

Community Report 2023



CELEBRATING 100 YEARS | 1923 · 2023

Our Values and Strategic Priorities



Scan the QR code to learn more about our Strategic Direction, including our vision, values and strategic priorities for our next century.



Carey supports green printing initiatives. Our Community Report has been printed using vegetable-based inks on 100% recycled paper sourced from sustainable tree farms.

Community Report

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We acknowledge the Traditional Custodians of the land on which Carey lies and their continuing connection to land, sea and community. We respect their Elders past and present and recognise the injustices endured by the First Nations peoples of this country.

Our *centennial* year in review

Statement from the Principal



It is with immense pride and joy that I reflect upon 2023 and the multitude of successful and memorable events that have graced our calendar throughout this historic year. One of the highlights of the year was the celebration of Carey's official 100th birthday on 13 February. It was a day filled with tremendous excitement and kicked off the series of extraordinary centenary events that enriched the fabric of our community.

Looking to the future, in 2023, we proudly unveiled Carey's Strategic Direction for the years ahead, which encompasses our purpose, vision and redefined school values. This strategy is the culmination of extensive consultation with the entire Carey community over two years, including a community-wide inquiry and numerous focus groups and workshops with students, parents, alumni and staff.

In addition to our centenary celebrations, we hosted many School events and saw much success across the co-curricular program. The school musicals, plays and concerts maintained Carey's tradition of excellence in the performing arts, and our students continued to shine on the sporting field, where we saw three APS premierships. We also saw outstanding achievements in the classroom, and we are especially proud of our Class of 2023, whose remarkable academic results are highlighted on the next page.

I extend my congratulations to every student and staff member at Carey for their achievements in 2023. Supported by parents, their dedication has been unwavering, and they have embodied our values of Care, Respect and Growth.

About our school

Founded in 1923, Carey is a Christian independent co-educational school offering three-year-old Early Learning to Year 12. We maintain an even gender balance across the School, and celebrate diversity and inclusion in all forms. Carey is affiliated with the Baptist Union of Victoria and a member of the Associated Public Schools (APS).

At Carey, we support each student to discover their passion and purpose through a broad and challenging curriculum, an extensive co-curricular activities program and comprehensive, individualised care for all students through our wellbeing program.

With more than 2600 students, 1600 families and the over 19,000 members of the Old Carey Grammarians Association, Carey is a large and engaged community. In addition, parent and alumni groups provide significant support through a number of clubs, associations and activities.

Communication within our passionate community is facilitated through open contact and regular publications such as the School newsletter, *Torch* magazine and the annual *Carey Chronicle*.

In the 2023 Community Report, you can read about our school's goals, operations, events and successes. If you have any queries, do not hesitate to contact me.

Jonathan Walter, Principal

Academic excellence



Some of Carey's Class of 2023 scholars, who each achieved an ATAR of 99 or higher.

The Year 12 Class of 2023 achieved excellent academic results:

- 3.9% of ATARs were above 99 (in the top 1% of the state)
- 18.6% of ATARs were above 95 (in the top 5% of the state)
- 35.3% ATARs were above 90 (in the top 10% of the state)
- 60.1% of all ATARs were above 80 (in the top 20% of the state)
- The median Carey ATAR was 84.5

Our 2023 IB Duxes of Carey are Luka Best, Charan Sukumar and Brent Yang, who both achieved perfect IB scores of 45 and an equivalent ATAR of 99.95.

Our 2023 VCE Dux of Carey is Chloe Campbell, who achieved an ATAR of 99.8.

We congratulate Chloe, Luka, Charan and Brent for their outstanding achievements.

In addition, we congratulate IB student Jada Taylor, who also received a perfect IB score of 45 and an ATAR of 99.85. We also sincerely congratulate the seven other IB and VCE students who received an ATAR of 99 or above and join our duxes and recipients of IB perfect scores as Carey's highest performing students: Andy Dong, Sophie Kondogiannis, Rachel Lou, Grace Moore, Emma O'Neill, Oliver Treloar and Jeremy Wong.

