

2020 COMPLIANCE REPORT

All Saints' College is one of Australia's leading independent Anglican coeducational schools from Pre-Kindergarten to Year 12. The College enjoys a national reputation for excellence across our curricular and cocurricular programs and works alongside families and community to foster in our young people a sense of responsibility rather than a sense of entitlement.

Guided by our motto -To serve with wisdom and courage – our focus is to help nurture young people with a deep awareness of, empathy for, and responsibility towards others. However, this alone is not enough. Our students must then also be empowered to act, to make a difference in their world, striving to achieve our College vision – Making a positive difference in our world.

To achieve this, we believe in creating dynamic learning environments that encourage self-aware students who are committed to the pursuit of personal excellence in all they do. Our dedicated staff, combined with our unique programs, support each student in fulfilling his or her potential.

In addition to this, All Saints' College is renowned for its world-class facilities that sit on 19 hectares of beautifully-landscaped grounds. Some of our specialty areas include our Indoor Aquatics Centre and Indoor Sports Centre, as well as our state-of-the-art Centre for Performing Arts.

We invite you to visit us, soon, to find out more about our very special College and its programs. The College is located just south of the Perth CBD, easily accessible by car, bus and train.

For more information, please visit www.allsaints.wa.edu.au

1. College facts 2020

School sector Non-government
School type Combined
Year range Pre-Kindergarten - 12
Total enrolments 1257
Location Metropolitan

2. College staff 2020

Teaching staff	133
Full-time equivalent teaching staff	108.6
Non-teaching staff	108
Full-time equivalent non-teaching staff	85.0

ALL SAINTS' COLLEGE STAFF 2020

PRINCIPAL

Ms B Provis BA, DipEd, MBA

LEADERSHIP TEAM

Vice Principal

Mr P Allen BEd, BA, MEdL

Dean of Junior School

Ms P Crane BEd, DipTchg, MEd

Director of Djoowak: The Beyond Boundaries Institute

Ms E Hill BA, GradDipEd, MEd(SL)

Dean of Student Wellbeing

Rev T Russell BTheol, MEd, GradDipSecEd

Director of Business and Administration

Mrs M Mason FCCA

Director of Marketing and Community Relations

Mr B Dahlstrom MAIntRel, BA(MediaStudies), MBA

Director of Personnel and Policy

Mr T Bilson MHRM

MIDDLE LEADERS

Heads of Department

Mrs M Beattie *MEd(Lead&Mgt)*, *BA(Hons)*, *PostGradCertEd – Design & Technologies* Mr P Brockbank *MSc*, *BEd*, *DipTchg – Mathematics*

Ms S Cameron BAppSc, DipSecEd, ALIA – Library Services (Leave 2020)

Mrs P Chu Yu Chee BA, DipEd, GradCertEd, CertIVTAE - Languages

Mr S Corbett MEd, BA, BCreatA - Catalyst: Centre for Service and Social Enterprise

Miss S Fairhead MEd, BSc, GradDipEd - Science

Miss B Gray BSc, DipEd, GradDipExRehab – Sport, Health and Physical Education

Mr D Harries BA, MA, PostGradMus, ARCM - Music

Ms T Harris BA, DipEd - Humanities

Mr P Langford-Smith BA, MEd(Hons), CELTA - English

Mr G Port BSc, GradDipTchg – ICT Integration / Library Services (Acting 2020)

Mr S Roberts BA(Hons), QTS - The Arts

Ms L Strentz MAT, BA - Propeller Industries

Mr J Zaurs MOEd, BPHE, DipEd, CertIVTAE, APIOL(UK) - Outdoor Learning

Year Level Coordinators

Mr P Green MEd, BA, MEd(SL), GradDipEd, GradCertGift&TalEd - Transition Program

Ms V Kirkham BEd, BA - Years 9 and 10 Coordinator

Mr D Stevens BSc, DipEd - Years 11-13 Coordinator

Assistant Director of *Djoowak:* The Beyond Boundaries Institute

Mr J Shackleton BSc(Hons), GradDipEd, MRACI

Assistant Dean of Junior School (Teaching and Learning)

