



Launceston
Grammar

EST. 1846

annual report

2020

COURAGEOUS 🦋 CURIOUS 🦋 CREATIVE 🦋 COMPASSIONATE

the four Cs

courageous curious
creative compassionate

outstanding learners and leaders

Launceston Church Grammar School is Australia’s oldest continually run independent school, giving the gift of outstanding global learners and leaders to this world since 1846.

We inspire our students to be: courageous as they embrace challenges with integrity and justice; curious in exploring and examining the world and all its attributes; creative, discovering and designing solutions for today’s and future challenges; and compassionate, seeking and serving the needs of the world.

We are an Anglican co-educational day and boarding community where students are nurtured, challenged and inspired.

Front cover/
Our Grade 12 students embark on the 2020 Walkathon.



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In a year where the world was massively impacted by the COVID-19 pandemic, Launceston Church Grammar School was similarly affected. But as we look back on 2020, the first achievement to be recognised in the School is the incredible resilience and adaptability of Launceston Grammar’s students, parents, staff and its overall community. Our heartfelt congratulations and thanks to every one of you – this year will never be forgotten, but perhaps the spirit of the School shone through foremost. Once again, the achievements of Launceston Grammar individuals and year groups have been outstanding. Within the COVID-19 focus, our Head of Technology, Nick Hansson, developed a visor prototype for use in Tasmanian hospitals in response to growing global concern regarding the shortage of critical personal and protective equipment. The visors were produced using the School’s 3D printers by Nick and fellow staff member Willem van den Bosch. Our Grade 12s achieved a record result of \$70,000 for FightMND through their Walkathon and our whole School community responded to the overall crisis by contributing to a very strong result for our Annual Fund campaign.

At the Junior Campus, all teaching was focused on transcending the Australian curriculum through the implementation of the International Baccalaureate Primary Years Programme framework. On the Senior Campus students continued to engage in a vast range of electives including a new drone-based elective in Grade 8 which now leads on to a two-year long Aviation Theory elective which focuses on the content required for siting the Recreational Pilot Licence examination. Also added to the elective suite in 2020 was an inspiring and challenging History Extended course for students in Grade 9 and 10. Mandarin has been introduced as a language for students on the Junior and Senior Campuses.

This year the Launceston Grammar Board continued development of the School’s Strategic Plan and Master Plan. The Strategic Plan will be released early in 2021 and the Master Plan by mid-2021. Next year, Launceston Grammar will celebrate its 175th year as Australia’s oldest continually run independent school. We will do so in a series of events, of which we hope you will be a part, as we celebrate our past, our present and an ever-changing and dynamic future.

welcome

Nigel Bailey
Launceston Church Grammar School Board Chair

Richard Ford
Launceston Church Grammar School Headmaster



learning

Launceston Grammar continues to deliver forward focused programmes and co-curricular activities which aim to inspire students across a range of subjects.

As an International Baccalaureate Candidate School, we are part of an organisation that offers high-quality and challenging educational programmes for a worldwide community of schools. The School is currently submitting its application to become an authorised Primary Years Programme school.

Throughout the year, Junior Campus staff have been building a Programme of Inquiry; the curriculum framework for all things taught across each grade at the Junior Campus. Our staff have continued to learn about concept-based inquiry, collaborative planning methods and behaviours. We have introduced these concepts and deliverables within their teaching practice.

At the Junior Campus, all teaching has been focused on transcending the Australian curriculum through the International Baccalaureate Primary Years Programme framework. For example, in the Australian curriculum it states that students will learn about 'Food and fibre'. At Launceston Grammar we go beyond what is stated, teaching supply and demand, diversification, sustainability and technology and its relevance in today's global economy.

This year our Grade 6 team made visible a unit of inquiry through the Primary Years Programme Exhibition which featured at

the Junior Campus in October. Students articulated their learning around the central idea 'Humans value freedom'. Our community were able to see first-hand each student's individual strengths, values and passions through the way they chose to represent their inquiry.

