# 2021 Annual Report





# From the **Principal**

In comparison to 2020, this year has felt less disrupted, despite some short lockdowns and uncertainty caused by COVID-19. It is during times of uncertainty that our School purpose brings comfort, direction and strength:

"Inspiring students to achieve personal excellence and be outstanding citizens who work to create a just, loving and peaceful society."

We are living in a volatile and uncertain world. Futures for our young people will be different to those before them; they will be non-linear, more changeable.

What could this future education look like? It needs to be flexible, diverse, personalised; in many ways, bespoke. It is an education that relies on partnerships, it is collaborative, it crosses multiple subject areas. It is hands-on, inclusive, student-centered and purpose driven.

Educators across every level of learning have been having these conversations for a long time. Now is the time to take action and at Guildford Grammar School we have been proactive in reviewing our approaches to personalised learning. We are identifying new pathway opportunities in and beyond school, working to identify new partnerships in our community, to develop a broader range of opportunities for each student and focusing on all the ways in which we work with each other to support student and school-wide wellbeing.

In our 125th year, we have spent considerable time reflecting on our heritage and traditions. What wonderful celebrations we have had together. Importantly, we have made the most of the opportunities to embrace the past whilst considering meaningful change.

Each year, young people aged 15-19, Australiawide, share their values, aspirations, and concerns through Mission Australia's youth survey. With over 20,000 respondents, this is the nation's largest annual youth survey. This year, COVID-19, the environment, equity and discrimination were identified as the top key issues in 2021 that our youth are worried about.



Coping with stress and mental health were also identified as major concerns. This illustrates the vital need for all Schools to position wellbeing as a priority. Academic outcomes and wellbeing are not mutually exclusive. We know that we need to work in partnership and that to create thriving communities we must ensure we, collectively, are supporting our children to develop their social and emotional capabilities to comprehend their uniqueness and their potential. This includes self-awareness, self-regulation, and social intelligence.

We will continue to go forward and I express my deep gratitude to all of our staff, parents, Old Guildfordians and the community across the entire school for their commitment, individual contribution and support. The School is grateful for your efforts.

#### **Mrs Anne Dunstan**

Principal

### Our School

Guildford Grammar School leads the way as an inclusive Pre-K-12, co-educational, boarding and day school in Western Australia. With a proud heritage of over 125 years and guided by the Anglican faith, students are inspired to live a life of purpose:

"Inspiring students to achieve personal excellence and be outstanding citizens who work to create a just, loving and peaceful society."

As one of Western Australia's oldest independent schools, Guildford Grammar School has a rich history of providing an outstanding education. The School was formed in 1896, when pastoralist and Parliamentarian, Charles Harper saw the critical need for better education as a way to transform young lives.

We believe that students have agency in their own learning, and the ability to positively influence their

own lives and the world around them, now and into the future.

Our team of educators strive to support each young person to discover the joy of learning, their passions and strengths and to develop essential skills and capabilities to enable them to not only survive, but to thrive during their time at school and beyond.

Regarded as one of the most beautiful and expansive schools in Western Australia, our School sits on almost 100 hectares of undulating land. Surrounded by vast bushland, our picturesque grounds and impressive campus on the banks of the Swan River offer plenty of wide-open spaces for our students to explore and experience nature-based learning opportunities.

Our students experience extraordinary opportunities on their learning journey and are empowered on their pathway to personal excellence, inspiring them to go forward and define their own version of success.

# Parent satisfaction survey

2021 Parent satisfaction survey results					
Survey question	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
My child is happy being a boarder at Guildford Grammar School	51.22%	39.02%	9.76%	0.00%	0.00%
My child has made good friends at Guildford Grammar School	41.06%	44.13%	9.78%	4.19%	0.84%
I feel comfortable contacting my child's Prep School teacher if I have any queries or concerns	56.83%	35.97%	5.04%	2.16%	0.00%
When required I can communicate easily with key staff	48.20%	44.60%	5.04%	2.16%	0.00%
I feel there are opportunities to be involved in the Guildford Grammar School community	25.70%	54.47%	13.69%	5.31%	0.84%

#### **Parent Feedback**

"The boarding staff are professional, helpful and I have absolute confidence in their care."

"The boarding facility and staff are outstanding, empathetic, supportive and professional."

'Head of House and Mentors are a godsend."

