

# HUNTINGTOWER

Early Learning to Year 12 Co-Educational School



Huntingtower School Association

2021 Annual Report





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# A Message From the Principal



## A Message From the Principal

2021 was a year that provided our whole community with moments of great joy and moments of great challenge. When I reflect on the Huntingtower motto, 'Nosce te Ipsum'; 2021 certainly provided us all with a year to 'know thy true self'. An education at Huntingtower is a journey of self-discovery, where we begin this journey with unlimited potential and full of God's gifts.

While we experienced some bumps and turns that were unexpected, it was always a pleasure to see the students, staff and broader Huntingtower community draw on our School values of Kindness, Respect and Excellence to not just get through 2021, but thrive and grow from the experience.

Once again, we have been grateful for the close partnership we share with our parents. With repeated lockdowns and long periods of Continuous and Online Learning, we give our heartfelt thanks to all the parents, extended family members and even siblings who supported our remarkable students, your beautiful children, with their learning. We also acknowledge the wonderful Parents and Friends Association for their continued support of our community.

Our academic achievements remain strong, seeing Huntingtower placed fifth academically in Victoria for the

Victorian Certificate of Education (VCE). All the graduating students received an offer for a preferred course. We are very proud of every single 2021 graduate.

Despite lockdowns and negotiating ever-changing restrictions and protocols, we enjoyed House Swimming, EISM Swimming, EISM Championship Swimming, School Camps, House Athletics, Debating, Public Speaking, Chess, Interschool Sport and so many other co-curricular activities from Early Learning to Year 12. We are so blessed at Huntingtower to have such an inclusive culture where students can participate knowing they will be supported and encouraged by all.

In 2021, we began the year with Rayner winning our House Swimming, and Huntingtower remaining undefeated for 13 years in the Division 1 EISM Swimming Sports. The Junior School won the SDSSA Swimming and had a very successful Summer Sport round in Swimming, Cricket, T-ball and Softball. The Secondary School competed strongly in the EISM Interschool Sport winning premierships in the Year 8/9 Indoor Cricket and Table Tennis. We also won premierships in the Senior Girls and Boys Soccer, Senior Girls Softball and Senior Girls and Boys Tennis. We also got to enjoy the Theatre Studies production of Vinegar Tom and a wonderful musical recital.





Huntingtower had four senior teams participating in Tournament of Minds. All participants demonstrated hard work, positive attitudes, team work and creativity. The online regional competition was won by the Arts team, while the Language Literature and Social Science teams were runners up in their categories. The Arts team went on to win the State final and represented Victoria in the online National competition. They were very excited to win the National competition and now have bragging rights as our nation's top problem solvers!

The Middle School and Senior School Chess teams both won their respective EISM tournaments and qualified for State Finals in October for the tenth consecutive year. Our team finished strong and managed to secure 3rd place overall by the smallest of margins, while our Senior School team finished second in their tournament.

In the virtual Monash Film Festival 2021, our very talented young film-makers took out many prizes including Best Acting, Best Sound & Lighting, Best Sci-Fi, Best Mockumentary, Best Experimental, Best Music Video and the overall winner of the festival and Best Film for "The Lost Art of Time Keeping". We also had National and International success. Congratulations to everyone involved.

The strength of Debating at Huntingtower continues to be spectacular. After winning all of their play-off debates to progress to the State Grand Final of the DAV Junior

Public Speaking competition (a state-wide competition for year 7 and 8 students), our students overcame various disruptions of having to shift online due to the lockdowns. We had four Year 8 Huntingtower student qualify through to the final round of the competition. In an outstanding result, our students took all of the winner and runners-up places. This is a fantastic achievement for them, and they should be very proud of what they have accomplished.

Huntingtower is committed to ongoing improvement and ensuring the highest possible quality of care and education is offered to our students. Huntingtower continues to be a wonderful place to learn, work and gather as a community. Our Early Learning Centre was externally reviewed by the Australian Children's Education & Care Quality Authority and received the highest possible rating across all assessment areas. While this was not a surprise for us, it is wonderful to have the work of the ELC and Junior School team acknowledged in this way.

