



COMMUNITY REPORT 2022



**BRIGHTON
GRAMMAR**

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CRICOS Provider No. 00132K

Word from the Chairman

I am pleased to report on the achievements and progress at Brighton Grammar School for 2022. It was uplifting to witness the support that all in our community gave and continue to give to our boys in their return to full-time on-site learning after two interrupted years.

The School, in its 140th year, under the leadership of Headmaster Ross Featherston and his senior executive team, has continued to move forward in key areas of strategic direction, curriculum development, wellbeing, student mentorship and staff professional learning, while being ready to commence the construction of new and exciting learning spaces for our boys.

Academic Results

The Class of 2022 achieved outstanding VCE results consistent with the tradition of academic excellence at BGS. As an open entry school, these results illustrated the effectiveness of our student coaching and mentoring programs, our expert teachers and our school-wide approach to teaching and learning via our Effective Learner Model. They also reflected our focus on whole-student development and wellbeing, promoting healthy, balanced minds and habits for all of our students. The NAPLAN outcomes achieved by the School were strong, demonstrating the effectiveness of our emphasis on academics and a high performance learning culture. Congratulations to the BGS Dux for 2022 who achieved a perfect score of 99.95.

Parent and Wellbeing Programs

The Crowther Centre has continued to lead parent engagement through the delivery of webinars, workshops and resources, including position papers on a range of topics relevant to young and teenage boys as they progress through their schooling years. The Crowther team has also provided parents with practical advice in support of their boys' learning, development and wellbeing. This has benefited the boys while strengthening the connections between parents and the School. Our pastoral teams have also consolidated this strong culture of parent-school engagement through student programs that are consistent with the advice given to parents and that address the social and emotional wellbeing of our boys. Brighton Grammar has been recognised as a global leader for its research in the area of positive masculinity. The Headmaster together with Dr Ray Swann presented at the International Boys' Schools Coalition Conference in Texas on how our programs are helping to raise empathetic, well-adjusted young men with a strong moral compass and a strength of character.

Strategic Masterplan

The School Council remains committed to developing a learning environment and surrounding facilities in direct support of the needs of our boys. The BHIVE building, an innovation and entrepreneurship space for students, opened in October in the Rosstrevor Precinct. Boys will be able to study food technology in an on-site commercial kitchen, in what is a first for BGS. In December 2022, construction started on the new Centre for Science, Creativity and Entrepreneurship. This Centre will provide a state of the art environment for our growing focus on a design thinking approach to teaching and learning. This will be the largest building project in our history and will modernise, enhance and extend classrooms and learning spaces for the boys.

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 - 2022

\$55.7
MILLION

TOTAL INCOME

CAPITAL PROJECTS



ST ANDREWS DESIGN & DECANTING

MITCHELL OVAL

CROWTHER OVAL

BHIVE

LOWER PRIMARY PLAYGROUND

URWIN CENTRE PLAYGROUND

62%

SALARIES AS A % OF
TOTAL EXPENDITURE

1440

AVERAGE NUMBER OF
STUDENTS ENROLLED
ACROSS 2022

STATE GOVERNMENT CONTRIBUTION

\$974

PER STUDENT

242

PERMANENT TEACHING
AND SUPPORT STAFF

FEDERAL GOVERNMENT CONTRIBUTION

\$3659

PER STUDENT

95.1%

ATTENDANCE RATE
OF STAFF IN 2022

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 2022.



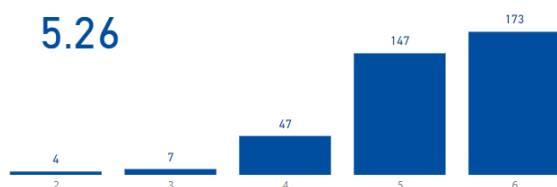
School Improvement Tool (SIT) - Teaching Staff

FileYear: 2020, 2021, 2022
Component: (Blank), Leadership, Teaching and Learning, Colleagues, Parent-School Trust, Wellbeing, Culture, Pastoral

