



COMMUNITY REPORT 2024



**BRIGHTON
GRAMMAR**

90 Outer Crescent
Brighton VIC 3186 Australia
t 03 8591 2271
w www.brightongrammar.vic.edu.au

CRICOS Provider No. 00132K

Word from the Chairman

It is with great pride that I provide an update on the achievements and progress of Brighton Grammar School throughout 2024. Under the leadership of Headmaster Ross Featherston and the Senior Executive team, the School has continued to advance with energy and purpose across key areas, including strategic planning, academic excellence, staff development, and the delivery of exceptional educational practices. These initiatives have been supported by the ongoing development of dynamic and future-focused learning environments, including, most notably, the completion of the Duigan Centre, a purpose-built facility dedicated to science, technology, creativity, and entrepreneurship.

Academic Results

The Class of 2024 recorded exceptional VCE results, being the best in the School's history. Our Joint Duces each attained the highest possible ATAR of 99.95, placing them among only 41 students in the State to do so. In addition, seven perfect Study Scores of 50 were awarded across a range of subjects. The median ATAR score was an impressive 90.40, with more than half the cohort achieving an ATAR of 90 or above. These outstanding outcomes reflect the effectiveness of our evidence-based approach to teaching and learning, and the strength of student engagement, academic guidance and parental support at BGS.

High Performance Culture

A high-performance culture continues to underpin our academic and co-curricular success. In 2024, this was evident not only in the classroom but also through students' achievements in sport and innovation. The School celebrated APS premierships in Tennis, Rowing and Football, a VSRU premiership in Rugby, and won the Victorian Championships in Sailing, along with national success in the F1 in Schools competition, where our team claimed the Australian Championship and was placed third at the F1 in Schools World Finals in the UAE. These milestones culminated in two whole-school celebrations, inspiring our younger students from the ELC and Junior School with a tangible demonstration of what is possible through dedication and teamwork.

Our commitment to developing boys of character through the lens of Positive Masculinity (+M) has continued to evolve and progress. Students and staff thoughtfully explored what it means to be a good man in today's world, focusing on values such as motivation, connection, and authenticity. A new Junior School +M curriculum was developed for implementation in 2025, and the Foundation for Positive Masculinity expanded its national reach, receiving Government funding through the Healthy Masculinities Trial and Evaluation (Healthy MaTE) program to support thousands of students across Australia in the coming year. It is very fulfilling to be able to share our learning and experience in this critically important area with others.

Strategic Masterplan

Significant progress was made on our Strategic Masterplan, including the completion of major works on the Duigan Centre, which was officially opened in Term 1, 2025. This flagship facility represented a key milestone and laid the foundation for the next phase of our campus development, designed to benefit students from ELC to Year 12.

Upgrades completed in 2024 included enhancements to the Crowther Oval landscape, running track, tiered seating, and the Main Reception entry, all of which have improved the daily experience for students, staff, parents, and visitors. The ELC playground redevelopment was also completed, and exciting new plans for the Junior School's Fairweather Building will be unveiled later in 2025.

One Community

Our enduring partnership with Firbank Grammar School remains a valued and vibrant part of the Brighton Grammar experience. This collaboration continued in 2024 through joint academic exchanges, performing arts productions, concerts, and shared community service initiatives.

Above all, our students were fortunate to be part of a connected and supportive school, parish, and local community, one that inspires them to strive for excellence and grow into the best version of themselves, both within and beyond the classroom.

Peter Ickeringill
Chairman, Brighton Grammar School Council

BGS SCORECARD - 2024

\$66
MILLION

TOTAL INCOME

CAPITAL PROJECTS



THE DUIGAN CENTRE
PERFORMING ARTS CENTRE DESIGN
FOOD TECH & LIBRARY DESIGN
SPORTS FACILITIES UPGRADE

66%

SALARIES AS A % OF TOTAL EXPENDITURE

1545

AVERAGE NUMBER OF STUDENTS ENROLLED ACROSS 2024

STATE GOVERNMENT CONTRIBUTION

\$1,070

PER STUDENT

270 (per Dec payroll)

PERMANENT TEACHING AND SUPPORT STAFF

FEDERAL GOVERNMENT CONTRIBUTION

\$3,823

PER STUDENT

99%

ATTENDANCE RATE OF STAFF IN 2024

Based on year-end accounts 2024

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:

- What does the school do well, that we should KEEP doing?
- What does the school not do well, that we should STOP doing?
- What are some of things that you think the school could START doing?

