

2022 Annual Report



Guildford Grammar School

FOUNDED 1896

From the **Principal**

At the conclusion of 2022 this reflective position for me has been focused on education.

Despite being relatively 'back to normal', it would be remiss to brush aside COVID, its impact and learnings. What did we learn about schools in all of this? We learnt about the tremendous capacity of our teaching staff, who quickly learned new roles and skills and were highly adaptive. We learnt that the loss of the physical person-to-person dimensions of schools comes at a great cost to our students.

Although not new age or attention grabbing, the realisation that the supervisory or custodial function of schools is critical – even with parents working from home for large portions of the week (a now irreversible trend in some industries). The focused care of children, which is safe and nurturing by other adults (even when learning needs could be met by digital personalised means) is essential. Economies and the needs of parents depend on this.

We learned that schools have a role to play in achieving equality. For the disadvantaged, the physical space of school can be a respite and refuge, a source of safety, regularity, access to resources (especially technology) and most importantly a place for expanded ambition.

Schools are the grounding places for social processes and relationships to develop, where young people encounter others of different backgrounds and views. Where one learns not just to get along with, but to respect and care for others. The sheer adventure (sometimes joyful, sometimes not) of meeting new people is one of life's true gifts.

Then, of course, and something which always features in conversations about our school, is the community dimension. As traditional social settings like the high street, church and other social institutions diminish, and morph, schools will continue to become the site of various community-oriented services and facilities and will help to generate local social capital.



The final COVID-indicator that we have learned to re-value is that of the interior life, the capacity of individuals to feel comfortable in their own skin, secure in the knowledge of who they are. The other pandemic of this age – that of mental ill-health – is less public and less dramatic; but it damages and disrupts and causes immeasurable suffering just like COVID has.

It is impossible to reflect on the year that has been and recognise every achievement or accolade our students and staff have achieved, so here are some of this year's highlights which demonstrate and echo the sentiments and reflections I have mentioned.

One highlight was a very special student-driven initiative. Thanks to the dedication of two students, the involvement of our whole Senior School community and the generosity of the P&F our 'Love not Hate' mural is now a centre piece of our student socialisation areas. It conveys such a simple but important message and has never been more pertinent than it is today - and never truer to our Anglican ethos and traditions.

On the sporting front we are extremely proud of the many opportunities for all our students to compete as a team together under the Guildford Grammar School banner in both the Prep and Senior School in various sports.

Guildford Grammar School is extremely proud of its history and future in terms of providing educational opportunities through partnership and scholarships for numerous amazing indigenous students. At many school occasions we witnessed enthralling cultural and artistic demonstrations. A highlight of this year has been the six-seasons dance choreographed by our female students.

As someone honoured to lead a school, every day I get great joy from witnessing our students and staff achieving amazing things. As a Principal, the quality our staff and the potential we have for making a difference in the lives of young people is of paramount importance. I feel blessed to work alongside inspirational educators who demonstrate a wealth of traits that I know will only help shape our next generation - they are skilful, knowledgeable, kind and empathetic. Considering what schools have experienced in the last three years, the traits of passion, professionalism and persistence have been the hallmarks of success and resilience.

Although critically important, it is not just our teaching staff who impact the lives of our students. I seek to also acknowledge the wonderful support of staff who work behind the scenes to ensure our school runs smoothly. Please know that you are all valued and appreciated.

Thank you to all staff, students, and families for the support and encouragement offered to me during my role as Acting Principal. It has been a highly rewarding and educative experience and has certainly enabled me to gain an appreciation and admiration for the important and diverse role of Principals in schools and the impact their leadership skills, passion and commitment has on the community.

Mr Brad Evans
Acting 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.

Student Success in 2022

We congratulate all of our Year 12 students for their outstanding achievements and contributions throughout 2022.

Navigating the employment landscape will be an important skill for our graduates. With emerging pathways to access post-secondary destinations, we have undertaken revisions to our senior secondary pathways. Our Go Forward Pathway options enable students to determine their own route; *Forward to Uni*, *Forward to TAFE* or *Forward to Work*, with multiple channels that can be tailored to ensure our students are able to reach their desired post-secondary destinations.

