



COMMUNITY REPORT 2021



**BRIGHTON
GRAMMAR**

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CRICOS Provider No. 00132K

Word from the Chairman

In 2021, Brighton Grammar School made outstanding efforts throughout 2021 to keep our students, families and staff connected, as we worked towards our goal of providing a leading education for our boys.

Headmaster Ross Featherston and his senior executive team provided outstanding leadership and our dedicated staff again adapted with care and enthusiasm to the challenges that presented themselves throughout the year, including through our offering an Effective Learning Model which supported the boys educationally and pastorally, on and off-site.

Academic Results

The School achieved an outstanding year of academic excellence in 2021. Our strong VCE results were largely due to our dedicated focus on student coaching and mentoring, our expert teachers, and our unique school-wide Effective Learner Model approach to teaching and learning. Congratulations to the BGS Dux for 2021 who achieved an ATAR score of 99.75.

Parent Programs

In the face of ongoing challenges associated with the pandemic and understanding the importance of engaging with and supporting our families, we were pleased to continue and expand our dialogue with parents throughout the year. The Crowther Centre is leading parent engagement through the delivery of online parent webinars, and the provision of a range of resources to assist parents to support the learning, development and wellbeing of their boys.

Wellbeing Programs

The wellbeing of our students and staff, and the support of their families remained our priority. Pastoral care has proven vital to the strength and resilience of our community, with a range of student programs in place, formally and informally. We continued to be at the forefront of student wellbeing within the education sector and successfully introduced our work on positive masculinity to the wider community in 2021. For the second successive year, our student wellbeing program was independently recognised, with BGS named as a finalist in the 2021 Australian Education Awards.

Strategic Masterplan

The overriding aim of our strategic masterplan has been to provide students with the very best physical and digital facilities to support their learning, development and wellbeing. The School Council focused through the year on providing state of the art 21st Century learning and play spaces, including upgrades to existing facilities in the Urwin Centre and the CDT classrooms at the Rosstrevor Precinct, as well as the upgrading of the Red Square area at the Junior School. The School upgraded the fence along New Street and commenced building work on the B-HIVE Centre situated in the Rosstrevor Precinct which will be dedicated to design thinking and entrepreneurial studies. We received planning and heritage approvals to proceed with building a world-class science and technology centre at the St Andrew's end of the Secondary School which will begin in late 2022.

BGS continues to enjoy a strong and mutually beneficial relationship with our sister school, Firbank Grammar. The BGS community continues to be an inspiring one that gives our boys the confidence to embrace opportunities and believe they can make a difference in the world.



Peter Ickeringill

Chairman, Brighton Grammar School Council

BGS SCORECARD -2021

\$52.8

MILLION

TOTAL INCOME

\$1.1

MILLION

PHILANTHROPIC INCOME
(CASH IN KIND AND PLEDGES)

CAPITAL PROJECTS



ST ANDREWS DESIGN

JS COMMON ROOM

NEW ST FENCE

COMMENCE B-HIVE

COMPLETE ARGYLE WOODWORK ROOM

64%

SALARIES AS A % OF
TOTAL EXPENDITURE

1420

AVERAGE NUMBER
OF BOYS ENROLLED
ACROSS 2021

STATE GOVERNMENT CONTRIBUTION

\$845

PER BOY

234

PERMANENT TEACHING
AND SUPPORT STAFF

FEDERAL GOVERNMENT CONTRIBUTION

\$6674

PER BOY

97.5%

ATTENDANCE RATE
OF STAFF IN 2021

PHILANTHROPY

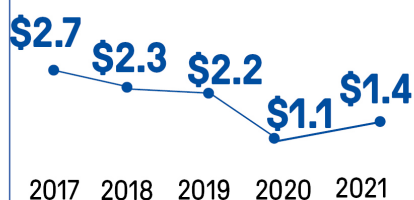
PHILANTHROPIC SUPPORT

\$1.4

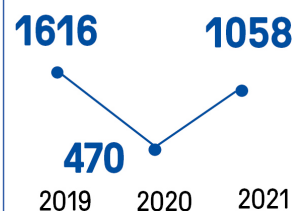
MILLION

DONOR INCOME AND
PLEDGES 2021

PHILANTHROPIC INCOME (CASH IN KIND AND PLEDGES)



NUMBER OF DONATIONS



\$10.6

MILLION

ENDOWMENT
FUND

\$5

MILLION

SCHOLARSHIP
FUND

\$48

THOUSAND

LIBRARY FUND
(EST 2015)

