

Minutes of the Governing Council meeting

KAUPAPA SUBJECT:	Governing Council Hui	
RĀ DATE:	Thursday 26 June 2025	
WĀ TIME:	8:45am–3:00pm	
WĀHI VENUE:	Teaching Council office, Wellington, Teams videoconference (if required)	
MANATŪ KAUNIHERA GOVERNING COUNCIL ATTENDEES:	<ul style="list-style-type: none"> - Robyn Baker (Pou Whakarae Chair) - John Tait (Pou Whakarae Tuarua Deputy Chair) - Lorraine Carr - Carol Cheng - Mike Connor - Karen Coutts - Dagmar Dyck - Melody Stuckey - Elg Anderson - Heath Chittenden - Pat Newman (online) 	
KAIMAHI STAFF ATTENDEES:	<ul style="list-style-type: none"> - Lesley Hoskin (Tumu Whakarae Chief Executive) - Clive Jones (Deputy Chief Executive Pou Kaiāwhā) - Pauline Barnes (Deputy Chief Executive Pou Kaiāwhā) - Tamahau Te Rau (Deputy Chief Executive Pou Kaiāwhā) - [REDACTED] (Performance & Reporting Analyst) – Item 4 - Ian McEwan (Chief Financial Officer) – Item 6 - [REDACTED] (Principal Advisor Tagata o le Moana), [REDACTED] (Principal Tikanga Advisor) – Item 7 - [REDACTED] (Lead Governance Advisor) 	
WHAKAPĀHA APOLOGIES:	<ul style="list-style-type: none"> - Patrick Walsh - Fiona Ell 	

John Tait opened the meeting with a karakia.

1. In-committee

The Governing Council had In-Committee time.

2. Opening items

2.1 Apologies

The Chair recorded apologies from Fiona Ell and Patrick Walsh.

2.2 Interest Register

The Council noted the Interest Register and the Chair reminded members to send any changes to the Governance Advisor to update the register.

2.3 Minutes from previous hui

The minutes from the Governing Council meeting on 29 May 2025 were approved as a true and accurate record.

DECISION GC20250626/2a: The Council approved the minutes from the meeting on 29 May 2025 as a true and accurate record of the meeting.

2.4 Action List

The three open action items were updated and closed as follows:

- GC20250327/6a: A doubtful debt provision will be added for those teachers that have left the profession and still owe the money.
- GC20250529/3a: An overview of the impact on DT/CAC disciplinary cases since the law change will be incorporated into induction with the new Governing Council.
- GC20250529/6a: The Risk, Audit and Finance (RAF) Committee Chair provided an update from the RAF Committee meeting on 19 June on engagement with Baker Tilly and proposed audit process and timetable.

3. Organisational Performance

3.1 Chief Executive's Report

The Chief Executive's (CE's) report was taken as read. The Chair highlighted key updates outlined in the report, noting:

- the scope of ongoing work to ensure the Teaching Council is well positioned to deliver on its current and future obligations and priorities.
- the implications of the ECE funding review.
- the importance of ITE system design to align the system with the sector's expectations and ensure the teaching workforce is well-prepared to meet the needs of learners.
- the pivotal role played by ITE in supporting the education system and the opportunities that exist to take a strategic view in identifying aspects of the system that could be strengthened.

The CE updated members on other key priority areas, including:

- the 2026 Standards for the Teaching Profession which will be launched today as part of Wall of Identity unveiling ceremony.
- the current consultation underway on two proposals intended to make processes easier for those working as day-to-day relief teachers and the high levels of engagement with the consultation to date.
- ongoing conversations with peak bodies and unions on Principal Standards (which are included in the Statement of Government Policy) to understand the different views and thinking on this.
- socialising our work on induction and mentoring with a view to strengthening the connection with what is learned in ITE and ensuring mentor teachers are supported to do that role well so that beginning teachers are supported as they enter the profession.
- the public launch of the advocacy campaign yesterday and the associated media around that.

Other aspects discussed from the Chief Executive's report included:

- the culmination of thinking and conversations over many years to develop and bring together Ngā Pātū o te Whare | Wall of Identity.
- the legal Memorandum of Understanding from the Ministry of Education which we are expecting around the four roles that the Government have agreed to fund to support expedited processing for overseas teacher applications.
- Induction planning for the incoming Governing Council.

3.2 Issues Register

The Council received the Issues Register and noted the status updates.