The School's Early Learning and Out of School Hours Care programme successfully achieved an overall rating of 'Exceeding' as part of the assessment process against the National Quality Standard for Early Childhood Education and Care and School Age Care. This authorisation process is undertaken every five years.

Senior Campus students have continued to engage in a vast range of electives developed by the School, utilising best practice programme design and interdisciplinary approaches. The Aviation programme continued to provide a practical pathway for Grades 8 to 10 students to acquire highly specialised skills. Grade 8 students could also select, this year, our highly specialised Drone programme as an Elective. Grade 9 students were able to study Aviation Theory, covering the content required for the Recreational Pilot Licence examination. We continue to offer a diversity of subjects in the Social Sciences and have this year introduced History extended for Grade 9 and 10. We continue to provide elevated pathways in Mathematics and Science. Mandarin has also been introduced as a language for students on the Junior and Senior Campuses.

Launched in Term 3, the Entrepreneurs' Club tailored to students in Grade 7 to 12, is providing a specific and dedicated focus on enterprise. Through the Club, members have access to business modelling, guest speakers and mentors. A highlight was the Pitching Competition with 10 student entrepreneurs vying for \$500 in prizemoney. Each student delivered their pitch to local entrepreneurs Martin Quinn and Errol Stewart with only one point separating the \$250 first-place winner, Peter Strong. A three-way tie for second place meant a third place was not awarded. Errol and Martin generously donated an additional \$50 so that Reiley Hind, Alex Bennet and Thomas Foster each received \$100.

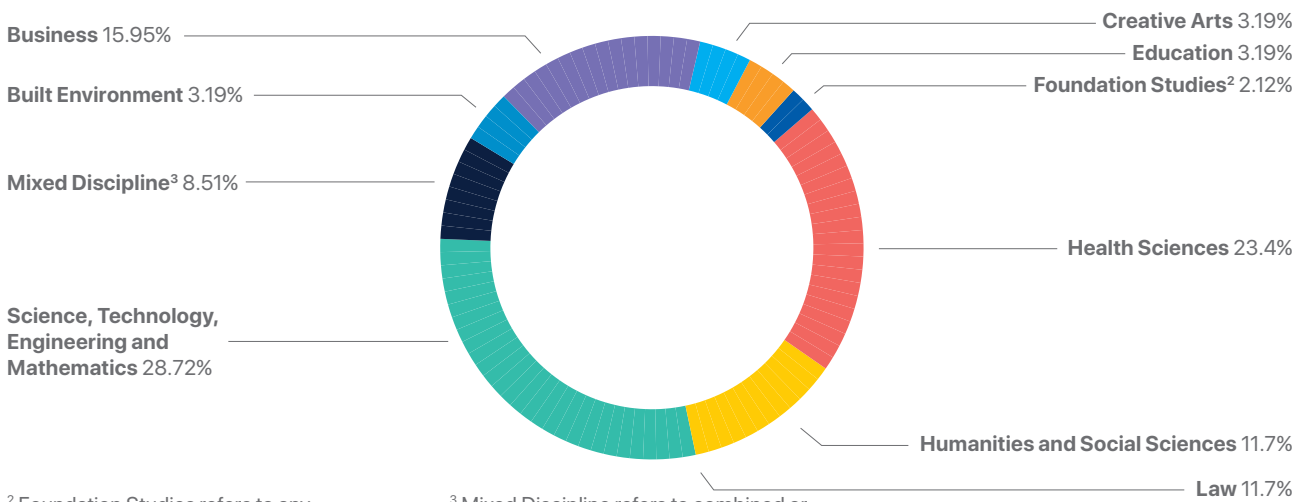
For students, remote learning during the COVID-19 lockdown demonstrated immense resilience and courage. The School witnessed parents, students and teachers, adapting with speed and agility. As a School we made great leaps forward in our use of technology, not just with the use of platforms and communication of tasks, but also with our pedagogy, the science and craft of teaching.