Throughout the year, we have sought feedback via community consultation, surveys and external review to inform the new Strategic Direction "Towards 100 Years and Beyond". We have been delighted with the participation and willingness of the community to share their feedback, hopes and dreams with us. The community survey conducted by Independent Schools Victoria involving students from Year 5 to 12, parents, staff and members of the Board, returned very high levels of community satisfaction and the highest recorded since



2014. This was very affirming of the quality of education provided and assisted Huntingtower to set the Strategic Direction coming from a position of strength.

The priorities approved by the Board are:

**Priority 1: People & Culture**

*We will continue to build a safe and positive community that strives for excellence and expresses respect and kindness.*

**Priority 2: Learning Pathways**

*We will continue to deliver curriculum, teaching and learning that is engaging and academically rigorous and leads to students' preferred pathways.*

**Priority 3: Connected Community**

*We will listen purposefully and build strong relationships with our community through timely communication and genuine interactions.*

**Priority 4: Places and Spaces**

*We will build further facilities and environments that support learning and community connection.*

Huntingtower is blessed to have the most dedicated and professional team of staff who combine under one purpose; to love, care for, and provide the best all round education for the students. From the moment you enter the beautiful grounds and immerse yourself in the botanical environment, to the welcome you receive at

Reception, administrative support and a friendly voice on the phones, and all aspects of teaching and learning; we are truly blessed.

All things have their time, and at the end of last year, we farewelled several long serving and much-loved members of our community as they commenced their retirement. Between them all, they had a combined 206 years of service!

2021 saw our staff innovate and adapt like no other year, and I thank every single staff member for their selfless dedication, love, and service to the School.

**Andrew Houghton**  
Principal





Who  
We Are



## We Are Huntingtower

Huntingtower was founded in 1927 as an independent, co-educational school for children of Christian Science families and has a mission to provide a quality education based on firm spiritual and moral principles. Situated in the suburb of Mount Waverley, we cater for students from Early Learning to Year 12 of all denominations.

Our warm, friendly environment, which is underpinned by Christian spiritual values, enables people of all faiths to express their beliefs with confidence. Our teachers are friendly but firm and a rich learning environment has been created so students can be the best version of themselves.

Our school motto is “Nosce te Ipsum” or “Know thy true self”. Huntingtower is a school committed to building community and encouraging students to understand who they are while embracing their unlimited potential. Each student is encouraged to recognise and demonstrate his or her spiritual nature. They are encouraged to express their freedom from limitation and to achieve their best through the power and love of God. This results in very high standards of education at all levels, sub-primary, primary and secondary.



Know Thy True Self





# Huntingtower Governance



## Huntingtower Board

The Huntingtower Board plays an important role in ensuring the school meets the expected standards of social and financial accountability. In addition, they set the strategic direction of School and ensure the School upholds its values.

## President's Report 2021

The year 2021 was another year full of challenges and opportunities. With the challenge presented of further school closures due to COVID, we went back to online learning. Our staff and students, led by our Principal, Andrew Houghton and guided by the School Executive, again, adapted very quickly to the changes and found new and different opportunities to provide a first-class online learning program. Thank you to all the parents, teachers and students for their flexibility and adaptability. Our remarkable NAPLAN and VCE results, after two chaotic years, stand testament to the outstanding work done by our whole school community.

The Board members served Huntingtower with dedication as Directors of Huntingtower School Association throughout 2021. The Board performed its role by making decisions to appropriately allocate resources to provide the students and staff with a conducive learning environment promoting educational excellence and inspirational values based on Christian Science, while ensuring the School could always meet financial commitments.

During 2021 we had two people leave the Board and two join.

John Bruce retired from the Board after serving for 49 years. The work John achieved with his architectural and building expertise has saved Huntingtower, millions of dollars over this 49-year period. David Weil, our previous Chair, passed away late in 2021. This was a shock to us all. David served on the Board for over 30 years and added much value with his legal expertise.

Lynn Bruce joined the Board in October 2021. Lynn's background is in art and design. She trained at RMIT as a Textile Designer and more recently as a Graphic Designer creating brands, exhibitions and marketing material. Lynn attended Huntingtower (1978) and is currently a parent.

Amy Smith joined the Board in August 2021. Amy is the Managing Director and Chief Marketing Officer of the HelloFresh Group in Australia and New Zealand. A graduate of the University of Queensland, Lund University and Harvard Business School, Amy started her career as a business consultant at McKinsey in Melbourne. Amy is the daughter of a past student.