62

CHAIRMAN'S
CIRCLE
MEMBERS

TOTAL GIFTS OF \$50K+

106

SEQUAMUR
SOCIETY
MEMBERS

FUTURE BEQUESTS

Other Key Performance Indicators

The Crowther Centre utilises the 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:

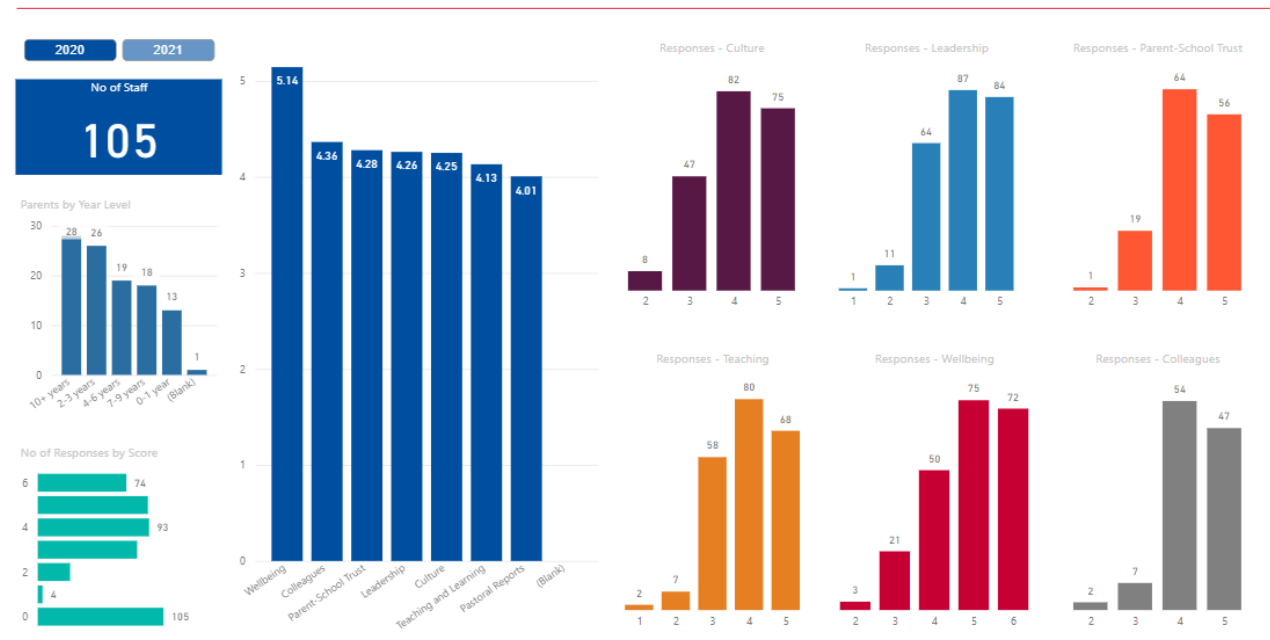
- How is the School leadership performing (building culture, efficacy and so on)?
- How are our students developing (in academics and wellbeing)?
- Are our staff engaged, satisfied and collegial, with a sense of trust?
- What do our parents think about the key performance indicators of the School?

