

Trinity Grammar School

EDUCATIONAL & FINANCIAL REPORT

TO

BOARD OF STUDIES

For the Calendar Year 2008



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Reporting Area 1 and Reporting Area 2:

A message from Key School Bodies; Value Added Information

Message from the School Council:

Extract from Council Report published in School Magazine – distributed to all School families.

After a long drawn out process, the School has been successful in obtaining consent to its Development Application for the future Master Plan of our Summer Hill site.

The Land and Environment Court of NSW approved our application which had been rejected by Ashfield Municipal Council. Several conditions were imposed by the court, but the School Council felt it imperative that the matter be resolved as soon as possible in order that future Councils of the School would not be significantly restricted in what they could and could not do with our site.

The School is very conscious of our responsibility to develop the site in a way which is sympathetic to its surrounds while at the same time providing a first class educational facility for our boys.

The first stage in the building programme will be the provision of supplementary underground parking for staff, visiting parents and some students. Incorporated within this will be the facility for safe student drop-off and pick-up. It is a requirement of our approved DA, that the parking project be completed prior to the occupancy of any other new building work. The Council, along with the Head Master and his staff is addressing the issue of how best we maximise this project which will be located below No. 2 Oval.

During the last 12 months the School has initiated two external and objective studies of different departments in order to benchmark itself against the compliance issues which affect an educational institution such as Trinity. To date we have had audits of Technology and Design and more recently our Maintenance department. Science will be the next area to be covered. It is vital that we provide a safe and efficient environment in which staff and students work. Trinity is seen as being a leader in this field and several of our fellow CAS schools are following our initiative.

Two years ago the Council requested the Head Master to instigate an Environment Audit Review Committee in order that the School could better protect the natural resources which in the past we might have taken for granted. One project was the installation of two 120,000 litre water tanks at the Yeo Park end of No.1 Oval to capture the storm water run-off from part of the School buildings or grounds. You will have read an August report from the Senior Master, who heads the committee, that to date these tanks have enabled us to utilise 820,000 of recycled water in the watering of the ovals.

Paul Meldrum and Ian Smith resigned from Council this year after many years of dedicated service. Paul Meldrum had served for 27 years including time as Treasurer, Secretary and finally as Chairman of The Executive Committee. Ian Smith contributed well during his 12 year membership as an OTU representative on Council.

Their places on Council have been filled by Messrs Craig Moore and Martin Cook.

Within Council, Richard Pegg has been appointed Chairman of the Executive committee, John Rudd appointed Honorary Secretary, with Peter Collins and Dane Courtney now joining the Executive Committee.

As it has been expressed on many previous occasions, the Council would like to thank the following people for their continuing and dedicated support of the School and the boys:

The Head Master and all the staff at all campuses for their untiring efforts on behalf of the boys entrusted to our care.

The members of the Parents and Friends' Committee and the Auxiliaries at Summer Hill and Strathfield for their ongoing generous provision of financial and physical resources for the students in all areas of the School.

The members of the School Foundation and the Old Trinitarians' Union for their continued support of the School's programmes.

All parents of the School, who all make enormous sacrifices in order to give their sons a Trinity education.

Message from the Parents' and Friends' Association:

Extract published in School Magazine – distributed to all School families.

2008 has once again been a successful, albeit hectic and lightning paced year for the Parents' and Friends' Association, ably supported by the various Auxiliaries throughout the Lewisham, Preparatory, Junior and Senior Schools.

It never ceases to amaze me the number of activities and extra-curricular programmes that occur throughout the year at Trinity Grammar. I am sure that if we were students today and sought to participate in every aspect that the School offers, we would remain students well into our 30s!

The Head Master has said in his Year 7 addresses to new students and parents, "There is something here for every boy and you should seize these opportunities. Make as much of your time at Trinity as you can." To parents, "I say, "You will find your time here moves swiftly." Indeed there is rarely a time when something isn't happening at Trinity Grammar.

This brings me to reflect on Trinity Grammar, "The Community." The extent to which people are involved and assist is magnificent. All those involved in the community make the School what I believe is a "co-operative collaboration of professionals, individual effort and personal time." I am amazed as to the extent and sheer brilliance of what is much more than simply a school.

As P & F President I take pleasure in honouring those who have worked so diligently over the past year to ensure that our Trinity Community runs efficiently and smoothly. I am at a loss for words of gratitude – when I consider the activities and the extent to which our Head Master, Senior Masters, Academic Staff, Support Staff and Parents' and Friends' of the School actually go. This is coupled with the volunteers who play an essential role in ensuring our sons can seize these opportunities.

Another successful Trinity Family Fiesta was held in December. We were fortunate in that for a while, the rain held off, and through the organisational skills of Wendy Stead, P & F Secretary and Fiesta Convener, the efforts of the Housemasters, teachers and students from all over the School, we are able to draw together as one and celebrate the end of another fantastic Trinity year. Throughout the day over 4000 people came through the School – students, friends and parents, and it truly was a wonderful display of a community working together. The day was supported by the P & F Committee and over 300 volunteers drawn from the Lewisham, Preparatory, Junior and Senior Schools. These are the unsung heroes of our Fiesta. A warm, sincere thank you to every person who assisted during the day. As a result your efforts the Fiesta raised over \$ 50 000.00.

This year's main function for the year was something which seems to have become somewhat of a tradition during each Olympic year. Following on from the Greek Night held in 2004 to mark the Athens Olympics, our Chinese community arranged a Chinese banquet to celebrate the Olympics being held in Beijing. We had over 150 guests enjoy the evening and a special thank you is given to all those who assisted to make the night a very special event.

The various auxiliaries have run some wonderful events over the past 12 months including, the Mothers' and Fathers' Day stalls, the staffing of the Canteens which is something that is essential and is appreciated by the students and Trinity Staff, the selling of the crested wear and the

organising of the Uniform Shop. All events have been very successful and the funds raised have been returned to the School for the benefit of our students.

The P&F host their monthly meetings on the first Tuesday of every month in the Terrace Room, during each term. The dates are listed in the Bulletin and I would encourage and welcome parents from all campuses to attend our meetings. P&F meetings include Information Evenings such as the Pine Bluff night where Year 8 Parents are able to meet staff from the Pine Bluff Campus staff. The Cadet night is held later in the year and provides information for Year 7 parents whose sons will be deciding their co-curricular activities for Year 8.

Thank you to Steven Heanly, as the Director of Community Relations who continues to play an integral part of the P&F structure and is an invaluable assistant throughout the year. My sincere thanks and best wishes are extended to the Committee for 2008; Ian Inns, Cathy Dimarchos, Sharon Lloyd and Bob Fozzard.

Lastly, I would like to pay tribute to a wonderful person, tireless organiser and friend, Wendy Stead P&F Secretary. For those of us who have had the fortune to be able to work with Wendy, we have known only commitment and dedication without the need for recognition. Wendy has been associated with Trinity Grammar for over 20 years. Throughout this time she has worked within the P and F and assisted in all other aspects of School life. Wendy was recently honoured by the School Council and Head Master in recognition of her untiring efforts throughout these years. Wendy has resigned her position as the Secretary to the P&F. We wish her all the very best for the future and we will sorely miss her organisational ability, dedication and can-do attitude.

Message from the School Captain:

Extract published in School Magazine – distributed to all School families.

This year marks the 95th anniversary for Trinity Grammar School and without doubt it has been a most memorable year of outstanding achievement and success in all areas of School life. The pursuit of excellence plays an integral role in the life of the Trinity Family. Whether it be on the sporting field, in the classroom, on the stage performing music and drama, painting, debating or competing across the chessboard, every boy at this School has endeavoured to achieve at the highest level. This is a testament to the dedicated staff and supportive parents who have nurtured, educated and encouraged every boy to persevere at all times.

Throughout 2008 this true Trinity spirit has been carried into the sporting arena. Trinity has produced many exceptional results which are a tribute to the strong sporting history of the School and the commitment and professionalism of the boys and their mentors.

Highlights of the Trinity sporting calendar are the CAS Swimming and Diving championships held each March. These fixtures attract hundreds of spectators to Homebush every year, especially the eager and devoted Trinity supporters. The Trinity crowd has grown in enthusiasm and size over the past couple of years as our dominant Swimming Team has gone from strength to strength. This year was no exception with Trinity performing beyond expectations and illustrating true team spirit to come away with the Thyne Challenge Shield for the 5th consecutive year. Captain of the CAS Swimming Team, Jordan Avramides, led the way with his usual dynamic style and enormous enthusiasm to energise the team to perform outstandingly. There were a number of fantastic individual swims which have been acknowledged and honoured on many occasions throughout the year. The depth of the team is evident through the selection of Alex Gohari, Angus Miller, Aaron Ha, Alexander Sheil, Benjamin McDermott and Riley Innes to represent the School at the NSW All Schools Championships and similarly, Theodore Pasialis, Kenneth To and Christian Swallow in the Australian Age championships. Moreover, these same boys were privileged to represent Australia at the Olympic trials, illustrating the professionalism, hard work and commitment of the boys, their parents and the dedicated swimming staff of Mr Matthew Brown, Mr James Leckie, Mr Joe Grant, Mr Brett Lammiman and Mr Keith Dobbs.

