



St Leonard's College  
An education for life.

# Your Career

at St Leonard's College





## St Leonard's College

An education for life.

We invite you to learn more about St Leonard's College and discover why we are an employer of choice within the education sector.

Introduction	3
Our Vision	4
Our Mission	5
Our Values	6
Statement of Democratic Principles	8
Staff Testimonials	9
Rewards and Benefits	11
Employee Assistance Program	15
Career Opportunities	16
Professional Learning	17
Innovation and Excellence	19
FAQs	20





# Introduction

Thank you for considering St Leonard's College as a prospective employer. Our College is a wonderful place to work for many reasons, as outlined for you throughout the following pages.

St Leonard's has a proud history of pioneering progress and innovation in education and curriculum development. In 1972 we became the first single-sex independent school in the state to introduce coeducation. In 1982 we became the first Victorian school to offer the choice of the VCE or International Baccalaureate Diploma Programme as pathways to tertiary education. Today our pedagogy and programs are informed by the world's very best academic research from the most respected organisations. We recognise that "the quality of a school cannot exceed the quality of its

teachers" (McKinsey Report) and we offer highly sought after professional learning opportunities from global leaders in education such as Harvard University. These programs inspire our teaching staff with the most progressive and innovative scholastic models and practices.

St Leonard's College was also the very first Australian school to be independently invited in 2018 to support the work of the OECD's **Future of Skills and Education 2030 Project**.

We provide our employees with the access to outstanding facilities, resources, support and professional development. We encourage you to join one of our College tours to learn more about why we are one of Australia's most innovative and thriving professional communities.



# Our Vision

Our vision is to provide all students with an education for life.

We foster the personal qualities necessary for lifelong learning.





# Our Mission

Through inspiring and caring professionals and in a physically, emotionally and spiritually safe coeducational environment, St Leonard's College provides an exemplary, innovative education for its students, enriched by the traditions of its heritage and the diversity of all humanity to develop global citizens who know and embrace all others as equals.





# Our Values

## Lifelong learning

We value and develop the essential personal qualities and skills for lifelong learning, including self-confidence, integrity, resilience and creativity. A St Leonard's education prepares students to take their place in the world and make meaningful contributions to society.

## People

Our young people are encouraged to embrace diversity and individuality as well as collective responsibility.

## Partnership

We consider education to be a partnership between students, teachers and parents, each with their separate roles and responsibilities.





## Teachers

Our teachers are committed to continuing personal and professional development and embrace educational innovations. They are fully equipped to adapt to the rapid changes in education.

## Community

Students become aware of the needs of the wider community and learn to engage in the world outside of the College community.

## Environment

We are committed to protecting the environment as well as addressing the challenges that will face future generations.

## Diversity

We welcome all cultures and celebrate diversity. Our students are encouraged to engage with people and cultures that are outside of their immediate world.



# Statement of Democratic Principles

The VRQA Minimum Standards for School Registration includes a standard concerning the school's adherence to Australian democratic principles and practice.

This standard is as follows:

The programs of, and teaching in, a school must support and promote the principles and practice of Australian democracy, including a commitment to:

- elected Government;
- the rule of law;
- equal rights for all before the law;
- freedom of religion;
- freedom of speech and association;
- the values of openness and tolerance.

St Leonard's College is committed to the principles of a liberal democracy.

- We believe in an accountable, democratically elected government.
- We respect and observe the rule of law, and believe that no person is above the law.
- We believe in equal rights for all before the law, regardless of race, ethnicity, religion, sexuality, gender or other attributes.
- We believe not only in the freedom of religion, but also the need to practice tolerance and understanding of others' beliefs.
- We believe in the value of freedom of speech and freedom of association, but also acknowledge that we have the responsibility not to abuse this freedom.
- We believe in the values of openness and tolerance, and value and respect all members of the school community regardless of background.



# What makes St Leonard's College a great place to work?

The best way to gauge what it's really like to work within an organisation is to hear directly from current team members. Our people share with you why they choose to work at St Leonard's College.



