



**BRIGHTON
GRAMMAR**

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CRICOS Provider No. 00132K

COMMUNITY REPORT 2018

Word from the Chairman

I am delighted to report to you on the very pleasing year we had in 2018 and on what we hope to see in 2019.

Academically, 2018 was another excellent year. We recognise, of course, that there is much more to our boys' development and wellbeing than just academic results. Having said that, we continue to promote a high-performance culture in all that we do and we believe, as a school, that academic performance must be first amongst equals. In that light, we were very pleased with our results in 2018. Our percentage of boys achieving ATAR scores above 99, 95 and 90, as well as our median ATAR and our percentage of study scores of 40 and above, were again amongst the highest on record at BGS.

Our enrolments are now at record levels and we have waiting lists within the School. We believe this is the result not only of our strong academic performance and the leading programs we offer in sports, outdoor education and performing arts, but also of our ongoing commitment to knowing every boy and celebrating and appreciating his individuality. We are determined to help every boy achieve to the highest of his capabilities as well as to be confident and happy in doing so. Accordingly, although our enrolments are now at record levels, we do not intend for them to continue to grow at the same rate. Individual pastoral care for every boy is at the core of who we are and our commitment to such care means that we will not become much bigger than we are today.

Although physical facilities do not make a school, it is difficult to deliver the best educational experience without facilities that maximise the opportunities we can offer our boys. As a result, we were delighted, earlier this year, to complete and open the Annandale Pavilion. This has already enabled us to take a leading position in the provision of sport, gymnasium, physical education, health and diet, and other biological science facilities. We also look forward, later this year, to the refurbishment and enclosure of our swimming pool and the redevelopment and extension of the GB Robertson Hall. The latter, in particular, will incorporate purpose-built music and physical education spaces, as well as reception areas, in the Junior School. In addition, we will share with you more information, later in the year, about our plans to embark upon a major building project that will involve the creation of new state-of-the-art science laboratories, and design and entrepreneurial learning facilities, in the Secondary School.

Increases in the operating costs of independent schools continue to outstrip increases in tuition fees. Tuition fees alone do not fund all that we wish to do, in terms of teaching and learning programs, and physical facilities and other infrastructure, to be able to deliver the best educational experience for our boys. In addition, uncertainties continue to exist in relation to government funding. In all of these circumstances, we rely upon and are very grateful for the philanthropy demonstrated by our community. The financial support provided to us by our many donors and sponsors is invaluable and, without them, we would not be able to provide such wonderful opportunities to our boys at BGS.

We have been blessed by dedicated and energetic leaders who share both vision and aspiration for the School. Ross Featherston, along with Peter Tellefson, Ray Swann and Rachel Horton, continue to inspire our boys by example while, at the same time, bringing their own drive and purpose to every aspect of their roles at the School. Their commitment and dedication is exceptional and we thank them sincerely.

BGS continues to receive and we would like to express our great appreciation for the support of St Andrew's Church and its Vicar, Rev'd Canon Jan Joustra. We also value enormously the relationship we have with, and the opportunities we provide together with, our sister school, Firbank Grammar. St Andrew's and Firbank are integral to the wonderful community of which BGS and our boys are part and that sense of community inspires us all.

Peter Ickeringill
Chairman of Council

BGS SCORECARD

\$46.2

MILLION

TOTAL INCOME

\$2.3

MILLION

PHILANTHROPIC INCOME
(CASH AND PLEDGES)