Mr B Saunders MEd(Lead), BEd, BA

Assistant Dean of Junior School (Wellbeing)

Mr N Christie BSc, GradDipEd

Early Childhood Centre (Pre-K to Year 2) & OSHC Coordinator

Mrs S Mano BEd(Hons), DipEd, MEdL

Heads of House - Senior School

Mrs F Bassett BA, GradDipEd - Durack House (Acting 2020)

Mr O Beath BEd - O'Connor House

Mr G Gatti BA, DipEd - Stirling House

Ms B Haendel BSc, DipEd - Health Coordinator, Forrest House

Mr G Hill BSc, BEd – Durack House (Leave 2020)

Mrs C Kroeger BComm, HDipEd - Murdoch House

Mrs S Watt BA, GradDipEd - Cowan House

Junior School House Coordinator

Mr E Wong BLaw, BA(Hons), MTchg

ACADEMIC AND PASTORAL STAFF

College Psychologists

Mrs A Harmsen BA, BPsych, GradDipEd – Senior School Mr J Weeks BSc(Hons), MPsych(Clinical), MAPS – Junior School Mrs S Wilson BPsych, DipEd – Senior School

Chaplain

Rev H Corr BA(Theol)

Learning Support Coordinator

Mrs J Sealy MEd, DipTchg, BEd, GradDip

Teaching Staff

Mrs S Alfano DipEd, BEd

Mr B Basell BA(Hons), MIA, DipEd

Mrs M Bate BEd

Ms K Beech BEng, GradDipEd, GradCertRelEng, CertIVTAE

Mrs H Bentley BEd (Leave Semester 2)

Mrs R Blaxell MEd, BAsianSt, GradDipEd

Mrs J Boserio BA, DipTchg

Ms K Bottomley BEd

Ms E Bowyer BA(Hons), GradDipEd

Miss E Bradshaw BEd

Mrs S Browne MEd, BPsych, GradDipEd, GradDipSocSc

Miss K Chatto MEd. BEd

Miss N Codalonga BSc, BA(Hons), GradDipEd

Mr J Coleman BSc, GradDipEd - Sport Development Coordinator

Ms L Crimson BA(VisArts), GradDipEd

Miss A Cuttone BEd

Mrs D Da Cruz BSc, GradDipEd (Leave 2020)

Miss N Dalecki BEd

Mrs U de Salve Villedieu BSc, GradDipLearn&Teach, MEng(FoodSc), CertIIIEdSup, CertIVEdSup,

CertIVLabTech, CertIVTAE

Mrs J Dinsdale MEd, BEd, DipEd

Ms K Dolan BEd, BSc, CertIVTAE

Ms C Donnelly MEd(STEM), BSc, GradDipEd, CertIVTAE

Ms J Dowling BA(Hons), DipEd

Mrs S Duminski BA

Mrs C Ebstein BEd, GradCertEd(EarlyChildEd), CELTA

Ms G Eddington BSocSc, BA

Mrs M Ellement BSc, DipEd

Mr B Ellis MTchg, BA(Hons), CELTA

Ms L Elscot DipFineArts, BA(VisArts), GradDipEd

Ms G Evershed BAppSc, GradDipEd, BEd, AccredB(ReligiousStudies) (Leave Term 4)

Mr P Gault BSc(Hons), GradDipEd

Mr W Giles BEcon, DipEd

Ms B Gittos BVisualArts, BEd, CertIVGrapDes&Med, CertIIAuslan, CertIVTAE

Mrs K Goods BSc, DipEd (Leave Term 4)

