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LAUNCESTON GRAMMAR
ANNUAL REPORT



Front Cover: Grade
11 student,
Gracie Macleod
being presented
at the 2022
Graduation and
Presentation
Evening by Acting
Headmaster;
Nicholas Foster and
alumnae
(1985), Indira
Naidoo.



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the Acting Headmaster
and Board Chair

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2021-2026



As we reach the end of 2022 it is hard to believe yet another year has slipped by. At the end of Term One Richard Ford completed his tenure and Nicholas Foster served as Acting Headmaster for Terms two through four.

Term 1 saw COVID-19 restrictions still in place and some events on campus restricted due to gathering limits. As the year progressed it was wonderful to be able to invite our community along to both campuses. The Old Launcestonians' Association Spring Cocktail Party was one such event and provided a wonderful opportunity to gather.

We are firmly of the opinion that there is so much more than an ATAR that indicates student success. We are proud of all our students and when reading through school reports, it is heartening to hear of so many obstacles overcome, and achievements made and to see that children succeed in so many different fields of endeavour.

As part of our commitment to continuous improvement we also sought feedback from staff at the school in Term four as a follow up survey to one conducted in 2021. This survey focused on staff wellbeing and engagement to help inform the senior executive what is working, what is not and help us understand more about what is important to staff. We had great participation with an additional 15% of staff responding this year comparative to the last survey. We are pleased to share that the survey indicated notable improvements in the engagement and wellbeing of our people. Year on year engagement increased by 20% and wellbeing has increased by 30%. These are both above the national average.

While we acknowledge and are heartened by these improvements we will continue to focus and develop our wellness and people programs in 2023 and beyond.

As we look to the future and 2023, we will welcome **Dale Bennett** as the 21st leader and first Principal of Launceston Grammar. We will celebrate 100 years of the Mowbray Campus, 50 years of co-education, 60 years of both the annual walkathon and Maria Island Camp and 40 years since the amalgamation of Launceston Grammar and Launceston Church of England Girls Grammar School. 🍷

Nicholas Foster, Acting Headmaster
Launceston Church Grammar School

Nigel Bailey, Chair
Launceston Church Grammar School Board



Back row l-r:

Mr Dallas Frost,
Mr Heath Clayton,
Ms Polly Flanagan,
Ven Dane Courtney,
Mr Tim Holder,
Mr Nicholas Foster
(Acting Headmaster)

Front row l-r:

Mrs Claire Gregg,
Dr Rosemary
Callingham, Mr
Nigel Bailey (Chair),
Mrs Fiona Woolecock
(Deputy Chair), Mr
Keith Calvert.

Year on year engagement increased by 20% and wellbeing has increased by 30%. These are both above the national average.



We continued to manage and enhance our built environment throughout 2022.

Broadland House is one of the very early buildings established in the suburb of Newstead (circa 1830) and utilised a technique called 'rammed earth' as the predominant construction medium. Broadland House is one of only a few buildings of its type surviving in Australia today and is listed under the heritage act for buildings of historic importance. In recent times, issues were discovered with the integrity of the northern wall of the building, requiring immediate action to not only repair this wall but also include permanent, long-term stabilisation systems and an interior refurbishment into the scope of works. Faulkner Building, Design Intent and Rare Design were commissioned to undertake these works, which given the unique nature of the original construction technique, presented a significant challenge for the team. The solutions employed were always sympathetic to the unique nature of the original construction techniques and the historic importance represented by this building. As an administrative centre, Broadland House now provides staff and visiting parents with a very pleasant blend of the old and new world look and feel.

In 2022, Launceston Grammar acquired 3,894sqm of land at 11 High Street plus a building and further 2,593 sqm of land at 7 High Street. Board Chair Nigel Bailey described them as significant purchases in future proofing for the Junior Campus.

The Senior Campus Agricultural Plot has seen an upgrade under the guidance of Amanda Luttrell. In addition to general upkeep, the team removed the dysfunctional cage area and watering system, temporary chain and lock fencing, rubbish and items were donated to a community garden. The area now houses 2 sheds, 13 garden beds, 2 chicken coops, 2 tumbler composts, 1 giant worm farm and compost. This has been landscaped to include an attractive fence, hedges around the fence, and shed. The goals for 2023 and beyond include a bush tucker garden, orchard, shelter for temporary housing of farm animals and localised irrigation. 🍷

As the entrance to our Junior Campus today and the setting for countless stories from Broadland House Old Girls, we want to ensure that Broadland House continues to be a special place for future generations.

circa
1830



2022

provided the perfect opportunity for reflection on the notion of learning. We look on with pride at the success of our TCE students, whilst remembering that a great many of these young people took their first steps into learning with us on the Junior Campus.

We believe in lifelong learning and a commitment to personal and professional growth which our educators use to inspire and nurture our students.

Junior Campus teacher, **Timothy Brown** was officially accredited as one of the first seven teachers in Tasmania to achieve certification as a Highly Accomplished and Lead Teacher (HALT) with the Australian Institute for Teaching & School Leadership (AITSL). He has achieved the highest level of acknowledgement as a Lead Teacher. The Tasmanian HALT pilot is a unique, three-strand program designed to support teachers on their journey to achieving certification. It provides professional growth and leadership opportunities from within the classroom, where teachers have the greatest potential to positively impact student wellbeing and learning outcomes.