Year 12 Class of 2023 IB and VCE results

12

students with
ATARs above 99

84.5
Median ATAR

18.6%
ATARs above 95

35%
ATARs above 90

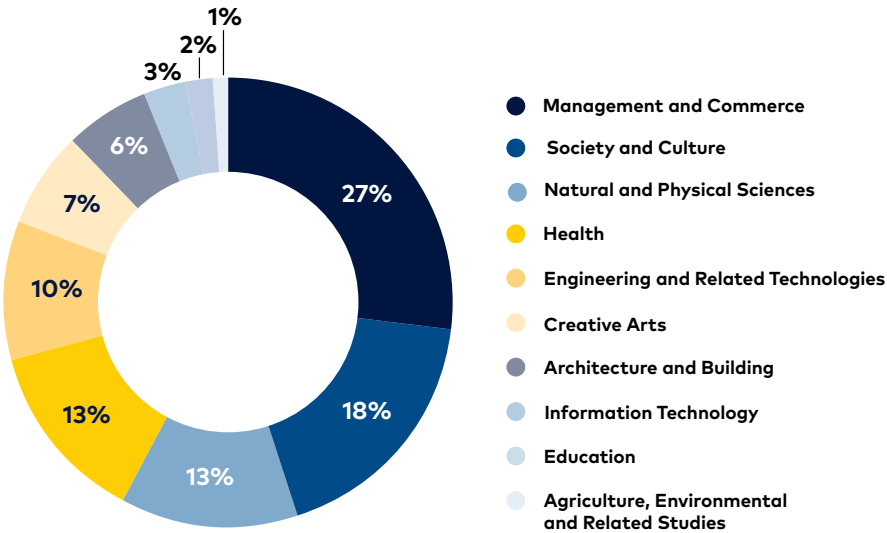
37.3
Average IB score
Worldwide average: 26.06

12
Students
awarded the VCE
Baccalaureate*

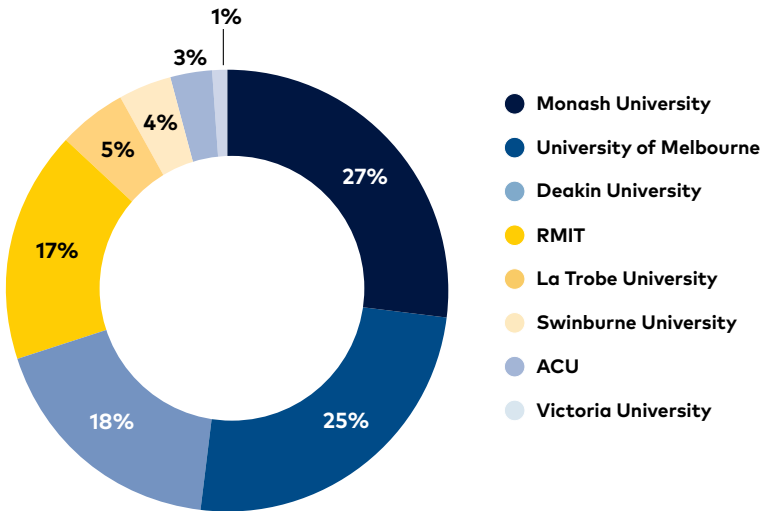
67.1%
IB subject scores
of 6 or 7 out of a
possible 7

* The VCE Baccalaureate in recognises the successful completion of both a higher-level mathematics subject and a language as part of the VCE program.

Victorian tertiary offers to Carey students by institution: 2023



Victorian tertiary offers to Carey students by field of study: 2023



Based on initial data from the First Round Offers by VTAC. Double degrees are included in both academic fields. Figures are rounded to the nearest whole number.

Class of 2023 results continued

The 2023 VCE and IB results were outstanding, as shown in the previous pages. Beyond the numbers, there are many wonderful examples throughout this cohort of individuals who have achieved beyond their own expectations, often overcoming challenging situations in the process. We recognise that our students are more than the sum of their academic results and are confident they enter the next stage of their lives well prepared to take on challenges with courage, compassion and curiosity.

NAPLAN 2023

Carey's National Assessment Program – Literacy and Numeracy (NAPLAN) results were also pleasing. Our students in Years 3, 5, 7 and 9 performed well across each of the five assessment areas.