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

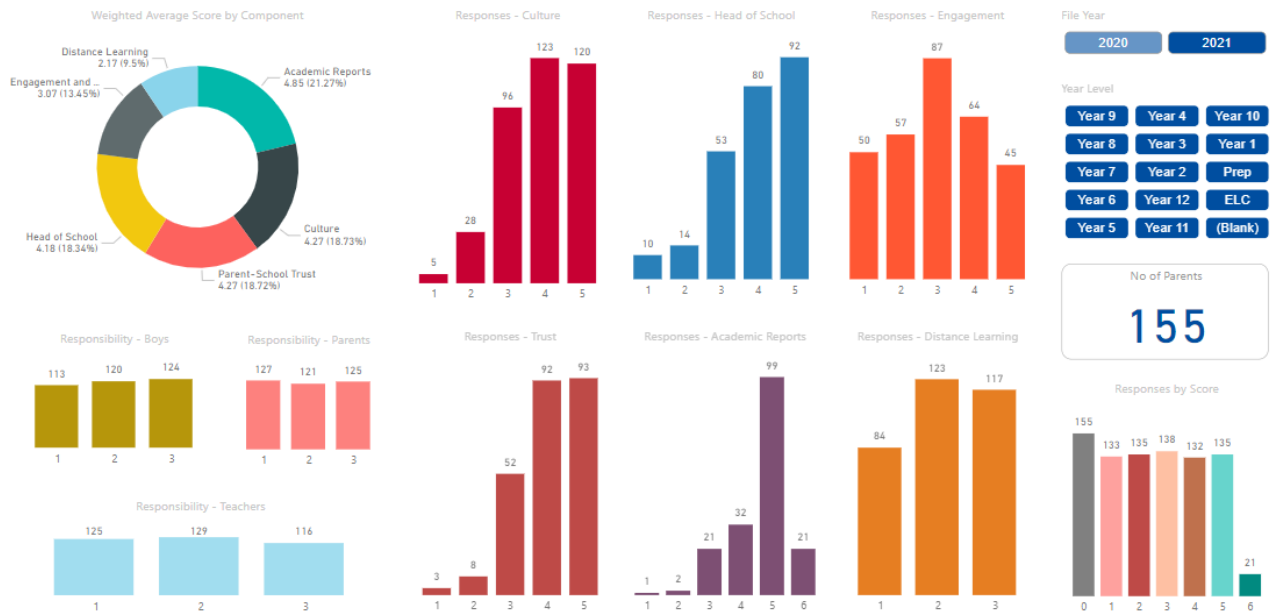
Following are some results from the SIT in 2021.



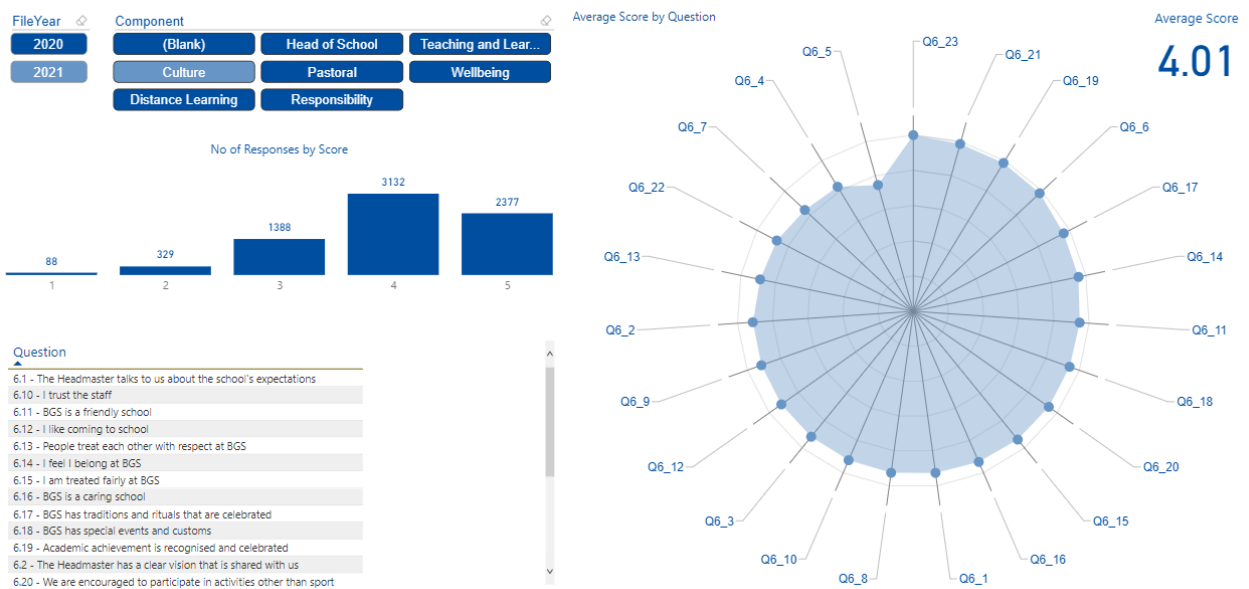
School Improvement Tool (SIT) - Teaching Staff



School Improvement Tool (SIT) - Parents



School Improvement Tool (SIT) - Secondary School Students



Based on both quantitative and qualitative analysis of data from the SIT, key goals were developed for the Senior Executive team to implement.