Mr A Goor BSc, GradDipEd

Mr D Haddow BEd, BDes, CertIVTAE

Mrs E Hailes BEd, DipTchg

Mr S Hamilton BA, MA(ElecMed), GradDipEd, CertIVTAE

Mr C Harries BMus, DipEd, CertIVChristMin&Theol

Mrs E Harvey *BA*, *DipEd* Mr R Haxby *BSc*, *DipEd*

Mr D Hayter MEdMgt(Hons), BAppSc, GradDipEd, CertBasicCounSkills

Mrs R Hooker *BA, BEd (Leave 2020)* Mr J Hunt *MA, BADipEd, DipDeptMngmt*

Ms G Itzstein BSc, DipEd

Mr M Jamieson BEd

Mrs A Janssens BA(Hons), MA

Mrs K Johns BA, BEd

Mrs R Jose BMus(Hons) - College Accompanist

Mr P King BA, GradCertCarDev, CertIVTAE

Mr L Kinnear BOR, GradDipEd

Mrs I Knight DipEd, BEd

Ms K Knoblauch BEd, BSc

Mrs T Kotzé BMus, BMus(Hons), GradDipTchg – Coordinator of Strings

Mr M Lanigan BPE, DipEd, DipAppSc (Leave 2020)

Ms M Lingensjo BA(Ed)

Ms B Lockyer BAppSc, DipEd, GradCertEd

Mrs A Luscombe BCommSt, GradDipTchg (Leave Semester 1)

Miss A Mackenzie BEd (Semester 2)

Ms K Makinson BA(Fine Art), MA(VisArt), Dip(FineArt), GradDipEd

Miss E Maslen BEd

Ms H Mast BSc, GradDipEd

Mr K Mastan MEd(EdLship), BSc, GradDipEd (Leave 2020)

Mrs A McAnuff BSc(SprtSc&Mkt), GradDipEd(PhysEd, Hlth, Sci, RE), GradDipEarlyChildEd

Mrs A McInnis BEd, TchAsstCert

Mr B Middleton BA(Hons), DipArts, GradDipEd

Ms G Middleton DipTchg, GradDip

Mr M Pantalone BA, GradCertEd, GradDipEd

Ms Z Parker MA, BA(Hons), GradCertEd

Mr J Pengelley BSc, GradDipEd, DipModLang, DELTA

Miss T Pieris BSc, GradDipEd

Ms S Rees BEng(Hons), PostGradCertEd

Mrs S Regnard MTchg, BA, BLaw (Leave Semester 2)

Mr G Rouse BEd

Mrs N Saunders BA, DipEd

Ms A Schoen MSc, BSc(Hons), DipLabTech(Chem), CELTA

Miss J Shaw BComm, DipEd

Mrs S Sheehan BEd (Term 4)

Mr C Stapleton BEd

Mrs A Stewart BA, DipEd, ANCOS Accreditation Level 3

Ms A Stieber BEd

Miss E Storer BEd

Mr A Tan BA, GradDipEd

Mrs L Tan MTrsmMgt, BComm, GradDipEd

Mrs R Taranto BA, DipEd

Mrs C Taylor MSc, BPhysEd(Hons), GradDipEd

Mrs E Taylor BA, GradDipEd

Mr J Trezona MMus, BMus(Hons) – Jazz and Contemporary Band Coordinator

Mrs N Vander Heyden BAppE(Mktg), GradDipEd

Mrs V Velletri MEd, BA, DipInterlogp

Mrs K von Dietze BEd, DipTchg - Coordinator of Religion, Philosophy and Social Justice

Mr J Warwick BSc, GradCertEd – Timetabler 2020 (Acting)

Ms H Wellington MEd, BA, GradDipEd, CertIVTAE

Mrs D White BEd (Leave 2020)

Ms K Wilson BMus(Hons), BA(Ed), BA(Mus)

Ms J Winley BMus(Hons), GradDipEd

Ms L Winter BA(Psych), GradDipEd, MEd(Lead&Mgt) Ms S Yao GradDipEd Mrs K Zaurs BA(Ed)

ADMINISTRATIVE AND SUPPORT STAFF

Canteen

Mrs D Crisafio CertIIIHorticulture Mrs C Ialeggio DipCateringHtlMngt Mr C Lynn – Canteen Manager Mrs K Slender