CAPITAL PROJECTS



COMPLETED

ANNANDALE
BUILDING AND LANDSCAPING

JUNIOR SCHOOL
UPPER-LEVEL REFURBISHMENT

COMMENCED

GB ROBERTSON HALL
JUNIOR SCHOOL POOL REFURBISHMENT
ST ANDREW'S PROJECT

54%

INCOME GOES
TOWARDS SALARIES

1337

AVERAGE NUMBER
OF BOYS ENROLLED
ACROSS 2018

STATE GOVERNMENT CONTRIBUTION

\$753

PER BOY

210

PERMANENT TEACHING
AND SUPPORT STAFF

FEDERAL GOVERNMENT CONTRIBUTION

\$3181

PER BOY

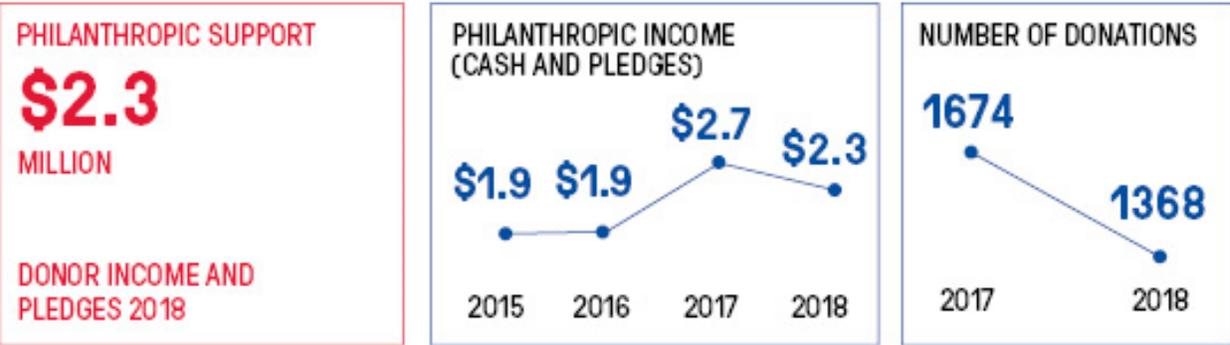
97.6%

ATTENDANCE RATE
OF STAFF IN 2018

Please note: more detailed figures are available on request from the Chief Operating Officer, Michael Arcei.

Based on year-end accounts 2018.

PHILANTHROPY



\$6.7
MILLION
ENDOWMENT
FUND

\$3.2
MILLION
SCHOLARSHIP
FUND

\$17
THOUSAND
LIBRARY FUND
(EST 2015)