Partnering with parents in the education of their children has involved, for the first time this year, virtual parent teacher evenings and regular communication between the School and home during remote learning. Students were also able to continue incursions with experts – providing opportunity to learn from leaders within their field of expertise.



academic achievements and destinations 2019

2019 Offers by Discipline



² Foundation Studies refers to any comprehensive preparatory study program taught by a university aimed at preparing a student for Bachelor-level study in their degree of interest.

³ Mixed Discipline refers to combined or double degrees which involve two different discipline areas. Combined degrees in the same discipline have been placed into their relevant discipline.

ATAR results Australia-wide

Top 10 students

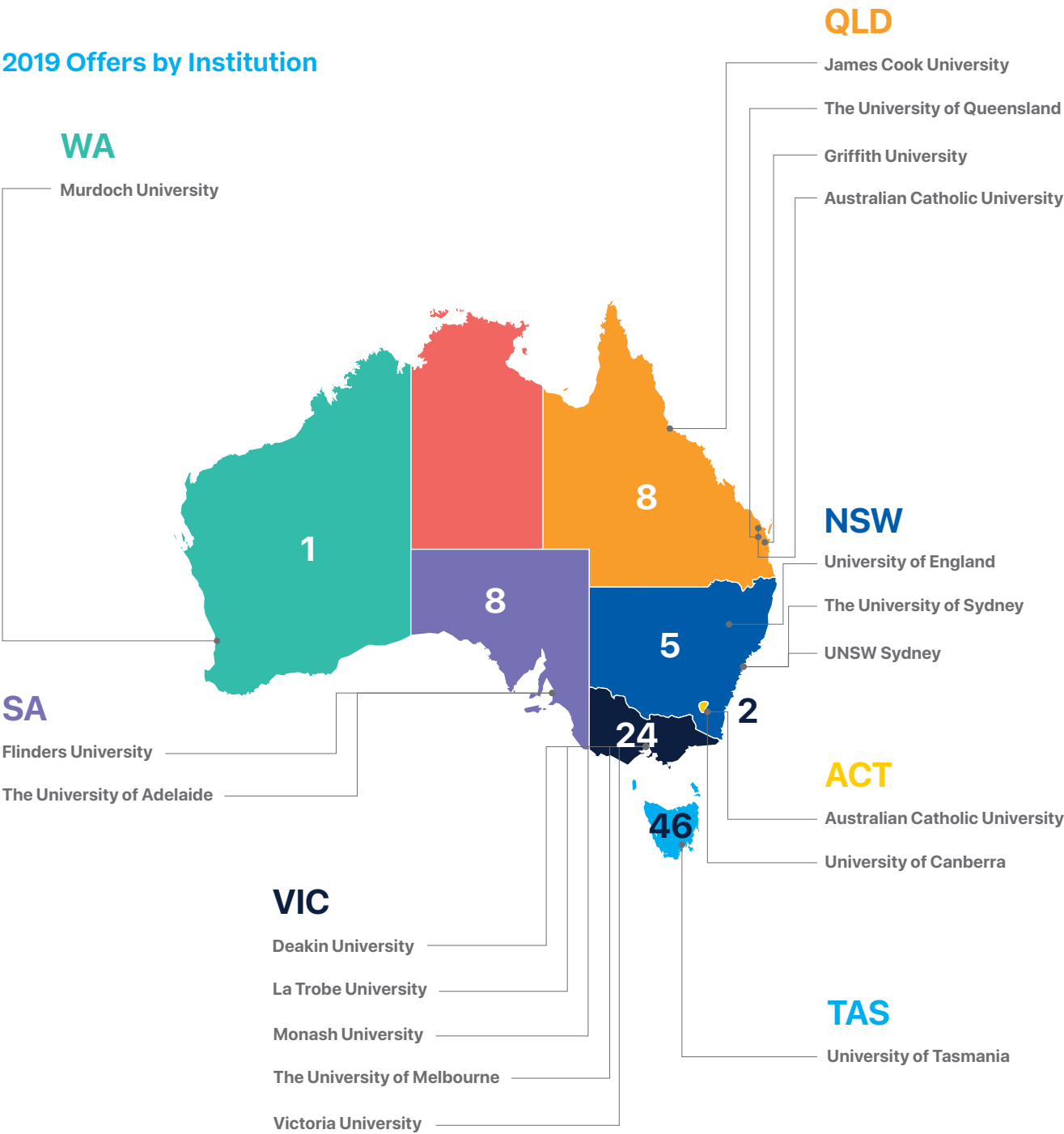
Lachlan Stedman	99.7
Harry Swan	99.65
William Ayres	99.1
Will Barber	99.05
James Curran	99.05
Thomas Watson	99.05
Sam Hillcoat	99.0
Sarah Hope	98.75
Joseph Savva	98.35
Henry Wu	97.25