Between 2008 and 2022, students' NAPLAN results were reported against 10 achievement bands including five national minimum standards. From 2023, NAPLAN results are reported against proficiency standards with four

We are also pleased to report that from the 2021 Year 10 student cohort, 279 (or 93.9%) entered Year 12 at Carey in 2023. In addition, 34 Carey students, including 11 Year 12 students, were enrolled in vocational or trade training through the VET in Schools program in 2023 – approximately 7% of the VCE cohort.

We congratulate our Class of 2023 and look on with a sense of anticipation as they continue to create positive change in their lives beyond Carey.

proficiency levels for each assessment area at each year level: Exceeding, Strong, Developing and Needs additional support. The NAPLAN measurement scales and time series have also been reset. As such, 2023 data is not comparable to previous years, and comparative data will be available from 2024 onwards

Based on this, the table below details the percentage of Carey students achieving expected learning outcomes.

Percentage of students achieving expected NAPLAN learning outcomes, 2023

Year Level	Minimum Proficiency	Reading %	Writing %	Spelling %	Grammar and Punctuation %	Numeracy %
3	Developing	99	100	99	97	99
5	Developing	98	99	97	98	98
7	Developing	98	98	98	97	100
9	Developing	96	97	97	97	98

2023 School Captains

Charlie Connell-Tobin

Being School Captain in our centenary has been such an honour and it has been a privilege to share the role with Greta. She has helped guide our cohort's passionate culture and ensured we pay respect to our past.

Our commitment to honouring our history has enhanced our identity. We have become a community that acknowledges and understands the contributions of those who have come before us, wearing the black, gold and blue. In 2023, we have built upon their foundations and made our own contributions to the Carey story.

This year, we were guided by the Carey values and a built a culture inspired by our past, present and future: one that thrives on respect, integrity, honesty and passion, and one that inspires others and makes us all feel valued.

Greta Wansborough

The Class of 2023 has left a remarkable legacy, one deeply rooted in enhancing the vibrant Carey community with a sense of positivity and inclusivity, where we were not only encouraged but also empowered to seek positive change.

Throughout the year, we had so many opportunities to make fond memories as a cohort. What truly set our year apart, though, was the fact that we are the Class of the Centenary. Being part of this historic milestone has given us a unique perspective, and the responsibility to uphold the legacy of our school, while also setting new standards for future classes to aspire to. This year was not only an amazing celebration of 100 years of our school's existence, but also provided an opportunity for the whole School community to come together.



Student attendance

Carey takes its legal responsibility for student welfare seriously and we make every effort to ensure students' safety and know their whereabouts at all times throughout the school day. Parents are regularly informed that if their child will be late or absent it is essential they notify the School through the relevant telephone absentee line, email address or on the Carey app by 9.00am. There are dedicated contact details for each of the school sections: Junior School Donvale, Junior School Kew, Middle School and Senior School. This ensures that the School can accurately monitor student attendance electronically. Students arriving late to school or leaving early must sign in/sign out at their school section's office. This information and additional guidelines are available on CareyLink, the School's intranet.

Student attendance figures for 2023*

Prep	92.6%
Year 1	93.2%
Year 2	93.6%
Year 3	93.7%
Year 4	93.7%
Year 5	93.4%
Year 6	92.5%
Year 7	93.2%
Year 8	93.2%
Year 9	91.9%
Year 10	91.4%
Year 11	93.5%
Year 12	93.4%
Whole School	93.0%

* Figures rounded to one decimal place



Pathways To success

Class of 2023 student stories

Amelie Nguyen

“This year, I’m studying Design at the University of Melbourne and majoring in Mechanical Engineering. I hope to finish the Bachelor and then go on to do a Master of Engineering.

While I was at Carey, I was able to explore a range of subjects and develop my interests. My teachers were always encouraging and helped me become confident in my subjects while still challenging me. I felt like I wasn’t pushed into a lane, and I had choice about what I wanted to do in the future. Even though art subjects were my main strength, I wasn’t interested in pursuing a career in that direction. I still love art and am taking a creative breadth subject called Contemporary Art and Biomedicine, and I continue to make pottery outside of university. I certainly felt a lot of confusion about which course to pick for this year, but the Career Practitioners were an amazing resource who showed me different tertiary education options. I knew I would value a career where I didn’t have to sit at the desk all day and where I could create solutions and help people in a sustainable way. I hope engineering will be the perfect combination of hands-on problem solving and challenging physics!