50
CHAIRMAN'S
CIRCLE
MEMBERS
TOTAL GIFTS OF \$50K+

99
SEQUAMUR
SOCIETY
MEMBERS
FUTURE BEQUESTS

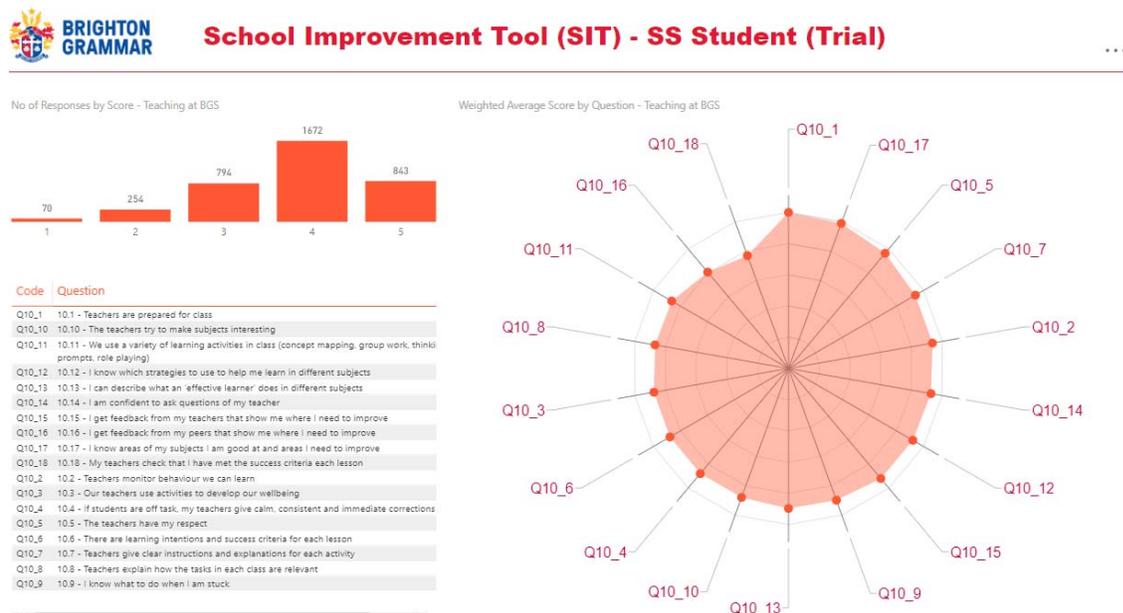
Other Key Performance Indicators

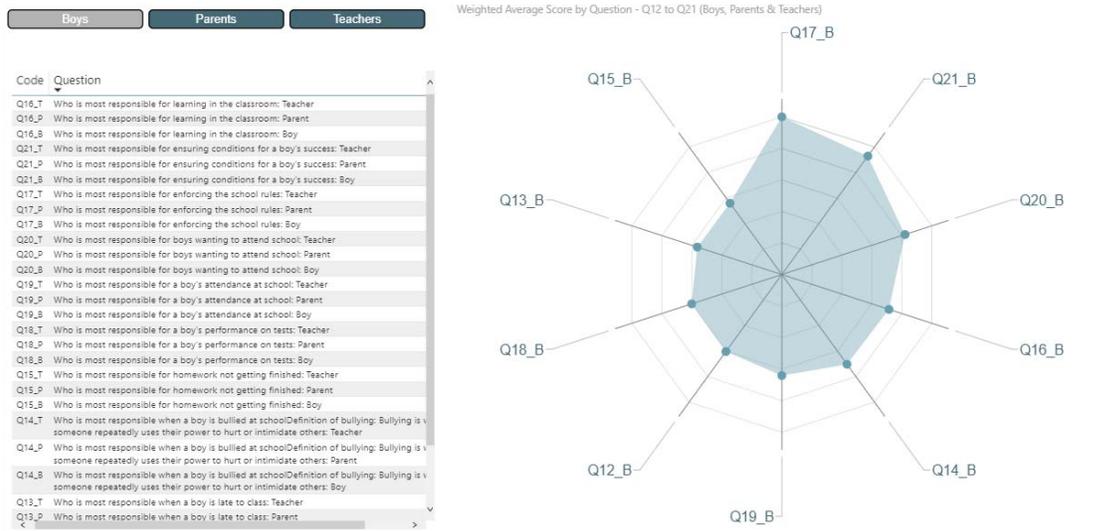
The Crowther Centre has developed a School Improvement Tool (SIT) to capture feedback from parents, staff and students. This evidence-informed data tool aims to capture the best available data to answer a range of questions, including:

- How is the School leadership performing (building culture, efficacy and so on)?
- How are our students developing (in academics and wellbeing)?
- Are our staff engaged, satisfied and collegial, with a sense of trust?
- What do our parents think about the key performance indicators of the School?

We are using the SIT as a key data set to improve our practice and allocate resources as well as to evaluate performance.

Following are some results from a SIT trial run in 2018.





Academic Results

NAPLAN

Each year, boys in Years 3, 5, 7 and 9 undertake the National Assessment Program – Literacy and Numeracy (NAPLAN) to measure student achievement against national benchmarks. The chart below shows our students' average scores for 2018 when compared to all Australian students.

Year	Reading	Writing	Spelling	Grammar	Numeracy
3	498	446	465	513	473
5	577	499	530	545	553
7	572	522	558	570	590
9	610	576	594	606	646

Brighton Grammar School's average when compared to all Australian students is:

Substantially above
Above
Close to
Below
Substantially below

Source: myschool.edu.au

Congratulations to the Class of 2018

I would like to congratulate the Class of 2018 for achieving another year of excellent academic results. Of the 142 boys, 10 (7%) achieved an ATAR of over 99 and 50 (35%) achieved an ATAR of 90 or above.

These results reflect our continuing commitment to academics at BGS. I am very pleased for each member of the Class of 2018. Along with their teachers and parents, these boys have worked hard all year and their results are a fitting reward for that effort.

