



Frederick Irwin Anglican School  
A School of the Anglican Schools Commission (Inc.)

CELEBRATING  
**30**  
YEARS  
1991-2021  
Frederick Irwin Anglican School

# APPOINTMENT OF PRINCIPAL



# APPOINTMENT OF PRINCIPAL

The current Principal, Ms Kerry Robertson, who has led the school with distinction over the last 10 years, will be retiring at the end of 2021.

School Council is seeking to appoint an outstanding suitably qualified and experienced educator. The Principal is responsible to the School Council for the leadership, conduct, management, success and reputation of Frederick Irwin Anglican School.

It is anticipated that the new Principal will take up the appointment from 1 January 2022 or thereafter by negotiation.

Applications are to be received no later than 4.00pm (WST) on Monday 24 May 2021.

Further information about Frederick Irwin Anglican School is available on the School website – <https://www.frederickirwin.wa.edu.au>

You can also view an Interactive tour of the School here <https://www.frederickirwin.wa.edu.au/our-school/360-virtual-tour>



# ANGLICAN SCHOOLS COMMISSION

Anglican Schools Commission schools are co-educational communities of excellence and educational centres of caring. Most offer a comprehensive Kindergarten to Year 12 education. They deliver excellence in education, stressing high achievement in traditional academic subjects, balanced by comprehensive co-curricular and vocational programs. These programs are underpinned by core Christian values and teaching in the Anglican tradition. Pastoral care and social justice are central to each school's outworking of the Christian faith within its community.

There are 15 Anglican Schools Commission schools in Australia: 12 are situated in Western Australia; two in Victoria and one in New South Wales.

The Anglican Schools Commission provides policy direction and support in finance and budgeting, industrial relations and capital development. It also provides the curriculum framework and professional development for Religious Studies, assisting teachers to develop meaningful and engaging programs for students.

For further information on the Anglican Schools Commission visit: [www.ascschools.edu.au](http://www.ascschools.edu.au)



# SCHOOL

30 YEARS OF EXCELLENCE

Frederick Irwin Anglican School is one of the oldest Independent schools in the Peel Region. The School opened in February 1991 with 175 students and in 2021 has 1580 students across two campuses.

The School is a co-educational, Kindergarten to Year 12 day school, serving Mandurah, Rockingham, Pinjarra, Waroona and surrounding districts. The original Meadow Springs Campus is located on a 17 hectare site bounded by Oakmont Avenue and Gordon Road, Mandurah.

Our Kindergarten to Year 6 Halls Head Campus, which opened Term 1 2018, is a 4.2 hectare site situated in Seascapes and bordered by Karon Vista and Waxflower Vista.

The School's grounds and facilities have been developed considerably since foundation, with the most recent additions of the Primary Nature Playground (on both campuses), Year 7 Transition Centre and the Rush Chapel.

The School continually aims to provide excellent facilities to further academic, cultural, sporting and musical opportunities for our students.

A Sports Centre, including a double court gymnasium and abseiling tower, is under construction at our Meadow Springs Campus and a Master Plan is being developed for our Halls Head Campus.





Meadow Springs  
Campus



Halls Head  
Campus

# GOVERNANCE

The Anglican Schools Commission (Inc) is the incorporated body that owns the School.

The School Council, comprising representatives of the Anglican Church, parents and the community, sets the strategic direction of the School and is responsible for its overall development and management. The Principal is responsible for the operations of the School and reports regularly to School Council.



The Principal is an ex-officio member of School Council and attends all meetings of the School Council and its sub-committees (Finance, and Buildings and Grounds).