▲ Amelie's Product Design and Technology project was featured in the 2023 Top Designs Exhibition!

Joseph Klotz

“School was not always for me. I knew I had potential to flourish but never really tapped into it. Between Year 7 and 11, I was constantly in and out of teachers', Heads of Houses and Principals' offices, but, fortunately, I turned it around in Year 12, finishing with a result that pleased everyone involved. Upon reflection, I understand the immense support that was offered by teachers and other leaders at Carey. Without them I would have continued my poor ways and ended with a result that reflected it.

Sport at Carey helped me escape the stresses of academics. In cricket, football and athletics at Carey, I found friends who definitely made school a more enjoyable experience. The feeling of joy and triumph of winning cricket matches with my best mates is unrivalled – except for maybe the feeling of finishing my last exam, which was a real highlight of my life.

I am now studying a double degree of Property and Real Estate/Law at Deakin University. During school I had discussions with the Career Practitioners at Carey as well as an external counsellor, all of whom guided my decision making around what I wanted to do post-Year 12.



Christian Tsiavas

“This year, I’m back at Carey working as a Zero Program Assistant. At first, working here took some getting used to. I found it challenging addressing my ex-teachers by their first name instead of their last.

My favourite thing about working at Carey is being able to stay within the community. I have often said that Carey has the best sense of community and is filled with really caring and friendly individuals.

I already knew during Year 12 that once I finished up as a student I wanted to work at Carey in any field so I could continue to build and improve old and new relationships. If I were to give advice to the current Year 12 students, I would tell them to take advantage of the post-grad opportunities that are presented to them.

The Zero Program Assistant job is for one year, and next year, I hope to attend my first year of University. I got into a Bachelor of Business at RMIT, which is a course I’m passionate about.

Sharon Zhang

“Year 12 was so busy – I’m not even sure if I remember it all! Walking out of my final exam was a moment of relief and excitement. I remember being unable to stop smiling while I walked out of the exam room.

I’m currently taking a gap semester before heading to the University of Oxford to start a Bachelor of Arts in History. Currently I’m working, travelling and experimenting with my writing. I’m hoping to take up a writer’s residency later this year, as well as read as much as possible!

Getting accepted into Oxford was a stressful process, to say the least. I had to improve my IB grades significantly to meet their entrance requirements, as well as sit an entrance exam, submit an original piece of written work, then complete an interview. My IB History teacher, Mr Kellett, and IB English teacher, Ms Scott, provided immense support by writing references for me and reviewing my application. Ms Scott also always read my writing, especially my poetry, which helped a frazzled and over-worked Sharon get through the final stages of submitting her book to publishers!

I had a lot of support from some lovely and brilliant teachers throughout school, as well as my peers, especially in the IB. The tight-knit culture of the IB created a real community, which was a highlight of my final years at school. I was encouraged to consistently leave my comfort zone and meet new people, which has ultimately made me a better person.



▲ Sharon's book of poetry, *mother bird*, is available now!

Our Centenary

Centenary Fair

Carey's Centenary Fair was a blast for everyone involved.

About 3500 people turned up – despite the rainy morning – to celebrate Carey and take part in the rides, stalls, food and entertainment. Across the day we saw a DJ, a live band, a magician, a panel of Carey sporting legends, face painting, games, creative activities, a netball showdown, a bouncy castle, so much good food and plenty more!



A night to remember

The Carey Centenary Ball at Crown Palladium made for a lively Saturday night in July. We were thrilled to see so many of our community there, ready to celebrate Carey in style, including current and past parents and carers, staff, alumni and Board members.

Inspiring Carey staff

Our centenary theme of 'Honouring our past, embracing our future' was woven into a two-day Centenary Education Conference for all staff, which included inspiring guest speakers, a panel discussion and workshops about how we will create the future of Carey.