This same theme was mirrored through the continued excellence of the Trinity Diving Team, who were unlucky to have been defeated in 2007, but were every bit stronger in 2008. They became,

once again, CAS champions under the superb leadership of the Captain James Bryan, and the always-energetic guidance of the MIC, Mr Martin Lang. James, together with Josiah Purss and Zachary Harb, represented the School at various elite levels.

The efforts of the 2008 CAS Track and Field Team were also inspirational this year and will be remembered as one of the greatest comebacks in Trinity sporting history. In September this team surprised the whole of CAS with a closely contested 2nd placing only 9 points behind the winners from Knox. Throughout the short season, the Captain, Mathew Wise, recovering from injury, committed himself to ensuring that the team was prepared and enthusiastic for the challenge ahead. This was supported by those athletes who undertook pre-season training, an initiative of the dedicated MIC, Mr Andrew Murphy, who was ably supported by Mr Jason Cheers and Mr Paul Stenhouse. All members of the team, their trainers and, as always, the parents, must be congratulated. Special mention must go to Mathew Wise and Matthew Blackwell, who were medallists at the NSW All Schools Championships and Robert Lister, Cameron Borwick, Henry Clunies-Ross and Jack Edwards, who also competed at the Australian All Schools Championships.

The Summer Season for 2008 provided many exciting competitions in Cricket, Basketball, Water Polo, Tennis and Volleyball. Each discipline performed with pride for their School and the results demonstrate the tireless and committed effort of staff and students. There were many highlights during the season with several boys being selected for their outstanding performances.

- Justin Younes (NSW U/17 squad combined Green Shield Team for Cricket)
- Philip Chircu (AUS Jnr. Basketball Squad and NSW Metropolitan U/16 Team)
- Clayton Whittaker (Gold Medal winning NSW U/16 team)
- Alex Allan (NSWIS Jnr. Water Polo Squad and NSW 14B team)
- David Zhang (NSW All Schools Team for Volleyball)
- Ethan Tulliani (NSW All Schools representative)

The Winter Season for 2008 similarly saw the Trinity Boys perform extremely well with exciting fixtures throughout the season. The Rugby, Football, Cross Country, Tennis and Volleyball contingents competed through the CAS and pre-seasons with much determination and courage to perform their best at all times. Again there were many highlights across the board which demonstrate the depth of sporting talent at Trinity.

- Pao Pele (NSW and AUS A Schoolboy Rugby)
- Sean Robertson (CIS representative for Football)
- Robert Lister (NSW All Schools for Cross Country)

Life at Trinity Grammar is a full and busy one and 2008 has been no exception. In addition to being heavily committed to academic and sporting pursuits, boys and staff have participated in an exciting range of co-curricular activities. These are what give our School a special dimension, as it is compulsory for each student to be involved in extra activities which expand and enhance his development. Through sharing experiences in a common pursuit, we have been provided with an opportunity to make new friends, bond with our teachers and increase our skills and knowledge. The activities available this year have catered for every individual ranging from Cadets, Music, Drama, Visual Arts, Debating and Cartesians, to Snow sports, Fishing, Golf, Archaeology and much more.

Following are just a few of the many outstanding moments from these activities during 2008.

Trinity has a proud tradition of Cadets and the 2008 Ceremonial Parade was proof of their determination and endurance when the boys and staff braved inclement weather to display their skills and training.

The talented Debating team, as always, achieved at their usual high level, as did our very skilful Chess Society.

Our Trinity Arts Festival in June was again a most successful and entertaining week. It truly showcased the depth of talent and commitment among our boys and the staff involved in their development in the areas of music, drama, dance and singing. The Gala Concert, in particular, was a highlight of the week and a testament to the tireless work of Mr Philip Pratt and his dedicated staff.

For many years, Captain of Snow Sports, Thomas Craig, together with Lachlan Lazar, Jans Fraser and Tim Arvanitis, have been dedicated and successful skiers and have been selected numerous times to compete at State and National level. In 2008 this level of excellence continued and the boys finished in top positions at the Australian Schools Championships, a true testament to their commitment.

To the staff at Trinity, the class of 2008 would like to thank you for your support, professionalism and encouragement. We are forever thankful for your time, effort and friendship through a chapter in our lives that will remain one of our fondest memories. To the Head Master, Mr Cujes, thank you for your sincere commitment to our lives. Your support and genuine care, this year particularly, have helped each of us in our studies and contributed to our development as mature young men and proud Trinitarians.

To the men of Year 12, thank you for your friendship, the memories and the journey that we shared as a year group. I would like to personally thank all of you and wish you the best for your future in whatever paths you choose to take. I hope the relationships we have now will last and that in the future we can meet again to remember our Trinity experience.

Further, I would like to especially thank my four Vice Captains, Ben Balzer, Alexander Clunies-Ross, Nathan Jones and Virosh Poologasundram, who have been great friends and outstanding role models for the School. Similarly, the leadership of the Prefects and House Captains has been exceptional and very much appreciated. It was a pleasure to share the experience and to conquer all the challenges that we faced during the year. I wish each of you the best for the future and again hope we can continue the valued relationships that we have formed during our time at Trinity.

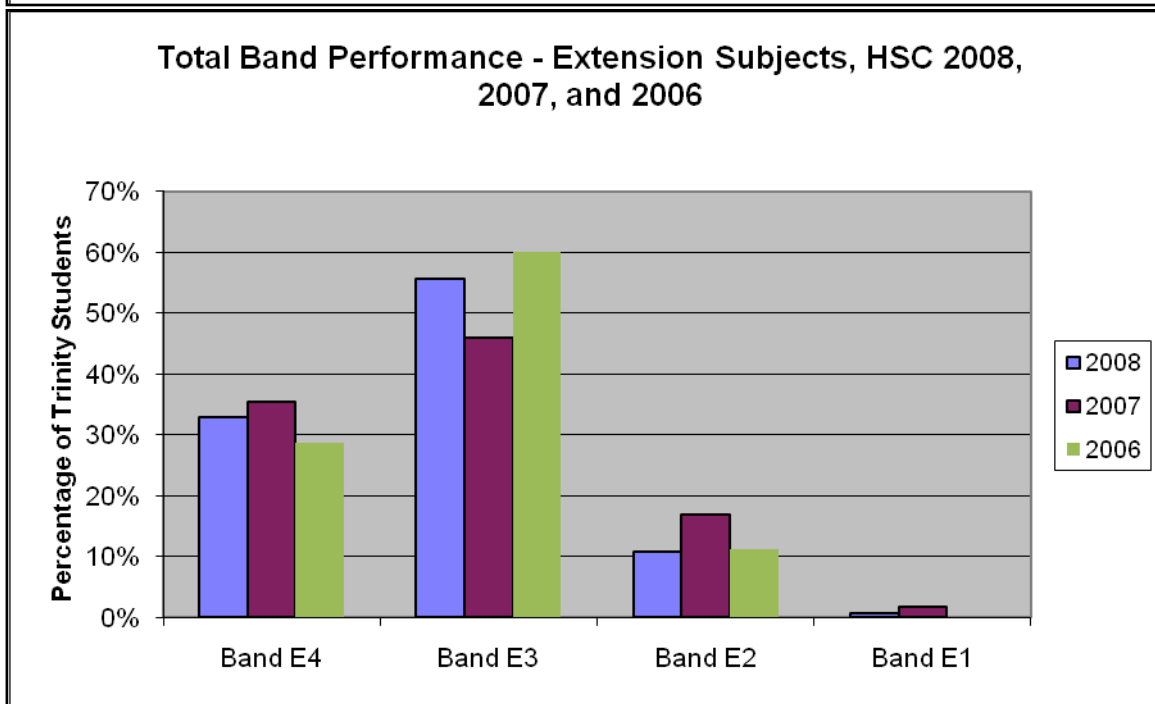
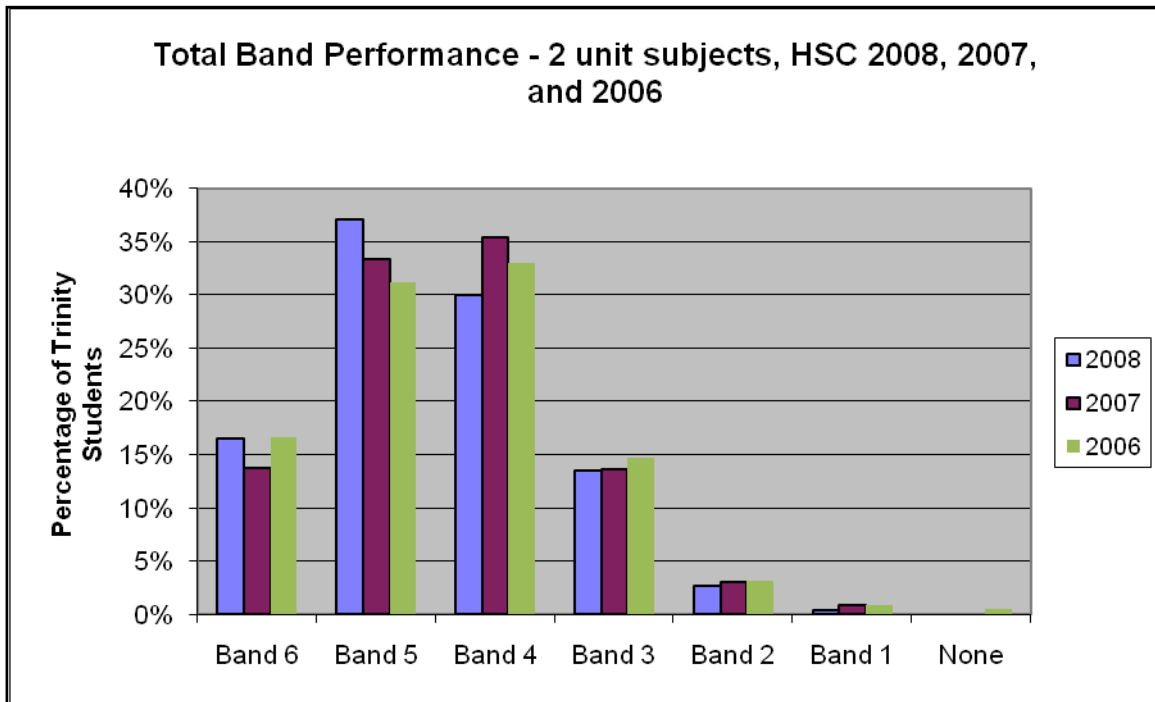
Finally, it has been a privilege and an honour to serve you as your School Captain for 2008. I have been fortunate to have been part of the Trinity Family for 14 years and without doubt will feel a great loss as I leave. To the young men of the School, thank you for your support and encouragement. I wish everyone the best and urge you to take every opportunity, continuing to pursue excellence in each endeavour. I also encourage you to maintain with pride and passion, the strong traditions and proud heritage of the School, for this is what makes Trinity great. Remember, what defines you the most is your actions, so act with integrity and you will have nothing to fear or regret.