## Council Members:

Chair – Mrs J Sparkes CT, ASC, IAC

Deputy Chair – Mr R West BE, CPEng, MBA

Treasurer – Mr I Ilsey BA, DipEd, GradDipBus, CPA

## Members

Ms K Anastazjew (Secretary to Council)

Mrs D Brady

Reverend I Mabey

Mr G McLarty

Mr A Ralph

Mrs S Skehan BEd

Mr H Snow

## Honorary Members

Mr B Clement OAM, LLB

Mr R Rule LS, FISAust, GradCertOrnith

Mrs F Wells

# MANAGEMENT AND LEADERSHIP

The Principal is responsible for implementing the vision and governing policies of School Council and for the day-to-day management of the School. The Principal is assisted by an Executive Team comprising Deputy Principals, Heads of Primary, Deputy Heads of Primary, Director of Administration and the Business Manager.

Each of the Anglican Schools Commission Schools within Western Australia operates under the Anglican Schools Commission Enterprise Agreement.

The School is a member of the Association of Independent Schools of Western Australia (AISWA) and Anglican Schools Australia (ASA). The current Principal is a Member of the Association of Heads of Independent Schools of Australia (AHISA), and the Western Australian representative of the Anglican Schools Australia Management Committee.

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# CHRISTIAN PURPOSE

Frederick Irwin is located in the Diocese of Bunbury but is not affiliated with any particular Anglican parish; however, links are maintained with parishes from which the School draws students. All students attend Christian Studies lessons and Christian values are stressed in all areas of the curriculum.

The Christian ethos is the foundation of school life and a Chaplain is employed full time in the School to encourage students to be thoughtful and considerate of others, respectful of differences and aware of their own personal worth as individuals.

Worship is given great importance and Chapel services are held regularly for both smaller and larger groups, and in innovative ways which appeal to younger children and adolescents, so that it is a natural and enjoyable part of the life of the school community. Anglican observances are also included in our School Assemblies.

The School Chapel is available for prayer and quiet contemplation.



# PURPOSE AND VALUES

## OUR MISSION

To provide a high quality, inclusive, caring Christian education which encourages students to fulfil their potential.

## OUR VISION

As a school of the Anglican Schools Commission we are distinguished by our values, Anglican traditions, broad-based curriculum and holistic approach to education, with smooth transition for students from Kindergarten to Year 12. Our students are inspirational young people who show their care and compassion for others, both within our community and beyond.

Our dedicated staff, progressive learning environment, and engaging programmes motivate our students to be confident of their own abilities and strive to achieve their personal best. We promote academic achievement and each student is encouraged and supported to be a creative thinker and inquiring learner with a strong work ethic. Our school community is inclusive and diverse. Our pastoral system, supportive teaching staff, peer support and friendly, welcoming culture provide a caring and safe environment for our students.

We focus on developing the 'whole' child and want all our students to acquire the skills, attributes and qualities to lead a fulfilling life and be good citizens of the 21st century, making a positive difference locally and globally.

## SCHOOL MOTTO

"THE TRUTH WILL SET YOU FREE" is from John's Gospel Chapter 8 v.31-32.

"If you hold to my teaching you are really my disciples. Then you will know the truth and the truth will set you free"

## CORE VALUES

Respect

Responsibility

Honesty

Compassion

Courage



# STRATEGIC PLAN

Strategic Planning has been and continues to be a vital and vibrant part of our School's journey. It brings with it purposeful direction and clear vision for the future with aspirational yet attainable goals.

Our planning acknowledges and builds on past achievements, yet recognises the imperative of having a clear blueprint for further success and to prepare our students with the knowledge and skills they will need for the future in a fast-paced and changing world.

Our approach continues to be holistic as we focus on the development of the 'whole child'. While excellence in our 'core business' of teaching and learning is pursued as one of the elements that is highly valued, we also continue to strive to attain distinction through our pastoral care, co-curricular, faith-based and service learning programmes, all of which contribute towards inspiring our young people to achieve their personal best in all areas, as well as to be considerate, compassionate, well-rounded members of society.