Enduring symbols of our centenary

We are thrilled to have mementos of our milestone at three of our campuses. At Camp Toonalook, we planted our Centenary Tree, a native Eucalyptus Melliodora or yellow box eucalypt. At our Donvale campus, we are proud to display a large collaborative sculpture designed by former Donvale art teachers Jeanette Jennings and Kylie Crampton, with contributions from all Junior School Donvale students in the form of mosaic pieces. To conclude our centenary celebrations, we unveiled *Learning to Fly*, our centenary sculpture at our Kew campus.

We were fortunate to have this artwork designed and created by renowned Melbourne artist Alexander Knox.

A celebration of Carey sport

With over 350 staff, alumni, family, friends and special guests in attendance, Carey's Centenary Sport Dinner at the MCG showcased our rich and proud sporting history. Guests arrived at the MCC Members Long Room before taking their seats in the Dining Room for a three-course meal overlooking the vast expanse of the hallowed turf.



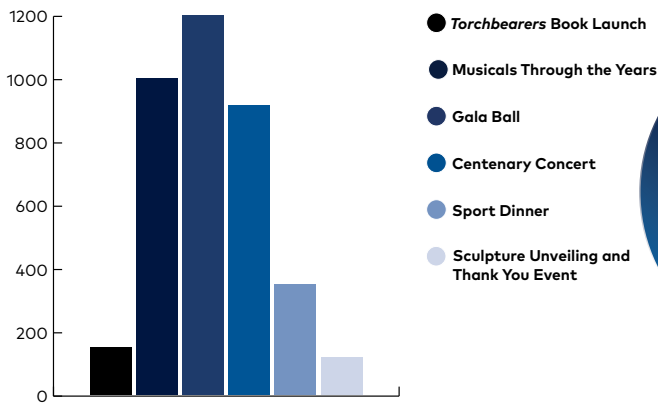
100 years of Carey Performing Arts

The Centenary Concert was a special evening celebrating our school's centenary through music, with performances and reflections and a specially commissioned piece by Melbourne-based composer Edward Fairlie, a rhapsody based on the Carey School Song. We also held the Musicals Through the Years concert at the Forum Melbourne, which showcased 39 years of our world-class Senior School Musicals.



Our centenary in numbers

Number of attendees at major centenary events



The highest attended centenary event was our Centenary Fair in April, which drew a crowd of an estimated 7000 members of the Carey community!



4200
professional
photos taken

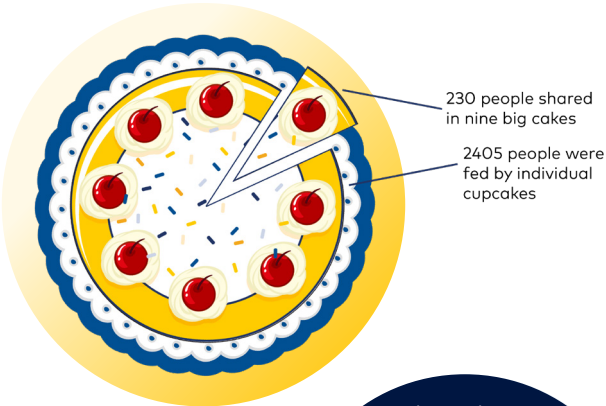


10,844
likes on Carey
centenary social
media posts

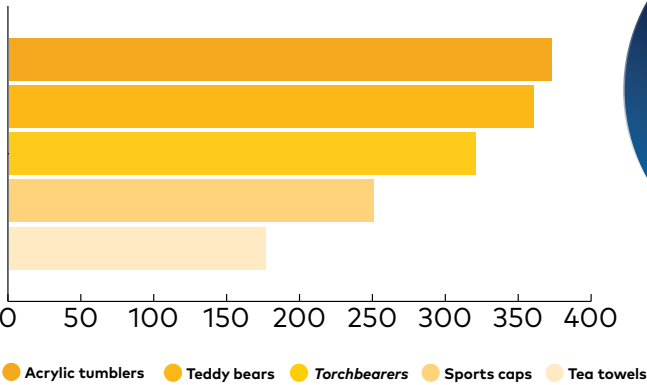


16,000
total attendees
at our centenary
events

Number of people fed by centenary cakes



Carey centenary merchandise bestsellers



Throughout the year, our graphic designer created over 250 decals, signs, booklets, programs, banners, invitations and holding slides, including adorning the MCG in the blue, black and gold!