95+
22% of our students in the top 5%

85+
49% of our students in the top 15%

8
students achieved a tertiary entrance score in the Top 100 in Tasmania

2019 Offers by Institution



pastoral care

Pastoral Care is central to all that we do at Launceston Grammar and encompassed in our teaching and learning activities, co-curricular, community service and chaplaincy programmes. At the Senior Campus, a House Tutor has prime responsibility for students within their tutor group and liaises closely with the Head of House and Head of Campus and parents to guide each student throughout the year. In our Grade 7 Transition programme our Head of Grade 7 works closely with the Head of Senior Campus, our core class teachers and parents. A prime focus is on building strong partnerships between the School and families through regular communication. We encourage parental involvement in many activities which helps to create a community in which our students, parents and teachers learn and develop together.

Pastoral Care programmes at the Senior Campus have included the ongoing delivery of the following key initiatives: Global Learners and Leaders programme; Peer Mentoring; Grade 7 Pastoral initiatives; Grade 12 Walkathon and support of this year's chosen charity FightMND, New Horizons programme, Breakfast Club at a local primary school, Sony Christmas Holiday Camp, and the Duke of Edinburgh Award.

The Smith Family student2student programme continued this year. The School's programme co-ordinator, Rev. Paul Grayston says the students who volunteer by listening to children across Australia read over a mobile phone, recognise how important the programme is.

All staff involved with our Pastoral programme have undergone Growth

Coach training to ensure there is a uniform approach to supporting students in setting goals. A key component has been assisting students navigate a pathway through the school years and beyond. Our Grade 12 also underwent Prefect Coaching and Development, run by local business lifeincolour.

The Senior Campus Pastoral Team, chaired by the Head of Senior Campus, Nick Foster, identified several goals and focus areas for 2020. These have comprised: cyber safety including pornography, digital footprints and identity theft; the importance of physical health including the value of sleep, an appropriate diet and physical activity; and a greater awareness of mental health including how and where a student can receive help, and reducing the stigma around mental health.

Leadership opportunities occur within the Pastoral Care system as well as within the wider School. Grade 7 staff provide these opportunities in a number of ways within their normal programme. Houses use other senior students to organise and support teams in Intra School competitions and to liaise with Grade 7 House members. In many cases, these senior students remain mentors as the juniors join their tutor groups in Grade 8. The School arranges training of selected students to become peer mentors.

In 2020, a new Student Leadership programme model was introduced in Grade 6 with the facilitation of leadership opportunities across the entire Grade 6 cohort. Students could select to work as Events and Fundraising, Sustainability, Community Service, Sports or Performing Arts Leaders



“Our teachers encourage every student to be open to new experiences and explore the many leadership opportunities available.”



beyond the classroom

At the Junior Campus, learning beyond the classroom is a priority with students provided with a variety of incursions, excursions, community service opportunities, and day and residential camps, to develop their skills of collaboration, problem-solving and critical thinking. Our Camp programme commences in Grade 3 with an overnight stay at Hagley Farm School and in Grade 4 our students explore Camp Clayton. In Grades 5 and 6 our students visit Port Sorrell and Port Arthur.