Our Strategic Plan (2017 – 2020), with the theme 'Inspire', has been completed, with Council approving audits for all five Core Activities:

- Teaching and Learning
- Wellbeing and Pastoral Care
- Faith and Spirituality
- Community Relationships and Engagement
- Leadership and Governance

A copy of the Strategic Plan (2017 – 2020) remains on the School's website: [www.frederickirwin.wa.edu.au](http://www.frederickirwin.wa.edu.au)

The planning and implementation of a new four or five-year Strategic Plan was delayed due to challenges associated with the global pandemic. Given the ongoing uncertainty, a decision was made to develop an interim plan in 2021 with the assistance of consultant, Chris Green from StrategyEdu. Key stakeholder consultation will commence later this year, with a view to developing a full plan during 2022.

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# TEACHING AND LEARNING

A school's curriculum is the total of all activities, both formal and informal, which take place inside and outside the classroom, and before and after the hours of instruction.

## Kindergarten to Year 2

The Early Learning pedagogy encompasses intentional teaching through play and is based on the Walker Learning Approach which is an Australian-designed, developmentally appropriate pedagogy that embraces the concept of the 'whole child'. The Western Australian Curriculum, available through the School Curriculum and Standards Authority, underpins all the explicit teaching across all Learning Areas.



## Years 3 – 6 Engagement Matters

Engagement Matters is a personalised learning model that continues to develop and foster the key principles of the Walker Learning Approach across the middle and upper years of the Primary School (Years 3 – 6). It encompasses developmentally appropriate practices to continue to engage students in their learning and to develop the skills necessary for 21st Century learning.



## Years 7 to 12

For Secondary students the goal is to provide a broad education. The following areas and activities form the curriculum, though the list is not exhaustive:

Christian Studies, English, Mathematics, Humanities and Social Sciences, Science, Home Economics, Digital Technologies, Design and Technology, Music, Drama, Japanese, Art, Health and Physical Education and Outdoor Education.

In Senior Secondary, a wide range of WACE and VET courses are offered to prepare students effectively for University study, TAFE and employment.

There is a variety of out-of-classroom activities such as music and choir, sport, drama, camps and excursions.



# PASTORAL CARE

Pastoral Care underpins all that we do at Frederick Irwin, and as such the School recognises and respects the individuality of each child by requiring each teacher to be charged with pastoral care.

Before a child starts at the School he/she is allocated to a House. The six (6) Houses are Arnold (Teal), Barrett (Purple), Ellis (Marl Grey), Gordon (Green), Jamieson (Blue) and Rose (Red).

In the Primary Schools, the Head of Primary, Deputy Head of Primary and class teachers take pastoral care responsibility for the students and teachers are assigned to a particular House. House Coordinators are responsible for organising House activities within the Primary School.

In Secondary School, each student is a member of a House Group which is assigned its own teacher. The House Group meets each morning and ideally the same teacher will remain with the group for much of their secondary schooling.

Heads of House have pastoral responsibility for each House. The role is to provide support for all aspects of students' life at school by helping them to achieve academically whilst overseeing their social and emotional health and well-being. Heads of House also act as the the contact person for parents to discuss any concerns regarding their children.



# PERSONAL ATTRIBUTES

The Principal should be a person whose educational and personal philosophies align with the mission and values of Frederick Irwin Anglican School and The Anglican Schools Commission and:

- A practising Christian and communicant member of the Anglican Church of Australia;
  - A graduate of a recognised University, preferably with post graduate qualifications;
  - A person who promotes school-wide excellence in teaching, learning and well-being;
  - An inspiring leader who can lead change and grow the School;
  - A person of integrity who demonstrates sound judgement, who can think strategically and make wise decisions;
  - Approachable, empathetic, a good listener and an effective communicator;
  - A proven leader with a sound track record in contemporary educational theory and practice;
  - Capable of building strong relationships within the school community and beyond;
  - A mentor who attracts, retains and develops high quality staff;
  - A collaborative team builder who delegates effectively while holding self and staff accountable;
  - Demonstrates an awareness of the complexity of leading and managing an independent school;
  - A lifelong learner with a growth mindset who has a willingness to learn, un-learn and re-learn.
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# RESPONSIBILITIES

The Principal is responsible to The Anglican Schools Commission via the School Council for the strategic direction and operation of the School.