Ross Featherston
Headmaster

Key figures

- 10 boys (7%) scored an ATAR of 99 or above, placing them in the top 1% of students in Australia.
- 29 boys (20%) scored an ATAR of 95 or above, placing them in the top 5% of students in Australia.
- 50 boys (35%) scored an ATAR of 90 or above, placing them in the top 10% of students in Australia.
- 81 boys (57%) scored an ATAR of 80 or above, placing them in the top 20% of students in Australia.
- 84.15 median ATAR – half our boys are in the top 16% of the nation.

2018 Dux

Special congratulations to the Dux of 2018, Jack Liu, who achieved an ATAR score of 99.80.

Perfect Study Scores

Congratulations to the three boys who achieved a perfect subject score of 50 out of 50: Ethan O'Brien (Chemistry), Konstantine Arvanitakis (English) and Kei Hirasedo (English).

2018 High Achievers

The following boys received an ATAR of 95 or higher (in alphabetical order, not by ATAR achieved):

Konstantine Arvanitakis, Toby Bendel, Edward Curwen, Michael Dean, Michael Fitzgerald, Felix Gong, Zeyi (Daniel) Gu, Kei Hirasedo, Hank Hua, Luke Ianuali, Victor Jakobus, William Johnston, Azmain Kalitzki, Mitchell Kelly, William Lam, Scott Lee, Haobin (Jack) Liu, Zachary Loong, Hamish McDowell, Liam McInerney, Jasper Mutimer, Andy Nie, Ethan O'Brien, Oscar Rochanakij, Max Twycross, Zhiheng Wang, Yu (Steven) Sun, Xin Yun, Yi Zhen (Steven) Zhang

The Dux



Haobin (Jack) Liu
(BGS 2013–2018)

While at BGS, Jack was well known for his mathematical ability, achieving 50 in Year 10 for Mathematical Methods and 50 for Specialist Mathematics in Year 11. He won numerous prizes in mathematics competitions, including The University of Melbourne School Mathematics Competition. For several years, he was selected to attend the Australian Mathematical Olympiad Committee Selection School. Complementing his academic achievements, Jack represented the School in tennis and soccer.

Jack is studying Commerce at The University of Melbourne.

Tertiary

Overall school data

Data category	Total numbers
Total number of Year 12 students enrolled at BGS	144
Total number of students at BGS who applied to tertiary institutions through VTAC	142 (98.61%)
Total number of paid students with preferences	142 (98.61%)
Total number of unpaid students with preferences	0 (0.00%)
Total number of students without preferences	2 (1.39%)

Offers (based on students who have applied)

Number of students who have received an offer	139 (97.89%)
Total number of students with more than one offer	15 (10.56%)
Number of students with no offer	3 (2.11%)

Number of international offers	3
Number of January round 1 domestic offers	136
Number of February round 1 domestic offers	13
Number of February round 2 domestic offers	3
Number of February round 3 domestic offers	0
Number of February round 4 domestic offers	0

Changes to the VTAC offer system were implemented in 2015, leading to an increased number of offer rounds and subsequent opportunities. Nevertheless, it remains clear that the most offer activity occurs in January (round 1). A rolling Change of Preference system was also introduced, which enabled more flexibility for students by allowing as many changes as needed/desired from the date of preference submission in September to the closure date in late December (excluding courses with early closure deadlines). As indicated above, 13 offers were made in February round 1 and 3 offers in February round 2. All of these students had already received an offer in the January or early international round. The total number of students to receive more than one offer was 15 (10.56%), representing a slight increase from the previous year (7.44%), and perhaps an indication of students taking advantage of the opportunity to receive more than one offer.

Three students did not receive offers and two students chose not to apply to tertiary study. Of the three who did not receive an offer through the VTAC system, one received an offer to study a Foundation Program at Swinburne University. Another had applied interstate and had intended to study interstate, whilst the third student entered the workforce directly.