The 'Little Extras' co-curricular programme continued with students able to immerse themselves in a variety of activities including Tennis, Yoga, Creative Dance, Drama, and Choir. During lunchtimes students also have the opportunity to pursue their passions through a range of clubs including chess, LEGO and robotics.

Launceston Grammar's Outdoor Education programme continues to deliver opportunities for Senior Campus students to learn more about themselves, their fellow students and Tasmania's vast wilderness. As a result of the COVID-19 lockdown the Outdoor Education Team provided invaluable support with online learning for students present at the Senior Campus. Head of Outdoor Education, Jennifer Tait delivered Health classes during this timeframe.

The Tasmanian Certificate of Education (TCE) Outdoor Education course was reviewed with the creation of new learning opportunities through the programme curriculum. Grade 7 Hanleth and the iconic Maria Island camps both featured. One of the planned five Grade 8 camps went ahead and in place of the remaining four camps, day trips to Launceston's

Cataract Gorge and Penny Royal were undertaken.

As part of the Grade 10 Activity Week in March, two expedition camps went ahead albeit in a shortened version: white water kayaking on the Arthur River and a cycle tour from Railton to Liffey. Two Grade 11 and 12 camps were able to proceed as these camps are essential to TCE assessment. Freycinet National Park rock climbing camp and Arm River white water rafting camp were a breath of fresh air and enjoyed by all involved. Grade 9 ventured to Mt Cameron in Term 4.

The Careers Centre provides assistance to students as they transition through school to life beyond Grade 12. This includes the provision of intensive pathway planning for Grade 10 to 12. The School's specialist Careers Advisor, Fiona Symons continues to provide invaluable support and information around key dates and procedures for further education such as the UCAT assessment, university

applications and scholarships, as well as key details about external opportunities and virtual events including Open Days and university taster events. The Morrisby Profile testing and follow-up exploration sessions for all Grade 10 students was delivered in 2020.

Mountain biking is offered as a co-curricular sport at Launceston Grammar with students utilising the School's purpose-built 2 km intermediate mountain bike track for training sessions. Numbers continue to grow with 30 to 40 students per co-curricular session. Mountain biking was also delivered as part of the Community Outreach programme and Launceston Learning Festival.

Our students have supported financially and with their skills and time, 30 different charities across the Junior and Senior Campus this year including Tasmanian Guide Dogs, City Mission, and the Strike It Out homeless charity, as well as overseas students residing in developing countries.



innovation in a time of need

The School's Head of Technology, Nick Hansson developed a visor prototype for use in Tasmanian hospitals in response to growing global concern regarding the shortage of critical personal and protective equipment since the outbreak of the COVID-19 pandemic. The visors were produced using the School's 3D printers by Nick and staff member, Willem van den Bosch.

governance and strategy

This year the Launceston Grammar Board continued development of the School Strategic Plan which will be launched early in 2021. Work also commenced on the School's Master Plan which will inform the long-term built-attributes of the School well into the future. A draft Master Plan will be delivered by the appointed architect mid-2021.

In 2020, the School signed up for accreditation with the Australian Childhood Foundation, a three-year process which will see staff undertaking child safe training. The implementation of a Child Safe Framework will include key elements of the School's approach

to maintaining a safe environment for students and protecting children from abuse.

Launceston Grammar registered with the National Redress Scheme as part of its approach to providing acknowledgement and support to people who experienced child sexual abuse. The Scheme is one available avenue for people who experienced child sexual abuse at the School to seek redress for harm and hurt, and to be provided with acknowledgement and support to assist in moving forward in a way that is right for them. The Scheme can provide applicants with counselling, the opportunity for a direct personal

response and a redress payment. The School is committed to being a child-safe organisation and caring for all students, past, present and future.