Reporting Area 3:

Student Performance in Statewide or Equivalent Tests and Examinations.

Higher School Certificate

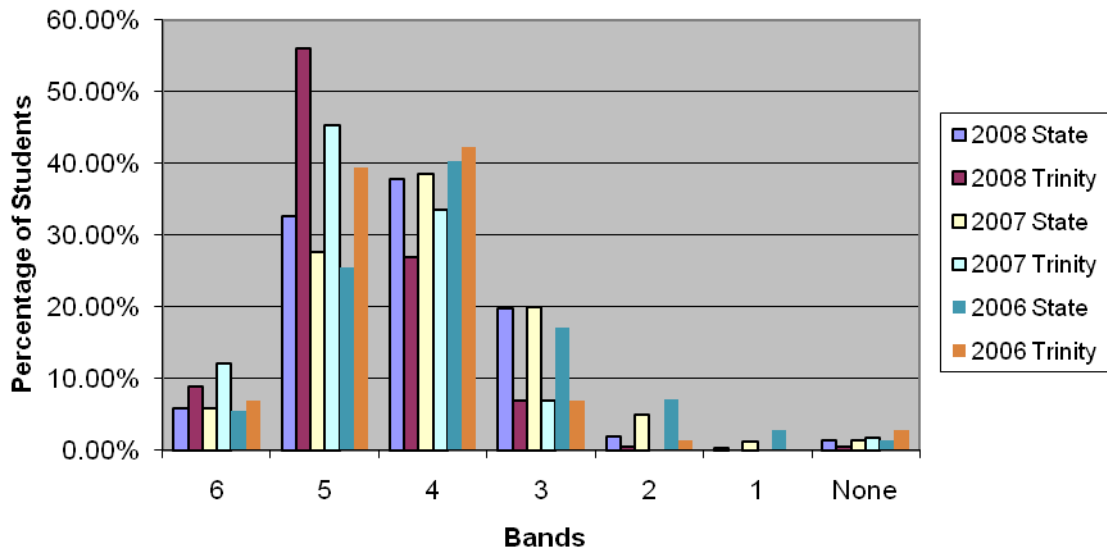
In 2008, 174 students completed the Higher School Certificate. Of the 41 subjects offered, the mean mark gained by Trinity students exceeded the State mean in 25. In total, 99.7% of Trinity candidates achieved marks of 50 or above (Band 2 or higher) in 2 unit subjects. In 2 units subjects, 16% of all results were Band 6 (90 – 100 marks); 53% of all such results were in Bands 5 or 6 (80 – 100 marks). In total 99% of Trinity candidates achieved marks of 25 or above (Band E2 or higher) in one unit Extension subjects. In 1 unit Extension subjects, 33% of all results were in Band E4 (40-50 marks); 89% of all such results were in Bands E3 or E4. Nine Trinitarians were honoured as All-rounders by the Premier of NSW. Trinitarians achieved the following honours: two boys with reported marks of 100 out of 100 in Mathematics Extension 1, one boy with a reported mark of 50 out of 50 in Extension Music, one boy second in the State in Drama, one boy's work chosen for display in *DesignTech*, and two boys whose works were selected for display in *ArtExpress*..



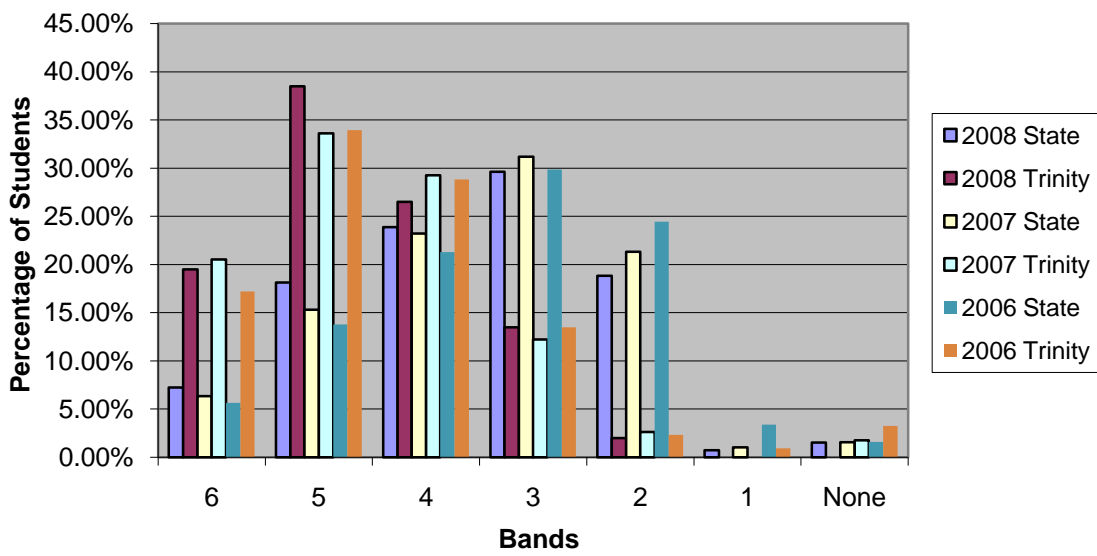
School Certificate

In 2008, 200 students presented for the School Certificate. In the state wide Tests, of 1000 results awarded overall, only 1 (0.1%) was in Band 1 (less than 50 marks). In English 18 boys (9%) achieved Band 6 (90 - 100 marks) (State 5.92%), and 130 (65%) achieved either Band 5 or Band 6 (80 – 100 marks) (State 38.56%). In Mathematics, 39 boys (19.5%) achieved Band 6 (State 7.25%), and 116 (58%) achieved either Band 5 or Band 6 (State 25.4%). In Science, 20 boys (10%) achieved Band 6 (State 5.95%), and 115 (57.5%) achieved either Band 5 or Band 6 (State 31.92%). In Australian History, 10 boys (5%) achieved Band 6 (State 5.47%), and 79 (39.5%) achieved either Band 5 or Band 6 (State 22.98%). In Australian Geography, 26 boys (13%) achieved Band 6 (State 6.29%), and 103 (51.5%) achieved either Band 5 or Band 6 (State 28.18%).