Therese Wahl was recognised for her skills in the Yamaha Piano Teacher Award: Breakout. As one of ten winners nationwide, Ms Wahl travelled to Yamaha Headquarters in Melbourne to participate in two days of professional development.

Grade 6 teacher **Helen Wilson** took the year group beyond the classroom walls to participate in the 2022 Bush Blitz Conference at Nindethana in Deviot. Bush Blitz is Australia's largest nature discovery programme involving specialist taxonomists, indigenous communities, rangers and landowners, teachers, students, and BHP employees

documenting plants and animals across Australia. Our students used the 'Kids to Kids' teaching model to design tasks and activities for other students with the express aim of inspiring curiosity for the natural world and protection of our planet.

The students identified, researched, and documented invasive species, declining bee population, destruction of habitats and water pollution before collaborating to plan and design forty-minute workshops. 🌱

As one of ten winners nationwide, Ms Wahl travelled to Yamaha Headquarters in Melbourne to participate in two days of professional development.



Page right: Our students began rehearsing for CATS, which will be performed in 2023 at the Princess Theatre.



2022 begun with **Charlotte Woollams** (2021) receiving one of only four Telstra Technology and Innovation Scholarships. The scholarship is worth \$100,000 over five years and will allow Ms Woollams to study for both an undergraduate and a Masters degree at the University of Melbourne. Charlotte will begin her studies with a Bachelor of Science before moving on to complete a Master of Engineering (Mechatronics).

Dux of 2022

William Coulson

Proxime Accessit

Liam Fassett

21% of the grade achieved an ATAR above 95

34% of the grade achieved an ATAR above 90

50% of the grade achieved an ATAR above 85

100% of our students have achieved their TCE

Our Grade 12 students did exceptionally well with a **median Australian Tertiary Admission Rank (ATAR) of 82.8**.

William Coulson (2022) rated in the **top 10 of highest rating Tertiary Entrance Scores for Tasmania**.

Liam Fassett, Zaki Anis and **Aimee Woodley** all join William in being rated in the Top TCE 100 Students for Tasmania.

It is encouraging to also see many academic successes on the Senior Campus in students through Grade 7 to 10. **Emily Schipp** (Grade 10) won First Place in the Tasmanian Science Talent Search 2022 Grade 10 Research investigations with her project 'Too Late for Tea – Bacterial Growth in Tea Samples'. Emily is also one of only three studies that also received the University of Tasmania Excellence in Scientific Inquiry Awards. This award is presented to students who have shown an excellent understanding of scientific processes in their entries.

Grade 7 student **Paige Duncan-Rainbird** was awarded a Young Australian Writers Award and flown to Melbourne late in 2022 for her poem 'Don't Speak like a Bogan'. Paige and Emily are an inspiration for our students showing that they can nurture a passion for learning beyond traditional schooling.

2022 UTAS High Achiever Programme

The University of Tasmania High Achiever Program (HAP) enables high achieving senior students to enrol in university subjects that complement and extend their studies. The following Launceston Grammar students participated in the HAP in 2020 and 2021 achieving a Distinction or High Distinction.