Our students' performance in their final examinations and achievement across these pathways, demonstrates that our School continues to inspire students to Go Forward, providing them a broad range of opportunities to achieve personal success. Our *Forward to Uni* pathway has enabled many students to receive early offers and scholarships throughout the year. We are equally proud of our 41 students who completed Certificate III and Certificate IV Vocational Educational and Training (VET) qualifications, which for many will enable direct entry to university. Many of our students have already successfully obtained apprenticeships or full-time employment in their chosen vocation.

We thank the 2022 Year 12 group for their range of contributions to the co-curricular and cultural life of Guildford Grammar School – through sport, the Arts, leadership, competition, and our unique House System. Every individual has left an imprint on our School.

We also thank our skilled and passionate staff for inspiring and 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 commend 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 an exciting journey ahead.

Brad Evans
Acting Principal

Results

WACE achievement

78.95
Median ATAR



100%
of Cert III and IV
Business students
achieved the
qualification



TOP ATAR

5 students with
a Cert IV pathway
to university



ATAR scores



General student pathways



Future pathways



University destinations (1st preference)





NAPLAN

2022 NAPLAN results for students in Year 3, 5, 7 and 9					
Year group	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	430	432	419	422	401
Year 5	519	485	516	508	506
Year 7	563	544	553	545	572
Year 9	609	583	593	596	621

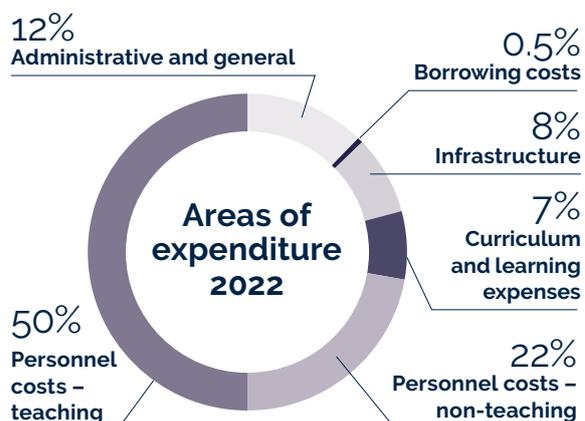
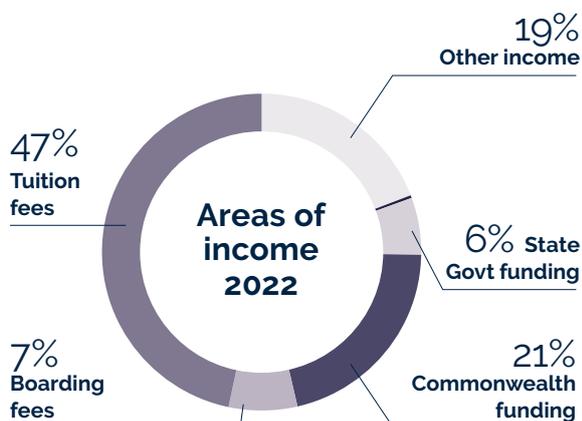
Student attendance rates

2022 School attendance rates by year					
Attendance by year group		%	Attendance by year group		%
Year 1		92.85	Year 7		89.20
Year 2		89.31	Year 8		88.85
Year 3		94.73	Year 9		87.49
Year 4		93.81	Year 10		87.15
Year 5		93.78	Year 11		86.17
Year 6		90.55	Year 12		86.77

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 distribution by gender (of 295 permanent staff)

Category	female	male	Category	female	male
Principal	1	0	Teachers	59	32
Head of School	1	1	Education Assistants	28	2
Deputy Heads of School	1	1	Health Professionals	8	0
Heads of Faculty	4	5	Other Managers or Administrators	12	7
Heads of House	4	4	Administrative, Maintenance & Support Staff	65	46
Heads of Halls Residence	0	2	Total (295)	187	108
Senior Managers	3	7			
Senior Teachers	1	1			

