



PENINSULA
GRAMMAR



APPOINTMENT OF THE PRINCIPAL PENINSULA GRAMMAR SCHOOL

FEBRUARY 2024



ODGERS BERNDTSON



— INVITATION FROM THE BOARD CHAIR —



On behalf of the Board of Peninsula Grammar, I would like to invite applications for the role of Principal, following Stuart Johnston's decision to retire at the end of this year after 15 years of exemplary leadership of the School.

The Board is confident that Peninsula Grammar is well placed to continue the remarkable journey of success that started in 1961; one that has seen it grow into a vibrant learning community that offers our 1,350 students an exceptional education, enabling each to flourish and achieve personal excellence. In preparing our students for their future lives, we offer a breadth of opportunities that enrich them through high quality academic and co-curricular programs that are complemented by excellent wellbeing programs. Our students tell us that our dedicated and talented staff go over and beyond in supporting them.

Our spacious campus and wonderful sense of community reflect the benefits of being on the beautiful Mornington Peninsula, while the aspirations of our students and the inspiration behind a Peninsula Grammar education are informed by a global perspective. Our values are shaped by the Anglican heritage of the School, and manifest in the determination of our students to contribute to the world.

As a Board, we are excited at the prospect of working with our next Principal and look forward to developing with them a compelling future strategy. We are fortunate in that our strong enrolments and financial stability provide us with wonderful foundations from which to develop further our educational offering, ensuring that it continues to be relevant, contemporary and informed by best practice. Our Principal will be committed to excellence for our students and our staff, supporting both in fulfilling their potential. They will be a warm, visible, approachable and inspiring leader of our students, families, staff and alumni, and forge strong connections beyond the School gates.

I warmly encourage you to give serious consideration to joining our welcoming and inclusive community.

Mary Robinson

Chair of the Board of Directors

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ABOUT PENINSULA GRAMMAR



Peninsula Grammar is renowned for the depth of learning opportunities it provides each child. As the preeminent coeducational day and Boarding school on the Mornington Peninsula, we have a proud history of academic success, sporting triumph, and an unrivalled landscape of learning.

Our story began in 1957, in a rapidly growing region of the Mornington Peninsula. As hundreds of new families moved into the shire, a group of five residents realised that their children had no local, independent school to attend and decided to take matters into their own hands.

Over time, the need for a new school continued to grow, as did the interest of many prospective families on the Peninsula. In 1961, the dream of the founders was realised, and work commenced on the creation of Melbourne's first new independent school in more than 50 years.

The School's founding Headmaster, Rev. Dudley Clarke, opened the School's doors to 86 students from Prep to Year 8. Sixty years later, the School continues to pioneer new ways of learning on the Peninsula with over 1,300 students from Kindergarten to Year 12 enrolled. Our Boarders and international students enrich school life.

Peninsula Grammar is a long-standing member of Ecumenical Schools Australia.

With enduring partnerships across China and Malaysia, the School provides a truly global education.

The School is founded on the Anglican tradition. We are a diverse and inclusive community that welcomes all students of all faiths.

GOVERNANCE



Peninsula Grammar's Board is responsible for the overall governance of the School, setting strategic direction and reviewing plans and budgets established by school management. The Board delegates responsibility for the operation and administration of the School to the Principal.



THE CURRENT BOARD OF DIRECTORS ARE:

- Mary Robinson, Chair
- Richard Herman, Deputy Chair
- Keren Tindley, Treasurer
- Judith Braden, Director
- Rev Tanya Cummings, Director
- Mithran Doraisamy, Director
- Edward O'Donohue, Director
- Mary-Ellen Prendergast, Director
- Tim Stone, Director.

OUR PURPOSE AND STRATEGY

OUR MOTTO

“Quod Bonum Tenete” – Hold fast that which is good.

Our motto embodies the importance placed on traditional values at Peninsula Grammar. We value a spiritual and moral view of life that prizes the highest standards of personal character with a Christian ethic of service and concern for others. At the same time, we proudly see ourselves at the forefront of contemporary education, developing the intellectual talents of our students and equipping them with the skills to contend with life's challenges. As global citizens, students are encouraged to develop an attitude of service that will enable them to make a meaningful contribution to the world.