Centre for Performing Arts

Mr A Arnold CertDip(Media), CertDip(Photo), Dip(TechArts&Design) – Theatre Manager (Facility and Administration)

Mr G Glencross DipProd&Des(StageMgmt) – Theatre Manager (Technical and Customer Service)

Community Relations

Mr J Beaverstock MMus, BA(Hons), DipEd, FTCL, ARCO, AMusA

Mrs R Collins DipSchMkt, DipEvntMamt, ExcCertEvntMat, ExcCertEvntMat (Bus&PubEvnts)

Mrs S Fairnie DipTour, CertIVTeamLeading, CertIIIMeetEvntMgt, ExcCertEvntMgt – Acting Events Manager Semester 2

Miss E Garbett BA

Miss K Hann BComm

Mrs J Hewett - Registrar

Mrs K Lilford-Powys

Miss K Osmetti BA - Communications Manager

Miss L Simson BSc, AdvChef, IIND – Events Manager (Leave Semester 2)

Mrs M Thornton

Miss H Tilley BA, GradCertUX&WebDes

Education Assistants/Technicians

Mrs F Beechen CertIVLabTech

Ms M Berry CertIIIEdSup

Ms S Brookland BA(Design&Art)(Hons)

Mrs R Chapman CertIIIComServ, CertIVComServ, CertIIITchrAssit, CertIVEdAssit(SpecialNeeds), DipEdSup

Mrs N Dollar CertTchrAssist(SpecialNeeds), DipEdSup, NDip(Photography)

Mrs C Eriksen CertIVEdSup, CertIIIEdSup

Ms T Gladwell DipChildServices, AdvDipChildServices

Mrs B Hardinge TchrAsstCert

Mrs A Irani BA(Hons), DipChildSer, TchrAsstCert

Ms G Lim BSc, DipMontessoriMethodofEd, CertIIIEdSup

Mrs M Meachim BA, DipTchrAssist

Ms L Minchin CertIIIEdAssist – (Leave 2020)

Mrs K Miragliotta AssocDipECEd, BusMgt

Mrs S Narine-Dindial MBA, TchrDip, AdvDipBusinessAdmin, CertIIIEdSup, CertIVEdSup,

CertIVBusiness(Admin), DipComServ, DipEdSup

Mrs R Pavy GradCertLrngDiff, DipEd, BHlthPhysEd

Mrs S Ponasanapalli BCsIT, CertIIIHosp, CertIIIComCook, CertIIIEdSup

Mrs M Shine BBsHRMgmt

Mrs C Stockdale CertIIITchrAsst

Mrs D Surani BEd, CertIIIEarChildEd&Care, CertIVEdSup

Mrs B Vaughan HDipEd

Ms D Viskovich CertIIIEdAssist, DipEdSup, DipComServ

Mrs J Westerman-Power NNEB, CertIIIPTTLS(UK)

Ms P Zoccoli CertIVEdSup, TchrAsstCert

Finance

Mrs K Brown (Terms 2-4)

Mrs L Haslemore CertAccounting, DipBusinessStudies

Ms L Kershaw

Mrs M Matulin DipAccounting

Ms K Phillips

Mrs K Virgo - Finance Manager

Grounds and Maintenance Staff

Mr J Fabio

Mr P Gale BHortSc, CertFacMgmt - Facilities Manager

Mr T Guy CertIIIHortPrac, CertTurfMgmt - Grounds Manager

Mr M Makepeace CertCarpentryandJoinery

Mr D Penman CertTurfMgmt

Mr R Pineda SecEdTchgCert

Mr D Rennick DipFacMgmt - Maintenance Supervisor

Mr K Sorrell

Mr G Swift

Mr S Worley CertIIIHortPrac, CertTurfMgmt

Mr J Worrall CertII (Animal Studies)

Junior School Administrative Staff

Miss M Endrias CertIIIMeet&Evnts, AdDipBus (Terms 2-4)