Thank you to our centenary sponsors

Our magnificent centenary celebrations would not have been possible without the generous support of our 26 centenary sponsors. We were overwhelmed by the generosity of our community, suppliers and contributors.

We welcomed a range of sponsors across many events and encapsulating many different levels of support. Our centenary sponsors exemplify the value of building meaningful relationships with people in our community.

Centenary Partners



BOB STEWART
Our family serving you since 1925



Centenary Fair

HAIRHOUSE

TWG
HOSPITALITY SERVICES

Education Conference

comp
now

Musicals Through the Years

diadem



Centenary Gala Ball

JBWere

KAY & BURTON

Centenary Sports Dinner



Community Sponsors



**Jellis
Craig**



Centenary Fair Supporters



**courtney
brands.**



Community highlights

2023

Academic competitiveness

Every year, many of our students enter academic competitions across the learning areas. In 2023, we saw a huge number of first placings, demonstrating the commitment and academic strength in our student cohort. This included the Science and Maths Olympiads, BrainSTEM, the Indonesian Speaking Competition, Future Problem Solving and National History Challenge, among many others!



Sporting successes

Our students once again excelled in the world of sport. We are so proud of our Girls First Hockey Team, Girls First Netball Team and Boys First Soccer Team who won APS premierships! The three teams were undefeated throughout the entire APS winter season. We also saw some incredible success in the Netball Victoria Schools Championships where our Senior Girls and Junior Girls were again undefeated and won this significant championship. The Boys First Soccer Team also won the Senior Schools State Soccer Championship after an undefeated competition!



Performing arts

Our students shone on the stage in 2023, particularly in performances of the Senior School musical, *the Addams Family*; the Middle School musical, *Oliver!*; the Senior School Play, *A Monster Calls*; and the Middle School play, *Charlotte's Web*. We also hosted a Junior School Donvale musical this year, *Aladdin Jr*, which involved every student from our Donvale campus. Additionally, the Middle School Music Tour was a great success.



Carey students take the slam

Two Carey students performed at the 2023 OutLoud Secondary Poetry Slam at the Wheeler Centre with 70 other young poets. Sharon Zhang (Year 12) was awarded first place and Juliet Beattie (Year 10) took second place – there was only supposed to be one prize for the Senior category, but an exception was made for Juliet's remarkable talent.

Recognition of excellence in VCE and IB Art and Design

Every year, Carey's Art and Design program is well represented across the VCE Season of Excellence and Victorian and Tasmanian IB Visual Arts Exhibitions. From the Class of 2023, there were eight works from six Carey students selected for these prestigious events! Congratulations to Amelie Nguyen and Tilly Jones whose works were showcased in this year's Top Designs exhibition, and Amelia Andrighetto, Jessica Moon, Laura Thianesysavanh and Yoyo Ye all have artwork displayed in the IB Art Exhibition.

(Images: below: Tilly Jones, top right: Amelie Nguyen, middle right: Laura Thianesysavanh, bottom right: Yoyo Ye.)



The launch of our digital archives

After years of work, in 2023 we launched Carey Collections, a unified online portal for curating and preserving the history of Carey. The site provides insights into the people, places and events that are significant to Carey and contains thousands of artefacts.



Carey's Luminaries

From everyday heroes to trailblazers and social change makers, Carey alumni leave their mark all over the world. The Carey Luminaries is a fun and informative interactive digital display in Main Reception that honours and recognises some of our alumni who have made an impact on our national or international communities through their leadership and passions – both in and out of the spotlight.



Towards Leadership in Year 11

The Senior School hosted its inaugural Towards Leadership seminar series for Year 11 students to learn from leaders in the Carey community. We welcomed six alumni back to Carey to equip our students with the tools to overcome challenges in their final year and the confidence to take these learnings on to their next stage of life.





Carey strives to create a positive and engaging workplace culture to attract and retain the best people. With a strong focus on the employee experience, the School promotes contemporary and emerging skills that complement and challenge existing ways of working.

In a competitive market for talent, the School continues to attract outstanding teachers and professional staff.