*"Teaching Outdoor Education at St Leonard's College is my dream job.*

*The OED program is an amazing sequential journey that exposes students to a variety of environments, locations and activities, and I get to do it all with them! The students are having so much fun, they do not realise how they are growing in their confidence, resilience, team work and leadership skills."*

**Benjamin Woolhouse,  
Head of Outdoor Education**



*"It is an absolute pleasure to be a staff member at St Leonard's College, and to have been here for more than a decade. An environment where you are encouraged to let your own light shine, and in so doing give others permission to do the same, makes for the most wonderfully supportive and rewarding workplace. Opportunities for personal growth, professional growth and spiritual growth are all on offer and encouraged. Workmates become friends and can even feel like family. A workplace filled with love, laughter and life-long learning. It doesn't get much better than that!"*

**Libby Carroll,  
Human Resources**





*“St Leonard’s College offers staff the opportunity to be a part of a wonderful learning experience. This is achieved by our immersion in a number of leading educational practices in order to benefit our teaching in the classroom.”*

**George Katris,  
Head of Learning, Commerce  
and Assessment Coordinator**



*I really enjoy working at St Leonard’s and the opportunities for professional development. The innovative and globally-focused approach to professional learning at St Leonard’s College enables our teachers to continually adapt and refine our craft.*

**Kate Esler,  
English Teacher**



*The culture, community and environment at St Leonard’s College is one of **inclusivity, collegiality and diversity**. Staff are friendly and supportive. Their passion to encourage students to achieve their best is inspiring. I anticipate working with both staff and students at St Leonard’s for many years to come.*

**Jason Kam,  
Head of Learning, Health, Sport and  
Exercise Sciences**



# Rewards and Benefits

St Leonard's College offers an enviable array of staff benefits that position us as an employer of choice within the education sector, both nationally and globally. The calibre of our progressive curriculum and professional learning, in addition to our outstanding employee benefits, have attracted some of the best teachers from around the world.



## Smaller Class Sizes

Our class sizes have a maximum limit of 22 students. Our VCE average class size is 14.6 and our IB DP class size is 11.4. This enables our teachers to provide high quality support and instruction to our students within their various learning areas.



## Ideal Lesson Times

Our longer lesson times of 80 minutes, and reduced number of periods per day (four teaching periods plus one 35 minute mentor period), facilitate a rewarding depth of subject exploration and educational instruction.



## Staff Mentoring and Support

Our St Leonard's model provides a robust supportive framework for our teaching staff. Additionally, all new staff members are allocated an induction mentor.



## Professional Learning

Our staff are professionally guided by the latest international research and training programs to drive significant innovations, ensuring they are at the very forefront of the latest and most advanced academic practices. Further information is provided on page 17.



# Rewards and Benefits



## Inspiring Green Environment

The St Leonard's College campus situated in East Brighton offers a 'green' environment with beautiful old trees and College lawns.



## Health and Fitness

Staying fit and healthy at St Leonard's is simple with our variety of College initiatives, including:

- Pilates classes
- Complimentary health and fitness activities



## Outstanding Facilities

Staff at St Leonard's are able to enjoy access to outstanding campus facilities including:

- Indoor swimming pool
- Gym facilities
- Fitness assessment equipment



## National and International Travel Opportunities

We provide our students and staff with national and international travel opportunities spanning a broad range of activities from music tours through to the year 9 'Big Experience'.

# Rewards and Benefits



## Mindfulness and Spirituality

St Leonard's College recognises the importance of nurturing the mind, body and soul.

We offer:

- Mindfulness and meditation activities
- 'Soul Food' sessions in our chaplaincy space



## Fabulous Food

Our St Leonard's College cafeterias offer delicious and nutritious meal options that cater to all tastes, and are open for barrister coffee throughout the school day.

Staff are also provided with complimentary fresh fruit delivered weekly.



## Staff Social Functions

St Leonard's College staff enjoy regular staff social activities that foster a connected community.



