] s 9(2)(a) OIA  
Sent: Monday, 13 July 2015 1:21 p.m.  
To: [Redacted] s 9(2)(a) OIA  
Subject: Consultation on religious instruction guidelines  
Attachments: Draft Religious Instruction Guidelines- CONFIDENTIAL.docx

Tēnā koe [Redacted] s 9(2)(a) OIA

As you probably know, your name has been suggested to us as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. Please find the draft guidelines attached.

We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals. With help from our regional offices, we've identified you and 11 other principals as potential contributors to the guideline development process.

We would like to hold a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 10am until approximately 2pm, with lunch provided. We are happy to meet the costs for you to attend the workshop. If you are unable to attend the workshop, we'd be happy to have a separate discussion with you about your feedback.

We are requesting that the draft guidelines remain confidential at this stage. This is because we want to get feedback from you on the workability of what we're proposing before releasing the guidelines more widely for consultation with schools/kura and interested groups like the Churches Education Commission.

The Ministry is currently participating in a confidential mediation process with the Secular Education Network (SEN). It appears that, over the weekend, SEN has spoken to the media about the potential content of the guidelines and the process. Notwithstanding the fact that SEN has commented on development of the guidelines, we would like to work through them with you in confidence prior to a wider public discussion.

Could you please respond to this email with:

- your availability on Tuesday 11 August,
- the best person for us to contact to arrange flights,
- when you would like to fly into and out of Wellington.

An agenda, along with arrangements for the day, will follow in due course.

Please don't hesitate to get in touch with me regarding any questions you may have.

Ngā mihi,

[Redacted] s 9(2)(a) OIA

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We are respectful, we listen, we learn. *He rōpū mānaaki, he rōpū whakarongo, he rōpū ako mātou*  
We back ourselves and others to win. *Ka manawanui ki a mātou, me ētahi atu ki a wīkitoria*  
We work together for maximum impact. *Ka mahi ngātahi mō te tūkinga nui tonu*

Great results are our bottom line. *Ko ngā huanga tino pai ā mātou whāinga mutunga*

[Redacted] Out of scope

From: [Redacted] s 9(2)(a) OIA  
Sent: Monday, 13 July 2015 1:22 p.m.  
To: [Redacted] s 9(2)(a) OIA  
Attachments: Draft Religious Instruction Guidelines- CONFIDENTIAL.docx

Tēnā koe [Redacted] s 9(2)(a) OIA

As you probably know, your name has been suggested to us as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. Please find the draft guidelines attached.

We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals. With help from our regional offices, we've identified you and 11 other principals as potential contributors to the guideline development process.

We would like to hold a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 10am until approximately 2pm, with lunch provided. We are happy to meet the costs for you to attend the workshop. If you are unable to attend the workshop, we'd be happy to have a separate discussion with you about your feedback.

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Could you please respond to this email with:

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- the best person for us to contact to arrange flights,
- when you would like to fly into and out of Wellington.

An agenda, along with arrangements for the day, will follow in due course.

Please don't hesitate to get in touch with me regarding any questions you may have.

Ngā mihi,

[Redacted] s 9(2)(a) OIA

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We work together for maximum impact *Ka mahi ngātahi mō te tūkinga nui tonu*

Great results are our bottom line *Ko ngā huanga lino pai ā mātou whāinga mutunga*



**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Monday, 13 July 2015 2:22 p.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Subject:** Re: Consultation on religious instruction and observances guidelines

Dear [REDACTED] s 9(2)(a) OIA

I am available to attend the workshop on 11 August. I am happy for you to book flights or for my office manager here at school to do it.

I am happy to catch a flight that gets me into Wellington on time to attend the workshop and one that gets me back to Ch.Ch by about 5.50 pm. I am flexible about the time to return to Ch.Ch.

Nga mihi nui

[REDACTED] s 9(2)(a) OIA

[REDACTED]  
Principal /Tumuaki

[REDACTED] s 9(2)(a) OIA

On 13 July 2015 at 13:28,  
wrote:

[REDACTED] s 9(2)(a) OIA

Tēnā koe [REDACTED] s 9(2)(a) OIA

As you probably know, your name has been suggested to us as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. Please find the draft guidelines attached.

We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals. With help from our regional offices, we've identified

you and 11 other principals as potential contributors to the guideline development process.

We would like to hold a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 10am until approximately 2pm, with lunch provided. We are happy to meet the costs for you to attend the workshop. If you are unable to attend the workshop, we'd be happy to have a separate discussion with you about your feedback.

We are requesting that the draft guidelines remain confidential at this stage. This is because we want to get feedback from you on the workability of what we're proposing before releasing the guidelines more widely for consultation with schools/kura and interested groups like the Churches Education Commission.

The Ministry is currently participating in a confidential mediation process with the Secular Education Network (SEN). It appears that, over the weekend, SEN has spoken to the media about the potential content of the guidelines and the process. Notwithstanding the fact that SEN has commented on development of the guidelines, we would like to work through them with you in confidence prior to a wider public discussion.

Could you please respond to this email with:

- your availability on Tuesday 11 August,
- the best person for us to contact to arrange flights,
- when you would like to fly into and out of Wellington.

An agenda, along with arrangements for the day, will follow in due course.

Please don't hesitate to get in touch with me regarding any questions you may have.

Ngā mihi,

s 9(2)(a) OIA



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**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Friday, 31 July 2015 10:30 a.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Subject:** Re: Consultation on religious instruction guidelines

Tena koe [REDACTED] s 9(2)(a) OIA [REDACTED] s 9(2)(a) OIA

Thank you for your email invitation. [REDACTED] has spoken to me a little about this project and your aims.

I am interested in being involved in this consultation and I welcome the chance to come to this meeting to discuss the draft guidelines. I hope that involving the sector now will help you in the finalising of any advice you intend to give to schools. With this in mind, I confirm my availability to come.

In terms of travel arrangements, it may be best for me to [REDACTED] s 9(2)(a) OIA [REDACTED] to attend an afternoon Principals meeting at 5pm).

Will the MoE be willing to cover the cost of this? The cost of [REDACTED] s 9(2)(a) OIA is \$25, and [REDACTED] = \$94. Total = \$119.00.

[REDACTED] s 9(2)(a) OIA  
If you think my input would help and if you are ok with the travel cost, then of course I am very happy to be involved. Thank you for the opportunity to help.

Yours,  
[REDACTED] s 9(2)(a) OIA  
Principal,  
[REDACTED] s 9(2)(a) OIA

On 31/07/2015, at 8:43 am, [REDACTED] s 9(2)(a) OIA wrote:

[REDACTED] s 9(2)(a) OIA  
Tēnā koe [REDACTED]

[REDACTED] s 9(2)(a) OIA  
As you probably know, your name has been suggested to me by [REDACTED] as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals.

We are holding a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 9.30am until approximately 1.30pm, with lunch provided. We are happy to meet the costs for you to fly to the workshop.

We are requesting that the draft guidelines remain confidential at this stage. This is because we want to get feedback from you on the workability of what we're proposing before releasing the guidelines more widely for consultation with schools/kura and interested groups like the Churches Education Commission and the Secular Education Network.

Could you please respond to this email today with:

- your availability on Tuesday 11 August,
- the best person for us to contact to arrange flights,

- when you would like to fly into and out of Wellington.
- Your cell phone number should you wish to participate (for flight bookings)

An agenda, the draft guidelines, and arrangements for the day, will follow when you confirm your attendance.