PHILOSOPHY

- Providing the students of the Mornington Peninsula region an independent school of the highest quality
- Providing learning opportunities for each student so they can pursue and achieve excellence
- Providing exceptional care for each student by fostering leadership, positive education, and a healthy and active lifestyle.

MISSION

Our mission is to deliver the highest quality education to students from Kindergarten to Year 12. At Peninsula Grammar, our teachers are exceptional in the way they teach, nurture, and inspire each child in every classroom to reach for personal excellence.

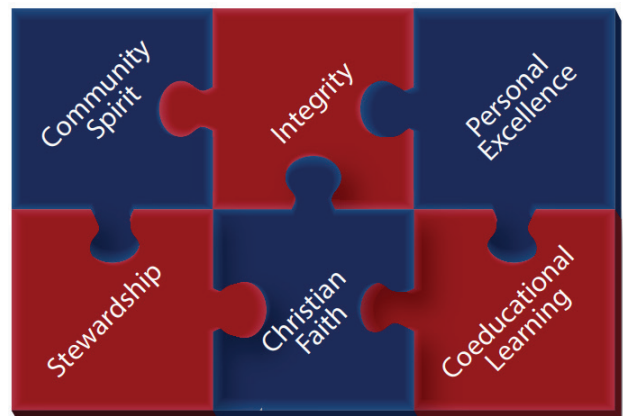
Our community spirit and steadfast commitment to positive education continue to foster self-belief and creativity in each child, whilst our coeducational environment reflects the real world, producing active and informed global citizens.

Shaped by the Christian faith, our school strives to instil a social consciousness in each student so that they can succeed in every sphere of life as they continue to better the world around them.

VISION

Our vision is to be Australia's premier coeducational day and Boarding school; known globally for our quality teaching, inspired standards, and the pursuit of excellence for each student.

CORE VALUES



STRATEGY

The School's Strategic Statement for 2023-2026 is a comprehensive plan that has been carefully developed, taking into account the unique cultural context of our school, and serves as a roadmap for our focus over the next four years.

At the core of our strategic priorities is our unwavering belief in the right of each child to pursue personal excellence.

Together, we will work towards creating an environment where each individual can flourish and realise their dreams.

View our full strategic statement [here](#).

LEARNING



We have a reputation for excellent academic achievement and strong VCE results. This is a testament to our investment in the highest quality teaching, exceptional state-of-the-art buildings and learning spaces, such as our VCE Science Centre and our award-winning ALATUS creative centre for Years 5 to 8, innovative approaches to learning, and the delivery of a rich and broad VCE program.

Our sub-schools cater to the specific learning needs of our students at each stage in their journey at Peninsula Grammar.

3 AND 4 YEAR OLD KINDERGARTEN

Kindergarten is a crucial time in the social and emotional development of all children. Our dynamic and experienced educators inspire our students to learn about both themselves and their world through a developmental play-based curriculum.

JUNIOR SCHOOL (PREP TO YEAR 4)

Our Junior School program is one of discovery. It's a time when our teaching staff encourages each child to develop their own curiosity and love of learning. During the Junior School years, we have a relentless focus on explicit teaching and high expectations for each student, alongside inquiry-based learning experiences.

MIDDLE SCHOOL (YEARS 5 TO 8)

Our unique Middle School program, 'Becoming Me' provides a supportive link between the Junior School and Pre-Senior School (Year 9). The unique needs of young adolescent students at this age are identified and catered for in a tailored program designed explicitly to support students through a time of exceptional physical, social, and emotional growth.

PRE-SENIOR SCHOOL (YEAR 9)

Our innovative 'Challenging Me' program is based on extensive research on how best to cater to the needs of adolescent learners. In Year 9, our students are taught by a dedicated team of teachers who work collaboratively to develop curriculum, teaching, and learning resources.