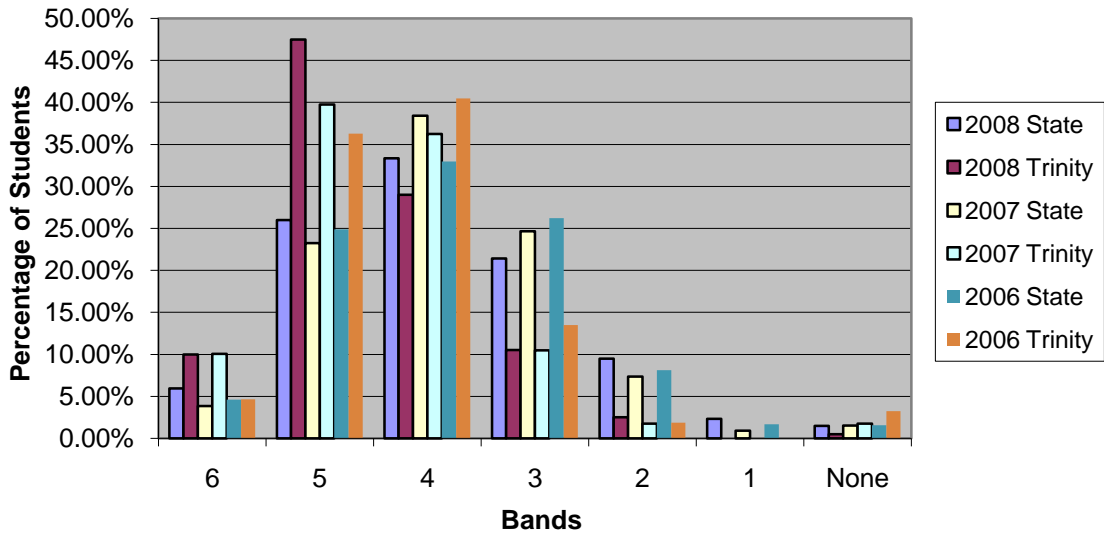
SC English Literacy Results 2008, 2007 and 2006



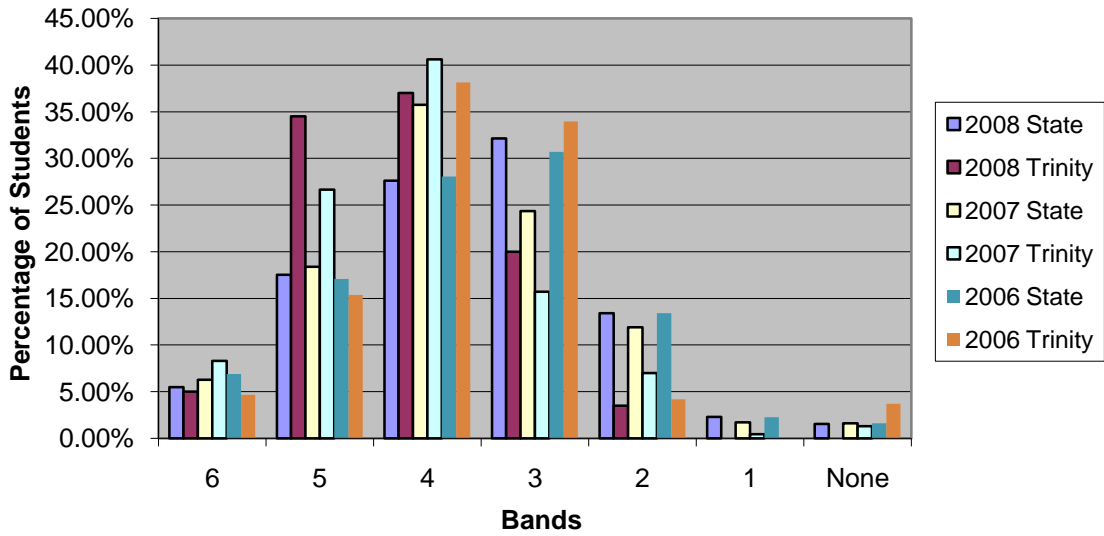
SC Mathematics Results 2008, 2007 and 2006



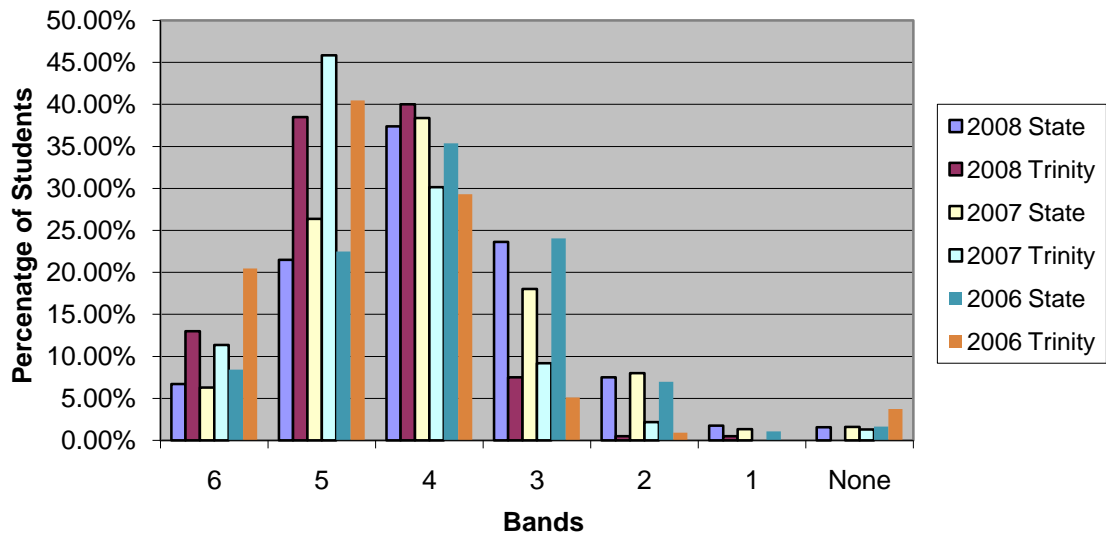
SC Science Results 2008, 2007 and 2006



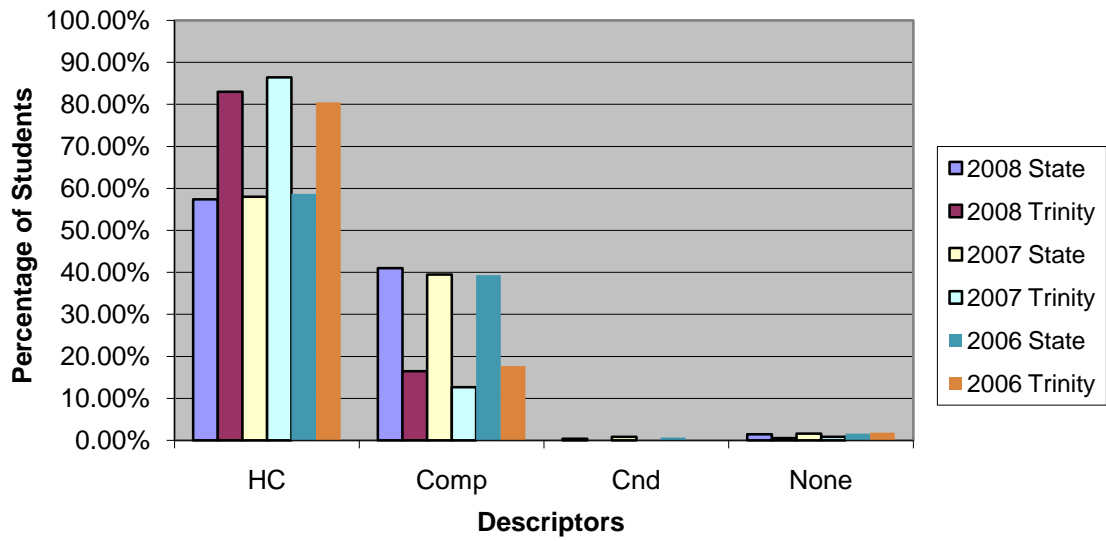
SC Aust History Results 2008, 2007 and 2006



SC Aust Geography Results 2008, 2007 and 2006



SC Computing Results 2008, 2007 and 2006



NAPLAN Tests

In 2008 all boys in Years 3 and 5 (both Preparatory and Junior Schools) and Years 7 and 9 participated in the National Assessment Program Literacy and Numeracy (NAPLAN) tests mandated by the Australian Government. The tests measured Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy.

The following table indicates Trinity boys' mean score in each of the five areas, for each year group, and compares these to both the NSW and national means. In every year group, Trinity boys achieved well above both the state and national means.

NAPLAN mean results 2008					
	Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3					
Trinity	464.6	466.2	486.8	476.5	475.4
Australia	400.4	414.2	399.3	402.9	396.7
NSW	412.3	427.6	419.2	417.2	408.9
Year 5					
Trinity	539.9	523.9	535.9	548.5	551.1
Australia	484.3	486.4	483.6	496.0	475.7
NSW	494.7	495.4	499.4	504.9	487.8
Year 7					
Trinity	579.7	558.5	577.7	572.3	630.0
Australia	536.6	533.7	538.6	529.0	544.9
NSW	542.5	535.3	550.1	536.6	551.3
Year 9					
Trinity	618.8	605.8	619.0	625.2	666.6
Australia	578.0	569.3	577.0	569.2	582.2
NSW	583.1	569.4	586.6	576.1	591.4

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Reporting Area 4:
Professional learning and teaching standards

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEINOOSR) guidelines, or	185
Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or * Of this number those engaged in the delivery of Board of Studies subjects are currently undertaking post graduate teaching studies. The remainder are members of staff who are engaged in the delivery of other (non-Board of Studies) aspects of our overall board curriculum.	22*
Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context.	0

Professional learning activities

Requirement

i. The number of teachers indicated below participated in professional learning activities to update and develop their professional skills and education in their individual chosen teaching area and sporting activities, to support the delivery of an all rounded education for the individual student.	
ii. Participation of teachers staff in professional learning activities	326
iii. Average expenditure per teacher (expressed in rounded dollars).	\$288

Reporting Area 5:
Teacher Attendance and Retention Rates

The average teacher attendance rate for the reporting year was 95.84%

The proportion of teachers retained from the reporting year was 93.56%

Reporting Area 6:
Student Attendance and Retention Rates in Secondary Schools

95.26% of Years 7-12 students attended school on average each school day in 2008.