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 table below shows our students' average scores for 2021.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	485	464	455	519	480
Year 5	568	511	526	566	574
Year 7	583	544	578	570	611
Year 9	613	585	608	601	644

NAPLAN participation for this school is 98%
NAPLAN participation for all Australian students is 95%

Congratulations to the Class of 2021

Congratulations to the graduating Class of 2021 on their strong VCE results which reflected their commitment to their studies and their optimism and resilience as a cohort.

Our Dux of 2021, Maximilian (Max) Kortge, received an outstanding score of 99.75.

The boys' commitment to their studies and the remarkable strength, good humour and resilience they showed during the year will stand them in good stead to embrace the future with confidence.

These excellent academic results reflected the strong three-cornered partnership that exists between students, parents and the School and staff who have all worked together to ensure every student achieved his best in 2021.

As an open entry school, it shows that our school-wide Effective Learner Model, which uses evidence-based teaching and learning strategies, is working, both in the classroom and at home during distance learning. It is also testament to our focus on whole-student development and wellbeing, promoting healthy, balanced minds and habits for our students.

Ross Featherston
Headmaster

Key figures

- 2 students attained a perfect Study Score of 50.
- 8 boys (6%) scored an ATAR of 99 or above, placing them in the top 1% of students in Australia.
- 30 boys (21%) scored an ATAR of 95 or above, placing them in the top 5% of students in Australia.
- 49 boys (35%) scored an ATAR of 90 or above, placing them in the top 10% of students in Australia.

2021 Dux

Special congratulations to the Dux of 2021, Maximilian (Max) Kortge, who received an outstanding score of 99.75.

Perfect Study Scores

Congratulations to the two boys who achieved a perfect Study Score of 50: James Bourke (Psychology) and Jerry Chen (Chinese SLA).

2021 High Achievers

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

Jack Anson, Caden Arnold, Jordan Benitez, Marcus Bierens, Thomas Burnell, James Cannuli, Charlton Catt, Zhenhao Chen, James Clark, Ryan Dang, Angus Edgar, Sam Flockart, Harrison Fulton, Patrick Gu, Benjamin Hilderbrand-Neumann, Xinghai Hu, Maximilian Kortge, Jin Zheng Li, Haozhe Luo, Jinghao Ma, Zach Mandragona, Toby Marsden, Tian Pang, Hamish Roberts, Yuncheng Shi, Tianchen Sima, Sven Steward, Petros Tsiakos, Lucas Williamson, Lingxiao Yun

The Dux



From his commencement in Year 7, Max's passion for learning was apparent obtaining numerous Distinctions, Prizes and Awards most notably in Mathematics, Chemistry and English. His Mathematics journey has been outstanding and in 2020 he was awarded Top of the State. He was recognised with Full Colours – Academic in Years 11 and 12 for his dedication. Max was committed to the Swimming program from Year 7 and he achieved 2021 Open Best Swimmer, Year 12 Recognition for Swimming, Half Colours in Years 8 and 9 and Full Colours in Years 11 and 12. He assisted Crowther House to many victories for which he received Full House Colours. Max finished 2021 with The English Language Prize, The R.W. Tovell Memorial Prize for Specialist Mathematics (1970) and The Norman F. Perrier Memorial Prize for Chemistry.

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	135 (93.75%)
Total number of paid students with preferences	132 (91.67%)
Total number of unpaid students with preferences	3 (2.08%)
Total number of students without preferences	9 (6.25%)

Offers (based on students who have applied)