Please don't hesitate to get in touch with me regarding any questions you may have.

Ngā mihi,

[REDACTED] s 9(2)(a) OIA

**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Friday, 31 July 2015 8:32 a.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Cc:** [REDACTED]  
**Subject:** Re: Consultation on religious instruction guidelines

Hi [REDACTED] s 9(2)(a) OIA

I was talking to a colleague whom I meet with on a regular basis and asked him if he would like to take my place at the Draft Guidelines Consultation meeting. He has agreed, if that is acceptable to you. [REDACTED] s 9(2)(a) OIA

His name is [REDACTED]. He has been a principal there for about 9 years, along with principalship of two other schools prior to that. If you would be happy to have him come instead of his email is:

[REDACTED] s 9(2)(a) OIA

Thanks.

Regards

[REDACTED] s 9(2)(a) OIA

Principal

[REDACTED] s 9(2)(a) OIA

[REDACTED] s 9(2)(a) OIA

On 24/07/2015, at 4:34 pm, [REDACTED] wrote:

Dear [REDACTED] s 9(2)(a) OIA

Thank you for your considered response to the draft guidelines.

The draft guidelines have been developed by the Ministry of Education to support schools in their decision making around religious instruction and observance in schools. The draft guidelines are intended to support schools in implementing religious instruction in the way the Education Act permits, whilst also adhering to the Bill of Rights Act 1990 and the Human Rights Act 1993.

Your perspective is important to our consultation process and in helping us to understand how these draft guidelines would practically influence schools and their communities. Getting a diverse range of perspectives and communities represented in this process is important to inform the draft guidelines.

I believe that you would make a valuable contribution to the workshop. You could help us to understand the impact that these draft guidelines might have and how we might work to change or address issues whilst still balancing the Education Act 1964, the Bill of Rights Act 1990, and the Human Rights Act 1993.

After our consultation with school principals we intend, following Ministerial approval, to consult more widely with a range of groups including the Churches Education Commission and the Secular Education Network.

If you are unable to attend the workshop, I would welcome a written response from you on your thoughts including what these draft guidelines would mean for your school and any suggestions you might have on how you would like to see them changed. If you feel that your email represents your views well enough, it still gives us some interesting discussion points.

Please let me know if you would like to join us in Wellington on the 11th of August to discuss some of these matters in more depth.

Kind regards,

s 9(2)(a) OIA

From [REDACTED] s 9(2)(a) OIA

Sent: Thursday, 23 July 2015 12:48 p.m.

To: [REDACTED] s 9(2)(a) OIA

Subject: Re: Consultation on religious instruction guidelines

Hello [REDACTED] s 9(2)(a) OIA

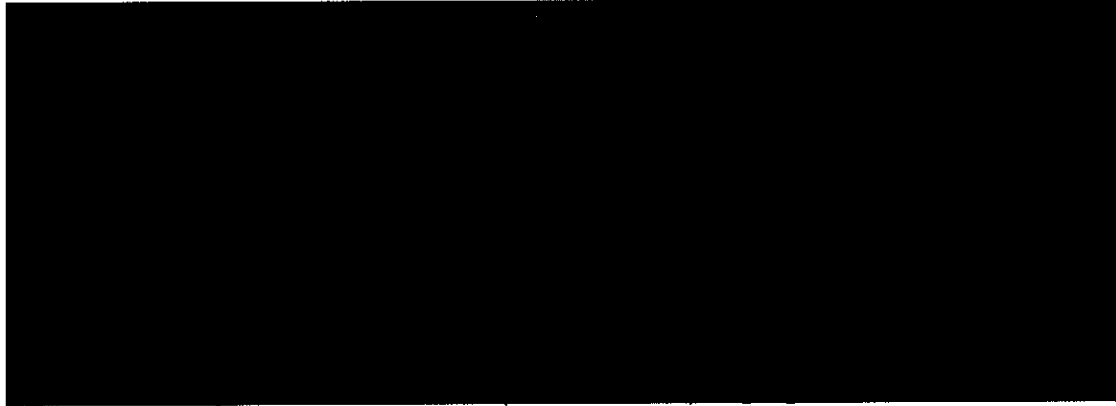
Thank you for your invitation. Sorry for the slow response. I had a teacher professional development course I was planning last week and delivered on Friday, then [REDACTED] so I have just not got around to

replying. I have however read and digested the Draft Guidelines.

s 9(2)(ba)(i) OIA

s 9(2)(a) OIA

s 9(2)(ba)(i) OIA

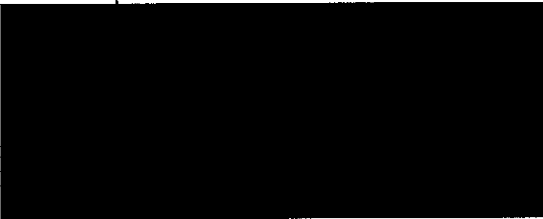


Regards



s 9(2)(a) OIA

Principal



s 9(2)(a) OIA

s 9(2)(a) OIA

> On 13/07/2015, at 1:31 pm, [redacted] wrote:

>

> Tēnā koe [redacted] s 9(2)(a) OIA

>

> As you probably know, your name has been suggested to us as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. Please find the draft guidelines attached.

>

> We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals. With help from our regional offices, we've identified you and 11 other principals as potential contributors to the guideline development process.

>

> We would like to hold a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 10am until approximately 2pm, with lunch provided. We are happy to meet the costs for you to attend the workshop. If you are unable to attend the workshop, we'd be happy to have a separate discussion with you about your feedback.

>

> We are requesting that the draft guidelines remain confidential at this stage. This is because we want to get feedback from you on the workability of what we're proposing before releasing the guidelines more widely for consultation with schools/kura and interested groups like the Churches Education Commission.

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> The Ministry is currently participating in a confidential mediation process with the Secular Education Network (SEN). It appears that, over the weekend, SEN has spoken to the media about the potential content of the guidelines and the process.

Notwithstanding the fact that SEN has commented on development of the guidelines, we would like to work through them with you in confidence prior to a wider public discussion.

>

> Could you please respond to this email with:

>

- > - your availability on Tuesday 11 August,
- > - the best person for us to contact to arrange flights,
- > - when you would like to fly into and out of Wellington.

>

> An agenda, along with arrangements for the day, will follow in due course.

>

> Please don't hesitate to get in touch with me regarding any questions you may have.

>

> Ngā mihi,

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s 9(2)(a) OIA

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Out of scope

From: [redacted] s 9(2)(a) OIA  
Sent: Friday, 31 July 2015 3:45 p.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: Agenda and travel arrangements  
Attachments: [redacted] itinerary.pdf; Agenda Consultation 11 August.pdf  
[redacted] s 9(2)(a) OIA

Tēnā koe [redacted] s 9(2)(a) OIA

Thank you for volunteering to participate in the consultation workshop for the draft guidelines on religious instruction in schools.

I have attached an agenda for the day with an indication of some of the topics we might discuss. You will notice that we have scheduled the day to commence at 9.30am in order to accommodate some people's limited return flights. Your flight is scheduled to arrive at 9.05am which may be tight depending on traffic. Please note that we will catch you up on any introductory comments if you are delayed and will make sure we have tea and coffee available when you arrive.

I have also attached your flight details for the 11 August.

We would like to cover your taxi fares while you are in Wellington so I will post a taxi card to your school address. The card will cover your journey from Wellington airport to the Thorndon Hotel and back again.

Please contact me with any questions. We are looking forward to meeting with you.