Staff qualifications

The School Council

Fellows of the Council

- Mr R M Port** BA FCA SF Fin FAICD – Chair (to Aug 2022)
- Mrs S Robertson** BSc, GradDip (Petroleum Eng), MBA (Oil & Gas), GAICD – (Vice Chair of Council Jan–Aug, Acting Chair of Council Aug–Dec 2022)
- 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 P Kerr** BEc, IA Hons
- Mrs R Cottier** BAcctg (Hons) (University of Glasgow), CA (Australia & New Zealand and Scotland), MBA (UWA), GAICD
- Dr W Ryan** BSc (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

- Mrs A L Dunstan** BA DipEd GradCertAustStudies GradCertEdStudies MLMed MAICD – Principal (to Aug 2022)
- Mr B J Evans** BComm GradDipEd MBA (EdLship) – Head of Senior School (to Aug 2022) Acting Principal (Aug–Dec 2022)
- Dr H M Miller** BEd MEd EdD GradCertBus MBA – Head of the Preparatory School
- Mrs J McGibbon-Briggs** BAEd – Deputy Principal, Wellbeing
- Mr B Derby** BA(Hons) GradDipEd MEd Education Research Methods MEd (Leadership & Management) – Deputy Principal, Learning, Leadership & Transformation
- Mr V Thompson** BBus CPA – Director of Finance, Secretary to the Council
- Mr G E Foster** BBus Accounting & Finance GradDipEd Dip IT – Director of Information and Learning Technology
- Mr G F Lawson** BPHE DipEd GradDip HRM – Head of Middle School
- Mr R D Longson** – Director of Community Relations
- Mrs K Teo** BPsych MBus – Director of Human Resources
- Mr M T Weston** BA GradDipEd MEd – Head of Boarding

The Senior School

Chaplaincy

Rev'd James Stephenson BSc(Psych) BTh

Academic Staff

Ms A Acton

Mr I Adcock BA Hons Bus Studs PGCE

Ms K Anderson

Mr M Ayres

Ms L S Allen BA Psych DipEd MALPE

Mrs S E Barnes BSc Hons MSc PGC PGCE

Mrs Jessica Badman BA BEd

Ms P P Bartsch BA BSocSci MTeach

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

Mr L Brown

Mr J R Casey

Mr J Claxon

Mrs D J Chamberlain BA Hons PGCE

Ms L Continibali

Mr M Dalton BAComm & Media GradDipEd

Mr M P Dell BSc Hons GradCertEd MSc Fisheries
Biology & Mgmt

Mr B Derby BA(Hons) GradDipEd MEd Education
Research Methods MEd (Leadership &
Management)

Mr A A Derums M VisArts GradDipEd BFA

Mr R M Doheny BDesign DipEd Cert III Visual Arts TAE

Mr C B Dymock BA BEd

Mr Q R Edmonds BA ADPA GradDipEd TAE Cert II in
Music Industry

Mr J P Faint GradDipEd BA IT TAE

Mrs L N Felstead BEd BCArts

Mr L N Fernandes BPhysEd DipT

Ms J M Finnie BA Hons PGradCertEd MEd
PGradDipCoaching (Director of Sport)

