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# Issues in Education?



Our legal experts  
are able to help

## WHERE WE CAN HELP YOU

The education sector presents its own unique challenges. Our team has worked extensively in the education sector from primary through to tertiary, and has the expertise to deal with those challenges.



**Governance** – we can reduce cost for Boards of Trustees by establishing correct procedures at the outset and advise on on-going decision making.



**Bullying** – we can assist with drafting policies to deal with bullying, and how to manage responses to bullying complaints.



**Privacy** – our experts can help you carry out a health check of your privacy compliance and systems and assist you in completing Privacy Act requests.



**Risk management** – we can help you develop procedures to avoid and manage liabilities.

### EXAMPLES OF OUR WORK:

- Advising schools on enrolment disputes and recovery of outstanding fees
- Assisting schools with search and retention (in relation to students and their property)
- Advising an independent school on the acquisition of tablet computers, including support and maintenance arrangements
- Advising an educational residence on bullying and sexual harassment allegations and investigations
- Leading health & safety investigations for serious or notifiable events



**Employment** – our employment lawyers can assist with drafting employment agreements, investigations of complaints, disciplinary processes and personal grievance claims. We also are experts on the Holidays Act and wage arrears issues.



**Health and Safety** – our specialists help schools develop effective health and safety strategies, and respond to incidents when they occur.



**Investigations** – we advise on and conduct investigations into a range of student and staff allegations.



**Student discipline and claims** – we frequently provide advice on processes and procedures. We can represent you where student discipline is challenged including up to judicial review litigation.



**Historical claims and Royal Commission into abuse in care** – we can assist you in responding to historical issues of wrongdoing within your school.

- Advising schools on how to respond to threats of judicial review of their decisions
- Assisting schools with navigating historical claims of mistreatment by former staff and chaplains

#### **COMMITMENTS:**

- Numerous partners and staff on Board of Trustees
- Weekly mentoring programme for year 8 students of Ōrākei School, since 2003
- Assisting with Youthline and their mission to foster leadership and personal skills in young people

## WHO CAN HELP

Please be in touch if there are any issues that you would like to discuss in person we would be very happy to meet with you.



### SHAN WILSON

Partner – Auckland

**DDI** 09 977 5114

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Shan is a partner in the employment law group based in Auckland. Shan is also an experienced advisor for schools on education law issues. Her knowledge and experience in the sector ranges from advising on governance issues to student discipline matters. Shan sits on the boards of both a primary and secondary school.

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### SALLY MCKECHNIE

Partner – Wellington

**DDI** 04 924 3456

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Sally leads the firm's public law practice. She has a unique understanding of public decision-making in the education sector and has previously advised the Minister of Education. Sally has acted in judicial reviews in every aspect of the education sector and is an expert in privacy, tort and historic claims.

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### HELEN SMITH

Partner – Christchurch

**DDI** 03 968 4011

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Helen leads the firm's Christchurch dispute resolution practice. She is a litigation and insurance expert, with specific expertise in education law including governance best practice and liability, investigations, complaints and student discipline.

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### RACHAEL JUDGE

Senior Solicitor  
– Auckland

**DDI** 09 977 5446

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Rachael is experienced in education law and has appeared as a speaker at various education conferences. Rachael has experience advising on matters such as terms of enrolment, student disciplinary issues and processes, student human rights claims, school policies and the Children's Act 2014.

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