3.3 Monthly Performance Dashboard

The Council noted the monthly performance dashboard. Points of discussion were:

- the continued high number of applications and the possibility of management providing visibility of applications from overseas teachers vs NZ teachers.
- trends in conduct cases and the criteria for competence matters to be referred to the Teaching Council
- mandatory reporting requirements
- the ongoing trend in positive customer experience metrics

4. Items for Discussion

4.1 Outcomes Framework and Performance Reporting

The Chair outlined the context for the outcomes framework and performance reporting, reminding members that the Strategic Plan, refreshed in 2024, clearly outlines our goals. These are largely focused on what we do - the actions and initiatives we undertake - rather than the impact we aim to achieve. To bridge this gap, the outcomes framework defines measurable results that reflect the difference we want to make and design meaningful measures to track our progress.

The CE reiterated that as an internal document, the framework is designed to frame decisions and direct the Council's thinking and prioritisation of work going forward (impact-focused reporting) as well as backwards looking activity-based updates and reporting on what has been achieved.

██████████, Performance and Reporting Analyst, talked the Governing Council through the process for translating the Strategic Plan into measurable results and the approach for defining what success looks like and designing meaningful measures aligned to each strategic priority.

Members discussed the five strategic priorities from the Strategic Plan and noted the addition of the sixth priority, which focuses on the Council's enablement functions (operational excellence).

Discussion was had around implementation progress to date for the performance measures under each strategic priority, with particular focus on availability of data and system maturity in terms of measuring performance in certain areas.

The Council Chair reiterated that the framework is a living document which will evolve as new data becomes available. The groundwork is now laid, and the next phase is about using the framework to guide decisions, identify impact, and support governance with clearer insights into progress and impact.

5. Items for Decision

Due to time constraints, the Council Chair switched the order of the two items for decision (5.1a and 5.1b) to accommodate individuals making submissions in person for Item 5.1b.

5.2 Cancellation of Registration – item 5.1b

The Council Chair confirmed there was no conflict of interest among Governing Council members ahead of decision making on the cancellation of registration presented in Paper 5.1b.

The Chair summarised the case, noting the process undertaken for granting the individual's registration and the information received by the Teaching Council since the date the registration was granted.

Council members considered and discussed the written statements received and listened to the submission made in person (online) from the individual and their support person.

The Governing Council discussed the good character/fitness to be a teacher provisions in the Act and reached a majority decision to cancel the individual's New Zealand teacher Registration and provisional practising certificate.

DECISION GC20250626/5a: By majority, the Governing Council agreed to cancel [REDACTED] New Zealand teacher Registration and provisional practising certificate (as specified in papers 5.1b).

5.1 Cancellation of Registration – item 5.1a

The Council Chair confirmed there was no conflict of interest among Governing Council members ahead of decision making on the cancellation of registration presented in Paper 5.1a.

The Governing Council noted the details of the individual's teacher registration in New Zealand and Australia and discussed the information received by the Teaching Council from the [REDACTED]

The Council considered and discussed the individual's submission on the Teaching Council's proposal to cancel the individual's New Zealand registration. Members agreed unanimously to cancel the individual's New Zealand teacher Registration and provisional practising certificate.

DECISION GC20250626/5b: The Governing Council agreed unanimously to cancel [REDACTED] New Zealand teacher Registration and provisional practising certificate (as specified in papers 5.1a).

At this point in the hui, the Council Chair moved to items 7 and 8 for the presentation of the Wall of Identify Modules and Blessing of the Panels with all staff.

The meeting will return to Item 6 (Finance, Audit and Risk) and 9 (Governance) after the lunch break.

7. Ngā Pātū o te Whare | Wall of Identity - Presentation of Modules

DCE Tamahau Te Rau, Principal Tikanga Advisor, [REDACTED] and Principal Advisor Tagata o le Moana, [REDACTED] provided a detailed description of Ngā Pātū o te Whare | Wall of Identity.

It was discussed that an e-learning module has also been developed to help teachers understand and engage with Ngā Pātū o te Whare as an important framework to operate within the profession and for Unteach Racism. A prototype of the module was presented to Council members, which will be tested with key stakeholders before it is finalised and available to the profession later in the year.

8. Ngā Pātū o te Whare | Wall of Identity - Blessing of Panels.

The Governing Council joined Teaching Council staff for the unveiling of the Wall of Identify panels, bringing together Tangata Whenua and Tangata Tiriti (including Tagata o le Moana and Tangata Aramoana), and honouring the diverse identities in New Zealand.

On behalf of the Governing council, the Chair passed on her gratitude to the staff for their organisation and participation in the ceremony.

Shared lunch

The Council Chair returned to Item 6 on the agenda.

6. Finance, Audit, and Risk

6.1 Summary Finance Reports

The summary finance reports for the period ending 31 May 2025 were taken as read, with the Chair noting the reporting is against the forecast approved at the April Governing Council meeting and noting the financials were reviewed at the Risk, Audit and Finance (RAF) Committee meeting on 19 June.