Mr G R Foster GradDipEd BAppSc HTCert

Miss P Gatsos BEd

Mr J J Giles BSc Hons GradDipEd MExcerSc

Miss G P Haddleton BSc GradDipEd

Dr B J Hunt PhD BSc Hons GradDipEd

Mr K M Hurley BA GradDipEd

Mrs Y Jin BA DipEd DipJourn MComms

Mr D R Lampard BSc GradDipEd

Miss S V Langley BSc Hons PGCE

Mrs P J Lawson BPHE GradDipEd

Ms J Leah BSc GradDipEd MEd

Mr F J Lubbe BSc Hons PGCE

Mr S Lumbus BAppSc GradDipEd

Mrs S Macdonald BSc GradDipEd

Ms U O Macdougall-Hull BEd Med

Ms H Mao BA Hons BEd MA

Ms Kara Matthews

Mr B M Minchin BComm BEd

Ms M Monti BA DipEd

Mr C A Naylor BSc PGradHDE

Mrs M N Nibali BA BEd

Mr B A Nilsson BA GradDipEd Med

Mr J Palassis

Miss K Payne

Ms A Peachment BMusT GradDipCultHerit DipEd

Ms S Pemberton BA BEd Dip CBST

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

Mrs A N Resuggan BHPE

Mrs A J Roberts BSc GradDipEd

Mr A Rogers PGCE MTh BD

Mr P Stenner BA Hons PGCE

Mrs A Stephenson

Mr G Swan

Mr M K Tolomei BEd DipElectrotec

Mr C D Toop BEd

Mrs L E Truscott BEd Hons DipBus TAE

Mr M Underwood

Mr M Weston DipT BEd

Mr A S Wildman BA Hons Grad DipEd AIFA MBII

Mr G Williams BA BEd

Mr T P Wilson BEd

Mr C J Winters BA BEd MEd

The Preparatory School

Academic Staff

Mrs C Anderson BA(Hons) MA(Teach)

Mrs S F Anderson BEd DipT

Mrs D Baron BEd

Ms E Barrett BSc MTeach

Mrs L M Budler PTD HDE

Mrs K Butterworth

Miss S Coker BA GradCertEd

Ms B E Cooper DipT

Mrs E R de Jong BEd ECS

Mrs F M Edney BEd

Mrs C Edwards BEd ECS

Mrs F Fraser BA ECS

Mrs L T Gass High DipEd PGradDipRem Ed

Mrs L Gerber

Mrs D L Graber BA BEd

Mr D G Griffiths BSc GradDipEd

Mrs J L Griffiths HighDipEd

Mrs D G Harris BA

Ms A Hurley BA Hons PGCE MEd

Mr S Jasper

Mr S Jefferies

Mrs K Kensett-Smith

Ms A E Liggett BEd GradDipEd MEd

Mrs J E MacLachlan DipT BEd

Mrs F Marsh BEd ECS MEd

Mrs A Matthews

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

Mr D G Taylor BA GradDipEd MEdLship

Mrs T R Teuchert BEd DipT

Mrs C J Wall BEd

Mrs J M Weston DipT BEd

Ancillary Staff

Mrs S R Adams (Administration Assistant)
Mr E C Aird (Boat Shed Manager)
Miss C E Alfirevich Cert III Business (Administration Assistant)
Ms J M Allen (Senior School Library Officer)
Mr T Angeloni (Outdoor Education Program Coordinator)
Mr R J Bairnsfather-Scott (Groundsman)
Ms W D Baker (Traffic Warden)
Mrs C A Beech (Education Assistant)
Miss M Boughton (Administration Assistant)
Mrs J Buonocore (Compliance & Risk Manager)
Ms K Buscumb
Mrs J Butler
Mr P A Cairns (Theatre Arts Technician)
Mr S Campbell (Education Assistant)
Miss S J Carrigg (Boarding House Supervisor)
Ms J Case
Mrs D G Chandler (Housekeeping)
Mr D S Cobby (Groundsman)
Miss S J Colquhoun (Administration Assistant)
Ms K J V Conway BComm (Personal Assistant)
Mr G W Cotton (Maintenance)
Mr J R Credaro (Education Assistant)
Mrs C R Cronje (Education Assistant)
Mrs J A Dawson (Chef)
Mr S Eamer
Mr D de Hoog (Transport Services Manager)
Mr J de Wit (Management Accountant)
Mr A S Elkington BPHE GradDipEd (Health & Physical ED Technician)
Mrs S I Errington (Sport Development Coordinator Netball/Water Polo)
Mr G J Evans (Maintenance)
Mrs C J Filippi (Preparatory School Library Officer)
Mr M A Finlay (Groundsman)
Miss S Fossey (Human Resources Officer)
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)
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)
Mr J Howard (Boarding House Supervisor)
Mr A Hugg (Boarding Recreation Officer)
Mr I W Hughes (Maintenance)
Mrs L Humphreys (Personal Assistant)
Mrs P Huntington (Sport Development Coordinator, Equestrian Coach)
Mr A C Jo-Kovacs (Sport Development Coordinator, Aquatics & Athletics)
Mrs C L Jones (Kitchen Hand)