The Principal reported to the Board at each Board meeting and as required by email between meetings whenever the Principal considered necessary. This was supplemented by the frequent meetings and consultation between the Board Chair and the Principal.

The Board received periodic reports from its Sub-Committees namely Finance, Building & Maintenance, Risk Management, Metaphysical, and Governance. Reports were also received periodically from Board representatives and the Principal on OH&S/Child Safety, Fund Raising and Alumni relations (HOSA).

Professional Development Reports were presented by external advisors and Board members. This provided Board members with revision and updates on governance issues and on-going legal and educational developments.

In 2021, the Board tasked the Principal and Executive with the task of developing a Strategic Plan. Extensive interviews were undertaken with many stakeholders which produced a "Future Directions" document. This is now being expanded into a Strategic Plan.

Throughout the year, the Board received regular reports from the Director of Business Operations which included monthly financial statements, performance of externally managed School

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investments and the financial position of the Huntingtower Foundation and other Foundations and private funds that provide financial assistance to the School.

Attention was paid to costs due to the uncertainty that COVID-19 brought. Assistance was given to many families in the form of deferred fee payments and bursaries. Extra funding was received via a very generous donation from a United States based Christian Science foundation to help families whose work and income were impacted by COVID-19.

The Board acknowledges with deep gratitude the professional business management undertaken by the Director of Business Operations and the finance team.

With the uncertainty of the last 2 years, the only major building program was the refurbishment of the Senior Gym. This is to be completed in April 2022.

Responsibility is delegated to the Principal for initiation, development and implementation of educational curriculum and school operations. The Principal is responsible for the employment of School staff and with prior consultation on the appointment of the School's Leadership Team.

At each Board meeting, the Principal reported on the operations, and outcomes of the School to the Board in writing and verbally through the Principal's Report. Reports included staff and student levels, child safety issues, curriculum implementation, outdoor education and international excursions and compliance requirements. The Principal reported to the Board and the Board confirmed the School's compliance with the Victorian Registration and Qualifications Authority (VRQA) and the Victorian Institute of Teaching (VIT). In 2021, we successfully underwent a VRQA audit.

The Board congratulates the staff for their devoted student care and their professionalism as educators and administrators teaching and enabling values-based education and pastoral care program. The Board recognises the inspiration of Christian Science values that the Chaplaincy team, has instilled in students and staff throughout the year.

Thank you to all staff, students, parents and friends. Huntingtower School is in sound shape, financially and educationally. We have a very strong community that will ensure Huntingtower's success for many years to come.

It is a privilege to serve as Chair of the Huntingtower School Board.

#### **Peter Thompson**

President – Huntingtower School Association  
Chairman of the Board of Huntingtower School

23 March 2022

## Board Member Biographies



**Mr Peter Thompson**  
Board President

Peter Thompson brings extensive business experience in tourism, manufacturing and fashion. He currently owns a men's fashion business with operations in Australia, New Zealand, the USA and Canada, and his work regularly takes him to China where he has travelled extensively. Career highlights include receiving the NSW government's highest achievement award for services to Tourism NSW and the establishment of the Australian Tourism Data Warehouse.

Peter is a former student of Huntingtower and has four children who are either students or past students. Family contact with Huntingtower goes back to the 1940s. He is the current president of the Huntingtower Old Students Association (HOSA) and has produced, directed and acted in many HOSA theatrical productions.



**Mr John Bruce**  
Board Member (Concluded Service in 2021)

John Bruce was educated at Huntingtower, Melbourne Grammar and RMIT. As an architect he has overseen the administration and construction of major hospitals and commercial projects in Victoria and interstate. His work has also included commercial projects, two retirement villages, churches and residential projects.

From 1975 to 2015 he designed all Huntingtower building projects and acted in an honorary capacity as Construction Manager to enable the school to build as 'owner builder' - leading to major cost savings. A member of the Huntingtower Board for over 45 years, John's four children and six of his grandchildren have all attended Huntingtower.