ATAR achievement

The statistical median ATAR for the Brighton Grammar 2018 cohort was 84.15 (n = 142). The table below presents the number and associated percentage of students with ATARs above specified thresholds.

2018 cohort ATAR Achievement

	Number	Percentage
99 and above	10	7.04%
95+	30	21.13%
90+	50	35.21%
85+	68	47.89%
80+	81	57.04%

As seen above, 10 students achieved an ATAR of 99 or above, placing them in the top 1% of students in the 2018 VCE cohort. This percentage represents an increase from 2017, in which 5.65% achieved ATARS in the top 1%. However, overall, the data is comparable to previous years, with similar percentage levels across achievement categories. Thirty students (21.13%) achieved an ATAR of 95 or above, placing them in the top 5% of students, whilst slightly more than 35% of students achieved an ATAR of 90 or above, indicating they are in the top 10% of VCE candidates. Well over half of the cohort (57.04%) achieved an ATAR of 80 or above, placing them in the top 20% of students.

Tertiary Destinations

Victorian tertiary course offers – early international and January round 1 domestic

It should be noted that whilst almost all students reported gave written permission to distribute the details of their tertiary offer, to protect the privacy of those who wish to remain anonymous, courses with less than 5 offers are denoted as <5 and the specific numbers in each course have not been reported.

Institution	Total number of offers made	Relevant courses
Australian Catholic University	< 5	Sport and Outdoor Education Psychology/Laws
Deakin College	< 5	Health Sciences Design
Deakin University	6	Arts Business Communication (Advertising) Exercise and Sport Science Environmental Management and Sustainability Visual Arts
Holmesglen	< 5	Sport Development/Event Management
La Trobe University	< 5	Information Technology
Monash College	< 5	Art & Design
Monash University	41	Architectural Design/Architecture Arts Banking and Finance Biomedical Science Business/Arts Business/Banking and Finance Business/International Business Business/Marketing Chemical Engineering (Honours)/Pharmaceutical Science

		<p>Commerce/Economics Commerce/Finance Commerce/Global Studies Design/Business Engineering (Honours) Engineering (Honours) - Masters Accelerated Pathway Engineering (Honours)/Commerce Engineering (Honours)/Science Global Studies International Business International Business/Arts Laws (Honours)/Commerce Laws (Honours)/Global Studies Marketing/Media Communication Pharmaceutical Science Advanced (Honours) Psychology (Honours) Science</p>
RMIT	31	<p>Administration Architecture Aviation (Professional Pilots) (Associate Degree) Building and Construction Building Design Construction Management (Honours) Economics and Finance Engineering Technology (Associate Degree) Engineering-Civil and Infrastructure (Honours) Engineering-Civil and Infrastructure (Honours)/Business Management Engineering-Mechanical (Honours)/Business Management Industrial Design (Honours) Interior Design (Honours) Logistics and Supply Chain Management Marketing Music Industry (Sound Production) (Diploma) Professional Communication Project Management (Honours) Property and Valuation (Honours)</p>
Swinburne University of Technology	18	<p>Arts/Business Business Business (Professional) Business (UniLink) - Diploma / Business - Degree Business Information Systems Communication Design (Honours) Design Design – Certificate IV Engineering (Honours)</p>

		Engineering (Honours)(Professional) Event Management – Diploma Information Technology (UniLink) – Diploma Media and Communication/Business Science (UniLink) – Diploma Science (UniLink) – Diploma / Science – Degree Screen Production
The University of Melbourne	33	Arts Biomedicine Commerce Commerce/Engineering (Graduate Degree Package) Design Science Science/Engineering (Graduate Degree Package)
Victoria University	<5	Exercise Science – Clinical Practice Health Sciences
Total Offers	139	

Tertiary course offers – February round 1

Institution	Total number of offers made	Relevant courses
Deakin University	< 5	Arts (Psychology)
Monash University	< 5	Arts Design International Business/Arts Science/Biomedical Science
RMIT	< 5	Information Technology (Associate Degree)
Swinburne University of Technology	5	Arts Business Business (UniLink) – Diploma / Business – Degree Industrial Design (Honours) Media and Communication/Business
The University of Melbourne	< 5	Commerce/Engineering (Graduate Degree Package)