Student Retention Rates

97% of the 2006 Year 10 Cohort completed Year 12 in 2008. The apparent and actual retention rates have remained reasonably constant, though with the advent of VET courses and School-TAFE links a few students left after commencing studies in the HSC or International Baccalaureate to start employment or undertake fulltime vocational training. Other students have left due to family circumstances, travel concerns or to make afresh start in a new school for Years 11 and 12.

Student Population:

The school has 2053 students enrolled: 1267 in the secondary school, 532 at the Preparatory school (from PK to Year 6) and 254 at the Junior School (from PK to Year 6). The School has a boarding house that caters for 38 students from Years 7 to 12 from Australia and overseas. The school is of a comprehensive nature and therefore draws students from a number of socio-economic and cultural backgrounds as well as with a wide range of abilities. The school does provide places for students of indigenous background and has a programme in place for 2009 catering for Students from indigenous communities in the Northern Territory.

Reporting Area 7: Post School Destinations

Although the destinations of all of the 214 Trinity students who achieved either the Higher School Certificate or the International Baccalaureate Diploma in 2008 are not known, data held indicates that at least 173 (80.1%) received offers of places in Australian universities. Of these, 58 were from the University of Sydney, 33 from the University of New South Wales, 28 from the University of Technology Sydney (UTS), 19 from the University of Western Sydney, 17 from Macquarie University and 8 from Wollongong University. A number of students entered vocational training through the TAFE system or in private colleges (some as apprentices) and some also entered the workforce.

Reporting Area 8: Enrolment Policies and Profiles

Trinity Grammar is a comprehensive Pre K –12 School that aims to provide a thoroughly Christian education for its boys, imparting knowledge and understanding of the world we live in, and recognizing the importance of spiritual qualities in every sphere of learning. The School operates within the policies of the NSW Board of Studies. Applications are made for students to be added to the School's waiting lists. They are then assessed with consideration given to a number of criteria determined by the School. Offers are made to students and the expectations of the School that are required to be complied with in order to maintain enrolment are then outlined.

Enrolment Procedures.

Step 1: Application

The application for Registration on a Waiting List is completed and sent to the Enrolment Officer. A receipt confirming the payment and application is issued.

Once the completed QApplication for Registration on a Waiting List form has been received, a boy will be placed on a waiting list for his chosen year of entry.

Step 2: Assessment of Students

The School contacts parents to arrange an academic assessment of the student, in order to determine the student's specific educational needs.

Step 3: Interview

Following the Assessment, the School contacts parents to arrange a formal interview with the Registrar or Senior staff member.

Step 4: Letter of Offer

Following the Interview, the Head Master writes to notify the parents of the results of the Enrolment Application.

Step 5: Acceptance of Place

If successful, the student's place is secured when the applicant has paid the Enrolment Fee with the Acceptance of Place form.

Places in the Senior School are usually confirmed approximately two years prior to the time of entry. Places at the Preparatory School and Junior School are usually confirmed approximately nine

months prior to the time of entry.

Step 6: Ready to Commence

Parents are notified of commencement date, orientation days, any extra required details and start dates in the term prior to commencement.

Reporting Area 9:

School Policies

Student welfare policies, discipline policies, reporting complaints and resolving grievances policies.

A. Policies and Guidelines for Student Welfare

Trinity Grammar School is committed to fulfilling its duty of care to all its students by seeking to provide them with a safe, supportive and caring learning environment that endeavours to:

- minimise risk of harm and ensure students feel secure;
- support the spiritual, social, academic, physical and emotional development of students;
- provide student welfare policies, guidelines and programmes that develop a sense of self worth and foster personal development.

Documents	Changes in 2008	Access to full text
<p>Child Protection Policy encompassing</p> <ul style="list-style-type: none"> ● publication and distribution ● legislative requirements ● reporting obligations ● risk management ● investigation ● record keeping ● dictionary of terms 	No changes made in 2008.	<p>Full text: issued to all members of staff and the School Council.</p> <p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p> <p>Abridged version of 'Creating a Safe Learning and Working Environment' is contained in the School Handbook that is given to all families.</p>
<p>Pastoral Care Policy encompassing</p> <ul style="list-style-type: none"> ● creating a safe learning and working environment ● aims and objectives ● staff responsibilities ● discipline ● welfare guidelines and programmes ● school expectations ● life skills programme cyber bullying 	Reviewed and some changes made in 2008.	<p>Full text: issued to all members of staff and the School Council.</p> <p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p> <p>Abridged version is contained in the School Handbook that is given to all families.</p>

Documents	Changes in 2008	Access to full text
<p>General Routines encompassing</p> <ul style="list-style-type: none"> ● classroom order ● attendance ● lateness to school ● unexplained absences ● staff and student security 	<p>Reviewed and changes made in 2008.</p>	<p>Full text in Staff Manual</p> <p>An abridged version is contained in the School Handbook that is given to all families.</p> <p>Supporting information is in the 'Pre Kindergarten Handbook 2008', the 'Preparatory School Information Handbook 2008' and the 'Junior School Information Handbook 2008'. These are given to Preparatory or Junior School parents and teachers.</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>
<p>Privacy Policy encompassing</p> <ul style="list-style-type: none"> ● collection of personal information ● use of personal information ● disclosure of personal information to other bodies ● treatment of sensitive information ● management of personal information ● Schools obligation to people it holds information on ● enquiries 	<p>No changes made in 2008.</p>	<p>Full text is given to Staff and is on the School's Website.</p>
<p>Security encompassing</p> <ul style="list-style-type: none"> ● procedures for the security of grounds and buildings ● hire and use of facilities ● emergency procedures ● travel on school-related activities 	<p>Minor changes made in 2008</p>	<p>Full text in various sections of the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>
<p>Critical Incident Guidelines encompassing</p> <ul style="list-style-type: none"> ● definitions ● effects of ● information management ● support, counselling and supervision ● CI management team ● emergency evacuation ● lockdown procedures 	<p>Reviewed and minor changes made in 2008.</p>	<p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>

Documents	Changes in 2008	Access to full text
<p>Occupational Health and Safety Manual encompassing</p> <ul style="list-style-type: none"> ● responsibilities ● reports ● OH&S representatives ● hazard identification, assessment & control ● OH&S training ● induction procedures ● purchasing procedures ● plant & equipment ● isolation procedures ● hazardous substance ● first aid provisions ● accident/incident reporting, investigating & injury register ● rehabilitation ● contractor controls 	<p>Reviewed and minor changes made in 2008.</p>	<p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>
<p><u>Grounds Supervision</u> encompassing</p> <ul style="list-style-type: none"> ● instructions and responsibilities 	<p>Reviewed and minor changes made in 2008</p>	<p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>
<p><u>Guidelines and Procedures for Camps and Excursions</u></p> <ul style="list-style-type: none"> ● responsibilities of staff ● approval procedures ● risk management ● student behaviour ● safety and operating procedures ● teacher-student ratios ● accommodation arrangements ● transport arrangements ● feedback from students 	<p>Minor changes in 2008.</p>	<p>Full text in the Staff Manual</p> <p>Parents may request a copy by contacting the Head Master's secretary</p>
<p>Education Support Services encompassing</p> <ul style="list-style-type: none"> ● goals ● staffing ● academic support ● gifted and talented ● counselling ● career education 	<p>Minor changes made in 2008.</p>	<p>Full text in the School Handbook that is given to all staff and families.</p>

B. Policies for Student Discipline

Trinity Grammar School, a traditional boys' School founded on Christian principles, recognises the prerequisite need for the existence of a secure and disciplined environment to enable boys to be effectively educated and that "stages of discipline" are a necessary step to the eventual aim of seeing students graduate from School as self-disciplined young men.

Despite the best efforts of staff, there are occasions when a student may fail to act responsibly or may act in a way that impinges on the rights of others and the core values of the school community. The discipline system comprises guidelines, structures, procedures and programmes designed to create clear, justifiable rules and predictable, consistent consequences for correcting inappropriate behaviour. This system is built on Christian values and the rights and responsibilities of staff and students.

All disciplinary action that may result from any sanctions against the student including suspension and expulsion are based on procedural fairness. Corporal punishment is not permitted under any circumstances.

Documents	Changes in 2008	Access to full text
Discipline Guidelines encompassing <ul style="list-style-type: none"> ● role of the teacher ● teaching strategies ● rights and responsibilities of staff and students ● pro-active preventive measures ● responsive reactive measures ● sanctions employed at Trinity 	Minor changes made in 2008.	Full text is in the Staff Manual Abridged version is in the School Handbook that is given to all families. Parents may request a copy by contacting the Head Master's secretary

C. Policies for Complaints and Grievances

The School's procedures for dealing with complaints and grievances include processes for raising and responding to matters of concern identified by parents, students and staff members. These processes incorporate, as appropriate, principles of procedural fairness.