The Principal works with the School Council collaboratively to develop the Strategic Plan and is responsible for its implementation.

The main areas of responsibility of the Principal are, but not limited to:

- Christian and educational leadership of the School;
  - Setting the tone of the School by upholding the Core Values of The Anglican Schools Commission and the School;
  - Open and regular communication between the School, families, alumni and the broader community;
  - Promoting positive, meaningful and supportive relationships between members of the school community;
  - Protecting and enhancing the School's reputation;
  - Active involvement in relevant professional bodies that promote the interests of the School;
  - Attraction and retention of student enrolments;
  - Accountable for meeting legislative and compliance standards;
  - Work with the School Council to manage risk and maintain the School's risk register;
  - Internal management of the School, including:
    - Day to day operations of the School
    - Appointment and dismissal of staff
    - Appraisal and professional development of staff
    - Enrolment and termination of enrolment of students
    - Maintenance of a safe and secure working environment for all staff, students and visitors to the School
    - Sound financial management of the School
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# TERMS AND CONDITIONS OF APPOINTMENT

- The Principal will be appointed from 1 January 2022 or thereafter by negotiation.
  - The Principal will be employed under the Principal Employment Agreement of the Anglican Schools Commission.
  - The initial term of appointment will be five years. Further terms may be offered, subject to performance appraisal, in accordance with the Anglican Schools Commission Policy for Principal's Appraisal.
  - The remuneration package will be commensurate with comparable schools and include provisions for salary packaging.
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# APPLICATIONS

Applicants for the position of Principal of Frederick Irwin Anglican School should include the following information in their applications:

- Full Name;
- Address, contact telephone number(s) and email address;
- Relevant biographical information (at the applicant's discretion);
- Academic and professional qualifications and publications;
- Current position and areas of responsibility;
- Prior teaching and administrative experience;
- Church membership and activities;
- Cultural and recreational interests;
- A brief statement on the applicant's educational philosophy;
- Professional memberships; and
- The names and contact details of four referees (including current employer) who may be approached in confidence about the applicant (one of whom should be the applicant's parish priest or similar).

Referees will not be contacted in advance or without prior notice to the applicant. The successful applicant must be registered with the Teacher Registration Board of WA (TRBWA) or eligible for TRBWA registration and provide a Working with Children Clearance and National Police Clearance.

Applications close at 4.00pm (WST) on Monday 24 May 2021.

Applications marked 'PRIVATE and CONFIDENTIAL' should be emailed to [schoolchair@fiaw.edu.au](mailto:schoolchair@fiaw.edu.au) or mailed to:

Chair of School Council  
Frederick Irwin Anglican School  
PO Box 687  
MANDURAH WA 6210

All applications will be treated in the strictest of confidence.

School Council reserves the right to fill the position by invitation or to re-advertise the position, or to review and alter the terms and conditions set out in this and any associated documents at any time prior to an appointment.

## PRIVACY STATEMENT

In applying for this position, you will be providing Frederick Irwin Anglican School with personal information. The School is committed to ensuring that the privacy of the applicants is respected. The School will retain all written information gained from interviews and referees and resulting from any other enquiries. This information will be kept temporarily and will only be used for the selection process.

## CONTACT DETAILS

*If you require any further information regarding the Application, please contact the relevant person below.*

### **BUSINESS MANAGER**

Ms Kylie Anastazjew  
bursar@fias.wa.edu.au

### **REGISTRAR**

Mrs Jackie Smith  
registrar@fias.wa.edu.au

### **PRINCIPAL'S PERSONAL ASSISTANT**

Mrs Nicola Dalton  
principalpa@fias.wa.edu.au

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### **MEADOW SPRINGS CAMPUS**

36 – 66 Gordon Road  
MANDURAH WA 6210

P: (08) 9537 0000  
F: (08) 9537 0099

### **HALLS HEAD CAMPUS**

28 Karon Vista  
HALLS HEAD WA 6210

P: (08) 6558 1207  
F: (08) 9537 0099



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