Tertiary course offers – February round 2

Institution	Total number of offers made	Relevant Courses
Australian Catholic University	< 5	High Performance Sport
Box Hill Institute	< 5	Music Business (Degree)
RMIT	< 5	Marketing

Tertiary course offers – February round 3 – No February round 3 offers made to BGS students

Tertiary Course Offers – February round 4 – No February round 4 offers made to BGS students

As noted previously and observable in the tables presented, most offer activity takes place in the January round. All students who received a second or subsequent round offer had already received offers. One student received an offer in the January round as well as subsequent offers in the first and second February round.

A few offers were made to students outside the Victorian Tertiary Admissions Centre (VTAC) system. These included interstate offers from Australian National University, a TAFE NSW offer, which included an accompanying offer to play water polo with the Cronulla Sharks, and, as noted previously, an offer to study a Foundation Program at Swinburne University. Most of these students had also received offers through the VTAC system.

Students

Student attendance

The attendance rate for 2018 was 95%.

Student demographics

The boys of BGS came from approximately 101 different suburbs in 2018 (compared with 94 in 2017). However, almost 60% were drawn from Brighton, Brighton East or Hampton.

Student numbers and retention 2018

In any given year, a number of boys enter and exist the School for reasons such as relocation to other states/countries. However, the overall numbers remain quite stable, as shown in the table below.

	February 2018	December 2018
Early Learning Centre	67	79
Junior School Prep–Year 6	378	384
Year 7	157	156
Year 8	165	166
Year 9	140	140
Year 10	148	146
Year 11	127	129
Year 12	146	145

Staff & OHS

Occupational Health and Safety statistics for 2018 are given below.

Staff and contractors (compared with 2017)

- 30% reduction in staff incidents
- Decrease of 38% in staff slips and trips
- Staff absentee rate of under 3% maintained

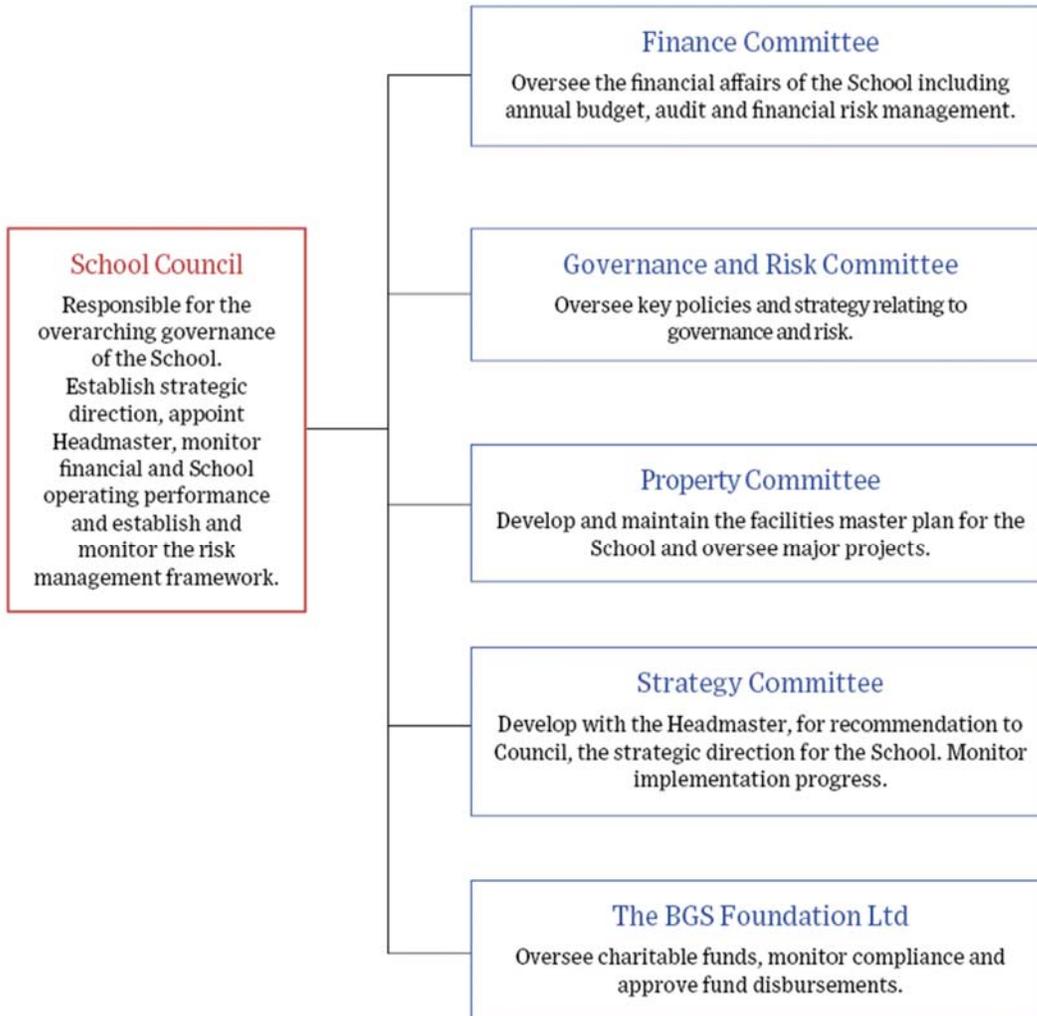
Students (compared with 2017)