Emily Flude – Brain and Behaviour, Psychological Processes

William Coulson – Mathematics I, Mathematics II

NAPLAN results

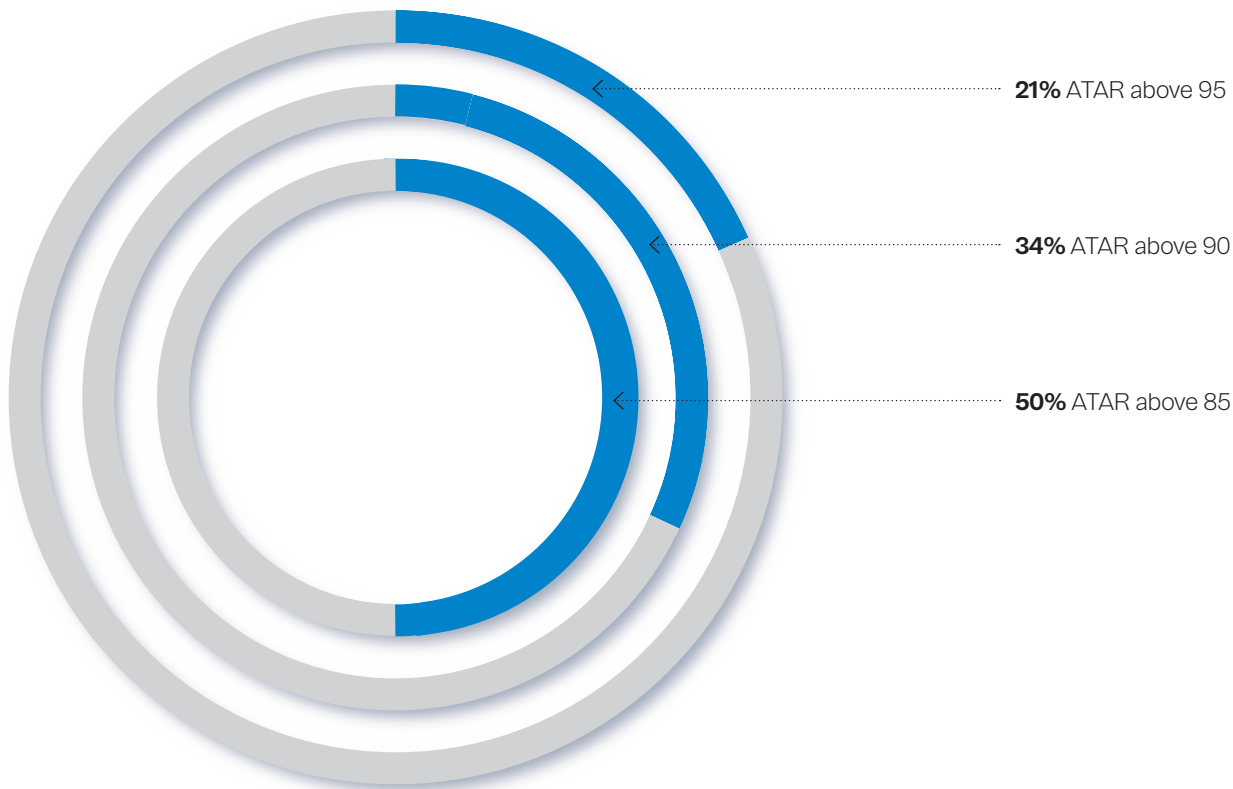
- All Launceston Grammar Grade 7 and 9 average mean results were above the Australian and Tasmanian average mean results. Some of these highlights include:
- Grade 7 Numeracy, with results 10.81% and 13.94% over the Australian and Tasmanian average means respectively
- Grade 7 Reading, with results 9.02% and 10.04% over the Australian and Tasmanian average means respectively
- Grade 9 Writing, with results 5.18% and 8.47% over the Australian and Tasmanian average means respectively
- Our highest average mean score for Grade 7 Writing and Numeracy since 2011
- 15% more students in the top two bands for Grade 7 Numeracy compared with similar schools
- Gradual reduction of students "below national minimum standard" in Grade 9 Writing
- Growth in our Grade 9 Writing average mean score every year from 2018 – 2022 📈

“Mechatronics is like a puzzle and coding is like a game.”

The chart to the right shows the impressive ATAR results our students have achieved because of their hardwork and dedication as well as that of their teachers.

tronics is like coding robotics,
e a combination of mechanical
ding systems and things.”

Charlotte Woollams



Paige Duncan-Rainbird was awarded a Young Australian Writers Award for her poem 'Don't Speak like a Bogan'.



Paul Taylor, from the Mind Body Brain Performance Institute spoke to Grade 9 to 12 students, parents, guardians, and staff in Term 3. Paul is an exercise physiologist, nutritionist, neuroscientist and PhD scholar in psychology and has been working with corporate and school groups for over 15 years. Launceston Grammar staff had Paul speak with during Professional Learning sessions throughout 2022, and universally found his messages to be simple and effective in improving wellbeing.

Emily Wood (2022) created an impressive fundraising event on Flinders Island for the 2022 Grade 12 Walkathon charity #LetUsSpeak. She worked tirelessly with her mother alumnae Toni Wood (1994) to host a Black-Tie dinner and auction with donations from across the island and the Launceston Grammar community. The event was a sell-out and raised over \$30,000.

The 2022 Grade 12 students raised \$68,000 for #LetUsSpeak. For 59 years our students have chosen a charity to support in their final year of school with the pinnacle event being the Walkathon, a 24-hour, 80-kilometre walk in April. This year the students were inspired by Tasmanian Grace Tame and the work she has done with Walkley award-winning journalist Nina Funnell. Funds raised will go towards The Survivor Voices Project, which will tell the stories of survivors on their own terms and in their own words.

The Junior Campus have warmed our hearts as they showed compassion and understanding beyond their years of events in the wider community. Throughout 2022, there have been several student-led initiatives that have raised money for some very important charities. Rural Alive and Well were chosen by the Junior Campus Council for the Fathers' Day Breakfast and Grade 5 held a Dress Like a Farmer Day.

As part of a Unit of Inquiry in Grade 4, students visited Wings Wildlife Park in Northwest Tasmania. Since the visit, the park has suffered immensely due to the recent floods. Grade 4 students

decided to take action to raise funds to support the park and on Friday the 18th they hosted a crazy hair day and a drawing competition. The total raised was \$286.55.

Prep Bassano worked with the Grade 6 leadership team to raise \$2682 for The Kids Cancer Project. They were inspired by one of their fellow Preps undergoing chemotherapy and sought to raise funds so that other children could have a comforting and cuddly toy to accompany them through treatment.

Red Cross and the RSPCA came to a special assembly and were presented with the cheques from money raised by ticket sales for the Grade 5 musical production of Oliver! Jr.