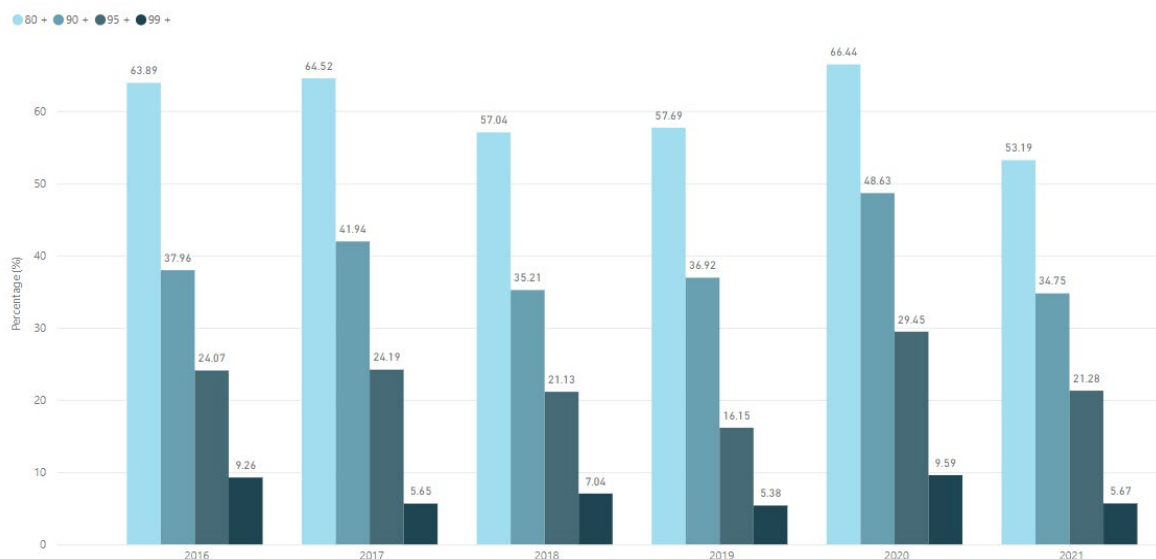
Number of students who have received an offer	132 (100.00%)
Total number of students with more than one offer	14 (10.61%)
Number of eligible students with no offer	0 (0.00%)
Number of international offers (total from all offer rounds)	6
Number of January round domestic offers	127 (96.21%)
Number of February round 1 domestic offers	10 (7.58%)
Number of February round 2 domestic offers	3 (2.27%)
Number of February round 3 domestic offers	0 (0.00%)
Number of February round 4 domestic offers	1 (0.76%)

Whilst the 2021 school year was disrupted by COVID-19, the ATAR release was not significantly delayed. The December offer round did not proceed, but January and February offer rounds continued as planned. All eligible students received a tertiary offer in the first domestic or earlier international round. The remaining offer rounds were small. Of the remaining students who chose not to apply/validate tertiary applications through VTAC, one was made a direct offer from Holmesglen to study a Bachelor of Sports Media, another was made a direct offer from the Richmond Institute of Sports Leadership to study a dual diploma in Sport Leadership and Sport Development, seven commenced/plan to commence an apprenticeship in carpentry, one commenced an apprenticeship as a light vehicle mechanic and one is undertaking a Dogman licence to work in the construction industry as a plant operator. Destination data for the 2021 cohort is slightly more diverse than previously observed.

ATAR achievement

The statistical median ATAR for the Brighton Grammar 2021 cohort was 80.90 (n=141).

The following figure presents the percentage of students with ATARs above specified thresholds. The distribution pattern remained similar across the relevant years presented (2015 – 2021).



In the 2021 cohort, eight students (6%) achieved an ATAR of 99 or above, placing them in the top 1% of students in the 2021 VCE cohort in Australia, while 30 students (21%) achieved an ATAR of 95 or above, placing them in the top 5% of students in Australia. Forty-nine students (35%) achieved an ATAR of 90 or above, indicating they are in the top 10% of VCE candidates.

Tertiary Destinations

Victorian tertiary course offers – January offer round (domestic) and December (international)

The tables below provide detailed information about the course offers received by BGS students across the multiple offer rounds. It should be noted that whilst almost all students 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 number of offers from each course has not been reported. Courses that are below bachelor level are specified as such in parenthesis.

Institution	Total offers made	Relevant courses
Australian Catholic University	5	Applied Public Health/Business Administration Arts/Laws Commerce Laws Psychological Science/Arts

Deakin College	< 5	Business (Diploma)
Deakin University	10	Architecture/Construction Management (Honours) Arts Biomedical Science Business Business (Sport Management) Exercise and Sport Science Exercise and Sport Science/Business (Sport Management) Property and Real Estate/Commerce
Monash University	46	Arts/Art History and Curating Biomedical Science Business Business/Accounting Business/Arts Business/Banking and Finance Business/Information Technology Business/Marketing Civil Engineering (Honours)/Architectural Design Commerce Commerce/Finance Commerce/Information Technology Commerce/Science Computer Science Design/Information Technology Engineering (Honours) Engineering (Honours) Engineering (Honours)/Commerce Engineering (Honours)/Information Technology Engineering (Honours)/Science Global Studies Media Communication Pharmacy (Honours) Politics, Philosophy and Economics Politics, Philosophy and Economics/Arts Science/Biomedical Science Science/Computer Science
RMIT University	27	Building & Construction (Diploma)/Project Management (Honours) Building Design (Advanced Diploma) Building Design (Advanced Diploma) Building Design (Advanced Dip)/Construction Management (Hons) Business Business (Associate Degree) Business (Associate Degree)/Business (Degree) Communication Design

