

Community Report 2024



Carey
Baptist Grammar School

Our Values and Strategic Priorities



[Click here to learn more about our Strategic Direction, including our vision, values and strategic priorities for our next century.](#)

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.

Community Report

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A year in review

Statement from the Principal



We made significant progress on several fronts throughout 2024, and it is wonderful to reflect on the incredible achievements of our students in the arts, sports and the academic domain. We have seen students committing so strongly to these programs.

In 2024 we introduced a new assessment and reporting model in the Middle and Senior years, the Complex Competencies, providing more detailed insights into students' progress. Alongside this we developed our new relational practices wellbeing program, which is supporting students across all year levels of the School. I am pleased to report that we are already seeing, through our data, reductions in levels of stress in our student cohort.

We have increased numbers in our IB program for 2025 and we are supporting the breadth of student pathways with the introduction of VET Business and VET Sport Recreation and Aquatics.

In 2024 we also made good progress on upgrading our technical capabilities. We replaced network infrastructure, made significant advancements in cybersecurity and improved data management. We also implemented a new HR system that is providing a better experience for staff and supporting us to respond to increasing compliance demands.

I extend my congratulations to every student and staff member at Carey for their achievements in 2024. 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 2700 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 2024 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 2024 scholars, who each achieved an ATAR of 98 or IB score of 42 or higher.

The Year 12 Class of 2024 achieved excellent academic results:

- 59% of all ATARs were 80 or above (in the top 20% of the state)
- After the first two rounds of VTAC offers, 58.4% of our students received an offer for their first preference and 93.9% achieved one of their top three preferences.

Our 2024 IB Dux is Taran Qiu who achieved a perfect IB score of 45 and an ATAR of 99.95, which is the highest possible ATAR score that can be achieved by a student.

Our 2024 VCE Dux is Kevin Chen who achieved an ATAR of 99.55.

We also sincerely congratulate the 24 IB and VCE students who join Taran and Kevin as Carey Scholars as they have achieved an ATAR of 98, or IB score of 42, or above:

Lara Aitken, Maxwell (Max) Allen, Conor Boussioutas, Daniel Chiu, Leo Cooney Adlard, Yankai (Derek) Ding, Ella-Mei Graham, Xuanye (Geoff) Guo, James Gebert, Avaneesh Kuruparan, Asha La Gerche, Ruijie (Simon) Lai, Lele Li, Shiyu (Suri) Liu, Radha Lokuge-Hayes, Connor Mackenzie, Cian Murphy, Lily Rogers, Eloise Sheridan, Oliver Stambe, Qi (Harry) Su, Lucas Wheatley, Montgomery Wraith and Lucy Wynne.