An online Culture Survey was conducted for staff, including teaching and general staff. The results will inform a Culture roadmap to be implemented in 2021 and 2022.

During the height of the COVID-19 pandemic, the School managed its financial affairs in a more prudent manner. Assistance was also provided to families in financial hardship so that all current students were able to continue their learning at Launceston Grammar.



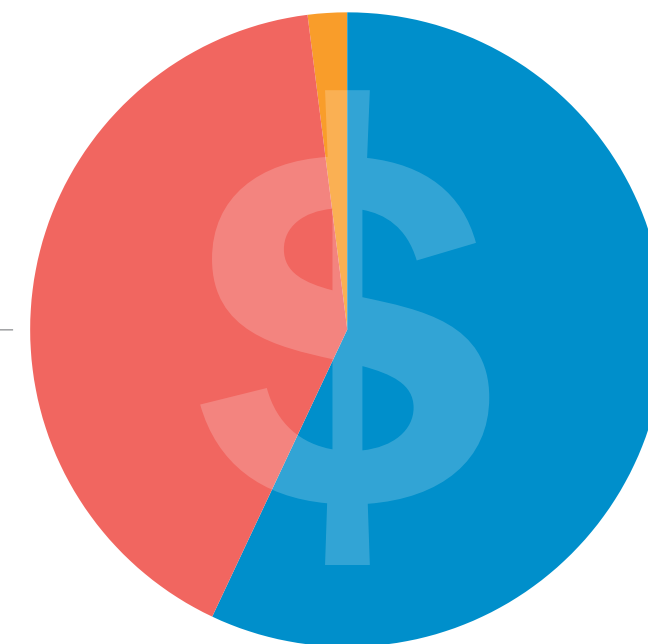
the launceston grammar dollar

To best illustrate how our school functions financially we have expressed this in terms of the 'Launceston Grammar Dollar'. Where that dollar comes from and how it is spent.

How do we earn a Launceston Grammar Dollar?

Our revenue comes from two main sources, namely, school tuition fees and Government grants.

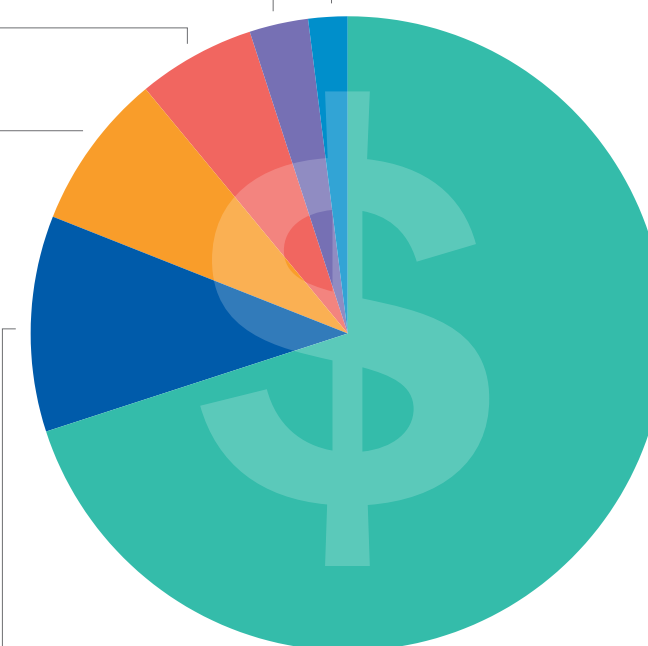
Sundry Income 2¢
Government Grants 41¢
Tuition Fees 57¢



How do we spend a Launceston Grammar Dollar?

Our expenditure consists of remunerating and providing for staff, maintaining our facilities, meeting the general needs of operating and administering the school. Any surplus funds we are able to generate are then applied to investing in the school's future.