Documents	Changes	Access to full text
Complaints – incorporated in the 'Pastoral Care' policy subsection 'Creating a Safe Learning Working Environment' <ul style="list-style-type: none"> ● Reporting obligations ● Investigation ● Pastoral Care 	No changes made in 2008.	Full text is in the Staff Manual Abridged version is in the School Handbook that is given to all families. Parents may request a copy by contacting the Head Master's secretary
Grievance Procedures – incorporated in the 'Pastoral Care' policy subsection 'Grievance Procedure'	No changes made in 2008.	Full text is in the Staff Manual Abridged version is in the School Handbook that is given to all families. Parents may request a copy by contacting the Head Master's secretary

Documents	Changes	Access to full text
Procedural Fairness – incorporated in the 'Pastoral Care' policy subsection 'Guidelines for Investigating an Allegation of Significant Student Misconduct'	No changes in 2008	Full text is in the Staff Manual Abridged version is in the School Handbook that is given to all families. Parents may request a copy by contacting the Head Master's secretary

Reporting Area 10:

School Determined Improvement Targets

Progress on 2007 priorities

Area	Priorities	Achievements
Teaching and Learning	<ul style="list-style-type: none"> Initiate formal proceedings with the International Baccalaureate Organisation (IBO) to have the School registered and accredited as a Primary Years Programme (PYP) School 	<ul style="list-style-type: none"> Attendance by key primary staff at IBO Training Workshops in Australia and overseas Senior Staff visitation/observation of other PYP schools Open public meetings with parents to introduce the School's introduction of PYP
	<ul style="list-style-type: none"> Possible introduction of additional vocational courses. 	<ul style="list-style-type: none"> Discussions with Association of Independent Schools NSW (AIS) in relation to the introduction of Electrotechnology as a Year 11/12 course – initial preparations
Student Welfare	<ul style="list-style-type: none"> Review of Outdoor Education Programme 	<ul style="list-style-type: none"> Adjustments in terms of days and activities in relation to Year 9 Pine Bluff residential Outdoor Education Programme in light of ongoing drought conditions.
	<ul style="list-style-type: none"> Ongoing monitoring/revision of student welfare policies and practices. 	<ul style="list-style-type: none"> Review of anonymous Student Welfare Surveys at Years 8, 9 and 10 by Pastoral Care Committee
Staff Development	<ul style="list-style-type: none"> Introduction of PYP 	<ul style="list-style-type: none"> Professional Development activities for all primary staff in respect of the PYP
	<ul style="list-style-type: none"> Child protection and OH&S issues 	<ul style="list-style-type: none"> Conduct of Professional Development and training activities in accordance with statutory requirements and the further training of key staff through AIS as qualified investigators of potential Child Protection violations/accusations.
	<ul style="list-style-type: none"> Reflections on teaching practice within the context of the School's culture. 	<ul style="list-style-type: none"> Specialised professional development activities for Housemasters by the School's counselling department (TESS)
Facilities and resources	<ul style="list-style-type: none"> Implementation of the Master Plan at the Summer Hill campus. 	<ul style="list-style-type: none"> Appointment of Project Managers and commissioning of Architects to further refine and develop Master Plan at Summer Hill Formal review of funding parameters for Stage 1 of Master Plan

2008 Priority Areas for Improvement:

Area	Priorities
Teaching and Learning	<ul style="list-style-type: none"> Continue PD for implementation of the PYP
	<ul style="list-style-type: none"> Continue investigation of the possible introduction of additional vocational courses for senior students.
	<ul style="list-style-type: none"> Reflection on teaching practice in the context of Trinity Grammar School.
Student Welfare	<ul style="list-style-type: none"> Ongoing monitoring/revision of Student Welfare policies and practices
Staff Development	<ul style="list-style-type: none"> Introduction of Professional Development Activities reflecting on teaching practice in the context of Trinity Grammar School
	<ul style="list-style-type: none"> Programme development of Study Units for PYP across both primary campuses
	<ul style="list-style-type: none"> Provision of appropriate staff development opportunities for Child Protection and OH&S issues
Facilities and resources	<ul style="list-style-type: none"> OH&S Review of Maintenance Department
	<ul style="list-style-type: none"> Stage I Summer Hill Master Plan

Reporting Area 11:
Initiatives Promoting Respect and Responsibility

In 2008 Trinity continued to foster respect for and responsibility to others within the School and the wider community. Initiatives included:

- (a) Celebrations of the national days of students at the School. Trinity students derive from over 30 different nationalities and on the national days for these countries, the national flag of the country is flown and a student gives a presentation at morning assembly regarding the country concerned.
- (b) For boys in Year 7 to 12, as part of the Life Skills programme that is taught during House Tutor group classes, the following topics that cover specific aspects of respect and responsibility are taught:
 - i. Rights and Responsibilities
 - ii. Bullying and Harassment
 - iii. Cross-Cultural Understanding
 - iv. Safe Living
 - v. Defining My Destiny
 - vi. Choices
 - vii. Building Relationships
 - viii. Safe Celebrations
- (c) Primary students attend a Chapel service each day and Middle and Senior School students attend a weekly Chapel service. A major aspect of the Chapel services throughout the year is the encouragement of boys and staff to serve Christ, the School and the wider community. This is reflected in the School's mission statement: *Trinity Grammar School aims to provide a thoroughly Christian education for its boys, imparting knowledge and understanding of the world we live in, and recognising the importance of spiritual qualities in every sphere of learning and living. The School actively encourages its students to grow in wisdom and stature and in favour with God and man, in order that they may become responsible, contributing members of society.*
- (d) The primary and infants sections of the School have an annual "Grandparents' Day" to encourage the boys to respect older members of the family and the wider community and to develop an awareness of their responsibility to these people.
- (e) Camaraderie, respect and responsibility for family is fostered by:
 - i. 'Father and Son Breakfasts' for primary boys and their fathers.
 - ii. 'Mothers and Sons' morning teas and 'Father and Sons' morning teas for Preschool to Year 2 boys and their parents.
 - iii. Parents being encouraged to play an active part in the education of their sons.
- (f) Peer Mediation across the School. Selected boys in Year 6 are trained to help mediate in minor disputes between students in the primary sections of the School. In a similar way, selected Year 11 boys are trained to help boys in Year 7 to 12. The Peer Mediators provide feedback to counsellors.
- (g) Peer Support Programmes – Year 6 boys are trained help boys in Year 3 boys and Yr 11 boys help boys in Yr 7.

- (h) Outdoor education programme – each of the camps foster team work, respect, cooperation and responsibility through a variety of activities.
- Year 3 – 2 days, 1 night
 - Year 4 – 3 days, 2 nights
 - Years 5 and 6 – five days, four nights
 - Year 7 - five days, four nights
 - Year 8 - three days, two nights
 - Year 9 – three week camp
- (i) Extensive sport and co-curricular programmes that develop a range of skills in the boys and which foster respect, cooperation and responsibility.
- (j) Charity and Community Committee – This student committee organises a range of events to raise money for charities, to develop an awareness of the needs of others and to foster a caring attitude by boys for others.
- (k) Student committee
- i. Year 12 Prefects and House Captains are elected by the students and staff. They have a major role in student leadership and to provide valuable feedback to the School on matters that are important to the boys.
 - ii. Year 10 Committee – organises the Year 10 Formal with the help of the Master of the Senior School. The Committee discusses with the Master of the Senior School matters relating to student welfare.
 - iii. Year 12 Committee – organises the Year 12 Formal and the Year 12 jersey; meets with the Master of the Senior School to discuss student welfare issues.
- (l) Year 11 Conference – this is a three-day conference with boys given a range of different challenges that foster camaraderie, teamwork, responsibility to each other, the School and the wider community as well as laying down a good foundation for the final two years of schooling.
- (m) Weekly Chapel services for boys in Year 7 to 12 where the boys are encouraged to serve God and their fellows.
- (n) Whole School Fiesta celebrating our unity in diversity. This is a fun day with the wider community invited to attend. There is a diversity of activities with each boy given some responsibility in helping to make the day a success. A large range of food stalls sell food from many different countries.
- (o) In the Year 11 Christian Studies Course, a unit of work on the major world religions is taught. This helps boys to have a better understanding of other religions and to be more tolerant of others.
- (p) Fund raising for a variety of charities is a major focus for the School. Please see the table ‘Social Service Related Activities’.
- (q) A daily assembly for the boys allows the School to keep before the boys their responsibility towards others and to foster respect for the School community and wider community. Announcements are made but, more importantly, boys are encouraged to act responsibly and cooperatively; awards are given out and many problems are dealt with quickly and effectively by ensuring the boys are made aware of expectations.

- (r) Pastoral Care Committees – There are two Pastoral Care Committees – Middle and Senior School Pastoral Committees. They have as their brief to oversee the welfare of the students in the Middle and Senior Schools and to review the programmes in place to ensure that boys work together in harmony for the good of the individual and the School community. The Committees organise a range of activities throughout the year to encourage camaraderie, esprit de corps, responsibility and respect. These events include House competitions, lunches for the House members, Chapel services, special House meetings and fund raising for charities.