"The School and staff were amazing during COVID."

"Amazing organisation both in admin and teaching staff."

### Student Success in 2021

We congratulate all of our Year 12 students for their outstanding achievements and contributions throughout 2021. Their results in ATAR, General and Vocational Education and Training (VET) pathways demonstrate that our school continues to inspire students to Go Forward on their own unique journey to achieve personal success. We thank our 2021 graduates for their many contributions to the cocurricular and cultural life of Guildford Grammar School - through sport, the arts, leadership, competition and our unique House system. Each and every student has made their mark.

Our students are fortunate to have a broad range of pathways available to them. A number of our students have successfully secured employment, apprenticeships, traineeships, scholarships and TAFE placements in a wide range of industries, as well as those seeking and achieving university entrance. This success wouldn't be possible without our individual focus, dedicated support, extraordinary opportunities and student choice.

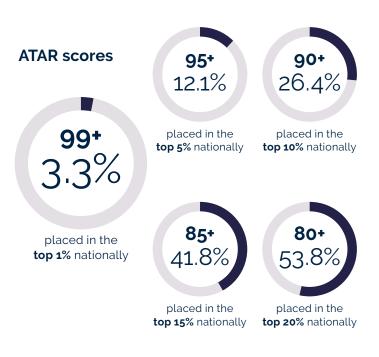
We thank our skilled and passionate staff for empowering students to find their own individual strengths and passions on their journey to fulfil varied and exciting futures. On behalf of Guildford Grammar School, I congratulate all of our Year 12 students on their excellent efforts and their outstanding impact on our school. I wish them every success and happiness for their bright futures.

#### **Mrs Anne Dunstan**

Principal

#### Results









### **NAPLAN**

2021 NAPLAN results for students in Year 3, 5, 7 and 9					
Year group	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	432	426	428	434	392
Year 5	527	488	490	515	511
Year 7	568	533	569	552	572
Year 9	612	582	614	602	618

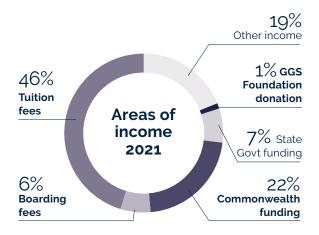
## Student attendance rates

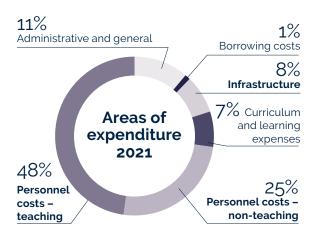
2021 School attendance rates by year				
Attendance by year group	%	Attendance by year group	%	
Year 1	89.78	Year 7	91.97	
Year 2	93.48	Year 8	90.10	
Year 3	93.82	Year 9	90.23	
Year 4	94.38	Year 10	85.49	
Year 5	89.11	Year 11	85.12	
Year 6	92.00	Year 12	87.45	

The School has a non-attendance management system for daily absentees. Following a student being recorded as absent from a class without an explanation, the Student Services Administrator will

then contact the parent (or guardian) via telephone and email. Senior Administration would also be involved in the process if a student is away for a medium to long term period.

# School income and expenditure







### Workforce distribution

Workplace profile and distributi					
Category	female	male			
Principal	1	0			
Head of School	1	1			
Deputy Heads of School	1	1			
Heads of Faculty	2	7			
Heads of House	4	4			
Heads of Halls Residence	1	2			
Senior Managers	2	5			
Senior Teachers	1	2			

Category	female	male
Teachers	50	33
Education Assistants	23	2
Health Professionals	5	0
Other Managers or Administrators	13	7
Administrative, Maintenance & Support Staff	65	43
Total (283)	176	107

ion by gender (of 283 permanent staff)

# Staff qualifications

#### **Fellows of Council**

Mr R M Port BA FCA SF Fin FAICD (Chair)

Mr M J Hillgrove (Treasurer)

Mr M Maughan LLM BA CTA

Mrs D Norrish GAICD

Mr S Johnstone BBus MLM MAICD

Mrs M Brown BAppSci GradDipEd

Mr P Lampropoulos LLB, BCom

Mr Peter Kerr BEc, IA Hons

Mrs R Cottier B. Accounting (Hons.) (University of Glasgow), CA (Australia & New Zealand and Scotland), MBA (UWA), GAICD