Average Score

5.26

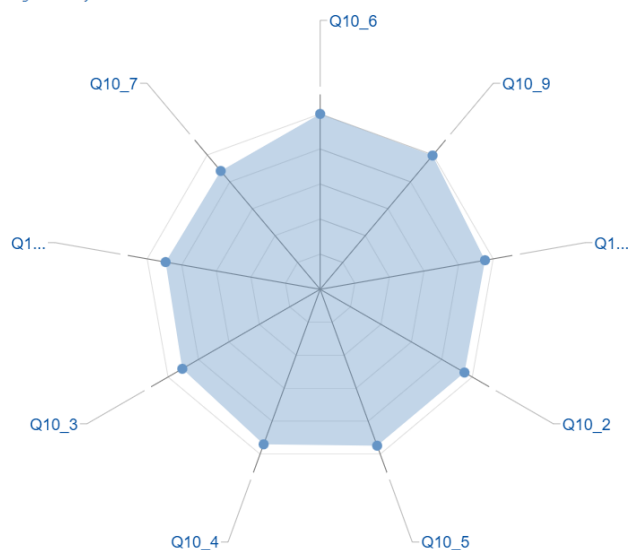
No of Responses by Score



ComponentDesc Question Description

Wellbeing	10.1 - At my work, I feel full of energy
Wellbeing	10.2 - I find the work that I do full of meaning and purpose
Wellbeing	10.3 - At my job, I feel strong and vital
Wellbeing	10.4 - My job inspires me
Wellbeing	10.5 - When I get up in the morning, I feel like going to work
Wellbeing	10.6 - I am proud of the work that I do
Wellbeing	10.7 - To me, my job is challenging
Wellbeing	10.8 - At my job, I am very resilient, mentally

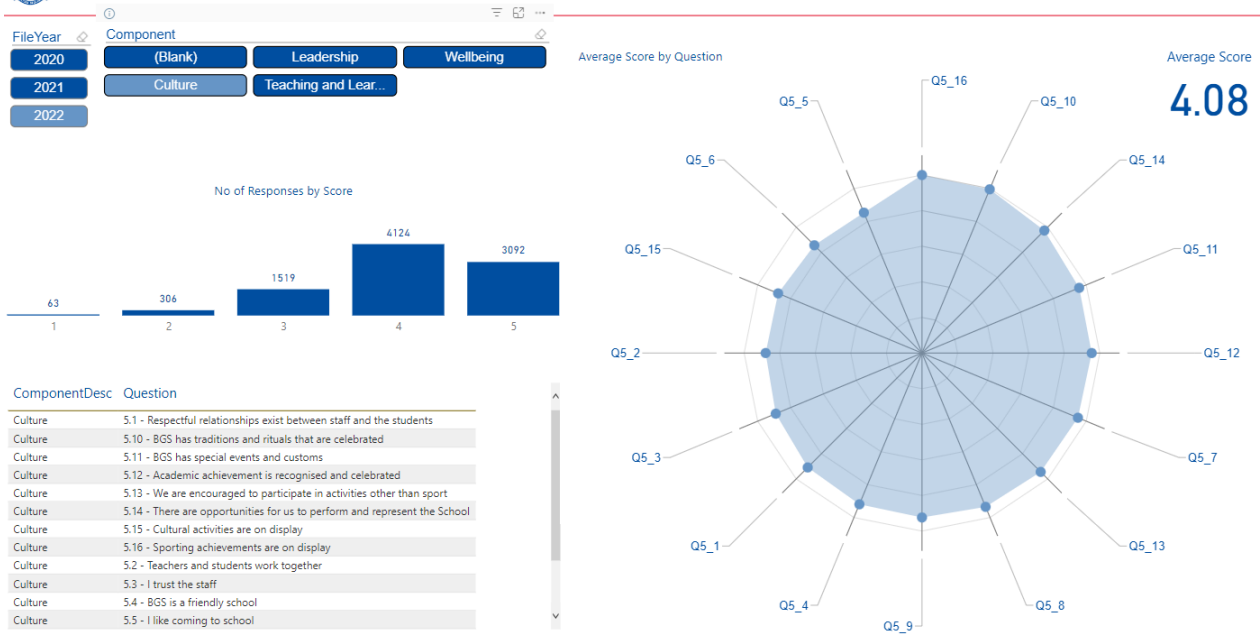
Average Score by Question



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, students 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 2022.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	496	475	471	506	468
Year 5	547	535	538	559	559
Year 7	581	567	572	584	631
Year 9	613	593	590	605	643

NAPLAN participation for this school is 98%

NAPLAN participation for all Australian students is 95%

Congratulations to the Class of 2022

Congratulations to the graduating Class of 2022 whose outstanding results reflect the school's drive for academic excellence and high performance in all areas of student life.