- Decrease of 9% for overall student incidents
- Decrease of 30% in injuries relating to sport (training & competition)
- Decrease of 11% in student slips and trips

Key initiatives

- Child protection programs carried out as per Child Protection Register
- 7 staff wellbeing initiatives
- 9 staff training sessions relating to health and safety
- 16 corrective actions
- 2 WorkSafe inspections

Governance



Governance

Brighton Grammar School Council

Chairman, Peter Ickeringill

Partner, Baker McKenzie
Chairman, Brighton Grammar School Foundation

Deputy Chairman, Mike McGrath

Managing Partner, CMO, PwC Australia

Honorary Treasurer/Chair of Finance Committee, Jane Tongs

Cromwell Property Group
Non-Executive Director

Amanda Banfield

Area Vice President, Mondelēz International

Stephen Dimer (OB 1996)

Managing Director, Pluto Capital

Chair of Governance and Risk Committee, Neil Edwards AM

Principal, Neil Edwards

Jacquie Hey

Non-Executive Director

Prof Martyn Hook (from August 2018)

Dean, School of Architecture & Urban Design, RMIT University
Deputy Pro Vice-Chancellor, Partnerships, College of Design and Social Context

Noelene Horton

Former National Chair, Association of Heads of Independent Schools of Australia
Former Principal, Lowther Hall Anglican Grammar School

Rev'd Canon Jan Joustra

Vicar, St Andrew's Church

Matt Reid (OB 1990)

Finance Director, Grill'd Group

Chair of Property Committee, Peter Scott (OB 1976)

Sales Director, Don

Secretary to the Council, Michael Arceri

Chief Operating Officer
Company Secretary, Brighton Grammar School

Senior Executive

The day-to-day management and operation of the School, along with the implementation of the Strategic Plan, is delegated to the Headmaster, who is supported by his Senior Executive team. The 2018 Senior Executive consisted of:

Headmaster

Ross Featherston

Chief Operating Officer

Michael Arceri

Deputy Headmaster, Head of Junior School

Peter Tellefson

Deputy Headmaster, Head of Crowther Centre (ELC–VCE)

Dr Ray Swann

Deputy Headmaster, Head of Secondary School

Dr Rachel Horton

Director of Human Resources

Melissa Martin

Director of Advancement

John Phillips

Secretary to the Senior Executive, Ellen Saccutelli

EA to the Headmaster