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 2024.

School Improvement Tool (SIT) – Parents



School Improvement Tool (SIT) – Staff



School Improvement Tool (SIT) – Students



In 2024, feedback was received from 1,182 members of the BGS community who shared their insights through our 2024 School Improvement Tool survey. Your feedback is invaluable for identifying our strengths and areas for growth.

The key themes for our Executive team to consider include:

- Continuing to promote positive masculinity, emotional wellness and inclusive practices across academics and sport
- Expanding co-curricular opportunities that complement our academic approach
- Maintaining a positive school culture and a strong sense of community and belonging.

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 2024.

	2023	2024			
Compare to	Students with similar background	All Australian students			
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	429	422	436	448	451
Year 5	547	526	516	563	563
Year 7	582	584	565	584	621
Year 9	614	622	591	617	653

Interpreting the table

Selected school's average when compared to all Australian students

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

NAPLAN participation for this school is 99%
 NAPLAN participation for all Australian students is 95%

Congratulations to the Class of 2024



Brighton Grammar maintained our strong position as one of Victoria's leading boys' schools, with our students recording remarkable VCE results in 2024.

The School's focus on academic engagement, high standards and student wellbeing led to an exceptionally successful year, highlighted by recording our best ever VCE results, five premierships victories in APS Tennis, Rowing, Football, Sailing and Rugby, as well as a National Championship title in F1 in Schools and a third place finish at the F1 in Schools World Finals in UAE.

Joint Dukes Christopher Chhour and Leonard Shen, attained a perfect ATAR of 99.95, two of only 41 students in the state to do so.

Across the board, 5.1% of BGS students received an ATAR of 99 and above, 28.5% of students scored ATARs of 95 and above, over half the cohort (51.3%) received an ATAR of 90 and above, the median ATAR score was 90.40 and 7 perfect Study Scores of 50 were achieved across a number of subjects.

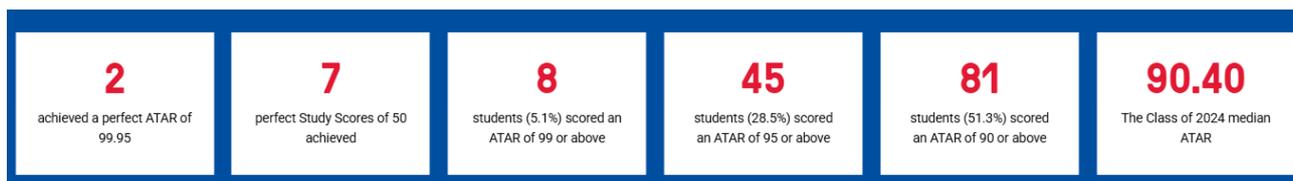
Our successful VCE results were due to well-attended student Syndicate sessions and long-day study programs which supported the boys' learning and encouraged a high performance academic culture, a key driver of our academic approach.

We celebrated the achievements of the entire Year 12 cohort, including those students who chose an unscored VCE. A group of boys chose a non-ATAR pathway of work placements, on the job training in a trade or sport development programs.

With the Legacy motto, *More Than A Crest*, our Year 12s not only excelled academically but also demonstrated leadership, participated in sports, showcased their talents in music and drama, and engaged in various community service activities, all while supporting and inspiring each other.

I wish the Class of 2024 well and look forward to welcoming them back as part of our young Old Boys' academic mentoring and coaching programs.

Ross Featherston
Headmaster



Key figures

- 5.1% received an ATAR of 99 and above (with joint Duces receiving 99.95).
- 28.5% received an ATAR of 95 and above.
- 51.3% received an ATAR of 90 and above.
- The median ATAR score was 90.40.
- Seven perfect Study Scores of 50 were achieved across a number of subjects.
- Best results in the School's history.

2024 Joint Duces

Special congratulations to the Joint Duces of 2024, Christopher Chhour and Leonard Shen, who each received a perfect score of 99.95.