SENIOR SCHOOL (YEARS 10 TO 12)

The 'Inspiring Me' journey from Year 10 to 12 is an exciting one for every young person. We believe that the journey should be enriching, stimulating, and one that explores the development of valuable skills and dispositions. The School offers 33 VCE subject choices.



STUDENT WELLBEING



Our world-class Positive Education Program features across our school. It involves ensuring that our young people are well-rounded, well-educated, considerate, and community-minded. Our program has a strong focus on mental health and ensures that each student and their family have access to comprehensive pastoral care.

Our Student Services Wellbeing Team works across the School to develop initiatives to enhance health and positive engagement for each student to thrive.

The Wellbeing team includes our school counsellors, educational psychologists, careers advisers, medical staff, special education teachers, and our Boarding House supervisors.

We believe an effective approach to wellbeing involves:

- Ensuring that students have a sense of safety, security and wellbeing
- Building self-worth, confidence and responsibility
- Developing in students an understanding of their physical, emotional and personal development
- Engendering respect and tolerance for difference
- Cultivating student leadership opportunities
- Engaging students in appropriate career and vocational experiences
- Nurturing resilience in students
- Developing positive social relationships and interpersonal skills.



CO-CURRICULAR

At Peninsula Grammar, education is a holistic experience. Our co-curricular program is broad, offering students a range of experiences that complement and build on what is learned in the classroom.

SPORT

Peninsula Grammar has an enviable reputation in sports. We aim to develop well-rounded students who are committed to their individual health and participation in physical activity. Sport creates the opportunity for all, encouraging multisport participation in a fun, engaging, and progressively challenging atmosphere. We offer quality coaching at all age levels and develop fundamental skills that can transfer between sports. Peninsula Grammar is a member of the Associated Grammar Schools of Victoria (AGSV) sporting association and participates in the AGSV/APS sport program.

OUTDOOR EDUCATION

The Outdoor Education program at Peninsula Grammar provides life-changing experiences for students in Years 2 to 10. At Peninsula Grammar we value the outdoors for the richness of the learning experience it provides. Students attend age-appropriate camps, ranging from a sleepover at school in Year 2 to a 'get to know you' camp at the start of Year 5, the annual Year 6 Study Tour to Canberra, and a two-week wilderness camp in Year 9. In the Middle, Pre Senior, and Senior years, the Outdoor Education Program is sequential in nature, building on the skills developed in previous years.

CADETS

Peninsula Grammar Army Cadet Unit was established in 1965 and since that time has operated most successfully as part of the co-curricular program. The Cadet program provides ongoing opportunities for personal growth in a challenging but nurturing multi-age environment. Students from Years 7-12 work co-operatively to mentor and train junior cadets. The program develops leadership, fosters teamwork and encourages an ethic of service and self-discipline, as well as building friendships across the School. Recruit training is mandated by the Australian Army Cadets and equips students with the skills they need for a six-day outdoor experience at Puckapunyal.

MUSIC

Peninsula Grammar is known for our award-winning music program which plays a central role in the educational and cultural life of the School. Students enjoy a broad range of musical experiences from the Junior School Music Program to VCE in formal settings, to the flourishing instrumental and vocal programs and the less formal House music and performances.

PERFORMING ARTS

Peninsula Grammar's Performing Arts Program offers our students incredible experiences. Each year our students take centre stage in multiple performances including our Junior School Mini Musical Extravaganza, Middle School and Senior School productions. The whole community looks forward to seeing our actors, singers and dancers performing on stage supported by our talented musicians.

DEBATING

Peninsula Grammar enters student teams annually in the Debaters Association of Victoria competition with great success.

We have development squads in the Middle School where Senior School mentors help our younger students. Debating is used as a form of oral communication in the senior English curriculum. Inter-class and inter-house debates provide further opportunities for students to learn the skills of public speaking.

BOARDING



Peninsula Grammar has one Boarding house, known as Jaffray House, located in a distinct area of the campus. We provide both international and domestic students with an unsurpassed boarding experience and way of life.