		Construction Management (Honours) Engineering Technology (Associate Degree) Engineering-Aerospace (Honours)/Business Management Games Design Landscape Architecture Laws Marketing Professional Communication Project Management (Honours) Psychology (Applied Science)
Swinburne University of Technology	9	Arts/Business Aviation Business - Early Entry Business (Professional) Business (UniLink) - Diploma/Degree First Year Construction Management Design (UniLink) - Diploma/Degree First Year Health Science (UniLink) - Diploma/Degree First Year Screen and Media – (Certificate IV)
The University of Melbourne	32	Agriculture Arts Biomedicine Biomedicine/Engineering (Graduate Degree Package) Biomedicine/Physiotherapy (Graduate Degree Package) Commerce Commerce/Engineering (Graduate Degree Package) Science Science/Engineering (Graduate Degree Package) Science/Physiotherapy (Graduate Degree Package)
Victoria University	< 5	Sport Management Screen Media
Total Offers	132	

Remaining offers to international students

(5 offer rounds in January)

Institution	Total offers made	Relevant courses
The University of Melbourne	< 5	Biomedicine

Tertiary course offers – February round 1

(only applicable to domestic students as international offer rounds are in December/January)

Institution	Total offers made	Relevant courses
Australian Catholic University	< 5	Commerce
Deakin University	< 5	Criminology Property and Real Estate
La Trobe University	< 5	Podiatry (Hons)
Monash University	< 5	Business/Banking and Finance Commerce Commerce/Economics
Swinburne University of Technology	< 5	Design/Media and Communication
The University of Melbourne	< 5	Science Science/Veterinary Medicine

Tertiary course offers – February round 2

(domestic only)

Institution	Total offers made	Relevant courses
Monash University	< 5	Science
RMIT University	< 5	Business (Diploma)
Swinburne University of Technology	< 5	Business

Tertiary course offers – February round 3

No February round 3 offers were made to BGS students.

Tertiary course offers – February round 4

Institution	Total offers made	Relevant courses
RMIT University	< 5	Business (Associate Degree)

As observed in the tables presented, most offer activity takes place in the first/main offer round. All students who received a subsequent offer had already received an earlier offer.

It is important to note that a number of offers were made to students from outside the VTAC system. These included interstate offers from the Australian National University (ANU) and the University of Queensland. These students had also received offers through the VTAC system.

Students

Student attendance

The attendance rate for 2021 was 97.4%.

Student demographics

The boys of BGS came from approximately 102 different suburbs in 2021 (10 less than in 2020). However, almost 60% (59%) were drawn from Brighton, Brighton East or Hampton.

Student numbers and retention 2021

In any given year, a number of boys enter and exit the School for reasons such as relocation to other states/countries. In 2021, due to COVID-19, some international families were unable to return to Australia, and some departures were due to financial hardship. However, the overall numbers remain quite stable, with new enrolments throughout the year as shown in the table below.

Year Group	February 2021	December 2021	+/-
Early Learning Centre	78	82	4
Junior School Prep - Year 6	371	379	8
Year 10	157	156	-1
Year 11	167	166	-1
Year 12	146	144	-2
Year 7	154	154	0
Year 8	170	166	-4
Year 9	164	160	-4
Total	1407	1407	0

Staff & OHS

Maintenance and Safety Activities

- Monthly Fire Instrument panel testing
- Term break Emergency Tones testing
- Bus safety inspections - annual roadworthy
- Heating and cooling system 5 yearly inspections
- Annual review of trees by Arborsafe and follow up activities
- Staff training for maintenance staff working at heights
- Updating emergency warden and OHS contact lists
- Restocking of PPE for COVID hygiene protocols
- Installation of new smoke detectors in refurbished Learning Commons
- Air-conditioning servicing
- 6 monthly emergency light testing
- Independent review of ventilation systems for a COVID safe return to School
- Purchase of approximately 200 air purifier units which have been installed throughout the School
- Update HVAC systems to improve air purification
- Purchase of Co2 monitors to verify air quality
- Engagement of a day cleaner to manage touch point surfaces throughout the school day
- Quarterly meetings of the OH&S Committee
- Review of COVID vaccination policy and status of all staff (including permanent and casual), placement students, and contractors
- Online COVID-19 training for all staff
- Regular updates of the staff COVID-19 Protocols intranet page and regular communication of such updates
- Annual service and roadworthy certificates for School vehicles
- Confirmed appropriate signage for safe return to School
- Annual inspection of ladders, harness points and roof access
- Additional padding installed in the Invicta space
- End of the year all Staff training