**Trinity Grammar School
Social Service Related Activities 2008**

School	Participants	Details of Activity / Organisation
Preparatory	Henderson House (PK – 6)	<u>Bandana Day for CanTeen</u> National Bandana Day is CanTeen's signature fundraising event. The bandana was chosen as the symbol of CanTeen because certain forms of cancer treatment results in hair loss and many people choose to wear a bandana during this period.
Preparatory	Hilliard House (PK – 6)	<u>Jeans for Genes Day</u> Jeans for Genes Day supports the work of the Children's Medical Research Centre in trying to prevent disease such as Leukaemia, Muscular Dystrophy, Cystic Fibrosis and many other disorders before they occur in children, and where that is not possible, to develop better treatments.
Preparatory	School House (PK – 6)	<u>Good Sports Day (Cancer Council)</u> Good Sports Day is run in conjunction with the Children's Cancer Institute of Australia. The day is held to raise money for children who are experiencing trauma associated with cancer.
Preparatory	Archer House (PK – 6)	<u>Red Nose Day – SIDS</u> Red Nose Day, held annually on the last Friday in June, is the major fundraiser for SIDS and Kids. Funds raised through Red Nose Day activities assist them in providing vital services and programs.
Preparatory	Whole	<u>World Vision – 2 Sponsor Children</u> World Vision is a charitable organisation providing help on a need basis. Their aim is to improve the lives of children, families and communities living in poverty. They work on long-term projects that address the causes of poverty and help people become self-sufficient. In addition, they provide relief in emergency situations.
Preparatory	Whole	<u>Samaritan's Purse</u> Samaritan's Purse is a non-denominational evangelical Christian organisation providing spiritual and physical aid to hurting people around the world. Since 1970, Samaritan's Purse has helped meet needs of people who are victims of war, poverty, natural disasters, disease, and famine with the purpose of sharing God's love through His Son, Jesus Christ.
Preparatory	Whole (Optional)	<u>MS Readathon</u> By supporting MS Readathon students help make a difference to the lives of Australians living with Multiple Sclerosis (MS), their families and support network.
Preparatory	Whole	<u>Church Missionary Society</u> Jono Vink is in Tanzania, helping to train church leaders, grounding them in biblical theology and practical exegetical skills to help them teach the Bible and pastor God's people. Amy home schools Lili and Isaac, and leads GB and Sunday School at the local church.
Preparatory	Whole	<u>TEAR Australia</u> TEAR Australia is a movement of Australian Christians responding to the needs of poor communities around the world. Tear supports the initiatives of other Christian groups, including churches, relief and development agencies and community-based

School	Participants	Details of Activity / Organisation
		organisations, which are working with the poor in their communities. Priority is given to those programs that strive to involve the most marginalized and exploited members of each community, regardless of their religious or political beliefs.
Junior	All Boys (Yr 3 – 6)	World Vision World Vision is a charitable organisation providing help on a need basis. Their aim is to improve the lives of children, families and communities living in poverty. They work on long-term projects that address the causes of poverty and help people become self-sufficient. In addition, they provide relief in emergency situations.
Junior	All Boys (Yr 3 – 6)	Anglicare - Marrickville Anglicare Australia is the national network of care and social justice agencies of the Anglican Church in Australia working within Australia.
Junior	All Boys (Yr 3 – 6)	Samaritan's Purse Samaritan's Purse is a non-denominational evangelical Christian organisation providing spiritual and physical aid to hurting people around the world. Since 1970, Samaritan's Purse has helped meet needs of people who are victims of war, poverty, natural disasters, disease, and famine with the purpose of sharing God's love through His Son, Jesus Christ.
Junior	All Boys (Yr 3 – 6)	Bandana Day for CanTeen National Bandanna Day is CanTeen's signature fundraising event. The bandanna was chosen as the symbol of CanTeen because certain forms of cancer treatment results in hair loss and many people choose to wear a bandanna during this period.
Junior	All Boys (Yr 3 – 6)	Jeans for Genes Day Jeans for Genes Day supports the work of the Children's Medical research in trying to prevent disease such as leukaemia, muscular dystrophy, cystic fibrosis and many other disorders before they occur in children, and where that is not possible, to develop better treatments.
Junior	All Boys (Yr 3 – 6)	Variety of Organisations
Middle/Senior	Archer/Holwood House (Yr 7-12)	The Children's Hospital, Westmead The Children's Hospital at Westmead is a stand-alone service dedicated to paediatrics.
Middle/Senior	Dulwich House (Yr 7-12)	The Cancer Council of Australia - Daffodil Day Daffodil Day is a day to support those touched by cancer and to focus on hope for a cancer-free future.
Middle/Senior	Dulwich House (Yr 7-12)	Juvenile Diabetes Research Council The Juvenile Diabetes Research Foundation (JDRF) is the world's largest charitable supporter of type 1 diabetes research.
Middle/Senior	Dulwich House (Yr 7-12)	World Vision World Vision is a charitable organisation providing help on a need basis. Their aim is to improve the lives of children, families and communities living in poverty. They work on long-term projects that address the causes of poverty and help people become self-sufficient. In addition, they provide relief in emergency situations.
Middle/Senior	Founder's House (Yr 7-12)	Berega Hospital, Tanzania Berega Hospital is a Christian Hospital in Tanzania, which provides employment for about 80 local people and healthcare for about 200,000 people.
Middle/Senior	Henderson House (Yr 7-12)	World Vision World Vision is a charitable organisation providing help on a need basis. Their aim is to improve the lives of children, families and communities living in poverty. They work on long-term projects that address the causes of poverty and help people become self-sufficient. In addition, they provide relief in emergency situations.
Middle/Senior	Henderson House (Yr 7-12)	Tearfund Tearfund works through local churches and Christian agencies – our partners – to open up brighter futures for the world's poorest communities. Tearfund raises money for third world communities.
Middle/Senior	Hilliard House (Yr 7-12)	Starlight Children's Foundation Australia Starlight delivers innovative 'Distractive Therapy Programs' within hospital environments, designed to be an integral part of the total

School	Participants	Details of Activity / Organisation
		health care of children.
Middle/Senior	Holwood House (Yr 7-12)	<u>The Children's Hospital, Westmead</u> The Children's Hospital at Westmead is a stand-alone service dedicated to paediatrics.
Middle/Senior	Holwood House (Yr 7-12)	<u>Barnardos</u> Barnardos provides services which successfully help prevent and reverse the effects of abuse, neglect and homelessness on children and young people.
Middle/Senior	Holwood House (Yr 7-12)	<u>Children's Hospital, Randwick</u> The Children's Hospital at Randwick is a stand-alone service dedicated to paediatrics.
Middle/Senior	Kerrigan House (Yr 7-12)	<u>The Samaritan's Purse – Operation Shoebox</u> The Samaritans Purse organization provides aid to children in poorer parts of the world, and especially at Christmas where donors prepare a shoebox full of gifts to be given to less fortunate children.
Middle/Senior	Latham House (Yr 7-12)	<u>Community Aid Abroad (Oxfam)</u> Oxfam Australia is part of a global movement of dedicated people working hard to fight poverty and injustice.
Middle/Senior	Murphy House (Yr 7-12)	<u>The Salvation Army - Red Shield Appeal</u> The Red Shield Appeal is a year-round nationwide fundraising appeal to support The Salvation Army's many community service programmes.
Middle/Senior	School House (Yr 7-12)	<u>World Vision</u> World Vision is a charitable organisation providing help on a need basis. Their aim is to improve the lives of children, families and communities living in poverty. They work on long-term projects that address the causes of poverty and help people become self-sufficient. In addition, they provide relief in emergency situations.
Middle/Senior	Stephenson House (Yr 7-12)	<u>Loud Shirt Day</u> Loud Shirt Day is a national fundraising event for deaf children's charities across Australia.
Middle/Senior	Taubman House (Yr 7-12)	<u>Anglicare</u> Anglicare is the urban mission and welfare arm of the Sydney Anglican Church. Each year, ANGLICARE reaches out to over 400,000 people, bringing Christian care and support to those struggling with poverty, disability, illness and despair. Anglicare services include emergency relief for families in crisis; foster care and adoption for abused children and those with special needs; counselling and support for children and youth with disabilities; migrant services; aged care through both nursing homes and community services; opportunity shops providing low-cost clothing; emergency services in times of disaster and chaplains in hospitals, prisons, mental health facilities and juvenile justice institutions.
Middle/Senior	Weeks House (Yr 7-12)	<u>Legacy</u> Legacy is a uniquely Australian organisation, established in 1923 by ex-servicemen dedicated to the task of caring for the widows and dependants of their comrades.
Middle/Senior	Weeks House (Yr 7-12)	<u>Compassion Australia – Sponsor Child</u> Compassion Australia is a Christian NGO run on similar lines to World Vision, helping individuals (children) in third world countries through sponsorship.
Middle/Senior	Wilson Hogg House (Yr 7-12)	<u>Australian Red Cross Appeal</u> Since 1914 Australian Red Cross volunteers have been responding to need at local, national and international levels.
Middle/Senior	Wilson Hogg House (Yr 7-12)	<u>Archbishop's Winter Appeal</u> Since the 1930s The Archbishop of Sydney has held a winter appeal to help fund the work done in his name amongst the poor and underprivileged in the Sydney Diocese.
Middle/Senior	Wynn Jones House (Yr 7-12)	<u>Pink Ribbon Day</u> Pink Ribbon Day is an annual awareness day promoted by The