Year 12 Class of 2024 IB and VCE results

14

students with
ATARs above 99

83.4

Median ATAR

16.5%

ATARs above 95

30%

ATARs above 90

36

Average IB score

Worldwide average: 30.32

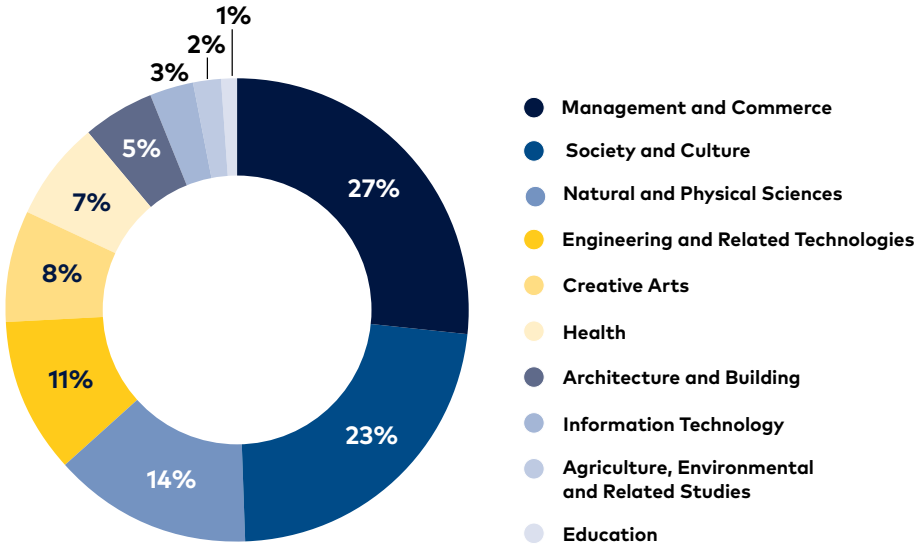
3

Perfect VCE study
scores of 50

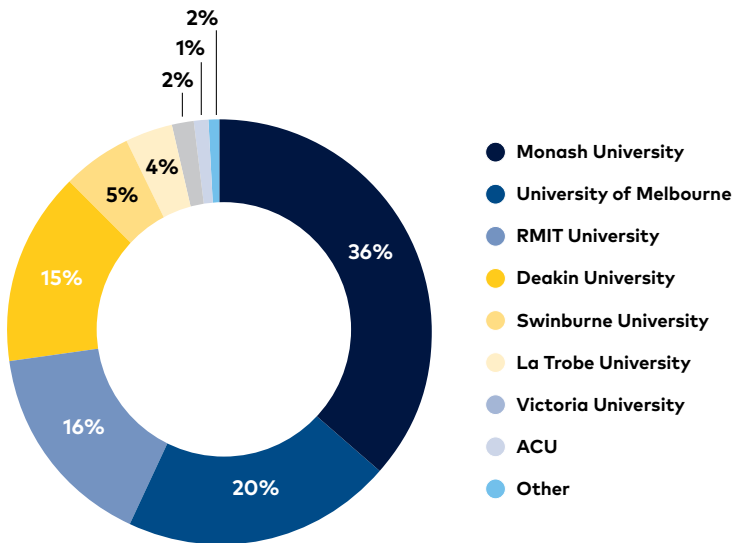
58%

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

Victorian tertiary offers to Carey students by field of study: 2024



Victorian tertiary offers to Carey students by institution: 2024



This data has been compiled based on offers made in the VTAC December 2024 offer round, as well as the first round of offers in January 2025. Double degrees are included in both academic fields. Figures are rounded to the nearest whole number.

Class of 2024 results continued

The 2024 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 2024

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 2022 Year 10 student cohort, 301 (or 94.65%) entered Year 12 at Carey in 2024. In addition, 31 Carey students across Year 11 and Year 12 were enrolled in vocational or trade training through the VET in Schools program in 2024 – approximately 5% of the VCE cohort. We congratulate our Class of 2024 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, 2024 data is only comparable to data from 2023 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, 2024

Year level	Minimum proficiency	Reading 2024 (2023) %	Writing 2024 (2023) %	Spelling 2024 (2023) %	Grammar and punctuation 2024 (2023) %	Numeracy 2024 (2023) %
3	Developing	100 (99)	100 (100)	100 (99)	97 (97)	100 (100)
5	Developing	100 (98)	98 (99)	97 (97)	98 (98)	100 (98)
7	Developing	99 (98)	99 (98)	97 (98)	97 (97)	98 (100)
9	Developing	96 (96)	98 (98)	97 (97)	97 (97)	98 (97)

2024 School Captains

Luke Vallely

At its core, Year 12 is about the growth of each student's character. As younger students, we admired the Year 12s, not because they were part of something exciting, but because they seemed one step closer to discovering who they truly were. This is the biggest gift of Year 12: while we certainly gain a deeper understanding of the subjects we study, we also learn invaluable lessons about ourselves. It is this self-discovery that leaves the most lasting impression. Reflecting on the events that shaped our year, there are many memories that I hope we all carry with us into the next chapters of our lives. As a cohort, we've contributed to a community that is truly special, one where we care deeply for one another. These connections will last a lifetime.

Zara Woodrup

Although each student has a very different school journey, our differences are what provide us with strength. In 2024 we came together in so many moments, overcoming difficulties, creating everlasting memories and growing alongside each other. Upon reflecting on my final year, it is the small acts of camaraderie that truly formed the love I have for this school. Spending recesses and lunches with friends, singing the School Song loudly in the Chapel, figuring out difficult questions in class, getting my morning oat chai at the canteen, and celebrating everyone's successes by attending sporting events, art exhibitions, musicals and plays; these seemingly small moments are what has formed my deep affinity for Carey.



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 campus, Junior School – Kew campus, 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/out at their school section's office. This information and additional guidelines are available on CareyLink, the School's intranet.