Wellbeing Activities

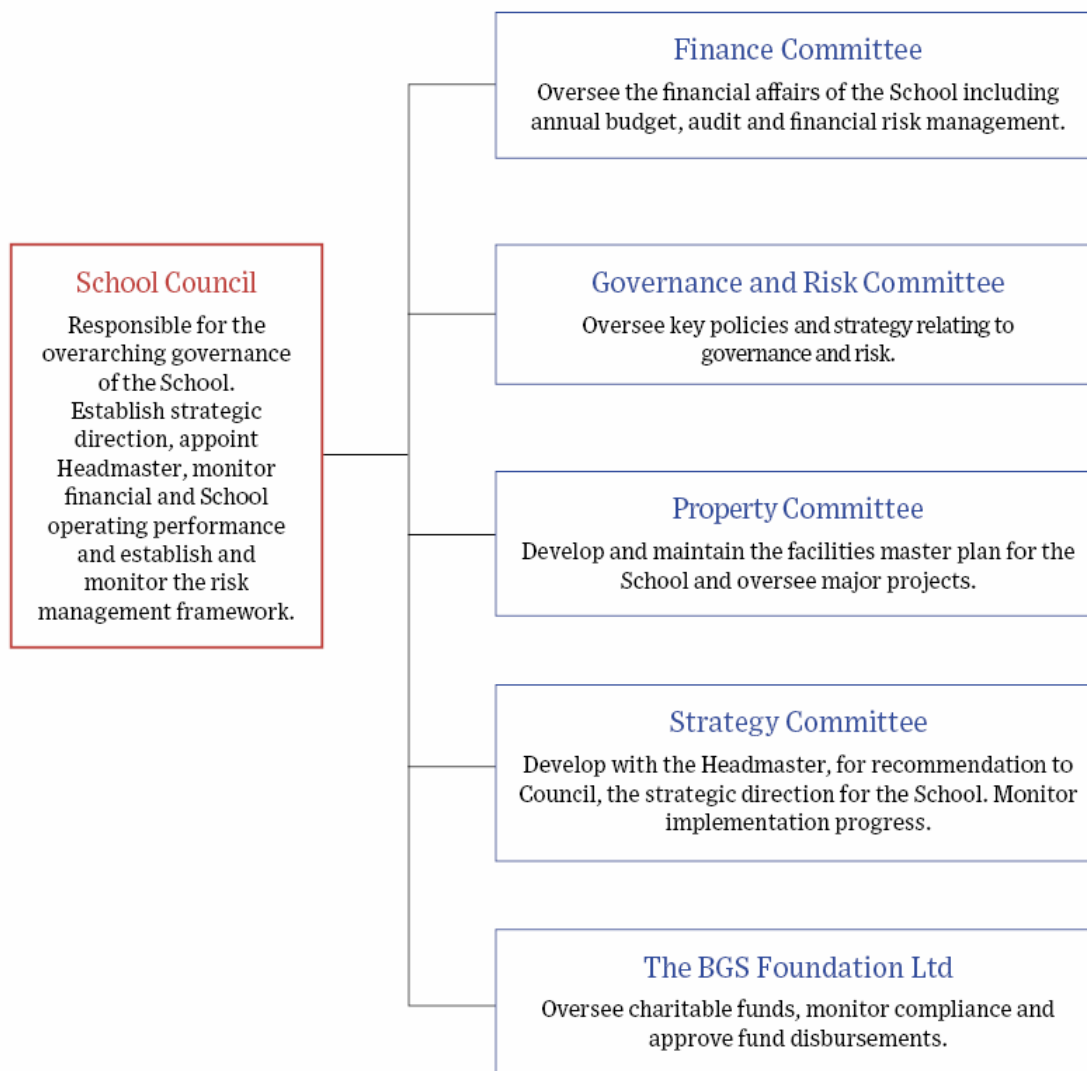
- Access to Employee Assistance Program counselling service
- Staff Wellbeing newsletters
- End of term staff association activities
- Critical Incident Counselling Support for Staff
- Staff engagement activities (e.g. Barefoot Bowls and drinks)
- Staff care packs (sent out during 2021 lockdowns)