Mrs S Robertson BSc, Graduate Dip. (Petroleum Eng.), MBA (Oil & Gas), GAICD (Vice Chair)
Dr W Ryan B. Sc (UWA), PhD (UWA), GAICD

#### **Honorary Fellows**

Mr A R Peterkin + BA BEM

Mr R A Cameron +

The Hon Mr J L C Wickham + LLB QC Hons D

Mr J D Clarkson + FASA AHA MRSH

Dr H Campbell Pope + MBBS JP

Mr K I Brine + FAIB OAM

Mr J L Longson +

Mr P J Dempster

Mr R L Day FCPA FCIS

Prof The Hon Justice D K Malcolm + AC QC KCSJ

Mr A R Terry + FCA

Mr D F Way + FRAIA ARIBA

Dr G M Fitzpatrick PhD BE MBA FAICD FAIM

Mrs H M Yeates BA Hons, GAICD, FACEL WA Hons

Mr M Abbott BA LLB BJuris MBA

#### Strategic Leadership Team

Principal: Mrs A L Dunstan BA DipEd

GradCertAustStudies GradCertEdStudies MLMEd

Head of Senior School: Mr B J Evans BComm

GradDipEd MBA (EdLship) **Head of the Preparatory School: Dr H M Miller** BEd

MEd EdD GradCertBus

**Director of Boarding: Mr M T Weston** BA GradDipEd

**Head of Catalyst: Mr G F Lawson** BPHE DipEd GradDip HRM

**Deputy Head of Senior School: Ms J J Leah** BSc GradDipEd MEd

**Deputy Head of Preparatory School: Mr D G Taylor**BA GradDipEd MEdLship

**Head of Director of Teaching & Learning: Dr J Harris**BSc Hons MEd PGCE PhD CMgr FIML

Director of Community Relations: Mr R D Longson Director of Human Resources: Mrs K Teo BPsych MBus

**Director of Information and Learning Technology: Mr G E Foster** BBus Accounting & Finance
GradDipEd Dip IT

**Director of Finance, Secretary to the Council: Mr V Thompson** BBus CPA

#### The Senior School

#### Chaplaincy

**Rev'd Canon Dr P Raymont** BA BEdStud MEd PhD MACE MAPHA FRSA

Rev'd T B Moss BAppSc BD DipEd

#### The Senior School

#### **Academic Staff**

Mr I Adcock BA Hons Bus Studs PGCE

Mr J Allen BEd

Ms L S Allen BA Psych DipEd MALPE

Mr P R Ashby DipT BEd GradDipAppSc Dip Bus

Mr J Bardoul

Mr A C Bacon BSc Hons PGradCertE
Mrs S E Barnes BSc Hons MSc PGC PGCE

Miss A N Barron BHPE

Ms P P Bartsch BA BSocSci MEd

Miss S J Brouwer

**Miss E F Brown** GradDipEd BAMassComm Cert IV Marketing Management DipHuman Resources

Mr M Burbridge GradDipEd MSc Bsc Hons

GradDipAcc & Sc

Mrs S J Carroll BEd BAMassComm

Mr J R Casey

Mrs D J Chamberlain BA Hons PGCE

Mr J Cheah BA DipEd

Mr A J Creuzot BA GradDipEd

Mr M P Dell BSc Hons GradCertEd MSc

Fishery & Biology Mamt

Mr A A Derums M VisArts GradDipEd BFA Mrs J S Diamond BEd Drama & Dance Mr H Dobson BA Hons GradDipEd

Mr C B Dymock BA BEd

Mr Q R Edmonds BA ADPA GradDipEd

Mr J P Faint GradDipEd BA IT Mrs L N Felstead BEd BCArts Mr L N Fernandes BPhysEd DipT

Ms J M Finnie BA Hons PGradCertEd MEd PGradDipCoaching (Director of Girls' Sport) Mr G R Foster GradDipEd BAppSc HTCert Mr D R Gething MA BMus GradDipEd

**Mr J J Giles** BSc Hons GradDipEd MExcerSc

Miss G P Haddleton BSc GradDipEd

Ms M Healy MEd Dev Psych Miss O E Hope BA BEd

Dr B J Hunt PhD BSc Hons GradDipEd

Mr K M Hurley BA GradDipEd

Mrs Y Jin BA DipEd DipJourn MComms

Mr L S Jones BA

Mr D R Lampard BSc GradDipEd Miss S V Langley BSc Hons PGCSE Mrs P J Lawson BPHE GradDipEd Mr F J Lubbe BSc Hons PGCE Mr S Lumbus BAAppSc GradDipEd Mrs S Macdonald BSc GradDipEd Ms U O Macdougall-Hull BEd Med