Jaffray House was originally established in 1964 in what is today the School's Student Services Building. It moved to its present location at the southern end of the School property in 1971. The House endeavours to promote a personal approach and for that reason, the accommodation has been restricted to a maximum of 50 students ranging from Year 7 – 12. Boarders are housed in three buildings. There is a two-storey block that accommodates 33 students, and two separate single blocks that accommodate a further 17 students.

CAMPUS AND FACILITIES



Located 55km from Melbourne atop the rolling hills of Mt Eliza, Peninsula Grammar is privileged to be in one of the most sought-after corners of the country, the School extends across Mount Eliza with stunning views of Port Phillip Bay. Set on 80 acres (32.3 hectares), the School has a spacious and tranquil campus setting in harmony with the natural environment. It is renowned for its evolving landscape and the considerations it makes when building new learning environments.

Our most recent building, ALATUS, is designed to combine technology with critical thinking in a purpose-built environment that challenges students to rethink their learning and discern fact from fiction.

With a state-of-the-art science centre, three gymnasiums, two outdoor heated swimming pools, three ovals, four soccer pitches and grass tennis courts – the School truly sets the benchmark for natural beauty and exceptional learning environments.

OUR PARTNER SCHOOLS



Peninsula Grammar has always valued our international partnerships.

The legacy of these connections spans almost two decades and has provided many of our graduates with exceptional learning opportunities that span the globe. As a community of educators, we pride ourselves on building the capacity of teachers in China and Malaysia. In learning from them, we believe in the mutual opportunities this provides to strengthen the results our students achieve.

We continue to work with our partner schools across China and Malaysia to allow these learners to access the Australian Education system, through the study of the Victorian Certificate of Education (VCE).

Our partner schools include:

- Shanghai Pudong Foreign Language School, Shanghai, China
- Zhengzhou Foreign Language School, Zhengzhou, China
- Heze No. 1 Middle School, Shandong Province, China
- Taixing No. 1 Senior High School, Jiangsu Province, China
- Peninsula International School Australia, Malaysia.

SUSTAINABILITY



At Peninsula Grammar we value our environment and believe in the need to minimise our impact on the world to ensure the sustainability of the future.

We are a ResourceSmart school, a Victorian Government initiative that helps schools benefit from embedding sustainability across campus, curriculum, community, and culture.

We are an environmentally conscious school that actively engages and inspires all to develop a more sustainable environment by promoting best practices. This includes introducing exemplary practices in waste management, water and energy consumption, and the promotion of biodiversity throughout the campus.

The concept of teaching 'sustainability' is fundamental for students to understand the ways in which environmental, social, and economic systems interact to support and maintain human life.

Our students are encouraged to critically examine the diversity of views and values that influence sustainable development and practice. Our curriculum provides students with the opportunity to participate individually and collectively in programs that will help to establish more sustainable ways of living.



THE ROLE

The Principal will be responsible to the Board of Directors for the educational leadership and overall management of the School.

Peninsula Grammar is committed to offering our students learning opportunities that will enable them to pursue excellence academically and through their cocurricular endeavours. Our next Principal will ensure that we have a research-grounded approach to teaching and learning that looks to the future needs of our students. They will be committed to enhancing our academic outcomes, while not compromising a rounded education that enables each student to develop their talents through a rich cocurricular program across music, performing arts, sport, cadets, outdoor and service learning. They will also work with their team to enhance the skills and experiences that our students will gain to best prepare them for their lives beyond school, and to ensure that an age-appropriate continuum runs through our programs from kindergarten to Year 12.

Our focus will always be on what benefits the students most. To achieve learning excellence, their wellbeing is a high priority and we have had a focus on positive education for many years. The Principal will ensure that our programs and expectations also prioritise wellbeing for staff: the wellbeing of students goes hand in hand with the wellbeing of our committed staff.