Risk & Compliance Activities

- Induction of new staff (including permanent, casual, and placement students)
- Whistleblower platform annual renewal
- First Aid training
- Implementation of ESOS processes from audit feedback
- BGS Swim Compliance and Risk Review for Swim Centre registration
- Risk review against the initial Risk Management Plan for Invicta
- Risk review for Annandale gym
- Update of Emergency Management Plan for 2021
- Risk Assessment/COVID documents for excursions

- Independent consultant to undertake a Traffic Management visit
- Update of Anaphylaxis Management plan, comms plan and management plans
- COVID confirmed case action plan - school closure checklist
- COVID Vaccination policy
- Diabetes policy
- BCC Food Safety Inspection
- Court Order process review
- Risk Assessment - CDT areas in RT and SS
- Fire Evacuation drill completed successfully
- Safe Travel Plans for MITS boys
- Data Retention policy
- MITS host family Child safety training x 16
- CPR training sessions
- Bus Safety Induction policy and process review
- Verification of Board and Committee members WWCC
- Student attendance obligation acknowledgment
- Concussion policy update (including promotional posters and communication plan)
- Volunteer policy and letter of agreement
- CISS information-sharing scheme - all schools part of the scheme from Term 2 2021
- MITS attendance compliance submission to Centrelink
- Anaphylaxis Policy update
- Student Family Occupation data submission to ACARA
- Duress button installed in Invicta
- Duress button and camera installed in BGS Swim
- BGS Swim risk assessment review
- Risk Management Policy update
- COVIDsafe plan update
- COVID Action Plan update and distribution
- Concussion Management communications to parents via eNews and School APP
- Concussion Management Posters put up in all sports changerooms
- Concussion Management communication appearing on Crowther scoreboard during games
- Concussion Management - teacher comms at briefing
- Quarterly meetings of the OH&S Committee
- Worksafe posters replaced around all school staff rooms
- Social Media Code of Conduct for students
- Review ICT responsible use policy
- Review Student Code of Conduct
- Attendance at ISV Risk Managers meeting
- Student Social Media code of Conduct
- Updating COVID protocols and signage for changes in setting
- Review of changes to OHS legislation and officer safety advice
- implementation of updated recommendations in the Department of Education 'Operations Guide' as updates are released
- Update the Risk Wizard risk register to incorporate new risks and a review of controls
- Host Family application reviews for new MITS hosts
- Food Safety Audit of Annandale Function room
- Renewed Aquatic Centre registration
- Implementation of updated recommendations in the Department of Education 'Operations Guide' as updates are released
- Anaphylaxis Verifier training for additional staff verifiers
- Anaphylaxis training for staff and placement students as required

Governance



Governance

Brighton Grammar School Council

The School Council is the governing body of Brighton Grammar with responsibility for operational management vested in the Headmaster. The Council consists of representatives from all sections of our community – parents, past parents, Old Boys and nominees of St Andrew's Church Vestry.

Chairman, Peter Ickeringill

Partner, Baker McKenzie

Deputy Chairman, Mike McGrath

Managing Partner, Chief Marketing Officer, PwC Australia

Honorary Treasurer, Jane Tongs

Company Director

Amanda Banfield

Managing Director, Mondelēz Australia and New Zealand

Neil Edwards AM (until April 2021)

Chairman, Mission to Seafarers Victoria

Jacqueline Hey

Professional Company Director

Professor Martyn Hook

Deputy Pro Vice-Chancellor, Partnerships, College of Design and Social Context, RMIT University

Tim Marshall (OB 2000)

OBGS representative

Matt Reid (OB 1990)

Finance Director, Grill'd Group of Companies

Reverend Ian Morrison

Vicar, St Andrew's Church

Dr Anne Sarros

Former Principal of Firbank Grammar School

Peter Scott (OB 1976)

Sales Director, DON Smallgoods, George Weston Foods Ltd

Secretary to 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 2021 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

Acting Deputy Headmaster, Head of Secondary School (Semester 1)

Meg Adem

Deputy Headmaster, Head of Secondary School (Semester 2)

Mr Simon Angus

Director of Human Resources

Melissa Martin

Director of Advancement

John Phillips

EA to the Headmaster

Ellen Saccutelli