Student attendance figures for 2024*

Prep	94.1%
Year 1	94.0%
Year 2	94.4%
Year 3	94.4%
Year 4	93.5%
Year 5	93.8%
Year 6	94.1%
Year 7	92.7%
Year 8	90.6%
Year 9	91.3%
Year 10	91.5%
Year 11	92.8%
Year 12	94.6%
Whole School	92.8%

* Figures rounded to one decimal place





Complex Competencies

New metrics for success

Carey Baptist Grammar School has played a pivotal role in the University of Melbourne's New Metrics research partnership since its inception in 2021, contributing significantly to the exploration and development of a comprehensive set of metrics aimed at providing a more holistic understanding of learners.

Through the New Metrics project, school-based education and credentialing of students for use in post-school endeavours are being re-imagined through rigorous research and consultation with Carey and other schools, as well as universities around Australia. This has given rise to a collection of seven 'Complex Competencies' or transferrable skills.

These competencies encapsulate skills, attitudes and values that are crucial for learners to prosper both in their academic journeys and the future.



Complex Competencies at Carey



Pathways To success

Class of 2024 student stories

Chanel Cianci

“My school journey wasn’t always easy, but Carey provided me with the structure and support I needed to push myself. I’m incredibly grateful for the team around me – my mentor, the Head of Year, and my careers counsellor – who helped guide me in so many ways. From goal-setting meetings to time management strategies, they ensured I was always on track. They helped me identify my strengths and areas for growth, allowing me to improve in a way that was both positive and constructive. One of the most valuable ways Carey supported me was through their incredible wellbeing services, including time-out rooms and access to therapists, which helped me manage challenges along the way. My careers counsellor played a huge role in my journey, recognising the pressures I was facing and suggesting that I apply for Early Entry into university. This relieved a lot of stress during exams and allowed me to secure a place in my dream course – a Bachelor of Industrial Design (Honours) at Swinburne.

I’ve always been a creative and hands-on person, passionate about designing products that serve a real purpose. Thanks to Carey’s guidance, I’m now on my way to pursuing this passion further at Swinburne. In the future, I hope to design innovative products that meet everyday needs.



▲ Chanel’s design of a weighted sensory dinosaur

Olivia Khong

“A highlight of my Year 12 was playing in the School footy team as it was a nice break from the chaos of Year 12, while also strengthening connections with my peers. It was quite rewarding at the end of the season to look back on all that we had achieved and reflect on the many memories I had made over three years of playing.

My school journey was challenging at times but the support provided by Carey helped make my journey a bit easier. When I first moved to Carey in Year 10, I was blown away by the amount of time and effort all of the teachers put into their students. I am forever grateful for all the care and support that was shown to me by my teachers, the LD team and my mentor Mrs Mac.

This year I am studying my Bachelor of Sports and Exercise Science at La Trobe University and working part time at the MCG.

At the end of my course I hope to have a career in the sport industry working either as a coach or sport scientist. I also hope to go overseas and do a ski instructor course.



Cassie Merrigan



▶ Cassie on her Year 11 Leadership Camp

When I look back on Year 12 as a whole, I don't have one specific highlight. Instead, I most enjoyed and appreciated the sense of community my year level created through the many fun and exciting activities we participated in. One of the most memorable being the final celebration week, where we all came together to mark the end of our school journey.

School had its ups and downs, but overall, it was an enjoyable experience. The relationships I built with both students and teachers played a big role in helping me overcome challenges, as I always felt supported throughout my journey.

This year, I'm excited to begin my Bachelor of Education (Primary) at Deakin University. I'm also taking part in the VCPEP program offered there, which will be an amazing opportunity for both professional and personal development. I'm looking forward to making the most of my studies and gaining valuable experience to prepare for a career in primary teaching.

Harry Su

Since childhood, I've dreamed of studying at a university in the USA. By primary school, I had already set my sights on completing the International Baccalaureate. In Year 12, I finally had the opportunity to apply to these schools, which was both an incredibly challenging and rewarding experience. The application process felt like the culmination of everything I had worked on from Years 9 to 12, allowing me to refine my experiences and present them formally. I'm awaiting the results of these university applications, but my ideal path would be to study at an academic research university in the USA.

