

## SETTLEMENT AGREEMENT

**BETWEEN**            **STEVE PARIS AND ANGEL GARDEN**  
**AND**                    **TITIRANGI RUDOLPH STEINER SCHOOL**

Steve Paris and Angel Garden complained ("the complaint") to the Human Rights Commission ("the Commission") alleging that in June 2009, Titirangi Rudolph Steiner School (TRSS) unlawfully discriminated against their daughters [REDACTED] by excluding them from TRSS because of their family status.

Mr Paris and Ms Garden and TRSS now wish to settle the issues arising from the complaint on the following terms:

1. The parties will sign the attached statement about the matter. This statement may be made publicly available.
2. TRSS will make a payment of \$9,000 [REDACTED]

3. Mr Paris and Ms Garden will put the following statement on their websites:

"Our Human Rights Act complaint against Titirangi Rudolph Steiner School has now been resolved by agreement between the parties."

4. Mr Paris, Ms Garden and their children agree not to bring any Human Rights Act proceedings against TRSS concerning the matters which are the subject of the complaint.

**SIGNED** by Steve Paris this 14<sup>th</sup> day of December 2012:

[REDACTED SIGNATURE]

STEVE PARIS

**SIGNED** by Angel Garden this ~~14<sup>th</sup>~~ day of December 2012:



\_\_\_\_\_  
**ANGEL GARDEN**

**SIGNED** by \_\_\_\_\_ on behalf of Titirangi Rudolph Steiner School  
this ~~14<sup>th</sup>~~ <sup>13<sup>th</sup></sup> day of December 2012:



(An authorised representative of Titirangi Rudolph Steiner School)

**STATEMENT**

Titirangi Rudolph Steiner School (TRSS) accepts that the Paris Garden's eldest child's accounts were honest and that her actions in reporting bullying were fully commensurate with the school policy which emphasises the importance of telling both teachers and parents.

The class was a mixed-age class of 17 boys and 5 girls. There were many boys in the class who were nearly two years older than the Paris Garden's daughter.

TRSS acknowledges that some children in the class displayed bullying behaviour.

The Paris Garden's middle child was very happy in the kindergarten right up until her place was withdrawn in response to her parents' actions. The middle child had been happy in the kindy for over a year with no problems whatsoever and was settled with her teacher and her friends.

The Paris Garden's youngest daughter was happy in the play group and registered to begin nursery in 2010.

In retrospect, TRSS regrets not going through with the meeting scheduled for Monday 8 June 2009, and acknowledges that the Paris Gardens had invited a parent representative to that meeting who was knowledgeable about socially inclusive ways of addressing bullying.

TRSS acknowledges that Steve and Angel's words and actions (behaviour) in continuing to try and address the issues of bullying with TRSS, as they were advised and encouraged to do in all conversations with all TRSS staff, arose out of their natural and dutiful concern as parents for the safety of their child and concern for the wellbeing of other children in the class.

  
 \_\_\_\_\_  
**STEVE PARIS**

Date: 14/12/12

  
 \_\_\_\_\_  
**ANGEL GARDEN**

Date: 14/12/12

MARK THORNTON, for TRSS

Date:

  


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