Perfect Study Scores

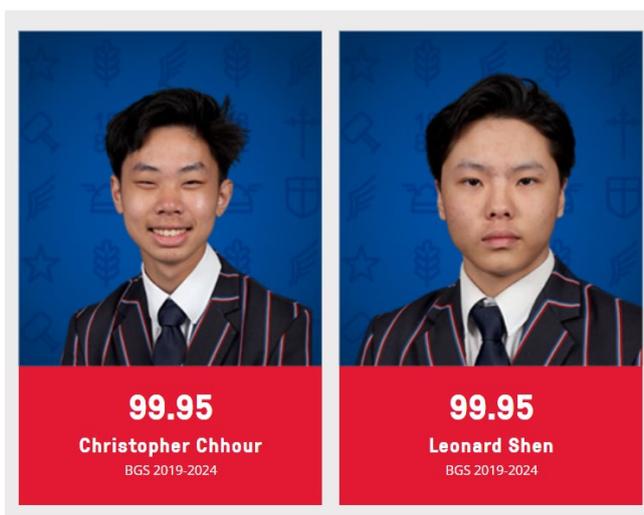
Christopher Chhour (Chemistry, Latin, Physics), Will Crocker (English, Health and Human Development), James Tan (Chemistry) and Year 11 student Justin Le (Geography) all received perfect Study Scores of 50 in the above subjects.

2024 High Achievers

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

Yuhe (Jimmy) Bian, Thomas (Tommy) Breen, Angus (Gus) Calder, Derrick Cee, Jackson Chen, Christopher Chhour, Hudson Christie, Will Crocker, Haojun Cui, Lachlan Edney, Marnix Ferwerda, Daniel Fox, Pierre Giggins, Lucas Gray, Rhys Hamson, Thomas Hollway, Tom Jorgensen, Jack Jowett, Harrison Kemp, Spencer Kirkham, Alexander Lantrin, Lachlan Lewis, Alistair Liddle, Patrick McConville, Angus McCormack, Andrew McGregor, Charlie Noble, William O'Connor, Jack Pan, Caiden Perla-Dowdell, Harry Pollock, Zac Ristevski, Angus Roberts, Lachlan Roberts, Leonard Shen, James Tan, Elliot Tay, Pearce Theodoropoulos, Jeremy Thomas, William Wang, Thomas Westerman, Austin Wiseman, Felix Wolfe, Jinrui (Jerry) Zheng, Yutong (Dan) Zheng.

The Joint Duces



Christopher Chhour

From Year 7, Chris made his mark academically and was awarded The Latin Prize and Half Colours – Academic. In Year 8, he was again awarded Half Colours – Academic and placed Fourth in his year level. The following year, Chris received The Outdoor Education Prize and The Science Prize and Third in Year 9.

More awards followed in Year 10, including The Engineering Prize, The Latin Prize, The Science Prize, The Unit 1/2 Mathematical Methods Prize and Second in Year 10. Chris received The Stan & Eva Marks Writing Prize, The Unit 1/2 Chemistry Prize, The Unit 1/2 Latin Prize, The Unit 1/2 Physics Prize, The Unit 1/2 Specialist Mathematics Prize and The Monash Prize for Dux of Year 11. He was awarded Full Colours – Academic from Years 9 -12.

In his final year, Chris was awarded Full Colours - Badminton, Full House Colours, The H.A. Glover Prize for English, The R.W. Tovell Memorial Prize for Specialist Mathematics, The Class of 2012 Robert Connor Dawes Prize for Latin, The Norman F. Perrier Memorial Prize for Chemistry, The Norman F. Perrier Memorial Prize for Physics, and The R. M. Millar Prize. Offices held included OELP Leader and Year 12 Co-Captain of Badminton.

Leonard Shen

From the outset when he joined BGS in Year 7, Leonard was committed to his studies. He received The Humanities Prize and Half Colours – Academic in his first year, followed by The Humanities Prize, The Latin Prize, The Woodcraft Prize and The A.D. Turnbull Prize for Dux of Year 8.

Leonard was awarded The Forensic Science Prize, The Geography Prize, The Latin Prize, The Visual Communication and Design Prize and Second in Year 9. The next year Leonard received The Commerce Prize, The English Prize, The Alan MacGlashan Memorial Prize for Dux of Year 10 and was invited to the Monash Scholars Program.

In Year 11 he was awarded Full Colours - Debating and Public Speaking, Half Colours - OELP, The R.W. Tovell Memorial Prize - Mathematical Methods 3/4 and placed Second in Year 11. In his final year, Leonard received Full House Colours and The H V Mitchell Essay Prize. He was also awarded Full Colours – Academic from Years 8-12. Leonard represented the School in Tennis, Futsal and Soccer.