Academically, I found the Year 12 workload manageable. However, balancing extracurricular activities, leadership roles and work – especially with my goal of applying to the USA – was a much bigger challenge. I went well beyond CAS requirements, accumulating 300–400 hours, because I was involved in university-level extracurriculars. This included founding and leading a social-enterprise orchestra, serving as the Environment Captain, managing four side businesses (one of which is officially registered), competing in two First teams, and playing in the top two music ensembles at Carey. Managing all these commitments while excelling in my academics was the most demanding but fulfilling part of my school journey.

Carey provided an incredible range of extracurricular opportunities, which allowed me to explore my passions beyond the classroom. Whether it was music, leadership, environmental initiatives or sports, I was able to take on meaningful projects and develop real-world skills. This support gave me the freedom to shape a unique pathway that aligned with my ambitions.



▶ A still from Harry's music video 'thinkin' 'bout her'

Community highlights 2024

Robinson River

For many years, Carey students have been travelling to the Robinson River community on Garawa Country in the Northern Territory to connect with the staff and students of the Robinson River School. In 2024, as in previous years, the 'Carey Mob' reflected powerfully that the transformative trip to the Robinson River community emphasised the significance of forging connections and deepening our understanding of First Nations cultures, ways of seeing our world and sense of joy in family and Country.



Sporting successes

Our students once again excelled in the world of sport. We are so proud of AFL draft Jesse Dattoli; our Girls First Soccer Team who won the Football Victoria Premier Schools Cup; our Inter Girls football team who were grand finalists in the Herald Sun Shield; state cricket rep Lily Parker; state netball captain Abbey Hogg; state snowsports champ Sadie Cunningham; state Touch Football reps Zara Tracey and Alice Taitoko; Youth Winter Olympics ice hockey captain Tara Baker; and our 20 national snowsports qualifiers, among many other amazing achievements.



Performing arts

Our students shined on the stage in 2024, particularly in performances of the Senior School musical, *Legally Blonde*; the Middle School musical, *13: The Musical*; the Senior School Play, *Puffs*; and the Middle School play, *A Trip to the Moon*. Our ensembles and bands also had a successful 2024, with three platinum and four gold awards at the Victorian School Music Festival.



A new Junior School structure

In 2024 we engaged in a review of our Junior School leadership structures and decided to adopt a unified approach, with an executive team now overseeing both the Kew and Donvale campuses. This structure will facilitate the sharing of best practices and ensure a consistent experience for students.

Carey Zero

In 2024 we consolidated phase one of reinvigorating our Senior School program with the embedding of Carey Zero. Carey Zero includes Zero at Kew, a unique core learning program in Year 10, and the Zero Journey, an exciting 20-day expedition to northern Queensland. Through partnerships with the Australian Wildlife Conservancy, James Cook University's Research Centre on Orpheus Island, Woodleigh Station on the Atherton Tablelands, and the Mungalla Station and Palm Island First Nations communities, we delivered a powerful experiential learning program.



Community celebrations

Our community came together in 2024 to celebrate our diversity, inclusivity and connectivity. This included Lunar New Year, Harmony Week and Pride Week, with fun activities and events, lots of opportunities to get involved and plenty of good food.



Our new orchard

A new chapter of sustainability and hands-on education has begun at our school with the construction and planting of the Old Carey Orchard. Located within the Junior School – Kew campus Kitchen Garden, this flourishing space is more than a collection of trees; it's a living, growing classroom. It connects students to nature, enriches their culinary education and leaves a legacy of sustainability and nourishment for years to come.

Digital transformation

In 2024 we made good progress in upgrading our technical capabilities. We replaced network infrastructure, made significant advancements in cybersecurity and improved data management. We also implemented a new HR system, which is providing a better experience for staff and supporting us to respond to increasing compliance demands.



Carey People

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.