Ngā mihi,

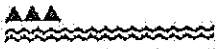
[redacted] s 9(2)(a) OIA

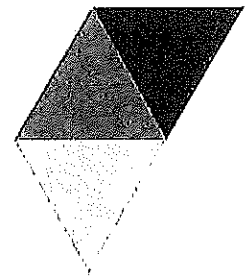
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Great results are our bottom line *Ko ngā huanga linō pai ā mātou whāinga mulunga*

  
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## Religious Instruction and Observance in Schools

### Draft Guidelines Consultation

#### Agenda

10am-2pm Tuesday 11 July 2015

The Thorndon Hotel, Wellington

Lunch will be provided

9.30 am	Welcome and introductions - Purpose of the day
9.45 am	'What's on top?' - Burning questions and comments
10.00 am	Context - Why do we need guidelines? - Background information, including the Education Act 1964, the Bill of Rights Act 1990 and the Human Rights Act 1993. - What works well now? - What doesn't work well now?
10.45 am	Discussion on the content of the draft guidelines - Discussion on each of the 7 guidelines - How can we better represent the Treaty of Waitangi/ te Tiriti o Waitangi? - Where are the gaps?
11.15 am	Tea/coffee break
11.30 pm	Discussion on the draft guidelines continued
12.00 pm	Impacts - Identify and share possible impacts for your schools and communities and solutions where necessary.
12.30 pm	Lunch
1.00 pm	'Big picture' discussion on religious instruction and observance - Where to from here?
1.20 pm	Wrap up and next steps

#### **More information:**

The Human Rights Commission has short, accessible guidelines on *Religion in New Zealand Schools- Questions and Concerns*. They provide some interesting information and answer some key questions.

Out of scope

From: [REDACTED] s 9(2)(a) OIA  
Sent: Wednesday, 12 August 2015 4:18 p.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject: RE: Draft guidelines

Kia ora [REDACTED] s 9(2)(a) OIA

This is really helpful. Thank you.

You have identified some common themes that others did too, including some of the challenges with small communities.

[REDACTED] s 9(2)(g)(i) OIA

[REDACTED] has been identified as an area that we are going to do some more work on. It gets a bit 'grey' in some areas so we really need to do some internal consultation to make sure we have some clarity.

In the meantime, the Human Rights Commission Guidelines on Religion in Schools have some examples around karakia in them. We are using them as a starting point, you may also find them helpful.

Again, thanks for this feedback. I will add it to what we already have and keep you informed.  
Ngā mihi,

[REDACTED] s 9(2)(a) OIA

---

From: [REDACTED] s 9(2)(a) OIA  
Sent: Wednesday, 12 August 2015 4:02 p.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject: Draft guidelines

Yes I would be interested to stay on the list to see the progress in this area. My key points to feedback: [REDACTED] s 9(2)(ba)(i) OIA

[REDACTED]

That's my input from reading the guidelines.

[REDACTED] s 9(2)(a) OIA

---

From: [REDACTED] s 9(2)(a) OIA  
Sent: Wednesday, 12 August 2015 11:22 a.m.

To: [REDACTED] s 9(2)(a) OIA  
Subject: RE:

Kia ora [REDACTED] s 9(2)(a) OIA

We had our consultation yesterday and received a lot of really helpful and insightful feedback.

If you are still keen to contribute your thoughts, I would welcome a conversation with you. We can do this on the phone at a suitable time if you are available.

Alternatively, if you would rather just stay updated on the progress and changes we make, I will be sure to keep you on the list.

Let me know how you would like to proceed.

Ngā mihi,

[REDACTED] s 9(2)(a) OIA

---

From: [REDACTED] s 9(2)(a) OIA  
Sent: Monday, 20 July 2015 11:01 a.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject: RE:

I am unable to attend the workshop but happy to have a discussion with you.

[REDACTED] s 9(2)(a) OIA

---

From: [REDACTED] s 9(2)(a) OIA  
Sent: Monday, 13 July 2015 1:22 p.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject:

Tēnā koe [REDACTED] s 9(2)(a) OIA

As you probably know, your name has been suggested to us as a principal who could help us by reviewing an early draft of guidelines on religious instruction and observances in state primary schools. Please find the draft guidelines attached.

We think it'd be good to have a round table discussion about the draft guidelines with a number of school principals. With help from our regional offices, we've identified you and 11 other principals as potential contributors to the guideline development process.

We would like to hold a half day workshop in Wellington on Tuesday 11 August 2015. The workshop will run from 10am until approximately 2pm, with lunch provided. We are happy to meet the costs for you to attend the workshop. If you are unable to attend the workshop, we'd be happy to have a separate discussion with you about your feedback.

We are requesting that the draft guidelines remain confidential at this stage. This is because we want to get feedback from you on the workability of what we're proposing before releasing the guidelines more widely for consultation with schools/kura and interested groups like the Churches Education Commission.

The Ministry is currently participating in a confidential mediation process with the Secular Education Network (SEN). It appears that, over the weekend, SEN has spoken to the media about the potential content of the guidelines and the process. Notwithstanding the fact that SEN has commented on development of the guidelines, we would like to work through them with you in confidence prior to a wider public discussion.

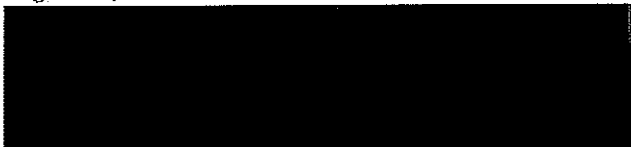
Could you please respond to this email with:

- your availability on Tuesday 11 August,
- the best person for us to contact to arrange flights,
- when you would like to fly into and out of Wellington.

An agenda, along with arrangements for the day, will follow in due course.

Please don't hesitate to get in touch with me regarding any questions you may have.

Ngā mihi,



s 9(2)(a) OIA

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 We back ourselves and others to win *Ka mānawamui ki a mātou, me etahi ake kia wiktōria*  
 We work together for maximum impact *Ka mahi ngātahi mō te tūkinga nui tonu*

Great results are our bottom line *Ko ngā huanga tino pai a mātou whāinga mutunga*



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[redacted] Out of scope

From: [redacted] s 9(2)(a) OIA  
Sent: Friday, 14 August 2015 2:25 p.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: Update and thank you

Kia ora [redacted] s 9(2)(a) OIA

Thank you for your time and valuable contribution to our consultation process. It was a pleasure to meet you on Tuesday. Ben, Sheryl, and I took a lot away from the day and have a lot to reflect on.

Over the next 2 weeks, I am going to redraft the guidelines based on your feedback.

Following this, we will send them to our Minister with a report, and seek approval to take them out to wider consultation.

I will send you a copy of the updated guidelines before they go out to wider consultation. We ask that you continue to keep all versions in confidence until they are published.

Thank you again.  
Ngā mihi nui,

[redacted] s 9(2)(a) OIA

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Great results are our bottom line *Ko ngā huanga tino pai ā mātou whāinga mulunga*



MINISTRY OF EDUCATION  
TE TĀHURU O TE MĀTAURANGA

From: [redacted] s 9(2)(a) OIA  
Sent: Friday, 31 July 2015 3:53 p.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: Re: Agenda and travel arrangements

Hi [redacted] s 9(2)(a) OIA

Many thanks. I look forward to meeting you on the 11th..