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	155 (93.94%)
Total number of paid students with preferences	155 (93.94%)
Total number of unpaid students with preferences	0 (0.00%)
Total number of students without preferences	10 (6.06%)

Offers (based on students who have applied)

Number of students who have received an offer	154 (99.35%)
Total number of students with more than one offer	12 (7.74%)
Number of eligible students with no offer	1 (0.65%)
Number of international offers (total from all offer rounds)	1 (0.65%)
Number of December round domestic offers	153 (98.71%)
Number of January round domestic offers	12 (7.74%)
Number of February round 1 domestic offers	0 (0.00%)
Number of February round 2 domestic offers	0 (0.00%)
Number of February round 3 domestic offers	0 (0.00%)
Number of February round 4 domestic offers	0 (0.00%)

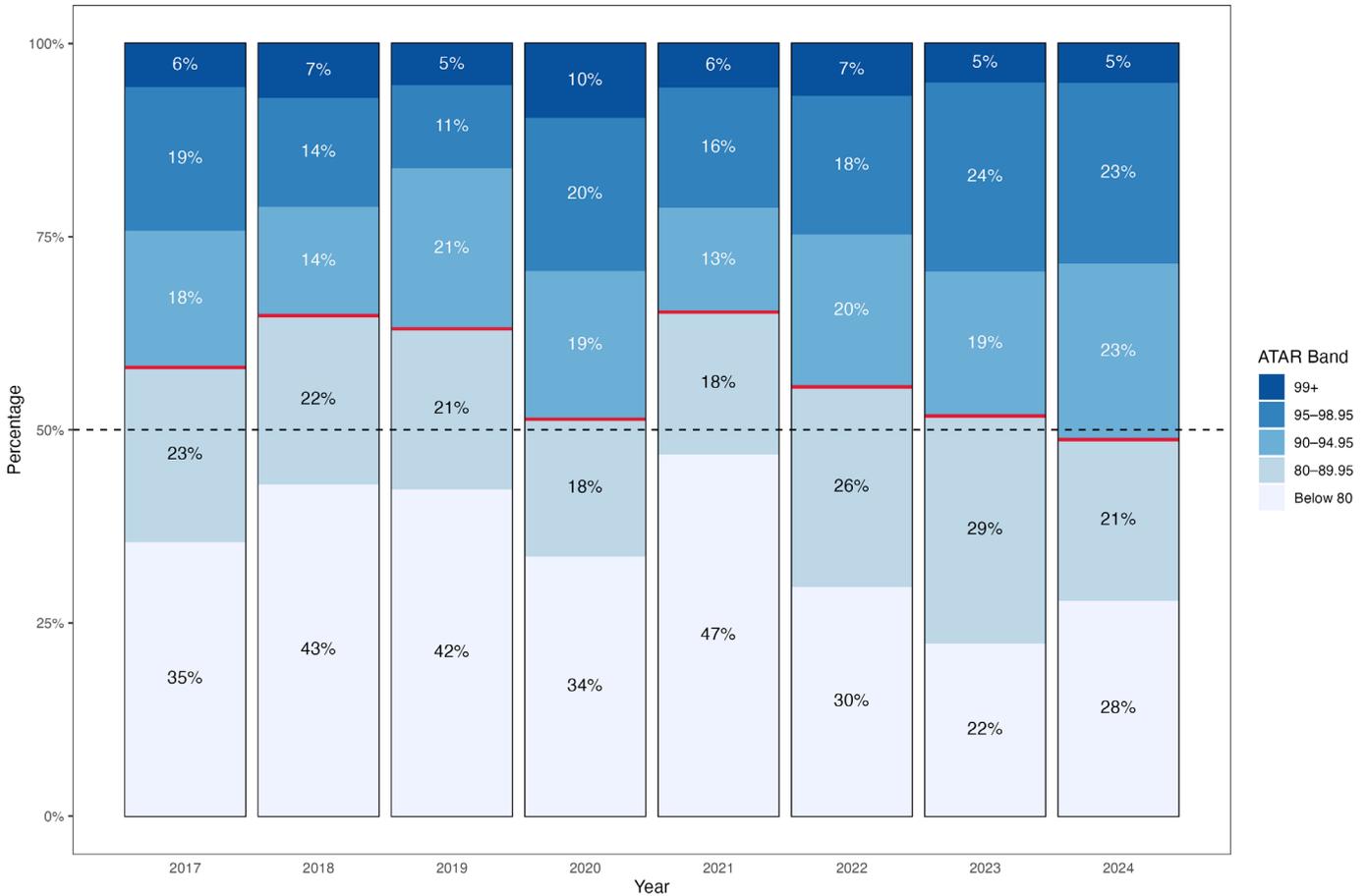
98.71% of the student cohort received offers within the first round, 42% of which received offers from Monash, 27% received offers from The University of Melbourne, 14% received offers from RMIT and 11% from Deakin.