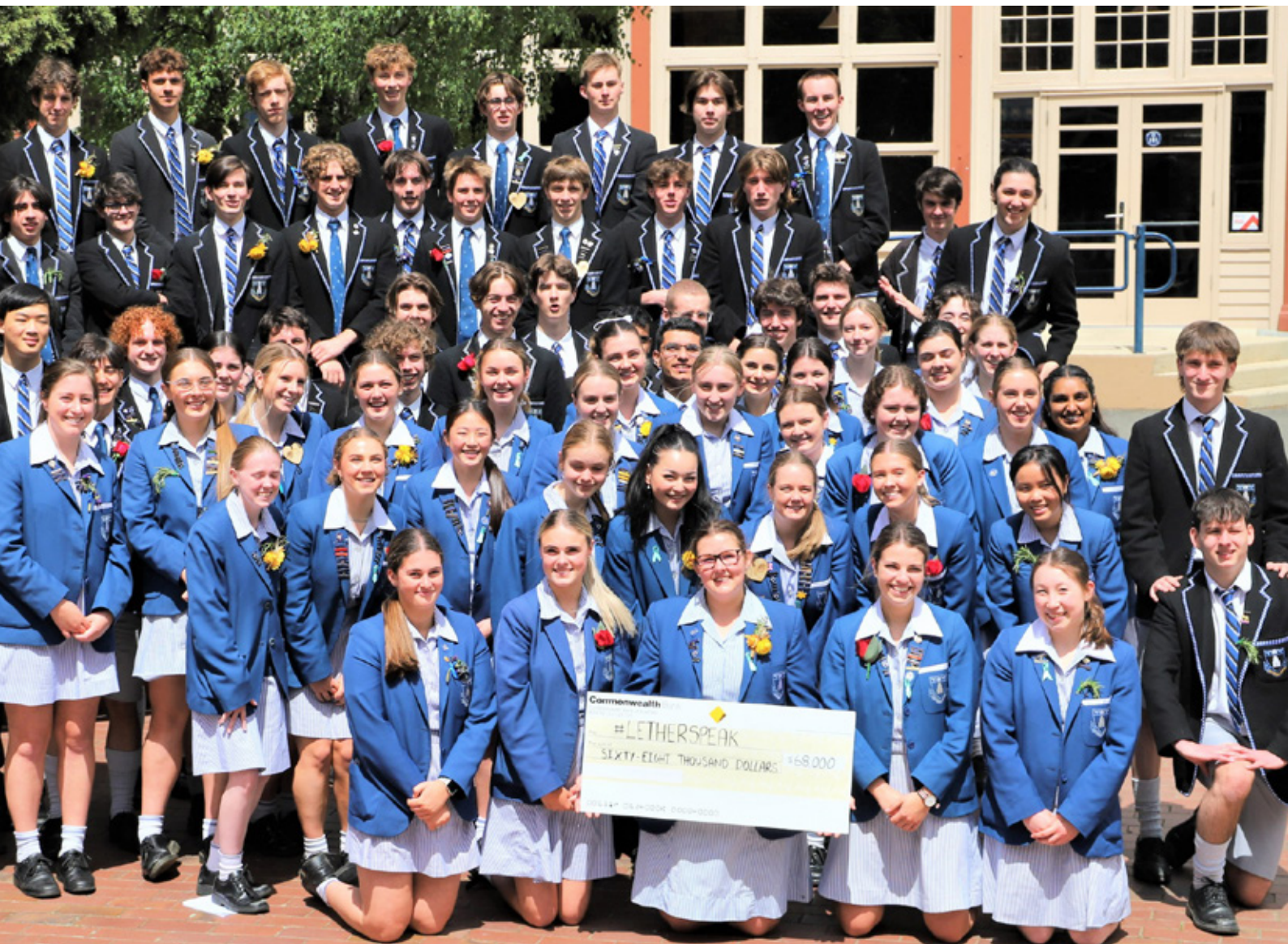
We are proud of our caring, thoughtful, proactive, and inspiring children. ♥



a 24-hour,
80-kilometre
walk

\$68,000

The 2022 Grade 12 students have raised \$68,000 for



Funds raised through the 2022 Walkathon activities will go toward The Survivor Voices Project.

or the Walkathon charity of their choice, #LetUsSpeak.

Launceston

Grammar students continually thrive in a wide range of endeavours beyond the classroom. Here are some of the incredible achievements from 2022.

On Friday 25 November 2023 **Ashlyn Mayes** (2022) was amongst ten young Tasmanians who were presented with their Duke of Edinburgh Gold Award by Her Excellency, the Honourable Barbara Baker AC, Governor of Tasmania, the Award's Tasmanian Patron. Her Excellency and Emeritus Professor Don Chalmers AO hosted the ceremony at Government House in Hobart.

Launceston Grammar's **Chess Team** has ended its stellar year with a strong

showing at the Australian National School Chess Finals (28 to 29 November). After a hard-fought victory in the Northern Tasmanian Interschool Chess competition they beat 6 other teams for the crown and placed 3rd in the State. Our team proved itself on the national stage, and the Middle Years team brought home a fantastic result of 4th in the country, with **Luwanna Beeton** awarded top female player in the Middle Years section, and **Monty Brown** placing 12th in the country.

Throughout 2022 **Launceston Grammar rowers** scored several successes. Students were involved in wins for the Rowing Tasmania State Championships, Tasmanian All School Championships, Head of the River and participated in the Schools Pathway VIII Programme.

Our Senior Boys First VIII won the State Championship, the first win in this event since 1986.

Our Outdoor Education program provides opportunity for our students to learn and develop their team building skills.