Ms J S Magee BA DipEd

Mr R J Manson DipT BEd PGradDipAppSc MEdAdmin

Ms H Mao BA Hons BEd MA

Ms Kara Matthews

Mrs L S McGuire BComm DipEd Mr B M Minchin BComm BEd Mr C A Naylor BSc PGradHDE Mr B A Nilsson BA GradDipEd MEd

Mrs R E Notte BA BEd

Ms J D Patriquin MCouns BEd BScHKIN

Ms A Peachment BMusT GradDipCultHerit DipEd

Ms F L Perring MBA BScHons GradDipEd

Mr M J Pervan BMus Hons Mr N G Phillips BSc DipEd Ms A Pignéguy DipT BED Mr A Preston BEd

Ms M Pritchard AssDipAppSc GradCertInfoServ

Mr M C Prosser BBus GradDipEd

Miss H Quekett BscHons MEd Dev Psych Mrs K Radi (Director of Inclusive Education)

Ms C J Reed BA DipT

Mrs A J Roberts BSc GradDipEd Mr T Roost BBus GradDipEd

Mr J Rose BEd

Ms J H Rumble BA BEd

Ms C Skrapac

Mr P Stenner BA Hons PGCE

Mr G Swan BA BEd Ms N Thompson MED

Mr M K Tolomei BEd DipElectrotec

Mr C D Toop BEd

Mrs L E Truscott BEd Hons

Mr M Underwood Mr M Weston DipT BEd

Mr A S Wildman BA Hons Grad DipEd AIFA MBII

Mrs J V Wilson BEd Mr G Williams BA BEd Mr T P Wilson BEd

Mr C J Winters BA BEd MEd

#### **The Preparatory School**

#### **Academic Staff**

Mrs S F Anderson BEd DipT Mrs L M Budler PTD HDE Miss S Coker BA GradCertEd Ms B E Cooper DipT

Mrs E R de Jong BEd ECS Mrs F M Edney Bed Mrs V J Fuller BEd DipT

Mrs LTGass High DipEd PGradDipRem Ed

Mrs D L Graber BA BEd Mr D G Griffiths BSc GradDipEd

Mrs J L Griffiths HighDipEd Mrs D G Harris BA

Miss C E Hemelaar BEd BA Med GradDipEarly

Childhood GradDipSpecial Needs

Mrs K E Hewett BA

Mrs Kristin Humphreys BA GradDipEd ME

Miss A Hurley BA Hons PGCE

Mrs S Judges BA Comm GradDipEd PGrad Early Child

Ms A E Liggett BEd GradDipEd MEd Mr D M Macdonald BSc DipEd MHist Mrs J E MacLachlan DipT BEd Miss F Marsh BEd Early ChlhdSt Mr B Mattick BAFA MTeach (Prim)

Mrs S Milhinch BEd Ms L Olver BA Hons

Ms A S Quaife BSci(Psy), Hons, GradDipEd(Psy)

Mrs C Ray DipT QTS Ms M Roberts Mrs J A Rogers Miss S B Smith BEd

Mrs T R Teuchert BEd DipT Miss C R Thornton

Mrs T Tupling BEd Miss B A Vance BEd Mrs C J Wall BEd

Mrs J M Weston DipT BEd

#### **Ancillary Staff**

Mrs K M Adams Cert IV Education Assistant (Education Assistant)

Mrs S R Adams (Administration Assistant)

**Mr E C Aird** (Boarding House Supervisor, Sport Coach)

Miss C E Alfirevich Cert III Business (Administration Assistant)

Ms J M Allen (Senior School Library Officer)

Ms I Aveling (Development Manager)

Mr R J Bairnsfather-Scott (Groundsman)

Ms W D Baker (Traffic Warden)

Mrs L M Barnett (Finance Manager)

Mr S Beard (Sports Development Coordinator)

Mrs C A Beech (Education Assistant)

Mr R M Blackburne BAComm CPA (Accountant)

Ms D F Blyth (Out of School Care)

Miss M Boughton (Administration Assistant)