Miss K Kajsca (Boarding House Supervisor)
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 Kidd (Chef)
Mr J P Kingston (Caretaker Stronghills)
Mr C Knapton (Administration Assistant)
Miss L Law (Boarding House Supervisor)
Mrs K Leaver (Education Assistant)
Mrs L-A Ledward (Education Assistant)
Mrs H J Lim (Education Assistant)
Miss C Lindgren (Boarding House Supervisor)
Mr J C Lintern (Maintenance)
Ms M Lintern (Administration Finance)
Mrs K E Loija (Out of School Coordinator)
Mr J Love (Boarding House Supervisor)
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 I Maino (Education Assistant)
Mrs J Malady (Student Services Administrator)
Mrs S J Manolini (Education Assistant)
Mr P S Marshall (Facilities Manager Hockey)
Mrs K J McCaughey (Laboratory Technician)
Mr E R McMullin (Technician, Design & Technology)
Mr M Migro (Boarding House Supervisor)
Mrs S Nonis BA Hons Marketing (Public Relations & Marketing Manager)
Miss F Mills (Boarding House Supervisor)
Mr D Morris (Boarding House Supervisor)
Mrs C Nisbet (Clothing Shop Assistant)
Ms C Noort Dis Counselling DipMgt (Futures Coordinator)
Ms M O'Donovan BA LLB GradDip HR (Boarding House Coordinator)
Miss T O'Neill (Education Assistant)
Mr J J Oon (Chef)
Mr V L Paver (Sports Development Coordinator cricket)
Mr P Pieloor BCI (Graphic Artist/Videographer)
Miss L Pepper (Boarding House Supervisor)
Ms L D Preedy (Printery)
Mr A Purcell (Library Technician)
Mrs K F Purcell BAComm DipMktg Mgt (Community Relations Coordinator)
Mrs K Radi (Director, Inclusive Education)
Mrs G Radley (Education Assistant)
Mrs L Rattray (Education Assistant)
Miss A L Renzullo (Housekeeping)
Mr P Rix (Foundation Executive Officer)
Miss R Rogala (Boarding House Supervisor)
Mrs T M Roki (Events & Functions Coordinator)
Mr M Salter (Maintenance)
Mr S J Salter (Groundsman)
Mrs L Sebo (Kitchen Hand)
Mrs G L Smith (Head of Admissions)

Mr S Smith (Catering)
Mrs K Sorenson (Education Assistant)
Mrs T Swan (Education Assistant)
Mrs L Tavernor (Education Assistant)
Mrs K F Timms Cert IV Bus Cert IV OHS
 (Administration Assistant)
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)
Mrs J Vance (Education Assistant)
Mr D J Walkington DipHort (Grounds Manager)
Mrs R Waller (Archivist)
Mr A P Warren (Food & Beverage Manager)
Mrs G Watson (Administration Assistant)
Mrs K A Weeks (Receptionist/Enrolments Assistant)
Miss E Whitson (Administration Assistant)
Mrs V Wilkinson (Education 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)
Mrs P Yap (Kitchen Hand)

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 Officer

Dr D Prendergast BSc MB BS

Medical Centre

Nurse Manager V J Bellinge RN RM
Nurse H A Pivac RN
Nurse A Thompson RN
Nurse N Argyle RN
Nurse G Gate EN
Nurse H Powell

Parent feedback

"Senior School has been a positive experience for both student and parents. I wish my son was more involved in activities but I am very happy that he is excelling in his academics and interested in his school work and classes."

"I feel that the House and Mentor system at GGS is something that sets it's pastoral care apart from other schools. In our experience we have found this to be excellent."

"Head of House has been delightful in every way and her response is so quick and proactive. My child absolutely adores her too and his Mentor teacher is the same."

"Both Head of House and Mentor have always been brilliant through our GGS years!"



Guildford Grammar School

FOUNDED 1896

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