Rowing alumni **Alexandra Viney** (2010) and **Henry Youl** (2013) competed in the 2022 World Championships and Rowing World Cup.

Launceston Grammar Senior Boys 1st Soccer team won the SATIS Premiership Final for the first time in 22 years.

The Equestrian team were awarded the Senior Shield at the DDPC All Schools gymkhana.

Ava Farquhar, Nahlee O'Brian and Poppy Cuming were in the first group of exchange students to Sherborne Girls School in Dorset, England post COVID restriction. The programme has been running for over ten years, providing pupils with the opportunity to meet international friends, study in a different environment, and explore new cultures. The girls will spend four weeks in the UK and welcome their counterparts to Launceston Grammar in Term Two.

Emily Flude was selected as the Australian National Cadet Regimental Sergeant Major and assumed the position at the start of 2022. As the National Cadet Regimental Sergeant Major, along with the National Cadet Under Officer, National Cadet Adjutant, and National Cadet Training Officer, CDTWO Emily Flude will endeavour to make cadets accessible to each individual youth member, from recruits to NCOs, by acting as the point of contact between national AAC HQ and individual units.

Our **Outdoor Education** program continues to provide the perfect opportunity for our students to learn and develop their leadership and team building skills within Tasmania's pristine landscape. 🏞️



We are pleased to share that the 2022 wellbeing survey indicated notable improvements in the engagement and wellbeing of our people. Year on year engagement has increased by 20% and wellbeing has increased by 30% - above the national average.

Areas for improvement include performance feedback and goal setting, which have been factored into the professional learning programme for 2023. We acknowledge and are heartened by these improvements as we continue to focus and develop our wellness and people programs in 2023 and beyond.

Boarding Staff Duty of Care Workshop

In Term 3 of 2022, our Boarding Staff attended a two-day virtual Duty of Care training course that was presented by Richard Stokes, Chief Executive Officer of the Australian Boarding Schools Association. The course is designed to upskill the knowledge of boarding

staff through establishing a national standard of basic skills necessary to perform residential care duties effectively. Our staff gained a certificate at the completion of the course, and we are excited to use the information learnt to continue to improve our care and the safety of our Boarders.

UTAS Partnership

For the last four years, Launceston Grammar and UTAS have partnered to fund a PhD Scholarship. TJ Pieters is in the final few months of completing his PhD, with his thesis focussing on managing and monitoring the workloads of our athletes. Through this partnership with UTAS, TJ has been our Strength and Conditioning Coach, coaching our rowers, footballers, soccer players, and any individual athlete wishing to improve their strength and fitness. We are hoping to continue building this partnership with UTAS and creating exciting opportunities for our students outside of the classroom.

Reconciliation Action Plan

As part of the Excellence Teams initiative, Launceston Grammar invited staff from the Junior and Senior Campuses to join a Reconciliation Working Group to develop the Grammar Reconciliation Action Plan (RAP). This aligns with Objective 4 of the Strategic Plan, to strengthen belonging and involvement across the school community and beyond by developing and implementing a RAP. The group meet each Term.

The group is made up of Aboriginal and Torres Strait Islander staff and/or stakeholders and non-Aboriginal and Torres Strait Islander staff and/or stakeholders. To launch the process, members attended a meeting at the University of Tasmania to learn more about the process and the resources available on the Narragunnawali site.

There are 40 recommended RAP actions, 14 of which are compulsory. During 2022, Aboriginal flags were purchased and are on display, events begin with an Acknowledgement or Welcome to Country. Our website features an Acknowledgement of Country.

We are building relationships with members of the aboriginal community and invite them to engage with our students. Aboriginal educators, authors, artists, historians, and storytellers visited the school to help us celebrate National Reconciliation Week and to engage with students to help them learn about our history from the indigenous perspective. Staff and students attended the local Reconciliation Breakfast and learned about the development of the Uluru Statement from the Heart from Thomas Mayor and Kaytlyn Johnson. Teaching about reconciliation is incorporated in our classrooms, at assemblies and events.