In 2023, there were 534 salaried staff (473 full-time equivalents) plus approximately

450 casuals to support our co-curricular programs. Carey's retention rate was high at 92%, and the average tenure in 2023 was eight years.

As a multi-generational workplace, the majority of Carey staff (55%) are defined as Generation X and Millennials.

According to a Culture Amp employee experience survey, Carey's 2023 staff engagement score was 73, sitting two points above the industry average.

A snapshot of Carey staff in 2023

Gender



● Female ● Male ● Self-defined

Age



3%

● 18-24 ● 25-34 ● 35-44 ● 45-54 ● 55+

Tenure



● <1 year ● 1-5 years ● 6-10 years ● 11-15 years ● 16+ years

Sustainability

Toward Net Zero

As one of Carey's key strategic priorities (Sustainable Futures), Carey is committed to developing and implementing a comprehensive sustainability plan. This plan will provide the guiding framework for advancing initiatives in clean energy adoption, responsible consumption practices, water conservation efforts and the preservation of our natural environment. Central to this endeavour is the seamless integration of education and engagement across all facets of our operations, ensuring widespread understanding and active participation in our sustainability initiatives.

In collaboration with CERES, we have developed a Sustainability Baseline Report to summarise environmental data and provide a foundation for future improvements. This report will guide our school's journey and progressive actions across operations, education and community engagement.

The Sustainability Baseline Report reveals that in 2022, the School's resource consumption was above industry benchmarks in electricity, waste and water usage, while recycling rates fell short. To address this, Carey aims to prioritise reducing landfill waste and increasing recycling, alongside efforts to reduce electricity usage and transition to renewable sources. This report provides essential data on the School's environmental impact and outlines a roadmap for Carey to achieve Net Zero.

A key initiative outlined in the Sustainability Baseline Report is the development of a sustainability plan to guide Carey's journey to Net Zero. This plan will outline specific actions to reduce emissions from energy, transport and waste; conserve water; and increase recycling and biodiversity. It will also address sustainable operations, education programs and community engagement. Quarterly monitoring and reporting will ensure progress towards emission reduction targets.

The timeline for these initiatives includes the completion of the environmental audits in Semester 1 2024, and the development and delivery of the Sustainability Plan in Semester 2 of 2024.







Sustainability continued

In 2023, our sustainability efforts expanded with several key initiatives:

- ResourceSmart Schools MOU: Carey signed a memorandum of understanding (MOU) with ResourceSmart Schools, signifying our commitment to sustainable practices.
- Waste review and new waste streams: a comprehensive review of waste management was conducted, leading to the introduction of new waste streams to improve recycling and reduce landfill waste.
- Building Management System (BMS) improvements: significant reductions in resource use were achieved through enhancements to our BMS, focussing on efficient plant management.
- Keep Carey Beautiful Brigade: the Middle School student litter collectors continued their efforts, and a waste audit was conducted to further refine our waste management strategies.
- Toonalook solar electricity coverage: the Toonalook solar installation

covered a significant amount of our electricity consumption in 2023, reducing our reliance on non-renewable energy sources.

- Growth of the Enviro Program at Junior School Donvale: this offers students a hands-on, collaborative and fun learning experience, emphasising responsibility and independence. As well as managing garden plots, dealing with pests and overseeing the collection and recycling of food scraps and paper, students now have the opportunity to grow seedlings, propagate native plants and construct animal boxes.
- Kitchen Garden Program: our Junior School Kitchen Garden Program was expanded with work starting on an orchard to increase our fruit supply throughout the year.

These early actions demonstrate Carey's journey and commitment to lead, educate and inspire an integrated approach to sustainable practices across the learning and operating environment.





Supporting our communities

In 2023, the Carey community contributed to a wide range of charities to make a difference for people in need.

Carey staff, students and families give a great deal of personal and financial support to a range of community organisations, both locally and overseas. They also spend a considerable number of hours volunteering in a range of organisations outside Carey.

In 2023, Carey activities also raised a total of \$48,320 that was distributed among 23 support organisations.

This fundraising effort and awareness building occurs through engaging and education activities with students, such as the Kew ELC Pyjama Day for the Melbourne City Mission, and through student-led House activities.