Have a very good weekend

*Kind regards*

[redacted] s 9(2)(a) OIA

*Principal*

[Redacted] s 9(2)(a) OIA

[Redacted] s 9(2)(a) OIA

On Fri, Jul 31, 2015 at 3:44 PM, [Redacted] wrote:

Tēnā koe [Redacted] s 9(2)(a) OIA

Thank you for volunteering to participate in the consultation workshop for the draft guidelines on religious instruction in schools.

I have attached an agenda for the day with an indication of some of the topics we might discuss. You will notice that we have scheduled the day to commence at 9.30am in order to accommodate some people's limited return flights. Your flight is scheduled to arrive at 9.05am which may be tight depending on traffic. Please note that we will catch you up on any introductory comments if you are delayed and will make sure we have tea and coffee available when you arrive.

I have also attached your flight details for the 11 August.

We would like to cover your taxi fares while you are in Wellington so I will post a taxi card to your school address. The card will cover your journey from Wellington airport to the Thorndon Hotel and back again.

Please contact me with any questions. We are looking forward to meeting with you.

Ngā mihi,

[Redacted] s 9(2)(a) OIA

[Redacted]  
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We work together for maximum impact /Ka mahi ngātahi mō te tūtanga nui tonu

Out of scope

From: [redacted] s 9(2)(a) OIA  
Sent: Monday, 17 August 2015 11:32 a.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: Re: Consultation on religious instruction guidelines  
Attachments: RE.pdf; ATT00001.txt; ATT00002.txt; ATT00003.txt

s 9(2)(a) OIA

H [redacted] s 9(2)(a) OIA [redacted] s 9(2)(a) OIA [redacted] s 9(2)(a) OIA  
I am pleased that [redacted] could go in my place. As it turned out [redacted] I have attached the notes I was preparing. I am not sure whether [redacted] left them with you or not.

[redacted] I am happy to be kept in the loop for interest sake. I agree to keep them confidential.

s 9(2)(ba)(i) OIA



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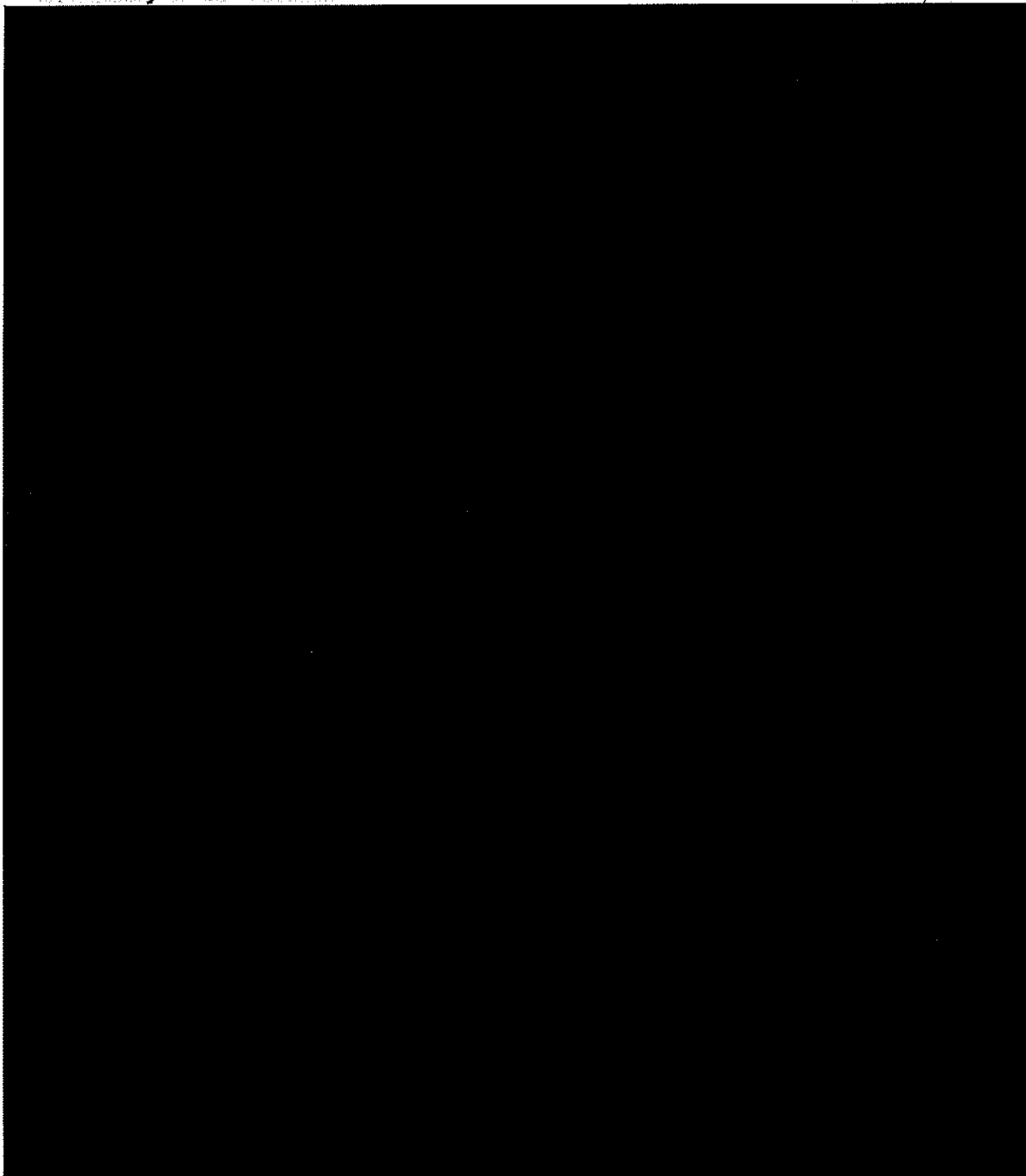