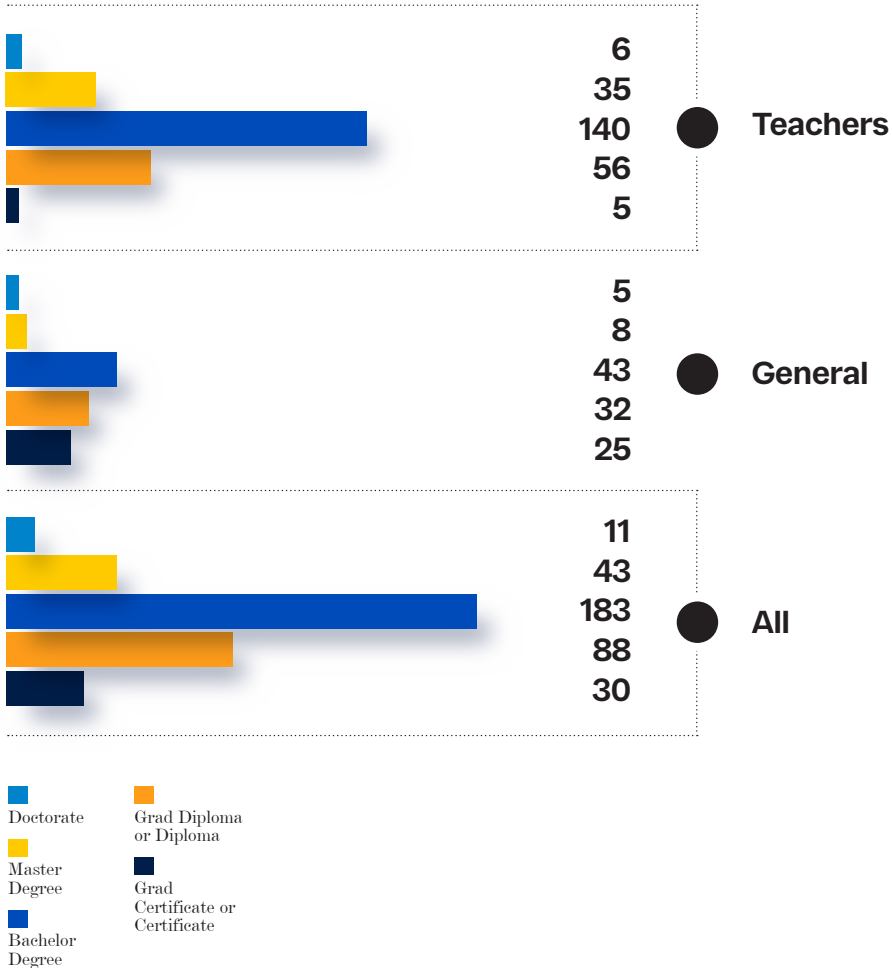
A curriculum audit is underway to determine how we incorporate Aboriginal, and Torres Strait Islander Histories and Cultures as recommended by *Australian Curriculum Assessment and Reporting Authority (ACARA)*.

The membership of the RAP working group will be reviewed in February 2023. 🇺🇲

Staff retention

Teachers 10
General staff 6
Staff qualifications

Staff qualifications



Our Grade 7 teachers,
Tony Deans, Aileen Kaye
and Amanda Luttrell.

Aboriginal educators, authors, artists, historians and storytellers visited the school to help us celebrate National Reconciliation Week.'



It seemed appropriate that we take the opportunity to help people affected by war and send a message of hope

2022 has brought to the fore the strong commitment of our community to giving. Our teachers, students, alumni, and artists came together to raise over \$72,000 for UNICEF's Ukraine Emergency Appeal.

The *Butterfly Effect* art exhibition was masterminded by the Launceston Grammar Art Department who donated pieces of their own work, as well as over 100 Australian artists' works, as well - many of whom are alumni of the school.

The exhibition took place in August 2022 and once the contributions from the students' activities were included, the final amount was overwhelming.

Our Senior Campus students have shown great leadership and empathy in their choice of charities. Fundraisers this year have included Fragile X Syndrome, Dolly's Dream and Thyne House.

Lucy Barbour (2003) was inducted into the Speech and Drama Wall of Fame and shared how her experiences in the arts have impacted her life and career. Barbour is now a journalist with the ABC and has worked on the renowned *Landline* programme.

David Boon (1978) had an emotional return to the Senior Campus to accept the Peter Sculthorpe Alumnus Award for 2022. David captured the imagination of our Grade 7 to 9 students as he spoke animatedly about his rise as a professional cricketer and a return to academics later in life. David is currently the Chairman of Cricket Tasmania.

Previous recipient of the Peter Sculthorpe Alumnus Award **Pip Courtney** (1982), returned to Launceston Grammar for the Broadland House Old Girls Association Embroidery & Craft exhibition in November. The exhibition featured ABC *Landline's* *Quilt of Memories*, celebrating 30 years on air, as well as embroidery and craft displays from alumni and students. Funds raised from ticket sales support a scholarship for a student to attend Launceston Grammar in Grade 11 or 12.

The year ended with the return of another Peter Sculthorpe Alumnus Award

recipient, **Indira Naidoo** (1985), who spoke from the heart and inspired our students at the 2022 Graduation and Presentation evening. We cannot overstate the value of having such inspirational alumni taking time out of their busy careers to return to their school and spend time with the students that are following in their footsteps.

Our new Senior Campus Chaplain, **Reverend Matthew Pickering** has made a huge impact in his first year at Launceston Grammar. He has a kind word for everyone he interacts with and has wholeheartedly engaged with Grammar's community. Throughout the year he has worked closely with New Horizons continuing the traditions of annual cricket matches and craft sessions with our students. He is also very involved in organising our students to assist with the breakfast program at Mowbray Primary School

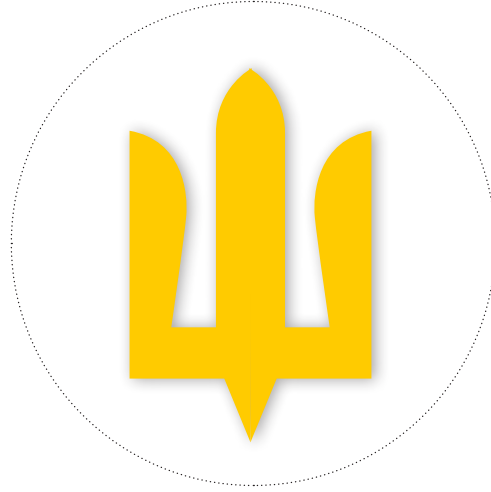
and is strengthening the links with the Launceston Migrant Resource Centre.