Our Dux of 2022, Qiyuan (Jerry) Chen, received a perfect ATAR of 99.95 and a perfect study score of 50 (EAL) to match the perfect study score of 50 he achieved last year. Tom Gianatti (Geography) and David Yang (Chinese as a Second Language. Adv) also recorded perfect study scores of 50 for these subjects.

Across the board, this year's academic results have been excellent and are the product of our students' hard work and commitment to high achievement, in collaboration with their teachers and support from their families.

I am exceptionally proud of the efforts of all our VCE students this year, including those who chose an unscored VCE, as they have developed into well-rounded and resilient individuals who are ready to take the next step and make a positive contribution to society.

Our high achievers in 2022 have held leadership roles, played sport, performed music and drama and undertaken community service activities. These experiences have enhanced their academic success and hopefully will set them up to have successful and happy lives.

Ross Featherston
Headmaster

Key figures

- 1 student achieved a perfect ATAR of 99.95
- 3 students attained a perfect Study Score of 50
- 11 students (7%) scored an ATAR of 99 or above, placing them in the top 1% of students in Australia
- 40 students (25%) scored an ATAR of 95 or above, placing them in the top 5% of students in Australia
- 72 students (45%) scored an ATAR of 90 or above, placing them in the top 10% of students in Australia.

2022 Dux

Special congratulations to the Dux of 2022, Qiyuan (Jerry) Chen, who received a perfect score of 99.95.

Perfect Study Scores

Congratulations to our Dux Qiyuan (Jerry) Chen who achieved a perfect study score of 50 (EAL) for the second year in a row. Tom Gianatti (Geography) and David Yang (Chinese as a Second Language. Adv) also achieved perfect Study Scores of 50.

2022 High Achievers

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

Samson Adams, Tom Bailey, Declan Bakker, James Bourke, Zach Bowen, Jonah Campigli, Eric Chen, Qiyuan (Jerry) Chen, James Cheng, Ben Edmondson, Jasper Findlay, Thomas Galinas, Noah Hartman, William He, Matthew Hill, Aaron Hong-Dunnett, Jamie Hope, Peter Hou, Jorge Houridis, Jiaze Jin, Mitchell Kuzilny, Isaac Lee, Simon Lin, Cameron MacKenzie, Tom Marriott, James McDougall, George McDowell, Cameron McIntyre, Charlie Morgan, Tom O'Connor, Michael Paltoglou, Jonathon Pascuzzi, Henry Pearson, Alex Rico, Luca Spampinato, Sam Sweet, Cail Thomson, Chuck Tian, Tim Tso, Thomas Yi.

The Dux



From his commencement at BGS in Year 7, Jerry's passion for learning was apparent, obtaining numerous Distinctions, Prizes and Awards most notably in Mathematics, Languages and Sciences. He was recognised with two Half Colours – Academic and Full Colours – Academic for his dedication.

In his final year, he was presented with a Premier's VCE Award for excellence in Chinese Second Language Advanced which he studied in Year 11. Jerry was committed to the Music program from Year 7, participating in ensembles and bands to achieve Half Colours – Music. He played Basketball and Tennis and supported Armstrong House. Jerry finished 2022 with The English as an Additional Language Prize, The Norman F Perrier Memorial Prize for Physics, The R W Tovell Memorial Prize for Specialist Mathematics and The Algorithmics (HESS) Prize.

