

TE ARATAI COLLEGE

CASE STUDY

SECTOR: EDUCATION

BACKGROUND

Te Aratai College is a large, culturally diverse secondary school in Ōtautahi Christchurch, serving over 1,300 students. With a strong commitment to whanaungatanga (relationships), manaakitanga (care), and ako (learning), the college prioritises wellbeing and safety as foundational to student success.

In 2024, Te Aratai engaged Working Wise to conduct a comprehensive Health, Safety and Wellbeing (HSW) review and support the implementation of smarter, more responsive systems.

Working Wise, a trusted HSW consultancy with +25 years of experience, brought deep sector knowledge and its cloud-based platform GOSH— trusted by organisations across Aotearoa—to strengthen its safety culture and compliance.



THE CHALLENGE

Te Aratai College faced several key challenges:

- **Fragmented Systems:** Incident reporting, hazard management, and contractor oversight were handled manually or across disparate systems, creating inefficiencies and gaps in visibility.
- **Staff Uncertainty:** Many staff were unclear about their HSW responsibilities, particularly around incident escalation, risk identification, and legal obligations under the Health and Safety at Work Act.
- **Cultural Responsiveness:** The school wanted its HSW practices to reflect its values and better support Māori and Pasifika students and staff.
- **Leadership Oversight:** Senior leaders lacked real-time data and insights to monitor trends, respond to emerging risks, and ensure accountability across the organisation.

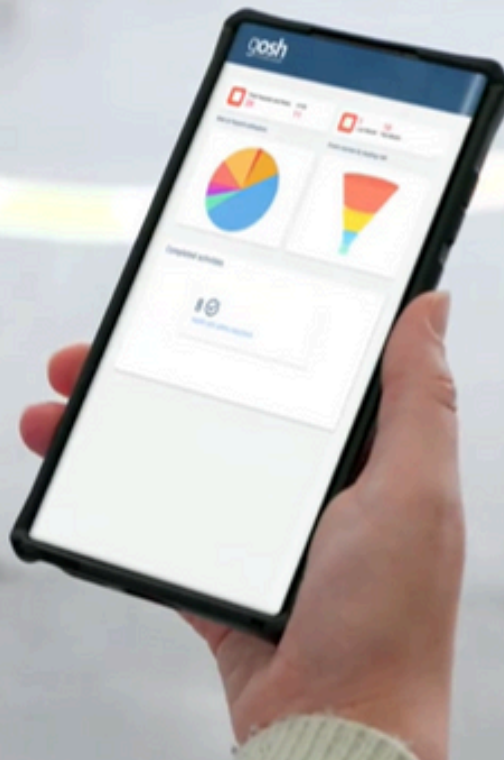
THE SOLUTION

Working Wise delivered a tailored, multi-phase solution:

- **Comprehensive HSW Review:** Conducted site visits, stakeholder interviews, and documentation analysis to assess current practices, identify risks, and benchmark performance.
- **Implementation of GOSH:** Rolled out the online HSW cloud based tool, to centralise incident reporting, hazard registers, contractor management, and compliance tracking—making safety visible and actionable.
- **Staff Training & Onboarding:** Delivered targeted training to build confidence, clarify roles, and embed a proactive safety mindset across teaching and support staff.
- **Culturally Aligned Recommendations:** Integrated Te Aratai's values into HSW practices, including language use, wellbeing initiatives, and communication strategies.

What is GOSH?

GOSH is an intelligent online Health, Safety & Wellbeing System; report events from mobile or desktop, investigate reports, track workplace hazards and risks, and monitor all health, safety and wellbeing activity.



gosh
IT'S EASY!



The independent review gave us recommendations that made a huge difference. Because of the ease of the GOSH system, I'm confident in knowing that staff will report, upload and update anything that happens around the school. That puts me, as a Principal at ease, knowing our school is a safe space.

- PRINCIPAL, TE ARATAI COLLEGE



[Watch the full testimony video here](#)



THE RESULTS

Improved Reporting & Responsiveness

Staff now log incidents and hazards more consistently, with faster follow-ups and clear escalation.

Data-Driven Decision Making

Leadership uses real-time dashboards and trend data to plan smarter and act faster.

Empowered Staff

Training boosted confidence and clarity, creating shared responsibility and reducing uncertainty.

Stronger Cultural Integration

Health, safety, and wellbeing are now part of Te Aratai's identity, building trust and inclusion across the school.

Staff appreciation

Staff returned from holiday amazed to find challenging open-plan spaces transformed into enclosed, functional classrooms.

Get in touch with Working Wise for health, safety and wellbeing solutions

-  <https://workingwise.nz/>
-  office@workingwise.co.nz
-  +64 04 499 0710
-  Office Suites, Level 2, 24 Johnston St, Wellington, 6011