Sundry Expenses 2¢
Future Wellbeing 3¢
Teaching Support 6¢
Administration 8¢
Property Costs 11¢
Employee Remuneration 70¢



staff development

Junior Campus staff have completed the IB PYP Category 1 Training Course, ensuring that they can now continue in their specialised study to Category 2 and beyond. For the first time this year teachers were able to be a part of the IB PYP Victoria/Tasmania network with over 50 teachers sharing their practice via virtual PYP network Teach Meet forums. The forums focus on teaching and learning strategies, resources, innovations

and digital tools. The Language Committee also found Teach Meets to be a valuable resource in providing new and innovative ways to teach language including English and Mandarin.

In Term 4, Senior Campus staff will undertake a 15-hour accredited course in Youth Mental Health First Aid delivered by Matt Gray.

The training of staff in restorative justice practices as a School-wide programme has also begun.

Across both Campuses, all staff completed the Child Safe Training with the Australian Childhood Foundation. This is a vital first step as part of a three-year process in maintaining a safe environment for students and staff.

teachers	Doctorate	Master Degree	Graduate Diploma	Graduate Certificate
	3	15	12	7
	Bachelor Degree	Associate Diploma	Diploma	Tasmanian Teaching Certificate
	116	3	15	12
				7

general staff		Doctorate	Master Degree	Graduate Diploma
		1	4	3
	Bachelor Degree	Associate Degree	Advanced Diploma	Diploma
	28	1	1	7
				29





community

Launceston Grammar introduced a Parent Grade Representative Programme to further strengthen belonging and involvement within the School community. The programme was initiated to build upon the informal work parents have undertaken in the past to foster community and encourage engagement. To support alumni and parents during this COVID-19 year, a Business Directory was created and launched, and for alumni, an Alumni Reunion Handbook was developed to ensure alumni gatherings occur seamlessly well into the future.

The Community Engagement Team began work on a programme of activities to celebrate 175 years in 2021. The programme's objective, to ensure we honour our past, celebrate who we are today, and imagine who we will become. As the oldest continually running independent school in Australia, this is a significant milestone.

A website redevelopment project was undertaken in 2020 to accurately reflect the School's identity, values, culture and vision and facilitate and streamline the information needs of current and future families. The website, which was launched in November, will promote the School's Annual Giving campaigns and streamline online donation transactions.

In May a social media campaign was launched to recognise and thank members of the Greater Launceston community as well as those within our School community. The campaign sought to highlight the valuable contributions made daily to maintain the health and safety of Tasmania whilst in the COVID-19 pandemic lockdown. The campaign thanked parents, essential workers and teachers.

The Launceston Learning Festival was delivered for the second year. The one-day school holiday festival for children aged 9 to 14 years showcased a variety

of engaging workshops delivered by members of the Launceston Grammar community.

A new programme featuring leaders within our community as inspiration to students was launched by the Tasmanian Premier. Mr Peter Gutwein as inaugural guest speaker launched the Leadership Lunch programme in September.

The emphasis of the 2020 Annual Giving was placed on the School's most pressing needs. These have included scholarships and bursaries to support families who have required additional financial support, and a Chapel restoration project to upgrade the woodwork, carpet and heating as well as important restoration work to the sandstone. The Junior Campus and Senior Campus libraries were also in the spotlight with funds received delivering new technologies, resources and contemporary reading and studying spaces. 2020 Annual Giving has been heralded a success with \$168,000 raised.

annual fund

40% increase in funds raised in 2019/2020 financial year

91% of donors asked made a gift

19% increase in the number of donors from 2019

2020 fundraising

\$813,100
from January to November 2020

\$189,800
raised for support during COVID-19 *

\$574,000
gifted for a range of projects across the Junior & Senior Campuses

* Raised for Scholarships and Bursaries to support students and families with financial support during COVID-19



Launceston Grammar

EST. 1846

Tasmania, Australia
lcgs.tas.edu.au

CRICOS Number 00650K