Key points highlighted by DCE Tamahau Te Rau included:

- the reduction in the forecast deficit from that approved in November
- the volume of applications which has decreased as teachers with certificates that expire after 30 June 2025 are waiting to renew until they are covered by the government funding. It was discussed that the impact will be a timing issue as the Council will receive fees and levy income at the end of the 2025–28 period that is not covered by the government funding.
- expenditure on Disciplinary Tribunal expenses and legal expenses which is predicted to be within budget.

6.2 FY2025/26 Operating and Capital Budget

The Governing Council noted the operating budget is consistent with the costing model used to set the fees and levy for the three-year period 2025-28 and the operating expenditure budget for the period from 1 July 2025 to 30 June 2028 is based on the approved 2024/2025 budget as the starting point.

Members noted this is the first year of the triennial fees and levy setting period for the fees and levy approved in May 2025, and it was discussed how the government funding changes the pattern of revenue flow and the implications this has for the rhythm of each annual budget.

The Chair summarised that:

- crown funding for Rauhuia leadership activities of \$500k per annum is ring-fenced and the 2025/26 Rauhuia budget will be adjusted once unused funding is determined following the end of the current financial year.
- the proposed operating expenditure budget includes an allowance for strategic initiatives of \$0.600 million.
- the 'Must Do' initiatives for the six strategic priority areas in the business plan with the shortfall in cost to be funded by carrying forward funds from 2024/25 arising from the favourable (lower) deficit compared to the 2024/25 budget.
- the proposal that savings from the triennial period ending 30 June 2025 be carried forward to the 2025/26 financial year to enable strategic projects to be progressed faster.

DCE Tamahau Te Rau also highlighted the funds set aside in the budget relating to Teaching Council work in response to recommendations from the Royal Commission into Abuse in Care.

The RAF Chair noted the positive financial position for the incoming Governing Council and noted the solid foundation that is in place for implementation of the strategic initiatives.

The RAF Chair recapped that the RAF Committee reviewed the FY2025/26 Operating and Capital Budget at its hui on 19 June 2025 and subject to the addition of a Rauhuia funding table at paragraph 22 in the paper agreed to recommend all four recommendations for approval by the Governing Council.

DECISION GC20250626/6a: As recommended by the RAF Committee, the Governing Council approved:

- the transfer of remaining funding from 2024/25 to 2025/26.
- that phase 1 of the teacher portal project funded from the Strategic Reserve be increased by \$0.100 million to \$0.500 million and phase 2 of the project to be reduced by \$0.100 million to \$0.500 million.

- the proposed FY2025/26 budget showing revenue of \$21.326 million, expenditure of \$21.088 million, and a surplus of \$0.238 million
- the capital expenditure budget of \$0.211 million

6.3 Risk Register

The Council Chair noted that the RAF Committee reviewed the current risk register at its meeting on 19 June 2025 and agreed that any updates to the likelihood ratings should be based on the collective risk appetite and strategic discussion of the incoming Governing Council. The RAF Committee agreed not to make any changes to the likelihood ratings and the Council Chair reiterated that a full review of the framework is scheduled to be undertaken by the new Governing Council in October 2025.

6.4 Cybersecurity

The cybersecurity report was taken as read and the Chair noted the high-level summary of the Council's current cybersecurity posture, recent progress, and upcoming initiatives.

6.5 Any other matters from RAF

The RAF Chair thanked the CFO and senior management for their work over the last three years.

9. Governance

8.1 Update on Governing Council fee rates

The Council Chair provided an update on the Council's request to review the fees of the Chair to align the relativities more closely with what is outlined in the Cabinet Fees Framework.

The Chair outlined the Minister's decision not to make any amendments to fees until after an updated Cabinet Fees Framework is released in October 2025.

As a result of this decision, any application for an increase in fees will be an action for the incoming Governing Council in October 2025.

8.2 Incoming Governing Council 2025-2028

An update was provided to Council members on correspondence that has been sent from both the Council Chair and the CE to all elected members welcoming them to the 2025-28 Governing Council.

It was discussed that a copy of the Governance Charter has also been sent, noting the Charter brings together in a central place all the key information, responsibilities, and protocols that pertain to the Governing Council, individually and collectively.

Welcome letters will also go out to all appointed members as soon as the appointments are confirmed.

10. Governing Council Farewell

The 2022-2025 Governing Council gave their final comments about the Council's work as governors and were farewelled by the Teaching Council Executive.

John Tait closed the meeting with a karakia.

Signed:



Approved by the Governing Council on 31 July 2025

Robyn Baker, Chair