Tertiary

Overall school data

Data category	Total numbers
Total number of Year 12 students enrolled at BGS	165
Total number of students at BGS who applied to tertiary institutions through VTAC	163 (98.78%)
Total number of paid students with preferences	163 (98.78%)
Total number of unpaid students with preferences	0 (0.00%)
Total number of students without preferences	3 (1.81%)

Offers (based on students who have applied)

Number of students who have received an offer	161 (98.77%)
Total number of students with more than one offer	39 (23.93%)
Number of eligible students with no offer	2 (1.23%)
Number of international offers (total from all offer rounds)	2 (1.21%)
Number of December round domestic offers	157 (96.32%)
Number of February round 1 domestic offers	28 (17.18%)
Number of February round 2 domestic offers	10 (6.13%)
Number of February round 3 domestic offers	4 (2.45%)
Number of February round 4 domestic offers	0 (0.00%)

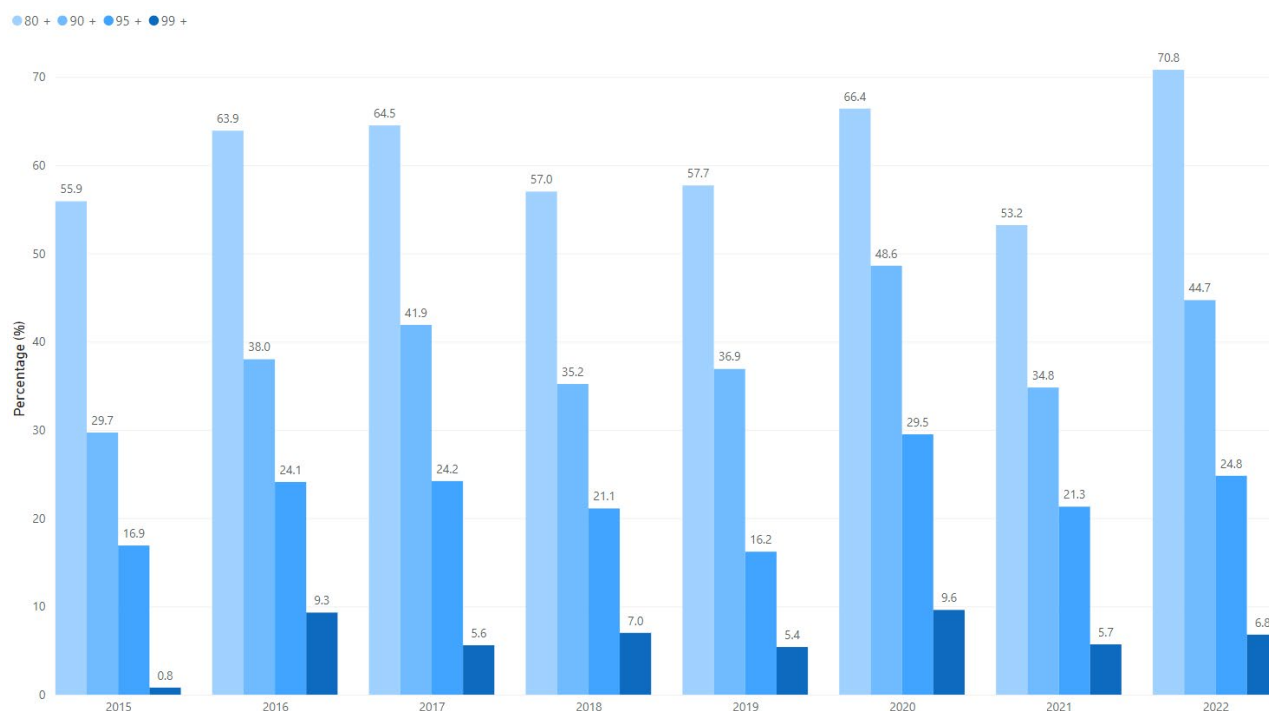
2022 school year returned to pre COVID-19 normal, with no pandemic interruptions, and all VTAC rounds occurred as scheduled with the re-introduction of December round (International). 96% of the student cohort received offers within the first round, 37% off which received offers from Monash, 27% received offers from University of Melbourne and 18% received offers from RMIT. It is important to note that these universities, exhaust many of their offers within the first round of offers; this is indicative in the decline of offers made across February rounds.

Eligibility of students that have not received offers can be contributed to both lack of preferences listed and not meeting prerequisites for preferences.

ATAR achievement

The statistical median ATAR for the Brighton Grammar 2022 cohort was 87.25 (n=161).