December 2022 saw the 18th year of the Sony Foundation Children's Holiday Camp hosted by the school. Our student volunteers often describe the camp as the highlight of their year and that they are happy to stay after everyone else has left for the year just to take part. We are proud that our students keep the drive to serve their community all through their school life and into their future endeavours. 🍷



community to raise funds to support the innocent
hope and support. **Paul Snell**, Head of Visual Art

Slava Ukraini



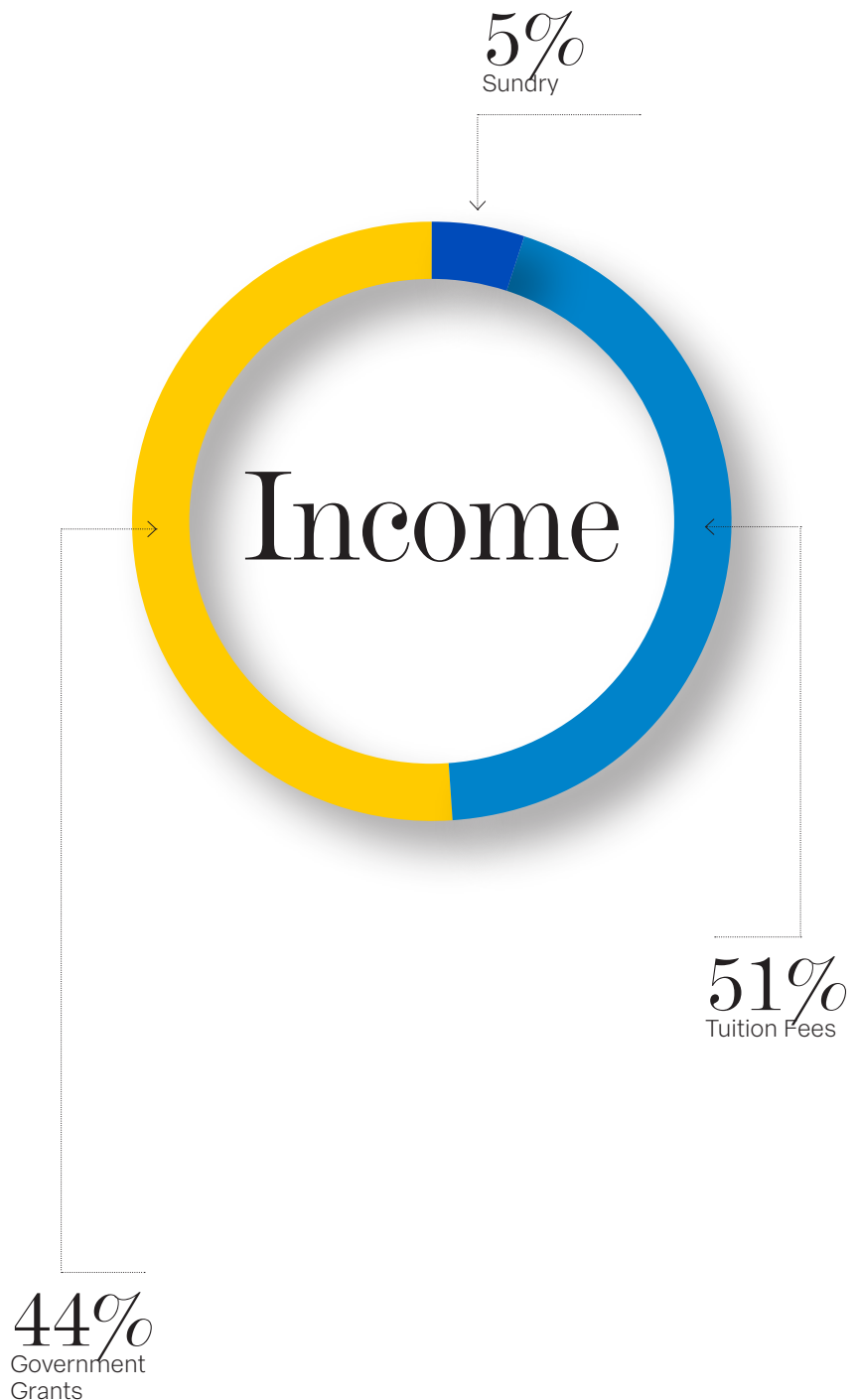
The Peter Sculthorpe
Alumnus Award was
the brainchild of Ross
Youngman (1978), featured
far right, with 2022 recipient
David Boon (centre) and
Ross's father David.