**Guidelines for state primary schools on religious instruction and observances.**

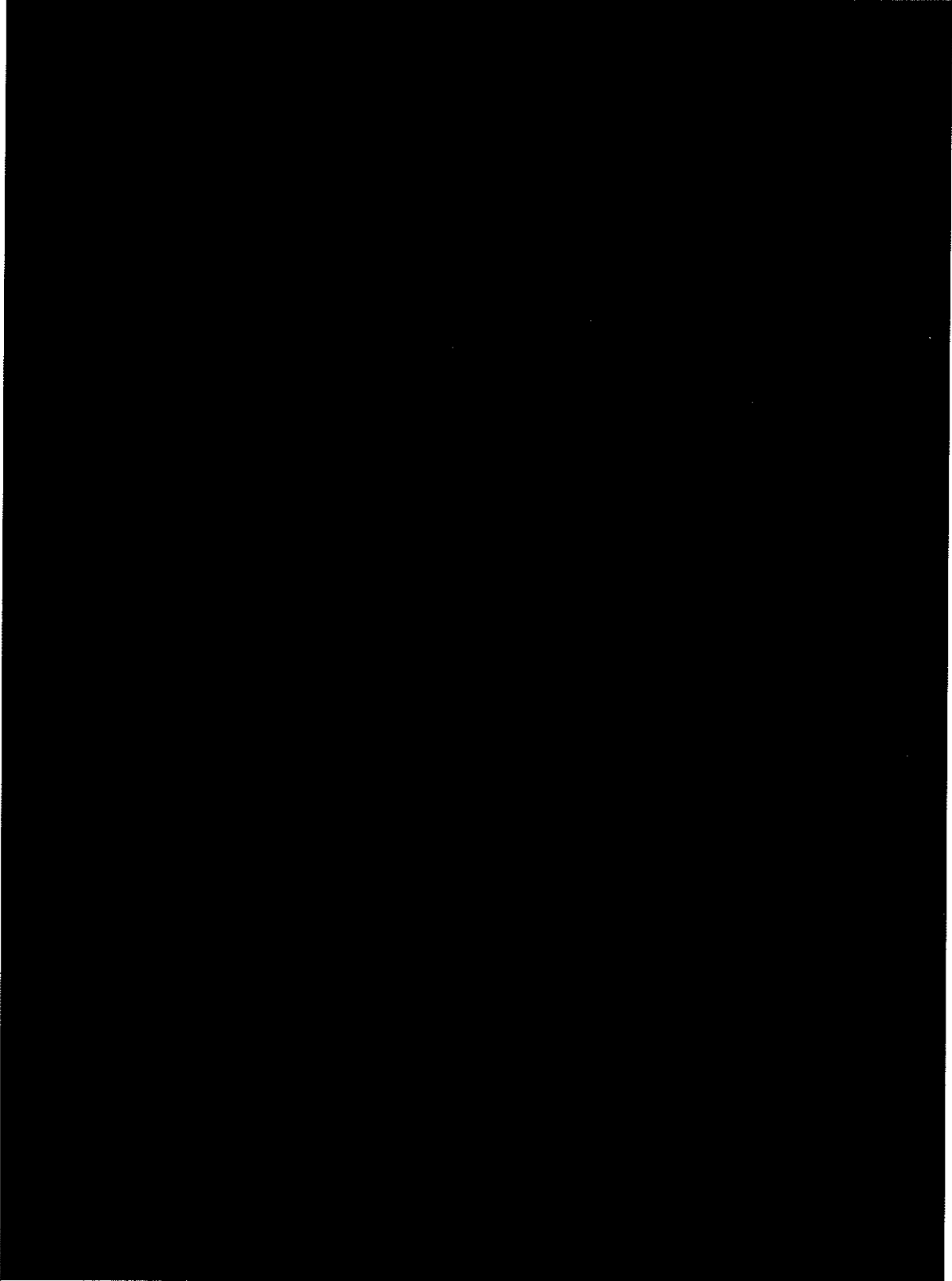
My Comments

**Summary of Guidelines**

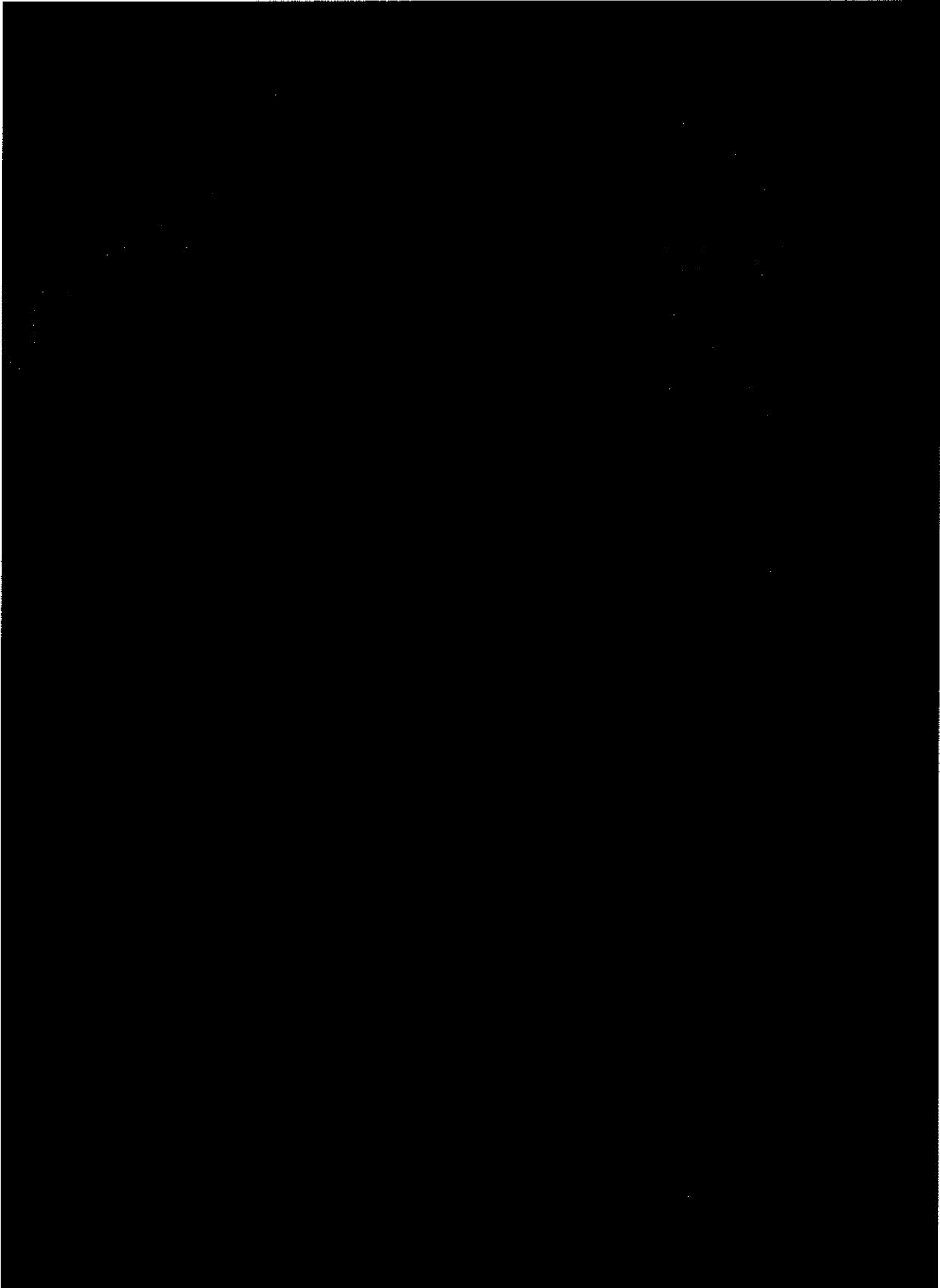
s 9(2)(ba)(i) OIA



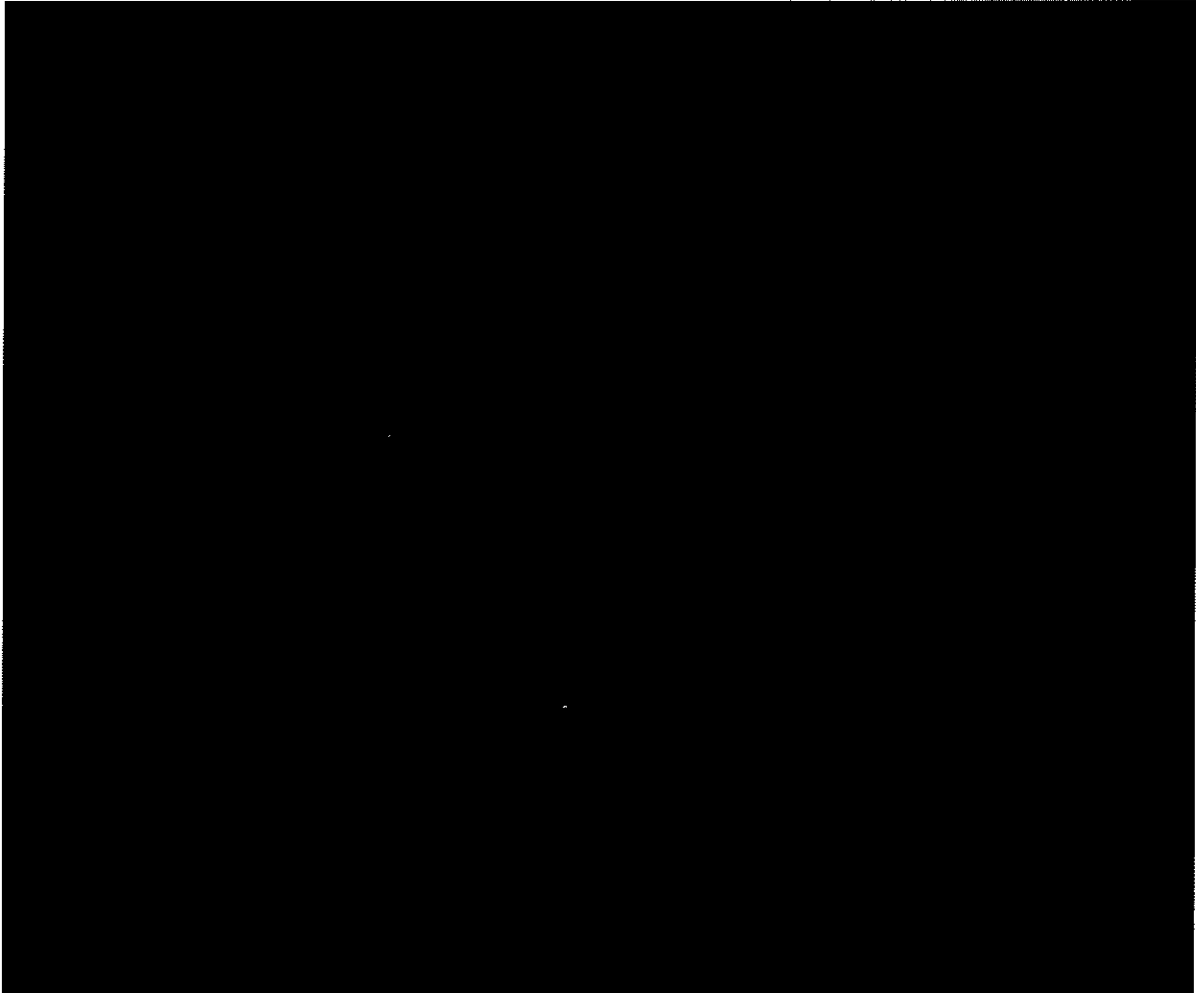
s 9(2)(ba)(i) OIA



s 9(2)(ba)(i) OIA



s 9(2)(ba)(i) OIA



Out of scope

From: [REDACTED] s 9(2)(a) OIA  
Sent: Monday, 17 August 2015 12:29 p.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject: Re: the inquiry alternative

Hi [REDACTED] s 9(2)(a) OIA

No problem at all. In the past we have encouraged both organised and independent activities in the library. We have found that students have loved being there with no fixed plan. They've been able to read or use our i-pads. As there are students there of varying ages, they have enjoyed just curling up on bean bags or the couch and reading together.

We have also organised a teacher initiated inquiry...called a passion inquiry (II) the teacher provided a number of inquiry questions and students were given the opportunity to identify an area of interest to them and search for more information. The students inquiry included a number of activities such as interviewing others as well as the usual research activities..

Hope this is helpful.

Have a very good day..

*Kind regards*

[REDACTED] s 9(2)(a) OIA

*Principal*

[REDACTED] s 9(2)(a) OIA

[REDACTED] s 9(2)(a) OIA

On Mon, Aug 17, 2015 at 11:30 AM, [REDACTED] wrote:

Kia ora [REDACTED] s 9(2)(a) OIA

I am just working on some ideas for scenarios to include in the guidelines. I wondered, if you had a moment, if you could tell me in a couple of sentences what kind of inquiries your students do when they are in the library (e.g. are they self directed? Do students get to choose their topics?).

I understand if you are too busy.

I would really appreciate your advice.

Ngā mihi,

s 9(2)(a) OIA

---

**From:** s 9(2)(a) OIA  
**Sent:** Friday, 14 August 2015 3:04 p.m.  
**To:** s 9(2)(a) OIA  
**Subject:** Re: Update and thank you

Hi s 9(2)(a) OIA