The following figure presents the percentage of students with ATARs above specified thresholds. The distribution pattern remained similar across the relevant years presented (2015 – 2022).



In the 2022 cohort, 11 students (7%) achieved an ATAR of 99 or above, placing them in the top 1% of students in the 2022 VCE cohort in Australia, while 40 students (25%) achieved an ATAR of 95 or above, placing them in the top 5% of students in Australia. 72 students (45%) achieved an ATAR of 90 or above, indicating they are in the top 10% of VCE candidates.

Tertiary Destinations

Tertiary course offers – December offer round

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

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	Psychological Science
Deakin University	< 10	Arts/Law Commerce/Law

La Trobe University	< 5	Physiotherapy Cyber Security
Monash University	37%	Business Commerce Law
Swinburne University of Technology	< 5	Arts Design
The University of Melbourne	27%	Arts Commerce

Tertiary course offers – January round 1 (domestic students only)

Institution	Total offers made	Relevant courses
Monash University	< 5	Business
RMIT University	< 5	Law Business
University of Melbourne	< 5	Science Arts

Tertiary course offers – February round 2

Institution	Total offers made	Relevant courses
Monash University	< 5	Business/Accounting
RMIT University	< 5	Business/Computer science
University of Melbourne	< 5	Commerce

Tertiary course offers – February round 3

No February round 3 offers were made to BGS students.

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 2022 was 93.1%.

Student demographics

The students of BGS came from approximately 92 different suburbs in 2022 (10 less than in 2021). However, almost 60% (59.4%) were drawn from Brighton, Brighton East or Hampton.

Staff & OHS

Maintenance and Safety Activities

- Monthly Fire Instrument panel testing
- Term break Emergency Tones testing
- Annual service and road worthy certificates for School vehicles
- Installation of air purifiers units throughout the School
- Use of Co2 monitors to verify air quality
- Engagement of a day cleaner to manage touch point surfaces throughout the School day
- Quarterly meeting of the OH&S Committee
- Maintain stocks of sanitiser, masks and appropriate signage for safe return to School
- Annual inspection of ladders, harness points and roof access
- All grounds and maintenance staff update of individual Safe Work procedures
- 6 weekly pest inspection
- Preventative lift maintenance and whole school testing and tagging of electrical equipment
- Evacuation and lockdown drills
- First Aid and CPR training
- Maintenance of trees in accordance with arborist recommendations
- Whole School lighting electrical review
- Wilderness First Aid training for Outdoor Education staff
- 6 monthly emergency light testing
- Onsite Worksafe Inspection
- Staff training of Emergency management procedures
- Monthly Wellbeing newsletter
- Access to Employee Assistance Program counselling sessions
- All Staff professional development and Headmaster address
- Staff Association social bowls evening
- Access to flu and COVID vaccination hub – staff and student community
- End of term staff coffee van and massage

