



SYNOD 2023 REPORT

SCOTCH COLLEGE

MEMBERSHIP

Chair	Tim Wiese
Ex-Officio	Dr Alec O'Connell, Headmaster
Ex-Officio	Dr Ian Anthony, CFO
Member	Ben Bartholomaeus
Member	Aaron Hood
Member	Prof Simon Anderson
Member	Roy Kelley
Member	Martina Crowley
Member	Naomi Flutter
Member	Rev Stephen Francis
Member	Prof Harlene Hayne ONZM

REPORT

Vision: A Learning community with an international standard of excellence.

Mission: To develop young men with strength of character, self-understanding, a passion for sustained learning and spiritual inquiry who will become active members of the global community.

Core values

Integrity: adherence to moral and ethical principles; soundness of moral character; honesty.

Introduction

Scotch College has four strategic pillars to provide our focus and direction. We believe these pillars align with the strategic goals of the Uniting Church of Australia, WA Synod. The four areas of focus and the respective examples, but by no means exhaustive, are:

Spirituality, Leadership and Personal Growth

Our goal is that all individuals will have a mature self-understanding, an appreciation of the world with the ability to make informed choices and be agents of positive change.

All boys attend weekly chapels and assemblies, whereby our Chaplain opens each celebration with an age-appropriate reflection grounded upon a theologically based Christian message. Furthermore, each of our sub-schools has leadership programmes and structures aimed at teaching the boys the core values required to be leaders and providing them with hands-on practical activities to manifest what leadership involves. We also have programs that are specifically offered to our boarding students. In terms of personal growth, our respective pastoral care structure, programmes, and activities are focused on ensuring our boys are provided with a caring and nurturing environment within which they can grow, develop, make mistakes, and, most importantly, learn more about who they are, and what special charisms they possess.

Community and Alliances

Our goal is to ensure that all stakeholders will be part of a community that gains strength from honouring the contribution of each member of the community.

The word community is at the core of who we are at Scotch. Our Old Scotch Collegians have a mantra of 'A Community for Life,' and our Scotch Parents have 'An Engaged Community' as their mantra. Furthermore, we pride ourselves on holding major community activities each year, such as Seniors Lunch, Founders Day, March Out, celebrations and balls, year-level gatherings, house gatherings, house sports music and drama soirées sub-school and the whole of school assemblies, speech afternoons and valedictory celebrations. We are an open community that welcomes parents and families onto our site to engage in the life of the College. We also seek to reach out well beyond our boundaries. We have an incredibly positive reputation for sharing our grounds and facilities with the local community

and supporting and working with many external agencies and schools to ensure that we share our vision and resources more widely than just within the Scotch community. As a member of the Round Square organisation, comprising 200 schools across the globe, our boys are given an opportunity to liaise, study with or visit schools from all parts of the world. Along with our membership of the International Baccalaureate, these alliances position us as a strong local school with a significant global outreach.

In 2023 we have welcomed 10+ international exchange students and this July welcomed a staff member from Fountain Valley school USA on a 2-week staff exchange.

Teaching and Learning

Through contemporary teaching and learning practices, we aim to empower each boy to achieve their potential and become engaged with the global community.

Scotch is proud to be able to offer not just the Western Australian WACE (Western Australian Certificate of Education) and VET (Vocational Education and Training) curriculum but also to be registered as a World International Baccalaureate school. What does this mean? It means that every boy has a diverse range of programmes to meet their individual needs, including their learning style, subject interests, or academic ability. We ensure that staff employed are not only strong in their chosen field of teaching but are the best practitioners possible. At the core of our college is the quality of our academic offering and the quality of our teachers and support staff. We have also been interviewed by the IB (International Baccalaureate) Organisation in the Hague to become the first southern hemisphere school to offer IB online as a trial school.

At the end of 2022 we received financial support from a local philanthropist to commence an online school. This is currently under development having run our first programme, a live in course during the July break. The Accelerator Programme was geared at post Year 12 students with strong industry content. The full online school will be launched in September 2023.