I have been very remiss in not thanking you for the opportunity to participate in the discussion on Tuesday. I thought you led a very well organised and managed day, I also know that we Principals just love any opportunity to talk!...and you managed us very well.

I wish you all the best with this particular project: it will no doubt continue to be interesting!

Enjoy the weekend..

*Kind regards*

s 9(2)(a) OIA

*Principal*

s 9(2)(a) OIA

s 9(2)(a) OIA

On Fri, Aug 14, 2015 at 2:24 PM, [REDACTED] wrote:

Kia ora [REDACTED] s 9(2)(a) OIA

Thank you for your time and valuable contribution to our consultation process. It was a pleasure to meet you on Tuesday. Ben, Sheryl, and I took a lot away from the day and have a lot to reflect on.

Over the next 2 weeks, I am going to redraft the guidelines based on your feedback.

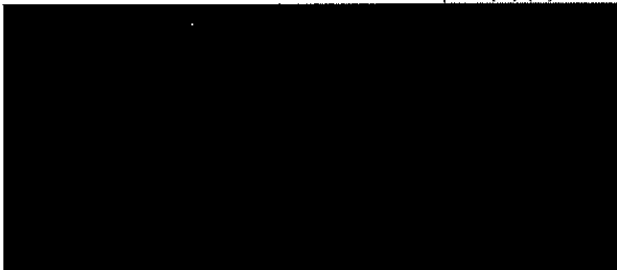
Following this, we will send them to our Minister with a report, and seek approval to take them out to wider consultation.

I will send you a copy of the updated guidelines before they go out to wider consultation. We ask that you continue to keep all versions in confidence until they are published.

Thank you again.

Ngā mihi nui,

s 9(2)(a) OIA



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▲▲▲  
MINISTRY OF EDUCATION  
TE TĀHURUHU O TE MĀTAURANGA

---

From: [REDACTED] s 9(2)(a) OIA  
Sent: Friday, 31 July 2015 3:53 p.m.  
To: [REDACTED] s 9(2)(a) OIA  
Subject: Re: Agenda and travel arrangements

Hi [REDACTED] s 9(2)(a) OIA

Many thanks. I look forward to meeting you on the 11th..

Have a very good weekend

*Kind regards*

s 9(2)(a) OIA

[REDACTED]

*Principal*

s 9(2)(a) OIA

[REDACTED]

s 9(2)(a) OIA

On Fri, Jul 31, 2015 at 3:44 PM, [REDACTED] wrote:

Tēnā koe [REDACTED] s 9(2)(a) OIA

Thank you for volunteering to participate in the consultation workshop for the draft guidelines on religious instruction in schools.

I have attached an agenda for the day with an indication of some of the topics we might discuss. You will notice that we have scheduled the day to commence at 9.30am in order to accommodate some people's limited return flights. Your flight is scheduled to arrive at 9.05am which may be tight depending on traffic.