The recipients of Carey's largest community service donations during last year were:

2023	
Tour De Cure	\$12,001
Baptist World Aid	\$8705
World Vision	\$7774
Amber's White Light Foundation	\$4284
National Allergy Centre	\$3172

We're proud to have also supported the Afghan Women's Organisation Victoria, James Macready-Bryan Foundation, Asian Community, the Smith Family, SANE Australia and the Melbourne Indigenous Transition School, among many other worthy organisations.

Please note: the School's 2023 financial data, including income and expenditure, will be available in August 2024. Check the version on our website after that date for an update.

Community giving

Like all independent schools, Carey relies on the generosity of its community in order to provide the best opportunities for all students.

In 2023 we introduced voluntary fee payments with the quarterly tuition fee invoices. These optional contributions allowed parents to readily donate \$200 to our Access and Equity Scholarship fund, and all donations were directed to scholarships for students facing hardship or financial disadvantage.

In addition, giving to our Junior School Kew classroom libraries more than

tripled this year. This important project means that we are able to expand the book collections available to Junior School students in their classrooms, which has been shown to have a positive impact on literacy and engagement with reading for children.

We are deeply grateful to the many members of the Carey community who generously contributed to our school through giving in 2023.

'The Carey spirit of generosity has shone brightly throughout our centenary.'
– Jonathan Walter, Carey Principal.



2023 Giving at a glance



Highest number of donors since 2000



53% increase in number of donors compared to last year



Eight financial hardship scholarships fully funded





Governance

Carey is a public company limited by guarantee and its Directors form the School Board, which provides overall governance of the School and sets its strategic direction. The School is registered with the Australian Charities and Not-for-profits Commission (ACNC).

Operational matters are delegated to the Principal. The Board is supported by the activities of subcommittees: Executive, Finance, Risk, Nominations, Advancement and Naming. The School is managed on a daily basis by the School Leadership Team.

As of 1 January 2024, the School Board comprised the following members:

Tim Chilvers (Chair)

Jane Favaloro (Deputy Chair)

Fiona Kelly (Treasurer)

Angus McKay (Secretary)

Titilayo Adetunji

Jo-Anne Bradshaw

James Evans

Andrew Simpson

Emma Warren

Hon. Mary Wooldridge

David Martin (Staff Representative)

Jonathan Walter (ex-officio, Principal)

Kate Croft (ex-officio, Deputy Principal – Learning)

Peter Robson (ex-officio, Deputy

Principal – Wellbeing)

Michelle Kafer (ex-officio, Director –

Finance and Operations)

And the School Leadership Team is:

Jonathan Walter (Principal)

Kate Croft (Deputy Principal – Learning)

Peter Robson (Deputy Principal – Wellbeing)

Kylie Baxter (Head of Junior School, Kew)

Julianne Brandon (Director of Community Engagement)

Michelle Kafer (Director – Finance and Operations)

Sophie Lukeis (Director – People)

Kellie Lyneham (Head of Senior School)

Meredith Plaisted (Acting Head of Middle School)

Chee Teoh (Director – Digital Transformation)

Steve Wilson (Head of Junior School, Donvale)



Child Safe Statement

Carey is committed to providing a child safe environment, acting in the best interests of children and their wellbeing at all times. Carey is committed to:

- promoting child safety and student voice in its School environment
- promoting the safety, wellbeing, participation and empowerment of all students in our care, taking into account students with a disability and children from culturally and linguistically diverse backgrounds
- promoting cultural safety for Aboriginal and Torres Strait Islander children and children from other culturally and linguistically diverse backgrounds
- a zero tolerance to child abuse
- providing an environment where students feel encouraged to play an active role in developing a culture of child safety

- implementing and continuously improving procedures and systems that promote and influence an organisational culture of child safety and that provide a safe environment for our students
- providing staff, students, parents, and volunteers with the opportunities to contribute to risk minimisation and improve child safety.

All members of the Carey community, including students, staff, Board members, contractors, parents, guardians and volunteers share responsibility for providing an environment which supports the safety and wellbeing of Carey students, and are required to uphold the School's commitment to student safety. Carey has child safety policies, procedures and reporting mechanisms in place that underpin this commitment.



