



St Stephen's School



St Stephen's School
SERVE GOD SERVE ONE ANOTHER

College Council Members

Chair	Kevin Smout
Moderator (Visitor)	Rev Steve Francis
Member	Timothy Brewer
Member	Jenine Owen
Member	Hendrik Piek
Member	Anneke Klopper
Member	Michael Shrick
Member	Brett Dorney

Teaching and Learning at St Stephen's School is a relational adventure, where traditional learning is defined to enhance student outcomes. Our 2018-2020 Strategic Plan *Staying True & Moving Forward* reflects this statement.

Three strategic themes were identified to guide our endeavours – **Our Purpose, Our People and Our Place**. They provide a framework for organising our strategic goals, actions and directions. These are set against a three-year timeline and are reported to the School Council regularly with a twice a year update against the set targets and measures.

The COVID-19 pandemic has affected every aspect of our lives. Like many other organisations, St Stephen's School, has not been immune to the fallout of the coronavirus pandemic. Our main challenge during this time has been to ensure that we communicated with all relevant stakeholders in a timely fashion in an attempt to mitigate as many risk factors stemming from COVID-19.

St Stephen's School returned to "face-to-face" teaching in Term 2 through a staged approach. Week 2 began with K-2 students and Years 11-12 on campus followed in Week 3 with the return of all students. This was one week before the WA Government announced that Monday May 18th would see a re-introduction of compulsory school attendance for all but a small number of students due to medical conditions.

I. Mission & Strategy

Open Communication:

St Stephen's School clearly articulates to the members of the community that the School is a Uniting Church School. This is reinforced with school Worship Services and Staff Devotions where the Uniting Church Ministers are rostered on to conduct services over the course of the year. Primary School assemblies are also at times led by the UCA Ministers if they are available. St Stephen's School works closely with the other UCA schools through shared communication between Principals, especially during the COVID-19 peak. Through our Service-Learning program, the School community works with Uniting WA and other UCA agencies. St Stephen's School welcomes the on-going relationship with the UCA and is working with the two congregations based at the campuses to continue to strengthen this relationship.

Faith Formation and Faith Sharing:

Through the School's Biblical Studies program students engage with other faiths as part of their studies, this is a particular focus in the senior years of school. We also have relationships with two indigenous schools as part of our Service-Learning program. The School is currently looking at future scholarships for indigenous students. St Stephen's School has an active number of students who are involved in our 'social justice' group and we hope to see this grow.

Community Engagement:

As mentioned above the School has a strong Service-Learning program which connects with the local community and beyond. We continue to welcome opportunities to work with a range of diverse organisations to enhance the sharing of the Christian faith in words and deeds. The School has a variety of events that share our vision and mission and these link directly to the School's organisational and strategic outcomes.



Training for Ministry Leadership:

St Stephen's has welcomed Rev. Andrew Syme to facilitate training for senior leaders in the School. The School Council were also invited to the training that was being offered by the UCA however, due to COVID-19 those members who were to attend could not. I would imagine that we will continue to offer this training on a yearly basis and provide other staff the opportunity moving forward. Staff professional development is a priority through the current Strategic Plan, however, it must be noted that Semester 1 was affected due to COVID-19. The School provides a week of training for staff at the beginning of Term 3 each year and this include a mix of personal and professional training. Rev. David de Kock was a guest speaker two years ago at our StaffExpo. Leadership training and Succession planning is seen as a significant part of continuous growth and improvement for both staff and School Council members.

2. Financial & Risk Management

St Stephen's School is financially viable and is able to meet its debts when they become due and payable. (Our Place – link to Strategic Intent 3- financial stability).

The COVID-19 pandemic will impact all schools, the extent of this impact will most likely be felt in full closer to the end of the year when parents make decisions around the next academic year for their child/ren. St Stephen's School, has taken action to reduce this as much as possible including providing extra financial assistance for any family via a 10% Fee Rebate, as well as personalised financial assistance plans for those families who indicated that their financial situation was dire. This includes differed fee repayments, reduction of fees for a term and in some cases waived fees for a specific period of time.

The audit for 2019 was completed with an unmodified/unqualified report. The Executive Summary confirmed that no anomalies were discovered during the Audit and no legal matters for noting were found. The General Special Purpose Accounting standards comply with requirements.

St Stephen's School reports annually on the School's Strategic Risk Framework against the Strategic Plan and the Legal Risk and Compliance Workplace Health and Safety Report is tabled and discussed at every School Council meeting. The School's Governance Sub-Committee meets quarterly and the School's Legal Risk, Compliance and Workplace Health Manager attends to address any issues that may have arisen along with the School's Governance and Privacy Officer.

The School has met, and continues to meet, all compliance requirements.

The actions to mitigate risks associated with COVID-19 has come under the oversight of the School's Education & Business Continuity Team. The policy and procedures linked to a pandemic provided a framework for the team to use, the Chair of Council was part of this team. This team met often and clear consistent messages went out to the School community. The feedback from the entire community has been overwhelmingly positive and appreciative of being 'kept in the loop'. The School's Continuity Team has since debriefed with a report going to Council.

3. Constitutional, including Governance and Board/Council appointment:

St Stephen's School Council farewelled Mr Michael Lynn after 12 years of service (2008-2020). Mr Lynne served as Chair of the Finance Sub-Committee (2010-2019).

Mr Brett Dorney was appointed to the School's Council (2020) and this appointed has been approved by the Standing Committee. Mr Dorney also sits on the School's Governance Sub-Committee.

There have been no changes to the School's Constitution.

St Stephen's School values its relationship as a Uniting Church School and continues to ensure it remains a Christ-centred, student-focussed and community based school now and into the future.

Kevin Smout
Chair