Mrs M Howie CertIIIHumServ, DipYthServ

Mrs K Laycock BAppSc, Reg'd Nurse

Mrs C McKee DipNursing, Reg'd Nurse

Mrs F Schwarzinger (Leave Term 4)

Music Tutors

Mr D Ablett CertIVPerf - Drums

Mrs I Batini AMusA, DipMus, PerfCert, MIMT - Recorder & Piano

Ms T Denn BMus, MMus - French Horn

Mr R Disley BMus(Hons) - Acoustic & Classical Guitar

Mr S Forster - Guitar

Mrs I Fursa BMus, DipMus - Piano

Miss L Gardiner - Violin & Music Theory

Mr D Garner BMus(Hons) – Acoustic & Electric Guitar

Mr C Harries BMus, DipEd, CertIVChristMin&Theol - Euphonium, Tuba & Trombone

Ms C Janiec BMus – Clarinet

Mrs R Jose BMus(Hons) - College Accompanist/Voice & Piano

Ms J Koh BMusT, AMusA - Piano

Mrs T Kotzé BMus, BMus(Hons), GradDipTchg - Coordinator of Strings

Miss K Lang BMus - Voice

Mr H Mitchell BMus(Hons) - Piano

Miss R Murase BMus, AMusA - Violin

Mr C Musitano BA, BMus(Hons) - Trumpet & Piano

Mrs E O'Keefe BA, BMus, GradDipEd - Cello

Mr A Pearson BMus, GradDipEd, AdDipMus - Percussion

Mrs H Rix DipMus - Viola & Violin

Ms H Rowntree BMus - Flute

Ms T Stampalia BA, BMus – Flute

Miss C Thomas BMus, CertIVMusic - Voice (Terms 2-4)

Mr J Trezona MMus, BMus(Hons) – Jazz and Contemporary Band Coordinator/Saxophone

Mr M Vouyoucalos ADPA, CertMusic, CertAudioEngineering - Double Bass & Bass Guitar

Ms H Wilson BAMus, DipTch, DipTch, ATCL - Piano

Dr N Wright BMus(Hons), DMA - Cello

Nexus - Junior School & Senior School

Mr A De Abreu

Mr N Gliosca

Mrs D Hatton

Mr B Lucas – ICT Infrastructure Manager

Mr I Mackay-Scollay BSc, GradDipEd, GradDipSc (ComputerStudies) - Director of ICT

Mr B Reynolds CertIV(Networking)

Mrs H Rumble

Mrs G Smith DipT, DipLib&InfoStudies

Ms L Wilson BSc(LibraryTechnology)

Mr J Wright

Old Saint Interns

Miss E Anthony - Marketing and Community Relations

Miss E Belford-Thomas – Music

Miss J Berry - Technology, Innovation & Sustainability (Job sharing)

Miss N Currie - Library/TSC Services

Mr C Eves - Sport

Mr L Levingston – Technology, Innovation & Sustainability (Job sharing)

Mr D Smith – The Arts

Miss L Townsend - Junior School Extension Mathematics

Mr A Young – Humanities (Semester 2)

Out of School Hours Care

Miss E Berger *BEd, BSc – OSHC Coordinator (Term 1)*Mr A Howson *MTchg, BSc – OSHC Coordinator (Terms 2–4)*Ms S Lee *DipEarlyChildEd, CertIIIEarlyChildEd, CertIVTESOL*

Miss A Rowe GradDipEd – OSHC Coordinator (Terms 2–4)

Senior School Administrative Staff

Mrs M Balcombe BA(MediaStudies), CertIIITravelConsult

Ms V Browne OLY CertIVWorkHealth&Safety

Ms M Burling

Mrs C Dorotich (Terms 2-4)