Mrs J Buonocore (Project Manager)

**Mrs F Burgess** (Executive Assistant Head of Preparatory School)

Mr P A Cairns (Theatre Arts Technician)

Mr S Campbell (Education Assistant)

Miss S J Carrigg (Boarding House Supervisor)

Mrs D G Chandler (Housekeeping)

Mr D S Cobby (Groundsman)

Mr T W Collins (Boarding House Supervisor)

Miss S J Colquhoun (Administration Assistant)

Mr G W Cotton (Maintenance)

Mr J R Credaro (Education Assistant)

Mrs C R Cronje (Education Assistant)

**Miss M Daniele** (Executive Assistant to Director of Finance)

Miss K Davidson (Out of School Care)

Mrs J A Dawson (Chef)

Mr A S Dean (Boarding House Supervisor)

Miss S Fossey (Administration Assistant)

Mr D de Hoog (Transport Services Manager)

Mr R M Doheny BDesign DipEd (Education Assistant)

Mrs S Eadon DipCouns DipCommServ DipEdAssist

Cert III Ed Support Special Needs Cert IV (Education Assistant)

**Mr A S Elkington** BPHE GradDipEd (Health & Physical ED Technician)

Mrs S I Errington (Education Assistant)

Mr G J Evans (Maintenance)

Mrs C J Filippi (Preparatory School Library Officer)

Mr M A Finlay (Groundsman)

**Mr G E Foster** BSc GradDipEd THC Dip Electrotec (Laboratory Technician)

Ms K C Frick Cert III Education Assistant Cert IV Special Needs Education Assistant Dip Community Services Dip Education Support (Education Assistant)

Mrs S V Gayski (Education Assistant)

Ms J M Gerrans (Administration Assistant)

**Ms A E Goh** (Finance Manager)

Mr J A Goncalves (Groundsman)

Ms R Gulati (Payroll Officer)

Mrs K C Hadlow TA Cert AC (Education Assistant)

Mrs C Harris (Education Assistant)

Ms A J Harvey (Executive Assistant to Principal)

Mr A Hillgrove (Boarding House Supervisor)

Mrs C Hughes Cert III Ed Support, Cert IV Training & Assessing, Cert IV Education Assistant Special Needs (Education Assistant)

Mr I W Hughes (Maintenance)

**Mrs P Huntington** (Sports Development Coordinator, Equestrian Coach)

**Mr A C Jo-Kovacs** (Sports Development Coordinator, Swimming Coach)

Mrs A D Johnson (Head of Preparatory School's Executive Assistant)

Mrs J J Johnson (Enrolments Administration Assistant)

Mrs C L Jones (Kitchen Hand)

Miss H Kappelle (Administration Assistant) BSc Psych, MSc Psych, Dip Positive Psychology & Wellbeing

Miss V Kent Dip of Lib & Info Services (Senior School Library Technician)

Mr J S Kerr (Sport Coach, Boat Shed Manager)

Mr J Kidd (Chef)

Mr J P Kingston (Caretaker Stronghills)

Mr C Knapton (Administration Assistant)

Mrs U D Krautmann (Housekeeping)

Mrs T L Laurito DipBus (Registrar)

Mrs L-A Ledward (Education Assistant)

Mrs L F Liddiard DipBus (Executive Assistant Director of Teaching & Learning)

Miss Y Librizzi (Administration Assistant)

Mrs H J Lim (Education Assistant)

Mr J C Lintern (Maintenance)

Ms M Lintern (Administration Finance)

Mrs K E Loija (Out of School Coordinator)

Mrs G Lopez (Human Resources Administrator)

Mr A J Lovrich (Director of Rowing)

Miss M Lumbus (Education Assistant)

Mrs S D Macaulay (Education Assistant)

Mrs J Malady (Administration Assistant)

Mrs S J Manolini (Education Assistant)

Mr P S Marshall (Facilities Manager Hockey)

Mrs Z Maulavizada (Out of School Care)

Mrs K J McCaughey (Laboratory Technician)

Ms M S McCracken Dip Couns (Executive Assistant to Head of Senior School)

Mr B McDonald (Football Coach)

Mr R McDonald (Groundsman)

Mr E R McMullin (Technician, Design & Technology)

**Mrs J V McRoberts** DipBus (Compliance Project Manager)

Mr J Michael (Boarding Resident)