We have a diverse, inclusive and engaged community. Our next Principal will be approachable and visible, building strong and productive relationships of trust with students, families and staff, as well as our alumni who make an invaluable contribution to the School. They will also be an effective advocate for us beyond school gates and will encourage partnerships with organisations in our local area, as well as supporting the contribution that our students can make to their broader community. The Principal will effectively represent the School within the sector and with organisations to which we belong, such as AGSV and Ecumenical Schools Australia. They will ensure timely communication with all stakeholder groups.

Our staff are at the centre of what makes a Peninsula Grammar education. Our Principal will provide them with opportunities to grow professionally through learning and by leading collaborative and empowered teams. They will also ensure that we recruit and retain high calibre staff, reflecting 'Quality Teachers' being one of our key strategic pillars.

We have strong international connections through our transnational program and our Boarding community which is predominantly international students.

As we enter the next era for Peninsula Grammar, the Board and Principal will work together to develop our strategy and vision to take us into the next decade and to inform the work we are undertaking on our masterplan.

Good governance is essential for any school. The Board seeks to develop a collaborative relationship of trust with the Head that supports excellent governance and the long-term health of the School.

As the leader of a substantial business, the Principal will ensure the School's continued sustainability and deliver value for families through careful management of the financial, risk, legal, compliance, technology, facilities and people management aspects of the business. They will ensure the ongoing smooth operations of the School and the excellent project management of major initiatives.

Although our enrolments are strong, we are in a competitive market and our next Principal will ensure we have a strong pipeline of future students and that we market and position the School effectively.

Our Principal will uphold the Anglican traditions of the School.

SELECTION CRITERIA



STRATEGY AND LEADERSHIP

- A highly effective, visible, inclusive and connected leader who forges strong relationships across the community and who builds high performing teams that are empowered and collaborative.
- Able to develop and communicate an inspiring and future-focused strategic vision, taking a community on a journey of continuous improvement and excellence.

EDUCATOR

- A contemporary educator who is research-informed, future focused, connected to global best practice and committed to excellence.
- Passionate about encouraging every child to be prepared for life through compelling holistic learning opportunities, encouraging strong academic outcomes, rich co-curricular engagement and exceptional wellbeing care.
- Empowering staff to flourish through their professional learning, opportunities to lead and clarity of purpose and direction.

BUSINESS AND OPERATIONAL

- Bringing sound business oversight and decision making to support the wise management of resources to achieve desired outcomes across enrolments, finance, risk, compliance, marketing, governance, technology, facilities and people.
- Ensuring the smooth operational management of running the School and tight management of major projects.

PERSONAL

- Having good judgement, energy, resilience, listening skills, warmth, compassion and an alignment with the School values.
- Upholding the Christian traditions of the School.

HOW TO APPLY

For a confidential conversation please contact:

Jane Harlen on +61 2 8905 3715 | Jane.Harlen@odgersberndtson.com or

Andrea Ripani on +61 3 8375 7445 | Andrea.Ripani@odgersberndtson.com

Applications for the role should include:

1. Candidate Statement

A brief statement of application (no more than three pages) outlining what you feel you would bring to this position, what you would expect to accomplish in the role, and reflecting on your past experience in the context of the selection criteria on page 19.

2. Curriculum Vitae

A maximum of five pages covering:

- > Full name, home address, confidential email address and mobile contact details
- > Confirmation of right to work in Australia
- > Positions held, dates, scope of responsibilities and key achievements
- > Details of education and qualifications
- > Any other relevant information, such as involvement in professional and community activities.

3. Referees & Date of Commencement

- > Full contact details of three referees whom the consultant may contact. Referees will be contacted only after consultation with the candidate.
- > An indication of when you would be available to start.

The preferred method of application is online at www.odgersberndtson.com/90691 All applications will receive an automated response.

Should you be unable to submit your application online, please email it to: **Andrea.Ripani@odgersberndtson.com**

The closing date is Sunday 17 March 2024.

The successful applicant will be expected to meet the ongoing requirements of a Working with Children Check and adhere to the School's Child Protection Policy. They may also be asked to undertake leadership and psychometric assessments in the final stage of the process, and undergo a national crime check.

Peninsula Grammar reserves the right to appoint by invitation.