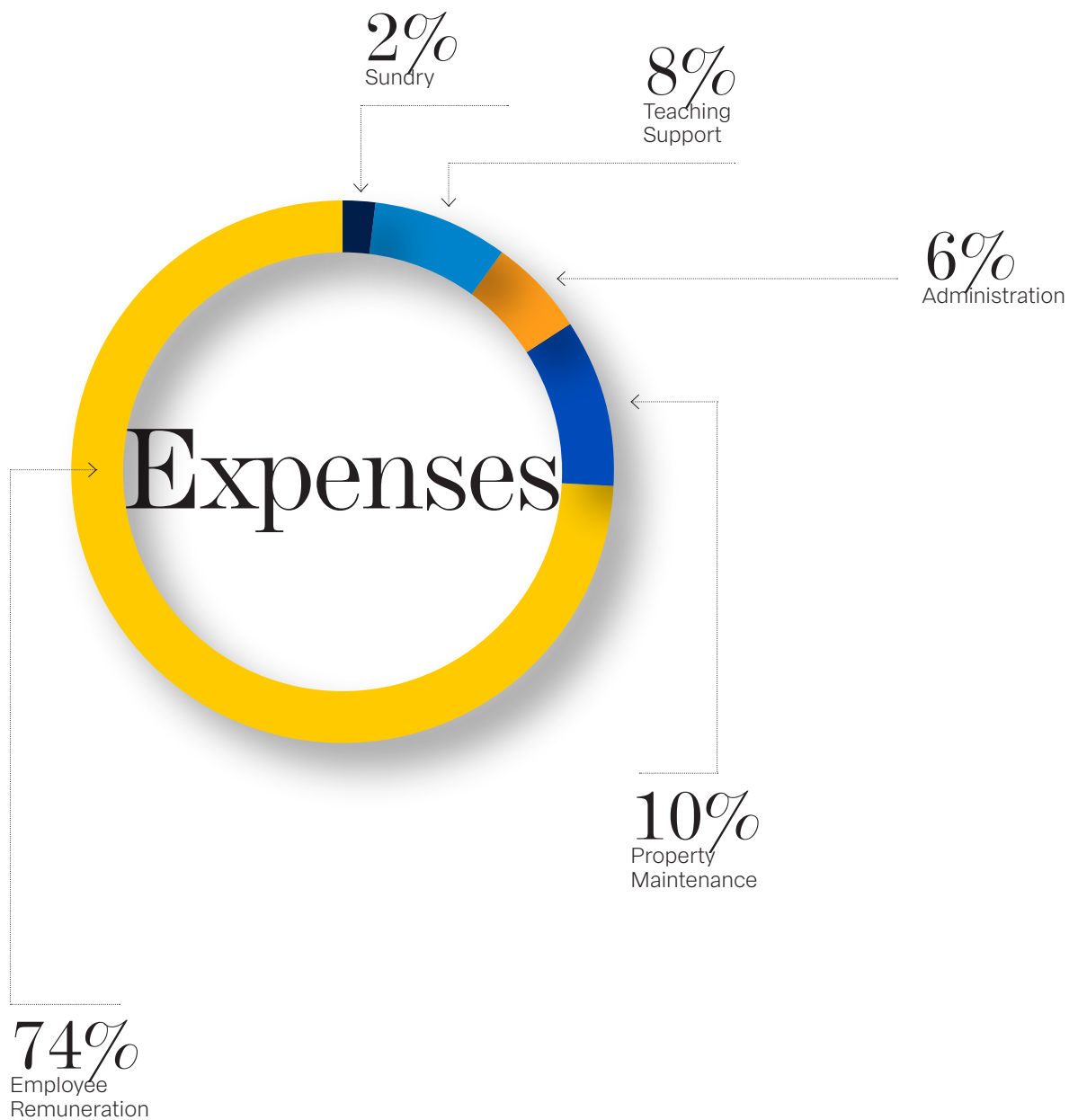


The safety of our students is of utmost importance, and we are proud to share that in July 2022, Launceston Grammar received accreditation from the Australian Childhood Foundation in recognition of successfully meeting the Safeguarding Children standards and committing itself as an organisation to the protection of children.

Teachers, support staff, School Services, volunteers, and parents all contributed to the excellent outcome to embed accredited safeguarding of our children into the fabric of school life. Launceston Grammar is the only school in Tasmania to receive the accreditation.

The Master Plan was launched in April detailing the modernisation and development of a 15-year plan at the Senior Campus. The Master Plan has been designed to honour our heritage, natural beauty and historical buildings whilst delivering an inclusive, contemporary, and nurturing environment for our students. The Master Plan for the Junior Campus is currently being developed. 🍷





The Master Plan was launched in April detailing the modernisation and development of a 15-year plan at the Senior Campus.

Strategic Plan 2021-2026

- **Our people** – achievements and priority areas for the future
- **Our resources** – achievements and priority areas for the future
- **Our systems** – achievements and priority areas for the future

Key 2022 Achievements – Our People

- National Accreditation with the Australian Childhood Foundation and implementation of robust child safe training and processes across the school.
- Growth in student and staff goal setting. Development of Performance Framework, resources for goal setting and implementation for School Services.
- Significant focus on wellbeing including training and development in Neuroscience and the 7 Aspects of Mental Vitality with Paul Taylor from Brain Body Performance Institute.
- Increased staff engagement and wellbeing scores across all areas of the school.
- Implementation of Reconciliation Action Plan.

2023 Priorities – Our People

- Implementation of Performance Framework for Teaching Staff and improved goal setting.
- Training for all Leaders on effective and meaningful coaching and feedback.
- Embed training on wellness and on providing psychologically safe environment for staff.

The people
shaped
We began
solution
along the



Person you become is
by the place you begin.
in with ideas and end with
ns. Inspiring creativity
he way.





Launceston Grammar

EST. 1846