Ms F Ee BComm

Mrs J Gwynn

Mrs M Hunt

Mrs S John

Mrs D Kirwan DipMechEng, CertBookkeeping, CertIVWorkHealth&Safety

Mrs S Manolas

Miss D Michael

Mrs K Pascoe MA, HNDip(Bus&Mkt), PGradDipMkt, AdvCertMkt

Mrs C Peters

Mr M Pinker BSc, CertIVSprtDev

Ms L Walters

Mrs K Warwick DipBusAdmin

Swimming

Mrs U Kesners

Mr T Stachewicz OLY *GradDipSportsCoaching – Director of Swimming* Mr R Wilson *CertIVBus, CertIVFIMn, CertIIICommRec(Aq), DipFacMgmt*

Uniform Shop

Mrs L MacGregor

Mrs L Neill

Mrs M Read DipTchg – Uniform Shop Manager

Wanju Café

Ms K Franceschi – Wanju Café Manager Mrs N Nainggolan – Wanju Café Manager

3. Student Background 2020

College ICSEA value 1158 Average ICSEA value 1000

Data source Parent information

Distribution of students

	Bottom quarter	Middle qua	irters	Top quarter
School Distribution	1%	7%	23%	69%
Australian Distribution	25%	25%	25%	25%

4. Students 2020

Total enrolments	1257
Girls	605
Boys	652
Full-time equivalent enrolments	1255.7
Indigenous students	2.00%
Language background other than English	26%

5. Attendance rate (all students) 2020

All students

School attendance data for 2020 has not been published due to inconsistencies in the data as a result of the varying health advice and schooling arrangements across the country in response to the COVID-19 pandemic.

All Saints' College student attendance procedures

Students need to attend school on a regular basis to gain the maximum benefit from schooling, thus optimising their life opportunities. It is widely recognised that attendance problems are best managed by early identification and intervention.

Absenteeism is, therefore, viewed very seriously by All Saints' College. We require all enrolled students to attend College each day during term time and College events as stated in the calendar each year.

The College keeps accurate records by rigorously monitoring attendance of all students. Appropriate strategies are implemented to restore attendance if issues become evident. Attendance records are kept for each student enrolled at the College. This includes recording attendance during Tutor group in the morning and recording attendance for every period during the school day (in Senior School).

The Student Services Office monitors student absences and produces regular absence reports for Tutors, Head of House/Head of Transition and the Dean of Student Wellbeing. At any time when a student's absences is considered likely to interfere with the student's educational progress a number of steps will be taken by members of the Wellbeing Team to help address the issue/s.

6. VET in Schools 2020

VET enrolments	114
College-based apprenticeships and traineeships	NIL

7. Senior Secondary Outcomes 2020

Senior Secondary certificates awarded	136
Completed Senior Secondary School	139

8. NAPLAN Results 2020

Compare to like schools

In 2020 education ministers' decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic

Compare to Australian Schools

In 2020 education ministers' decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic

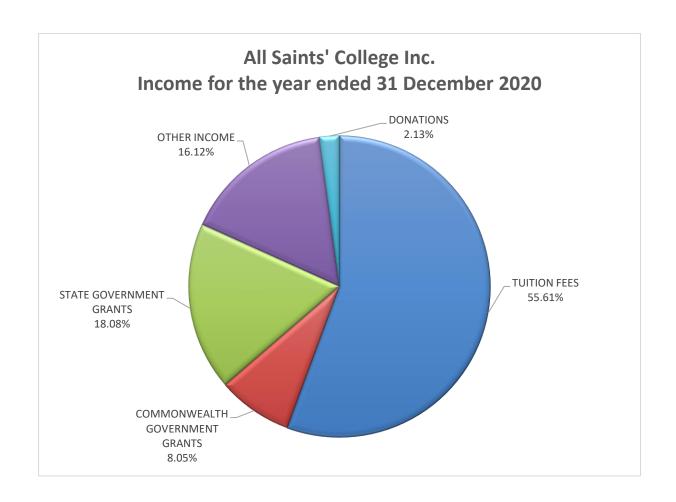
9. ATAR Results 2020

- 6% of our eligible Year 12 cohort achieved an ATAR of 99 or above.
- 26% of the Class of 2020 achieved an ATAR of 95 or above.
- 36% of All Saints' students achieved an ATAR of 90 or above.