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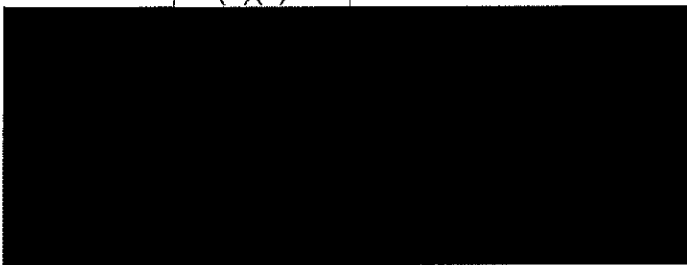
I have also attached your flight details for the 11 August.

We would like to cover your taxi fares while you are in Wellington so I will post a taxi card to your school address. The card will cover your journey from Wellington airport to the Thorndon Hotel and back again.

Please contact me with any questions. We are looking forward to meeting with you.

Ngā mihi,

s 9(2)(a) OIA

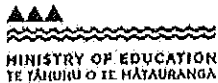


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Out of scope

From: [redacted] s 9(2)(a) OIA  
Sent: Monday, 17 August 2015 12:45 p.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: RE: Consultation on religious instruction guidelines

Hi [redacted] s 9(2)(a) OIA

Thank you for this. A number of your points were raised on the day and I am working to address these now. We are working hard to ensure that the Education Act 1964 is not contradicted. Our aim is to find some common ground between the Education Act, the Bill of Rights Act 1990, and the Human Rights Act 1993. The Human Rights Commission published some guidelines in 2006 which clarify this a little more. You will find them here: <https://www.hrc.co.nz/files/9414/2387/8011/HRC-Religion-In-NZ-Schools-for-web.pdf>

Needless to say, it is a fine balance so your feedback is much appreciated.

I will keep you informed.

Best wishes [redacted] s 9(2)(a) OIA

[redacted] s 9(2)(a) OIA

---

From: [redacted] s 9(2)(a) OIA  
Sent: Monday, 17 August 2015 11:32 a.m.  
To: [redacted] s 9(2)(a) OIA  
Subject: Re: Consultation on religious instruction guidelines

s 9(2)(a) OIA

Hi [redacted] s 9(2)(a) OIA [redacted] s 9(2)(a) OIA [redacted] s 9(2)(a) OIA

I am pleased that [redacted] could go in my place. As it turned out [redacted] I have attached the notes I was preparing. I am not sure whether [redacted] left them with you or not.

[redacted] I am happy to be kept in the loop for interest sake. I agree to keep them confidential.

[redacted] s 9(2)(ba)(i) OIA

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TE TĀHURU O TE MĀTAURANGA

Out of scope

From: [REDACTED] s 9(2)(a) OIA  
Sent: Thursday, 8 October 2015 2:16 p.m.  
To: 'The Principal'  
Subject: Confidential: religious instruction and observance guidelines latest draft  
Attachments: Religious Instruction Guidelines DRAFT CONFIDENTIAL.pdf

Tēnā koe [REDACTED] s 9(2)(a) OIA

The draft guidelines on religious instruction and observance have been further developed since our consultation workshop. I also developed them in response to the feedback I received by email from some principals who could not attend.

As discussed, I have attached the current draft here. Please continue to keep this document and its contents confidential.

Following Ministerial approval, we will be consulting on these guidelines with wider stakeholder groups in the coming weeks.

I will continue to keep you updated on our progress with this work. Thank you for your time and contributions.

Ngā mihi nui, [REDACTED] s 9(2)(a) OIA

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TE TĀHURU O TE HĀKURANGA

s 9(2)(a) OIA

**From:** [REDACTED]

**Sent:** Friday, 6 November 2015 4:52 p.m.

**To:** [REDACTED] s 9(2)(a) OIA

**Subject:** HRC Comments on Draft MOE guidelines on religious instruction and observances

Dear [REDACTED] s 9(2)(a) OIA

Following on from our phone conversation on Wednesday, I have set out below some general comments on the MOE's *Draft guidelines on religious instruction and observances in state primary and intermediate schools*.

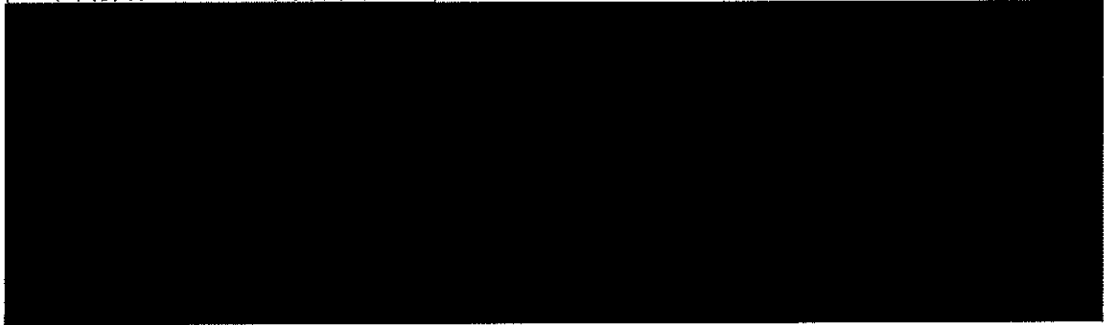
s 9(2)(g)(i) OIA

[REDACTED]

s 9(2)(g)(i) OIA, s 9(2)(f)(iv) OIA

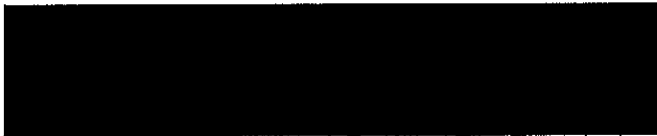
[REDACTED]

s 9(2)(g)(i) OIA, s 9(2)(f)(iv) OIA



I hope these comments are useful. Please don't hesitate to contact me if you have any questions.

Kind regards



s 9(2)(a) OIA

s 9(2)(a) OIA

Human Rights Commission | Te Kāhui Tika Tangata |

F: +64 9 377 3593 |

PO Box 6751, Wellesley Street | Level 3, Zurich House, 21 Queen St | Auckland 1141 |  
New Zealand

s 9(2)(a) OIA

From: [REDACTED]  
Sent: Wednesday, 18 November 2015 3:40 p.m.  
To: Peter Hughes  
Cc: Enquiries National; Suze Strowger  
Subject: RE: Education Act review / MOE guidelines - query regarding submissions

Thanks so much Peter, appreciate the prompt reply and look forward to hearing from you.  
Cheers,

[REDACTED] s 9(2)(a) OIA

-----Original Message-----

From: Peter Hughes [mailto:Peter.Hughes@education.govt.nz]  
Sent: Wednesday, November 18, 2015 2:06 PM  
To: [REDACTED] s 9(2)(a) OIA  
Cc: Enquiries National; Suze Strowger  
Subject: Re: Education Act review / MOE guidelines - query regarding submissions

Giddy [REDACTED] s 9(2)(a) OIA

I'll come back to shortly on these two issues.

Peter

Sent from my iPad

On 18/11/2015, at 12:50 PM, [REDACTED] s 9(2)(a) OIA > wrote:

Hi Peter,

You may recall we made contact with you a few months ago regarding the revised MOE guidelines. Just wondering whether these are available yet and whether or not you are seeking feedback on these at this point? We would like to contribute to the discussion as an organisation.

Also, I understand that the Education Act is now being reviewed. As an organisation we were wanting to make a submission regarding the sections of the Act which relate to Religious Instruction. Can you please advise whether this part of the Act will actually be under review or not? If so then we would like to make a submission, however if you don't see it being reviewed at this time, then I wouldn't want to waste your (or our organisation's) time on the issue.

