



## Nurturing Character since 1918

### Excellence | Respect | Manaakitanga

We've been nurturing character at John McGlashan College since 1918. Our school was founded on the values of a well-rounded liberal education in the reformed Presbyterian tradition, and John McGlashan's vision of growing well-educated young men of character, who use their influence for the good of others.

We're a values-driven heritage school, but forward-looking, innovative, research-invested, and focused on continuous improvement. We foster an environment in which the uniqueness of each student is recognised and celebrated, and where they can contribute to something bigger than themselves. Our mission is to enable and encourage our young people to be the very best they can be, and to think about how they uplift communities. Belonging and excellence are the heart of all that we do. Those who leave our school's gates will know that this is an extension of their home, part of their whakapapa, and they can always return. This is their turangawaewae, their place to stand.

Our values of Excellence, Respect and Manaakitanga underpin all that we do. Through these values we grow ākongā of character who act with integrity and mana; well-educated, well-prepared, and committed to excellence, service, and the flourishing of others.

**We spark curiosity**, encouraging ākongā to give their best, and challenge each student to reach their potential through a commitment to excellence.

**We grow young people of integrity** - respectful, humble, and courageous, who carry themselves with mana and lead with empathy.

**We practice service** - showing kindness and empathy, building belonging, and using our strengths for the benefit of others.

The College is committed to cultural responsiveness and to upholding the principles of Te Tiriti o Waitangi. We foster a strong sense of belonging for everyone.

This is an exciting time for our kura, as we step forward into a new chapter and change journey, with the arrival of our Principal, Dr Aaron Columbus. As we go forward, the **Deputy Principal (Culture and Relationships)** will play a leading role in driving innovation, coherence, and measurable impact across the following priorities:

#### **Embedding Values**

Lead the integration of our refreshed values into every aspect of school life, so they are lived authentically, and actively shape decision-making, culture, behaviour, teaching, and relationships.

**Pastoral Processes and Restorative Practices**

Realign pastoral systems to be clear, consistent, and values-driven. Develop and embed restorative practices that balance accountability with care, supporting ākongā to grow in resilience, responsibility, and character.

**Student Experience and Leadership**

Lead the development of a cohesive student leadership framework that nurtures servant-leaders, strengthens mentoring, and ensures every student is known, challenged, and inspired.

**Character Education**

Work with the Culture and Relationships team to articulate and embed a coherent, visible framework for character formation and positive masculinity; ensuring our values are lived and celebrated.

**Manaakitanga | Service**

Deepen service programmes that uplift communities and are grounded in our value of Manaakitanga. Strengthen community partnerships to form outward-looking young people who understand privilege, responsibility, and contribution.

The role offers significant growth, challenge, and professional fulfilment by leading strategic initiatives, influencing school-wide culture, developing innovative programmes, and working alongside a committed team to make a lasting impact on the lives of young people. We welcome candidates who can bring their own experience and ideas to help shape the next chapter of life at John McGlashan College.

If you are interested in finding out more about what we are looking for in our new Deputy Principal, connect with Dr Aaron Columbus. We welcome visits to our college campus.