Development and resources

Through active and strategic stewardship, our goal is to sustain and most importantly maximise the College's recurrent and capital resources while responsibly responding to the future structural demands of an ever-changing educational environment.

Scotch College is a \$45–\$50-million operation that must be run in a financially responsible manner to maximise limited resources while identifying supplementary resources to ensure

that the College remains competitive regarding facilities and viable regarding recurrent operations. To achieve all this, we have a strong focus on brand maintenance because without a strong and consistent brand, families will not choose our college, nor will the community align to our key focus areas. From a fiduciary perspective, we have strong financial and risk committees and policies, a separate office of Philanthropy to engage with partners and organisations, and most importantly, a strong Council under which all financial governance comes. Over the last 12 months we have commenced work on the next 5-year plan which includes new and refurbished capital works.

The college must also ensure that we allow for any unexpected claims pertaining to a context within the church of historical institutional sexual abuse.

Human Capital, our Scotch staff, should remain our point of differentiation, and the college continues to ensure that our staff receive fair and regular salary increases to assist them in what is an incredibly challenging economy.

EXECUTIVE SUMMARY

How does the work of the school align with the proposed Vision, Strategic Directions and Values of the Uniting Church

The following UCA areas of strategic focus are identified to highlight our college's alignment, with the work of the church.

Diversity (to embrace and nurture all people and their gifts)

The college continues to implement our Tàlantach bursaries geared at attracting students who on balance could not gain access to Scotch due to financial restraints.

Currently, we have students attending Scotch in over a hundred different postcodes across WA and Australia. We also continue to look for ways to increase philanthropic support to increase hardship support any new enrolments, especially for any Old Scotch Collegians who may be experiencing financial hardship. The college maintains a strong focus on supporting families who may experience financial pressure due to sudden significant health challenges and debilitating medical expenses.

Our cross-campus classes and strong MOU with our sister school provide a framework to ensure that our boys have meaningful interactions with the opposite gender to ensure balance and an environment where we can focus on respect. These interactions commence as early as Junior school through our shared bush, beach, and river school programme.

Reconciliation (to seek justice and reconciliation for all)

The college is currently working on our new Reconciliation Action Plan (RAP). In doing so we are trying to ensure that the young men who attend our college from various lands, feel a sense of worth and welcome. Furthermore, that the charisms they possess, are shared with those non-indigenous boys. It is this cross-pollination of cultures that will enhance the journey to reconciliation. By way of looking at the core macro areas of focus, we are trying to incorporate:

- Purpose
- Providing opportunity for young indigenous men
- Increasing nonindigenous understanding of our indigenous heritage
- Identifying resources (physical and human)
- Embedding our Reconciliation Action Plan in all we do and speak
- Develop meaningful orientation and welcome programs
- Develop and identify rich curricula connections
- Establishing community connections
 - Work with corporate scholarship partners to ensure a unified approach to indigenous education and support
 - Optimise student numbers to ensure an environment and culture of genuine success and progress for all boys

Partnerships (to build and grow healthy interdependent partnerships)

We continue to look for opportunities to work with our fellow schools and colleges, the UCA agencies Uniting (one of our staff is a board member) and Good Samaritan Industry.

We have alliances with the Round Square (RS) group of schools and the International Baccalaureate Organisation (IBO) and the International Boys School Coalition (IBSC). These agencies ensure that our students and staff have access to global thinking and educational opportunities through curriculum, teaching and in-person exchange programmes.

Finally, our college is part of the Association of Independent Schools WA (AISWA) and Assoc of Heads of Independent Schools Australia (AHISA). Both associations ensure that we connect in ways that enhance the experience of our staff and students to broaden their personal and professional perspectives.

Finally, and most importantly, is the MOU we have with our sister PLC. This is a central pillar to ensure that we maximise human and financial capital while giving our young men and women meaningful cross-gender interactions as part of their schooling.

CONCLUDING COMMENTS

As Chair of Council, and on behalf of all members of Council, I thank the Synod, the Moderator, the General Secretary, and their secretariat for their current and ongoing trust in our college and their unwavering support for what the Scotch community continues to stand for and aspire. I hereby submit our annual report to Synod.

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