Mr M Migro (Boarding House Supervisor)

Ms S Millinson BA Hons Marketing

(Public Relations & Marketing Manager)

Miss S Mulrennan (Out of School Care)

Mrs C Nisbet (Clothing Shop Assistant)

Ms C Noort Dip Management (Careers Work

**Ms C Noort** Dip Management (Careers, Workplace Learning and VET Pathways Coordinator)

Mrs M O'Donovan BA LLB GradDip Human Resources (Housemother)

Mr J J Oon (Chef)

Mrs T M Partington (Education Assistant)

**Mr V L Paver** (Sports Development Coordinator cricket)

Mr P Pieloor BCI (Graphic Designer/Videographer) Mrs H J Pinelli (Preparatory School Administration

pervisor) Officer)

Ms L D Preedy (Printery)

Mr A Purcell (Library Technician)

Mrs K F Purcell BAComm Dip Mktg Mgt

(Community Relations Coordinator)

Mrs K Radi (Director of Inclusive Education)

Mrs G Radley (Education Assistant)

Mr D Ratcliffe (Boarding Resident)

Miss A L Renzullo (Housekeeping)

Mr P Rix (Foundation Executive Officer)

**Miss Ruby** Rogala (Boarding House Supervisor)

Mrs T M Roki (Financial Services Manager,

Events & Functions Coordinator)

Mr M Salter (Maintenance)

Mr S J Salter (Groundsman)

Mrs L Sebo (Kitchen Hand)

Miss M Silver (Boarding House Supervisor)

Mrs G L Smith (Enrolments)

Mr S Smith (Catering)

Miss P Smith-Crowe (Out of School Care)

Mrs T Swan (Education Assistant)

Mrs L Tavernor (Education Assistant)

Mrs K F Timms Cert IV Bus Cert IV OHS

(Administration Assistant)

Mrs E Tolich (Kitchen & Functions Assistant)

Mr G F Torley (Chef)

**Miss K L Trimble** AssDegSc LibTech (Library Technician)

recrimician/

Mr J Trindall (Boarding House Supervisor)

Mr G Tseng (Chef)

Mrs A J Tucker (Clothing Shop Manager)

Miss E J Tuckwell (Education Assistant)

Mr M Vafoou (Groundsman)

Mrs R Vagg (Cleaning Manager)

Ms J Vance (Education Assistant)

Ms J Verrier (Student Services Administrator)

Mr D J Walkington DipHort (Grounds Manager)

Mr N Wallace (Boarding Resident)

Mrs R Waller (Archivist)

Mr A P Warren (Food & Beverage Manager)

Mrs G Watson (Administration Assistant)

Mrs K A Weeks (Receptionist)

Miss E Whitson (Administration Assistant)

Mr D S Williams BBus (Mkt & Tsm Mgt)

AdvDipProjMgmt Cert IV OHS F Edplus (Executive

Director, The Old Guildfordians Association)

Mr D Wood (Groundsman)

Mrs A-M Wytkin DipEdAssist (Education Assistant)

Mr D R York (Director of Property)

Ms S Zhia (Administration Assistant)

#### **Instrumental Tutors**

Mrs C Browning (Piano)

Mr S Cutri (Guitar)

Mrs B Deacon (Cello)

Ms N Dixon (French Horn)

Mr J Edwards (Guitar)

Mr P Evans (Drums)

Mr B Kruger (Violin, Music Production, Accompanist)

Miss T LeBrun (Percussion/Drums)

Mr D Martinus (Jazz Piano)

Ms B Newell (Piano)

Mrs I Otto-Johansen (Voice)

Mr A Pearson (Drums)

Mr M Pervan (Trombone, Trumpet, Euphonium,

Tuba, Sousaphone, Theory, Composition)

Mr T Pollio (Piano)

Mr S Pooley (Bass, Double Bass)

Mrs L Roberts (Piano)

Mr B Swope (Flute, Clarinet, Saxophone)

Mr M Underwood (Voice)

#### **Medical Officers**

Dr D Prendergast BSc MB BS

#### **Medical Centre**

Nurse Manager V J Bellinge RN RM

Nurse C J Cahill RN

**Nurse A Edwards RN** 

Nurse H A Pivac RN

**Nurse A Thompson RN** 

Nurse N Argyle RN

**Nurse G Gate EN** 