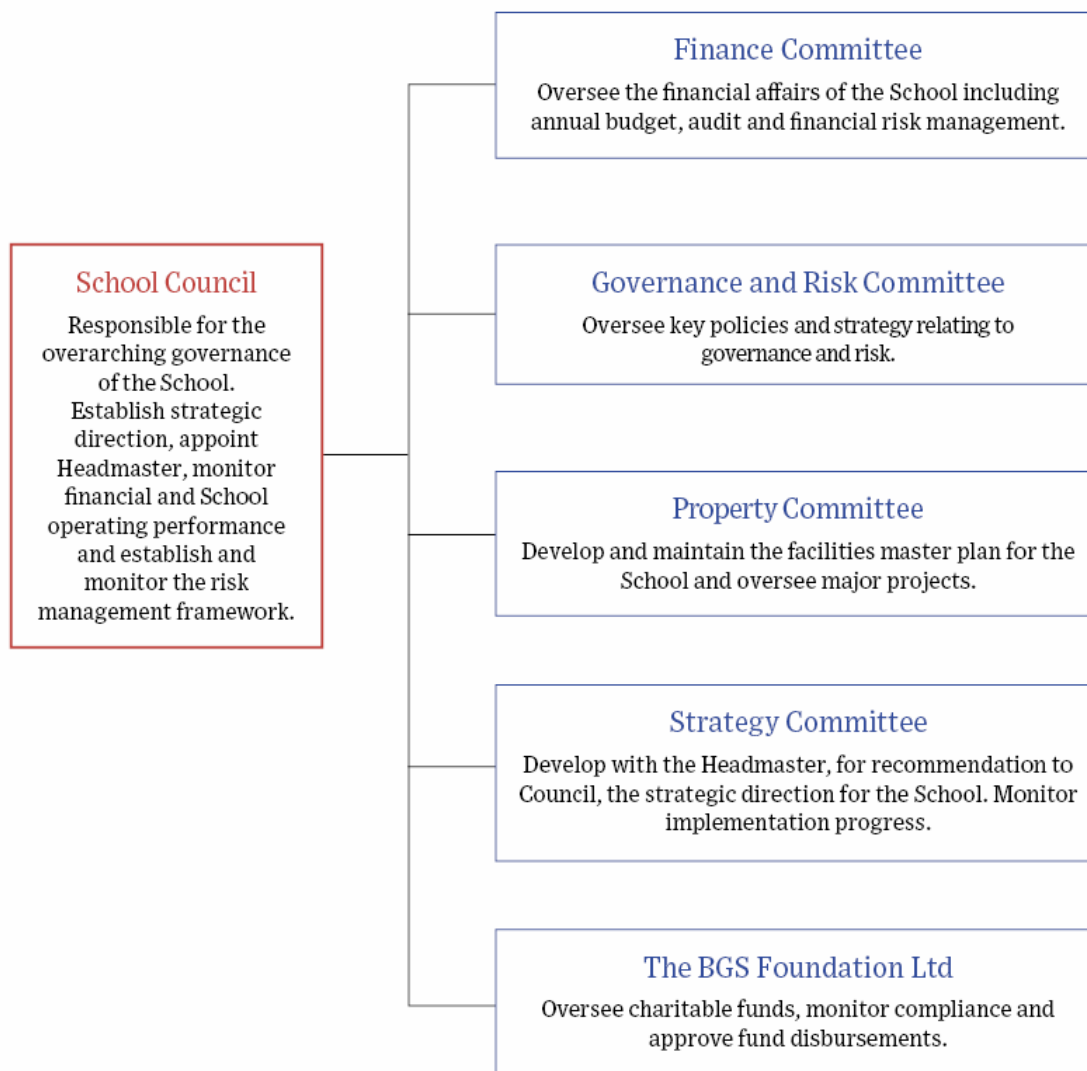
Wellbeing Activities

- Access to Employee Assistance Program counselling service
- Monthly Staff Wellbeing newsletters
- End of term staff association activities
- Flu Vaccination and COVID boosters available for staff (opt-in)

Risk & Compliance Activities

- Sun smart policy submitted to the SunSmart for 3 yearly review and membership to the SunSmart program
- Update the Risk Register to incorporate new risks and a review of controls
- Staff CPR, Anaphylaxis and First Aid training
- Creation of Concussion Management Intranet page
- Implementation of updated recommendations in Department of Education 'Operations Guide' as updates are released
- Twice weekly RAT testing of staff and students and Weekly COVID reporting to the Department of Health
- Review of emergency wardens and area allocations
- Census
- Student background data collection
- Residential Address Collection
- ICT responsible Use policy update
- BGS pool risk assessment review
- Food Safety training for relevant staff
- Child Safety legislation webinars and training sessions
- Review Fitness to Participate forms with Outdoor Education department
- Review changes to OHS regulations including psychological health
- Board and Committee Conflicts register development
- Court order review
- Compliance updates for all staff at PL including child safety, mandatory reporting, concussion and psychological health
- Child safety training School Council
- Adverse weather, asthma and Whistleblower policy updates
- Bus safety accreditation process and safety induction for relevant staff

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

Chief Executive Officer, Nandos

Peter Gray (from April 2022)

Former Principal of Caulfield Primary School

Jacqueline Hey

Professional Company Director

Professor Martyn Hook

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

The Hon Justice Michael Osborne (from July 2022)

OBGS President

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 2022 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

Simon Angus

Director of Human Resources

Melissa Martin

Director of Advancement

John Phillips

EA to the Headmaster

Ellen Saccutelli