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. The eligibility of students who have not received offers can be attributed to both the lack of preferences listed and not meeting the prerequisites for preferences.

ATAR achievement

The statistical median ATAR for the Brighton Grammar 2024 cohort was 90.40 (n=158).

The following figure presents the percentage of students with ATARs above specified thresholds (2017 – 2024).



In the 2024 cohort, 8 students (5.1%) achieved an ATAR of 99 or above, placing them in the top 1% of students in the 2024 VCE cohort in Australia, while 45 students (28.5%) achieved an ATAR of 95 or above, placing them in the top 5% of students in Australia. 81 students (51.3%) 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	<4	Exercise Sport Science High Performance Sport Exercise Science/Business Administration
Deakin University	16	Exercise Sport Science Exercise Sport Science/Sport Management Commerce Business Marine Science Construction Management
Monash University	62	Business Engineering Commerce Law Psychology Arts
Swinburne University of Technology	6	Business Engineering Science (Unilink)
RMIT	20	Project Management Property and Construction Aviation/Business Accounting/Commerce Aviation/Pilot Training Building Design (Adv. Diploma)
The University of Melbourne	40	Science Commerce Arts Design
Victoria University	<5	Osteopathy

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

Institution	Total offers made	Relevant courses
Monash University	8	Law/Business/Arts
The University of Melbourne	3	Arts/Commerce/Design
RMIT	1	Project Mgt
Aust Catholic University	1	Commerce/Law
Swinburne University of Technology	<5	Film & TV production/Aviation
La Trobe University	<5	Business

Tertiary course offers – February rounds 1-4

No February round 1-4 offers were made to BGS students. As observed in the tables presented, most offer activity takes place in the December/January offer rounds.

It is important to note that several offers were made to students in addition to the VTAC system. These included interstate offers from the Australian National University (ANU), the University of Queensland, James Cook University and Bond University.



Students

Student attendance

The attendance rate for 2024 was 94.3%.

Student demographics

The students of BGS came from approximately 100 different suburbs in 2024 (4 more than in 2023). However, almost 60% (59.24%) 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 roadworthy certificates for School vehicles
- Quarterly meeting of the OH&S Committee
- Annual inspection of ladders, harness points and roof access
- 6 weekly pest inspection
- Preventative lift maintenance and whole school testing and tagging of electrical equipment
- Annual Mechanical and Hydraulic systems servicing
- 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
- Essential Safety Measures audit conducted by Programmed Facility Management
- Service of grounds and maintenance vehicles
- Annual fire extinguisher testing
- Cleaning of solar panels on the Urwin Centre
- Servicing of lifts