## Camp Ibis

Our permanent campsite, Camp Ibis, on the Banksia Peninsula, enjoys significant water frontage, providing the perfect setting for sailing, canoeing, mountain biking and orienteering. The property has two 2-bedroom fully self-contained units which are available for our College staff to use outside of our Outdoor Education Program times at a minimal cost.



# Rewards and Benefits



## Opportunity to Give Back to the Community

We encourage our students and staff to be responsible global citizens, giving back to our local, national and global communities.

Our Lennie's Van initiative enables staff and students to be actively involved in providing food services to those considered "food vulnerable" within our local community.



## Staff Fee Reduction Scheme

We encourage our loyal team to provide their children with 'an education for life' at St Leonard's College – by providing access to a fee reduction scheme for our staff.

Plus, staff with children in our ELC through to year 6 receive complimentary before and after school care.



## Community Events

St Leonard's College offers a variety of community events to enjoy.

Our Community Day Fair is a particular favourite on our annual calendar.

# Employee Assistance Program

St Leonard's College provides our staff with an Employee Assistance Program (EAP) managed by Converge International.

The EAP is a professional counselling service that offers confidential, short-term support for a variety of work-related and personal problems that may be affecting staff at work or at home.

The EAP provides our staff with access to qualified professionals, including psychologists, social workers and management support counsellors.

All our St Leonard's College employees and their immediate family members are able to access the EAP program.





# Career Opportunities

St Leonard's College offers outstanding career opportunities across the full range of education sectors including early learning, primary and secondary education.



Early Learning Centre



Junior School



Award winning Year 5 and 6 Model



Middle School



Senior School - IBDP Pathway



Senior School - VCE Pathway



# Professional Learning

Our teachers are advantageously placed at the very forefront of global innovation in scholastic models and pedagogies. The delivery of our College Vision to provide 'an education for life' is enabled by the very best research, data, resources and educational organisations in the world including:

**Harvard University Graduate School of Education**  
**Headmasters and Headmistresses Council (HMC, UK)**  
**Organisation for Economic Co-operation and Development (OECD)**  
**The University of Melbourne**  
**Australian Council for Educational Research (ACER)**

*Professional Learning is so much better together, and the ideas that grow will continue to nourish our education community.*



# Professional Learning

*“I feel incredibly fortunate to be part of a community that remains at the cutting edge of innovative and transformational professional teacher development. St Leonard’s partnership with Harvard University and Ron Ritchhart’s, Cultures of Thinking framework, has afforded me rich professional learning, and a more targeted approach to classroom culture, and powerful learning opportunities aimed at developing critical and creative thinkers.”*



Lynn Griffen  
English Teacher,  
St Leonard’s College



# FAQs

**Can I tour the College to learn more?**

Yes, we encourage you to register for a tour where you can explore St Leonard's College to gather information from staff and students about our programs and facilities, and to understand how our teaching staff are fundamental to our students' success.

**How can I learn more about the leadership at St Leonard's College?**

Our Principal provides wonderful insight into the vision and values of our College during our tours. Please email Felicity Nethercote, Director of People and Culture at [Felicity.Nethercote@stleonards.vic.edu.au](mailto:Felicity.Nethercote@stleonards.vic.edu.au) to register for a tour.

**Can I register my interest for a position that may not be available yet?**

Yes, we would love to hear from you to ensure we have your details recorded on our system for any future opportunities within the College. To register your interest please [click here](#).





**St Leonard's College**  
An education for life.

# Contact

Felicity Nethercote  
**Director of People and Culture**  
[Felicity.Nethercote@stleonards.vic.edu.au](mailto:Felicity.Nethercote@stleonards.vic.edu.au)  
Phone 9909 9525



Follow us on LinkedIn for the latest professional updates and job advertisements.

**St Leonard's College**  
163 South Road  
Brighton East VIC 3187  
Bunurong Country

[stleonards@stleonards.vic.edu.au](mailto:stleonards@stleonards.vic.edu.au)  
[stleonards.vic.edu.au](http://stleonards.vic.edu.au)

P (+61 3) 9909 9300  
ABN 52 006 106 556

CRICOS 00343K