I look forward to hearing from you soon.

Kind regards,

[REDACTED] s 9(2)(a) OIA

Churches Education Commission

s 9(2)(a) OIA



**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Friday, 20 November 2015 10:29 a.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Subject:** RE: HRC Comments on Draft MOE guidelines on religious instruction and observances

Hi [REDACTED] s 9(2)(a) OIA

I will be in Wellington on 26 November and have the whole morning free – what time suits you best?

Best wishes

[REDACTED] s 9(2)(a) OIA

s 9(2)(a) OIA Human Rights Commission | Te Kāhui Tika Tangata |  
[REDACTED] F: +64 9 377 3593 |  
PO Box 6751, Wellesley Street | Level 3, Zurich House, 21 Queen St | Auckland 1141 |  
New Zealand

**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Tuesday, 10 November 2015 12:58 p.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Subject:** RE: HRC Comments on Draft MOE guidelines on religious instruction and observances

Dear [REDACTED] s 9(2)(a) OIA

I think it would be really beneficial to meet and discuss options in light of the advice I am anticipating. Let me know when you confirm the day you are available and I will find some time. I am looking pretty flexible on both of those days.

Best wishes, [REDACTED] s 9(2)(a) OIA

[REDACTED]

**From:** [REDACTED] s 9(2)(a) OIA  
**Sent:** Tuesday, 10 November 2015 12:53 p.m.  
**To:** [REDACTED] s 9(2)(a) OIA  
**Subject:** RE: HRC Comments on Draft MOE guidelines on religious instruction and observances

Dear [REDACTED] s 9(2)(a) OIA

Many thanks for your feedback – very happy to discuss further. I may be in Wellington on either 24 or 26 November, so if you've got time free on either of those days I could meet with you and any of the legal team

Kind regards



s 9(2)(a) OIA

Human Rights Commission | Te Kāhui Tikanga Tangata |

s 9(2)(a) OIA

| F: +64 9 377 3593 |

PO Box 6751, Wellesley Street | Level 3, Zurich House, 21 Queen St | Auckland 1141 |  
New Zealand

**From:** [REDACTED] s 9(2)(a) OIA

**Sent:** Tuesday, 10 November 2015 12:16 p.m.

**To:** [REDACTED] s 9(2)(a) OIA

**Subject:** RE: HRC Comments on Draft MOE guidelines on religious instruction and observances

Dear [REDACTED] s 9(2)(a) OIA

Thank you very much for this considered feedback. I am going to take some time to work through it and [REDACTED] in particular about the [REDACTED] you mention and see what we can do. s 9(2)(h) OIA s 9(2)(g)(i) OIA

It would be great if I contact you again to discuss this further in the near future? We really appreciate your input.

Thanks again, [REDACTED] s 9(2)(a) OIA

**From:** [REDACTED] s 9(2)(a) OIA

**Sent:** Friday, 6 November 2015 4:52 p.m.

**To:** [REDACTED] s 9(2)(a) OIA

**Subject:** HRC Comments on Draft MOE guidelines on religious instruction and observances

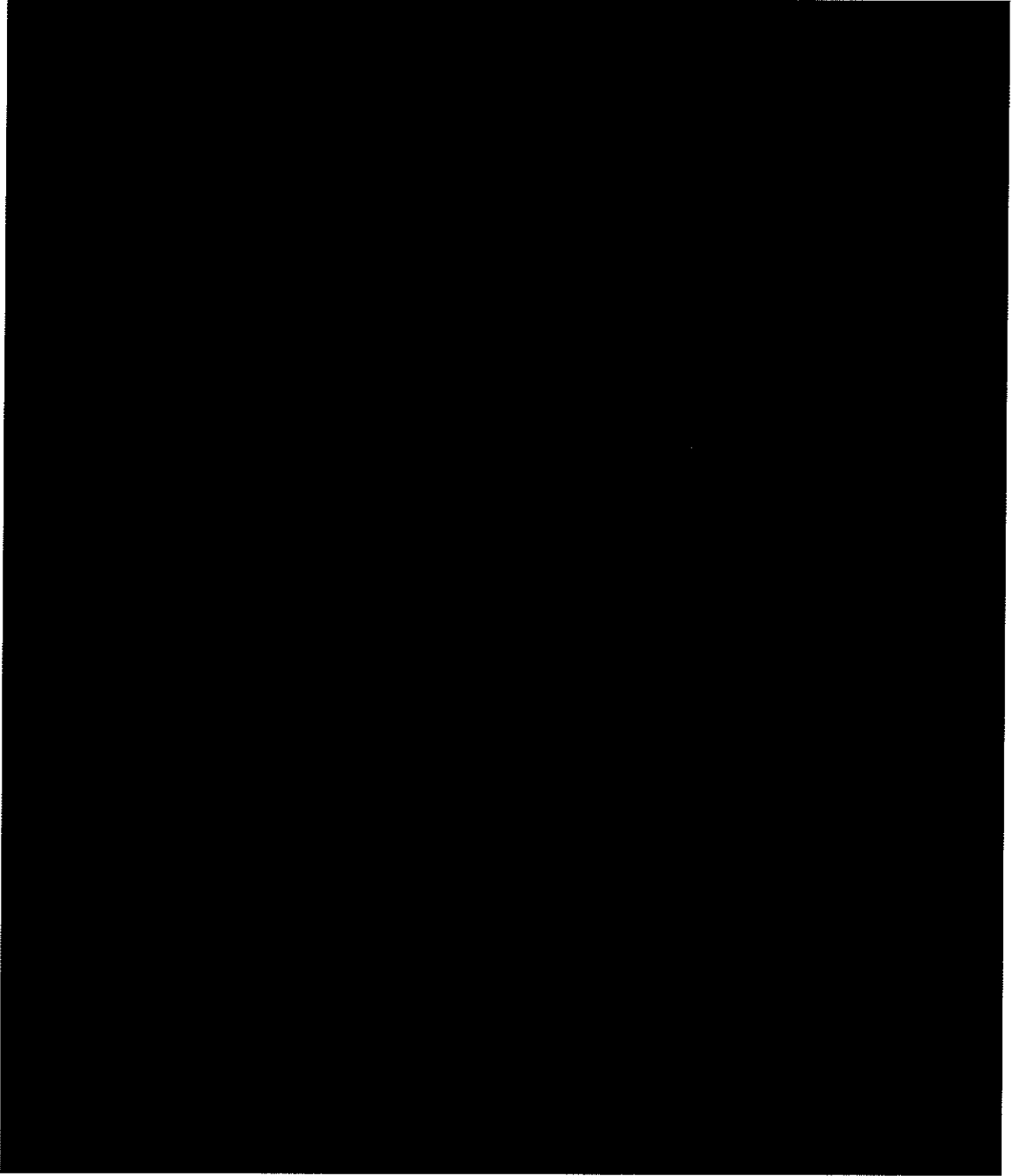
Dear [REDACTED] s 9(2)(a) OIA

Following on from our phone conversation on Wednesday, I have set out below some general comments on the MOE's *Draft guidelines on religious instruction and observances in state primary and intermediate schools*:

s 9(2)(g)(i) OIA

[REDACTED]

s 9(2)(g)(i) OIA



I hope these comments are useful. Please don't hesitate to contact me if you have any questions.

Kind regards

s 9(2)(a) OIA



s 9(2)(a) OIA

Human Rights Commission | Te Kāhui Tikanga Tangata |

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