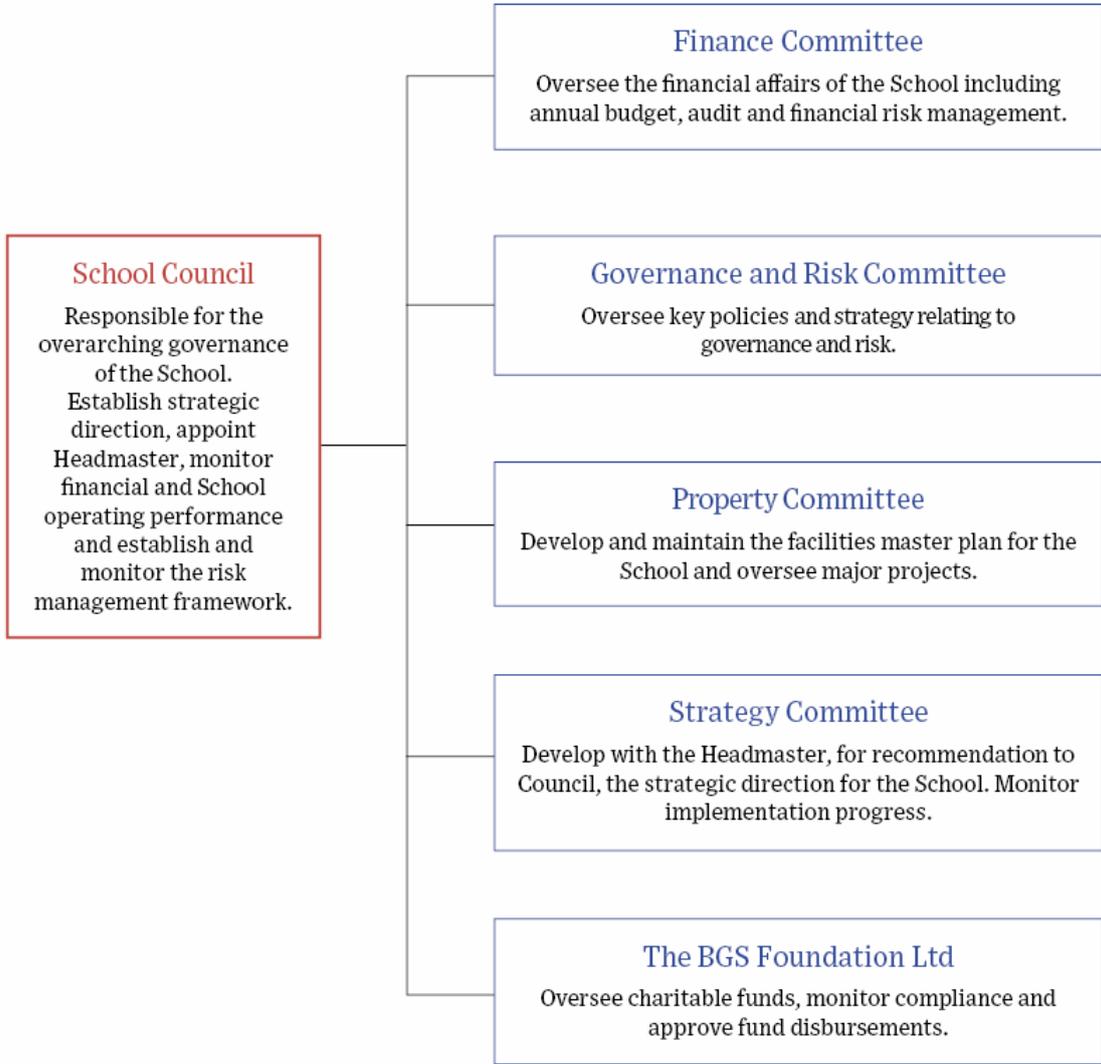
Wellbeing Activities

- Access to Employee Assistance Program counselling service
- End of term staff association activities
- All Staff professional development on staff days and Headmaster address
- Staff Access to flu vaccination
- Staff coffee at the BHIVE
- Staff superannuation information webinars
- School closures to encourage staff to rest during the term break
- All Staff social event on end of year staff day
- Coaching opportunities for all staff
- Soup lunches offered to staff during select weeks in winter
- Shane Warne Heart Health Check Unit onsite for all Community members, including staff, to access
- Staff Wellbeing whitepaper launched and survey undertaken
- Staff wellbeing session conducted at an all Staff Conference Day in July 2024
- Complimentary Annandale gym sessions offered to staff
- Salary benchmarking exercise undertaken for professional support staff and salaries aligned where required

Risk & Compliance Activities

- Staff CPR, Anaphylaxis, Diabetes and First Aid training
- Further development of Concussion Management protocols with APS
- Review of emergency wardens and area allocations
- Census
- Student background data collection
- Residential Address Collection
- Facilities risk assessment review
- Food Safety training for relevant staff
- Court order review
- Compliance updates for all staff at PL including child safety, mandatory reporting, concussion and psychological health
- Bus safety accreditation process and safety induction for relevant staff
- ICT safety training – Year 7s and new students
- Critical incident training and event scenario for key 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

Group Commercial Director, CT Group

Deputy Chairman, Mike McGrath

Managing Partner, Chief Marketing Officer, PwC Australia

Honorary Treasurer, Colin Heath

Partner, Financial Services, PwC Australia

Amanda Banfield

Chief Executive Officer, Nandos

Peter Gray

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

Reverend Ian Morrison

Vicar, St Andrew's Church

The Hon Justice Michael Osborne (OB 1985), to April 2024

OBGS President

Andrew Rutter (OB 1980), from April 2024

OBGS President

Matthew Reid (OB 1990), to April 2024

Finance Director, Grill'd Group of Companies

Dr Anne Sarros

Former Principal of Firbank Grammar School

Peter Scott (OB 1976)

Former Sales Director, DON Smallgoods, George Weston Foods Ltd

Jane Tongs

Company Director

Secretary to Council, Michael Arceri

Chief Operating Officer, Company Secretary, Brighton Grammar School

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 2024 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