School	Participants	Details of Activity / Organisation
		Cancer Council Australia to increase awareness of Breast Cancer and raise funds to combat the disease.
Middle/Senior	Young House (Yr 7-12)	Plan - Foster Child For over 65 years, Plan has worked with children to help transform their lives and bring sustainable improvements to their communities.
Middle/Senior	Y10 Charity & Community Group	Variety of Organisations – determined each year by the Year 10 Committee.
Middle/Senior	Yr 7 – 12 via Chapel offerings	Archbishops Overseas and Relief Aid Fund The Overseas Relief and Aid Fund (ORAF) works with Christian partners in some of the poorest countries in the world. It is involved in a range of development programs that include health care, preventative health, education, food security, income generation schemes, refugee support, skills training and the provision of clean water. ORAF is also active in providing emergency relief in times of crises - which have recently included substantial aid to tsunami victims and those who have suffered through the South Asia earthquake.
Middle/Senior	Yr 7 –12 via Chapel offerings	Anglicare Anglicare is the urban mission and welfare arm of the Sydney Anglican Church. Each year, ANGLICARE reaches out to over 400,000 people, bringing Christian care and support to those struggling with poverty, disability, illness and despair. Anglicare services include emergency relief for families in crisis; foster care and adoption for abused children and those with special needs; counselling and support for children and youth with disabilities; migrant services; aged care through both nursing homes and community services; opportunity shops providing low-cost clothing; emergency services in times of disaster and chaplains in hospitals, prisons, mental health facilities and juvenile justice institutions.
Middle/Senior	Yr 7 – 12 via Chapel offerings	TEAR Australia TEAR Australia is a movement of Australian Christians responding to the needs of poor communities around the world. Tear supports the initiatives of other Christian groups, including churches, relief and development agencies and community-based organisations, which are working with the poor in their communities. Priority is given to those programs that strive to involve the most marginalized and exploited members of each community, regardless of their religious or political beliefs.
Senior	Year 12	Exodus Foundation The Exodus Foundation, based in Ashfield, assists homeless and abandoned youth and other people in need. Cardinal Freeman Village Cardinal Freeman Village is an aged care service for seniors. St. John's, Ashfield St. Andrew's, Sumer Hill Bethel Nursing Home
N/A	Old Boys	Alumni Scholarships The Alumni Scholarship Programme seeks to encourage Old Trinitarians of a particular year to help sponsor a new student, or students, to attend Trinity from Years 7 - 12. A student's eligibility criteria for Alumni Scholarships will be similar to that which applies for School Scholarships. In essence, the School seeks to identify boys who possess the qualities which Trinity espouses, who will contribute to all aspects of school life, and who genuinely require the support of a such a Scholarship to make their admission to Trinity financially feasible.

Reporting Area 12:
Parent, Student and Teacher Satisfaction

Parent Satisfaction.

The School continues to be well supported in relation to parents choosing it as the preferred School for their sons' education. In addition, further support and encouragement of the School in general is given through the tireless work of numerous volunteer bodies, such as the various Auxiliaries which support the School in a range of activities involving the Junior School, the Preparatory School and the Middle and Senior Schools. There are regular public meetings held throughout the School terms when parents can come along and be further informed of the School's various activities and on each of these occasions there is an open forum for parents to raise any particular issues or concerns with the Head Master and senior staff who are present at these meetings. These auxiliary bodies communicate regularly and frequently with the rest of the School community through the School's weekly Bulletins and in the annual magazine, which is distributed to all parents. See also Reporting Area 1.

The P&F executive liaises closely with the School in determining the nature and range of topics to be presented throughout the year at open P&F meetings to which all parents are invited to attend. These topics relate to areas of school life where parents seek further information or, indeed, input in regard to ongoing reviews of policy and practice.

2008 P & F MEETINGS	
Tuesday, 4 th March 2008	P & F Head Master's Cocktail Party, Update on Master Plan
Tuesday, 1 st April 2008	Co-curricular and Sport Activities Information Evening
Tuesday, 6 th May 2008	Trinity Grammar School "Learn to Drive" Programme
Tuesday, 5 th August 2008	Pine Bluff Information
Tuesday, 9 th September 2008	Cadets Information
Tuesday, 11 th November 2008	Annual General Meeting
OTHER MEETINGS CONVENED FOR PARENT INFORMATION DURING 2008	
Tuesday, 12 th February 2008	Pre-K and Kindergarten Parent Information Evening – Prep School
Wednesday, 13 th February 2008	Years 5 and 6 Parent Information Evening – Junior School
Thursday, 14 th February 2008	Years 1 and 2 Parent Information Evening – Prep School
Monday, 18 th February 2008	Years 3 and 4 Parent Information Evening – Prep School
Monday, 18 th February 2008	Years 3 and 4 Parent Information Evening – Junior School
Wednesday, 20 th February 2008	Years 5 and 6 Parent Information Evening – Prep School
Wednesday, 20 th February 2008	Pre K to Year 2 Parent Information Evening – Lewisham
Thursday, 28 th February 2008	Parent Discussion Group – "Childhood Anxiety" – Prep School Counsellor
Monday, 17 th March 2008	Information Evening for boys entering Year 7 2009
Thursday, 27 March 2008	Parent Discussion Group – "Motivating Boys" – Prep School Counsellor
Thursday, 8 th May 2008	Parent Discussion Group – "Development Points for Boys aged 5-12" – Prep School Counsellor
Thursday, 15 th May 2008	Parent Discussion Group – "Anxiety in Children and Motivating Boys" – Prep School Counsellor
Tuesday, 20 th May 2008	Information Evening for 2009 Years 8 and 11 Course Selection
Thursday, 29 th May 2008	Parent Discussion Group – "Bullying" – Prep School Counsellor
Wednesday, 11 th June 2008	Information Meeting on Gifted Education Programme – Prep School
Thursday, 12 th June 2008	Parent Discussion Group – "Computers, Games and TV" – Prep School Counsellor
Wednesday, 18 th June 2008	Parent Discussion Group – "Bullying and Media" – Prep

	School Counsellor
Thursday, 23 rd October 2008	Information Evening for Year 12/2009 Parents
Monday, 27 th October 2008	Information Evening for Year 10/2009 Parents
Friday, 24 th November 2008	Orientation Day for Pre-K- Year 7/2009

Student Satisfaction.

The School obtains both formal and informal feedback in relation to student satisfaction throughout the year via various means including the following:

- Individual Year 12 Interviews for all students, conducted by the Head Master.
- Direct feedback through individual House Tutor Groups where students undertake weekly pastoral care sessions with their House Tutors and Housemasters (Note: There are 96 individual Tutor Groups in Years 7 to 12)
- Fortnightly anonymous feedback sheets submitted by all boarders in relation to general routines and welfare in the Boarding House (including comments on the meals!)
- Gatehouse Survey – an anonymous survey undertaken by all Year 8 and Year 9 students originally compiled by the Victorian Adolescent Health Centre, which reports on student wellbeing. Note: The results of these surveys are then discussed with the students at subsequent School assemblies.
- Anonymous Year 11 Surveys undertaken during the Year 11 camp which all Year 11 students attend.

Teacher Satisfaction

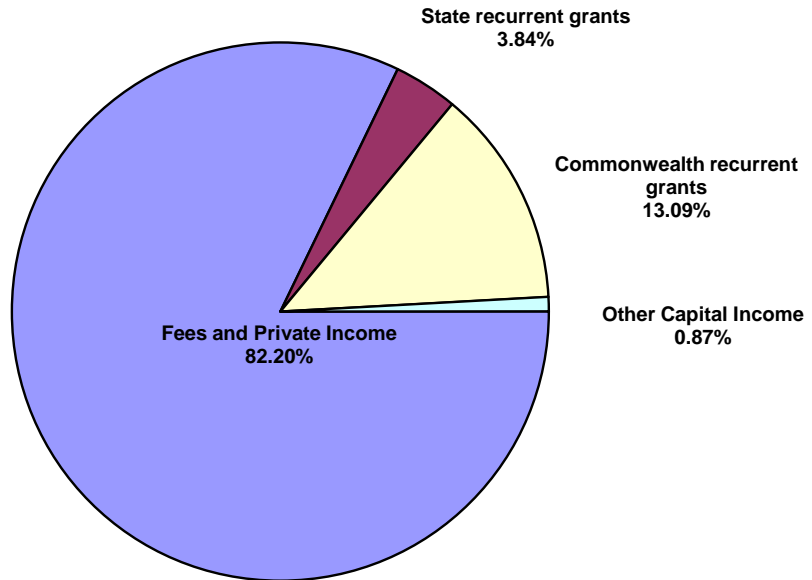
The School obtains both formal and informal feedback in relation to staff satisfaction through various means, including:

- Formal exit interviews of staff undertaken by the School's Human Resource Manager.
- Representations and contact made by the voluntary staff Common Room Association with the School Management Team.
- Regular meetings throughout the year of key staff interest groups including: the Academic Committee; the Pastoral Committee; the Head Master's Executive; Trinity Education Support Services (TESS), the Counselling arm of the School that gives regular feedback on issues of staff morale and wellbeing to the Head Master.
- Formal interviews with non-teaching staff regarding general working conditions and performance.

Next page please...

Reporting Area 13:
Summary Financial Information.

Recurrent/Capital Income



Recurrent/Capital Expenditure