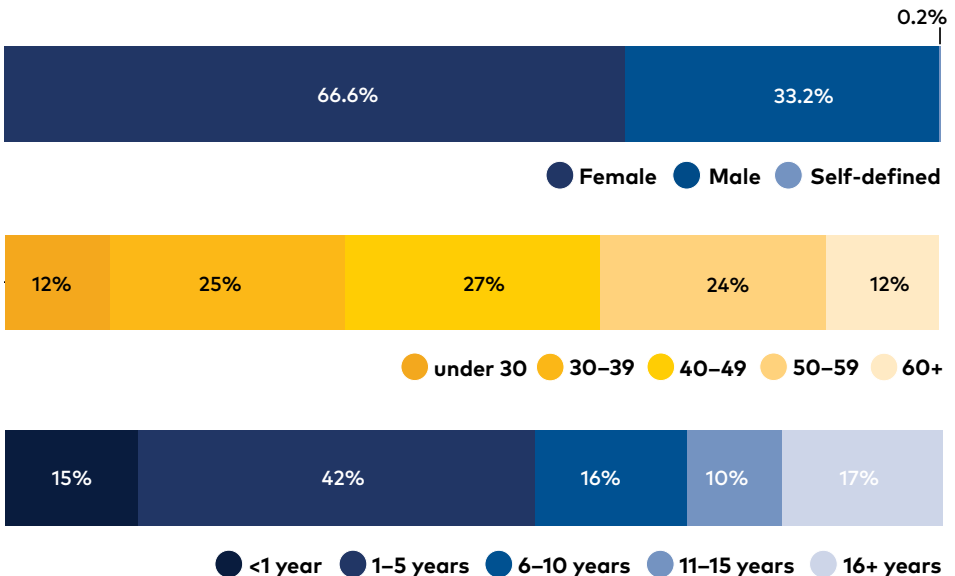
In 2024, there were 602 salaried staff (537 full-time equivalents) plus

approximately 490 casuals to support our co-curricular programs. Carey's retention rate was high at 92%, and the average tenure in 2024 was eight years.

As a multi-generational workplace, the majority of Carey staff (79.4%) are defined as Generation X and Millennials.

According to a Culture Amp employee experience survey, Carey's 2024 staff engagement score was 77, sitting seven points above the industry average.

A snapshot of Carey staff in 2024



Sustainability

Carey's journey toward net zero

At Carey, our commitment to sustainability, a core pillar of our Sustainable Futures strategic priority, is translating into tangible action. In 2024, we laid a robust foundation with the development of a comprehensive Sustainability Plan. This plan serves as our roadmap, guiding initiatives across clean energy adoption, responsible consumption, water conservation, waste reduction and biodiversity enhancement.

Empowering students

Central to our approach is the integration of sustainability into both education and operations, fostering a culture of environmental responsibility throughout our community. Notably, our Middle School students have taken a leading role in driving waste initiatives, meticulously collecting data and sharing their findings. Their active participation, alongside other student-led programs, demonstrates the power of hands-on learning in creating real-world change.

Building a data-driven sustainability foundation

Our Sustainability Plan is built on a foundation of data, providing critical insights into our environmental impact and establishing benchmarks for future progress. Analysis of our 2022 resource consumption highlighted areas needing immediate attention, including reducing

electricity and water usage, increasing recycling rates and optimising waste management. This data-driven approach has enabled us to formulate targeted strategies, including:

- **Waste reduction and recycling:** Implementing targeted waste stream reviews and educational programs to minimise landfill waste and maximise recycling.
- **Clean energy transition:** Expanding renewable energy coverage across our campuses through the adoption of solar power and other clean energy solutions.
- **Water conservation:** Implementing water-saving measures based on comprehensive environmental audits.
- **Sustainable infrastructure:** Enhancing operational efficiency and sustainability through Building Management System (BMS) upgrades and strategic infrastructure planning.

Key sustainability projects in 2024

We made significant strides in our sustainability journey in 2024, with several key projects underway, including:

- **Solar expansion:** Solar installations at Kew (89.5kW) and Zero (39.6kW) are increasing our renewable energy use.
- **Junior School composting collection:** We introduced a structured system for organic waste disposal, fostering environmental awareness from an early age.

- **Outdoor Education sustainability:**

Initiatives like solar cones for food waste and soft plastic recycling minimise the environmental footprint of outdoor activities.

- **Biodiversity and green spaces enhancement:**

We have expanded native plantings and created vibrant outdoor learning environments to support local ecosystems.

- **Zero's 'Closing the Loop' initiative:**

This hands-on program empowers students to learn about sustainable food systems through composting, gardening and food dehydration, reducing waste and promoting self-sufficiency.