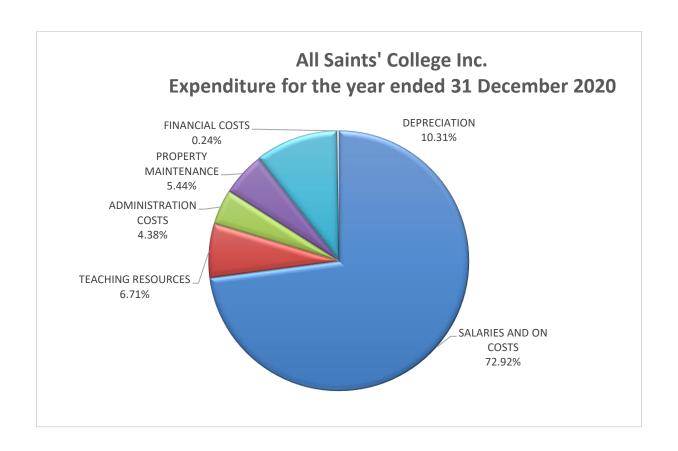
We celebrate with ATAR Dux, Rémi Hart, who achieved a score of 99.7 ATAR Proxime Accessit winner, Travis Gauntlett, who achieved 99.6

10. College finances 2020

Total net recurrent income (based on PKG to Year 12 students)	\$37,648,331
Per student net recurrent income (based on PKG to Year 12	
students FTE - 1,354)	\$27,805.27
Total cash capital expenditure	\$2,301,947



TUITION FEES	55.61%
COMMONWEALTH GOVERNMENT GRANTS	8.05%
STATE GOVERNMENT GRANTS	18.08%
OTHER INCOME	16.12%
DONATIONS	2.13%



SALARIES AND ON COSTS	72.92%
TEACHING RESOURCES	6.71%
ADMINISTRATION COSTS	4.38%
PROPERTY MAINTENANCE	5.44%
DEPRECIATION	10.31%
FINANCIAL COSTS	0.24%

11. Parent satisfaction

ASC Strategic Plan Goals

Goal 1: Optimised Student Learning: confident and engaged learners characterised by a growth mindset.

 The College's 2020 parent satisfaction survey showed that 97.9% of all respondents felt pleased with the curriculum provided.

Goal 2: Positive Student Wellbeing: ethical, aware and empowered citizens with the desire and skills to make a positive difference.

- The College's 2020 parent satisfaction survey showed that 97.1% of all respondents felt pleased with the pastoral care provided to their child/ren.
- The College's 2020 parent satisfaction survey showed that 98.2% of all respondents felt pleased with the College's cocurricular program.

Goal 3: A Team of Professional Staff: caring, dedicated mentors and supportive colleagues, committed to innovation, learning and review.

 The College's 2020 parent satisfaction survey showed that 96.42% of all respondents felt pleased with the staff's knowledge of, and responsiveness to, their child/ren's educational needs.

Goal 4: A Connected Community: thriving through partnership.

- The College's 2020 parent satisfaction survey showed that 99.27% of all respondents felt pleased with the range of College services available to support their family.
- The College's 2020 parent satisfaction survey showed that 98.57% of all respondents agreed that All Saints' Mission and Values are clearly visible in all that the College does.
- The College's 2020 parent satisfaction survey showed that 97.11% of all respondents felt pleased with the sense of Community that exists at All Saints' College.

Goal 5: Prudent Stewardship: the growth of our resources and facilities

- The College's 2020 parent satisfaction survey showed that 97.14% of all respondents felt pleased with the ICT/Technology available to support the Teaching and Learning Program.
- The College's 2020 parent satisfaction survey showed that 99.64% of all respondents felt pleased with the College's facilities.

12. Links

School website All Saints' College

Association website <u>Association of Independent Schools of Western Australia Inc.</u>