- **Kitchen garden orchard:** We established and planted an orchard to enhance the kitchen garden program and promote sustainable food production.

Tracking progress and setting goals

Our commitment to accountability is reflected in our quarterly reporting, which tracks our progress toward Net Zero and ensures measurable outcomes. The Sustainability Plan, implemented from 2025 to 2027, sets clear, ambitious targets for emissions reduction, resource conservation and community engagement.

A shared commitment to a sustainable future

At Carey, sustainability is not just a project, it's a fundamental value that guides our actions. Through education, innovation, and collaboration, we are empowering our students, staff and the broader community to build a more responsible and sustainable future.





Supporting our communities

In 2024, 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 2024, Carey activities also raised a total of \$43,480 that was distributed among 28 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:

2024	
James Macready-Bryan Foundation	\$6822
The Reach Foundation	\$5280
Melbourne Holocaust Museum	\$4050
Cancer Council Victoria	\$3656
Share the Dignity	\$3000

We're proud to have also supported World Vision Australia, Amber's White Light Foundation, International Needs Australia, Servants Community Housing Inc and Fight MND among many other worthy organisations.

Please note: the School's 2024 financial data, including income and expenditure, will be available in August 2025. 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 late 2023, Carey introduced an optional \$200 donation each term on fee statements, with 100% of funds received directed to support needs-based scholarships, known as Carey's Access and Equity Scholarship Program.

Since the introduction of this giving opportunity, Carey families have donated a total of \$276,635.50. In 2024, thanks to so many Carey community members, we awarded seven needs-based Access and Equity scholarships. Carey can now also offer a new scholarship to a student who

otherwise would not be able to attend Carey, commencing in Year 10 in 2026.

In Junior School, construction of the Old Carey Orchard was made possible thanks to a gift of \$30,000 from the Old Carey Grammarians Association. And in 2024, the Carey Swap Shop raised \$52,800, with funds directed towards School community groups including Junior, Middle and Senior School Parents Associations. Our Parents Associations support wonderful initiatives at the School.

My sincere thanks to all in our Carey community who contributed in so many ways in 2024.

Emma Warren

Advancement Committee Chair



1385

Number of gifts



752

Number of families
who made a gift



Senior School

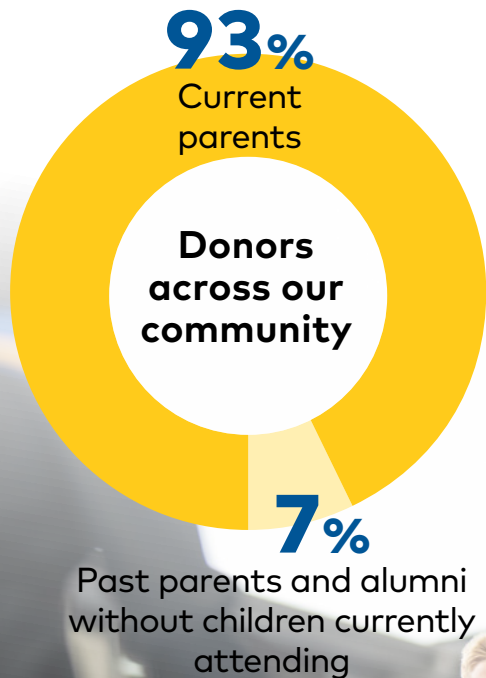
School section with the
highest participation



\$276,635

Amount raised for
needs-based scholarships

Giving at a glance – 2024



100% giving from the School Leadership Team



Inaugural First Nations Scholarship program commenced



Seven Access and Equity needs-based scholarships awarded



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, Property, Advancement and Naming. The School is managed on a daily basis by the School Leadership Team.

As of 1 January 2025, the School Board comprised the following members:

Tim Chilvers (Chair)

Jane Favaloro (Deputy Chair)

Fiona Kelly (Treasurer)

Angus McKay (Secretary)

Titilayo Adetunji

Jo 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)

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)

Meredith Plaisted (Head of Middle School)

Graeme Young (Acting Head of Senior School)

Kellie Lyneham (Head of Senior School Transformation)

Julianne Brandon (Director of Community Engagement)

Michelle Kafer (Director – Finance and Operations)

Sophie Lukeis (Director – People)

Chee Teoh (Director – Digital Transformation)

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.