**Ms Lynn Bruce**  
Board Member

Lynn's background is in art and design. She trained at RMIT as a Textile Designer and more recently as a Graphic Designer creating brands, exhibitions and marketing material. Lynn has been moving into a caring role, currently training as a Christian Science nurse, and finding it very rewarding.

Lynn Bruce is a former student of Huntingtower whose daughter is now also attending. Lynn's association with Huntingtower goes back two generations and she is always keen to see Huntingtower flourish especially in the arts, sustainability and wellbeing areas.



**Mr Steven Cramer**  
Board Member

Steven Cramer works in strategic marketing, business development and innovation. He was educated at Huntingtower and received his Bachelor of Engineering and Master of Business Administration at Monash University. He has worked for numerous multinational organisations in Australia and globally in a variety of professional roles, the emphasis being on business strategy, change management and marketing communications.

A member of the Huntingtower Board for many years, he is a keen golfer, innovation blogger and a lawn bowls enthusiast. Steven's 3 sons have all attended Huntingtower.



**Ms Amanda Dunsmore**  
Secretary

Amanda Dunsmore is the Senior Curator of International Decorative Arts and Antiquities at the National Gallery of Victoria. She was educated at Huntingtower before studying for her BA (Hons) and MA (Research) at Monash University.

Trained as an Egyptologist, she worked for 16 years on archaeological projects in Egypt where she specialised in ancient Egyptian ceramics.

Amanda now works in the field of European decorative arts and when she has the time, she is a keen gardener and cellist.



**Mrs Pauline Hutchinson**  
Board Member (Concluded Service in 2021)

Mrs Hutchinson's professional experience includes 33 years with the W.A. Education Department in the roles of teacher, Deputy Principal, Principal and Superintendent of Equal Opportunity. She also taught for a year at Huntingtower and is now a Christian Science Practitioner.

She has one daughter and 2 grandchildren. Other interests include church work, gardening, bird watching and reading.



**Mr Nigel Hutchinson-Brooks**  
Treasurer

Nigel Hutchinson-Brooks was educated at Huntingtower's sister school, Claremont Fan Court, and at Reading University. He held senior executive positions in the State Government and in the Transport, Banking, Property and Aviation industries.

Nigel served as a Councillor at the City of Waverley and as Councillor and Mayor of the South Gippsland Shire Council. He has run his own property consulting business since 1992. He joined the Huntingtower Board in 1987, serving as Chairman from 1999 – 2002. He has served as the Hon. Treasurer since 2003.



**Ms Amy Smith**  
Board Member

Amy is the Managing Director and Chief Marketing Officer of the HelloFresh Group in Australia and New Zealand. Amy grew up in Brisbane and was educated at Brisbane Girls Grammar School, the University of Queensland, Lund University and Harvard Business School.

Amy started her career as a business consultant at McKinsey in Melbourne, and worked for an early-stage startup in New York City before joining HelloFresh. She has worked for HelloFresh for nearly seven years, across operations, product development, strategy, marketing and analytics across three continents. While she has spent most of her career in business, Amy has had a long term interest in education, and as a university student, enjoyed teaching science, mathematics and engineering subjects to primary, high school and university students. She is the daughter of a former Huntingtower student. In her spare time, Amy enjoys traveling to new places, yoga and board games.



**Mr David Weil OAM**  
Board Member (Concluded Service in 2021)

David Weil is a lawyer with specialist accreditation in property law from the Law Institute of Victoria. He is a graduate of the Australian Institute of Company Directors (AICD) and a now-retired member of the Australian Society of CPAs. David serves in a voluntarily capacity on a number of community organisations including the Australian Children's Theatre Foundation (ACTF) and the Sir Edward Dunlop International Students Emergency Fund (SEDISEF) and is a Past President of the Australian Asian Association of Victoria. He was recently elected to the Board of Independent Schools Victoria (ISV).

A long-time member of the Huntingtower School Board and a former student, David is remembered also for having appeared in a number of old student (HOSA) theatrical productions.



**Mr James Younger**  
Board Member

James Younger is a group executive with a background in Technology Programs, Financial Services and M&A Consulting. He was educated at Brisbane Boys' College and QUT. He has many years' experience in leadership roles at a number of leading international organisations, leading teams across Australia, New Zealand, Singapore, India, China, Philippines and the United States. Currently his focus is on digital strategy, supply chain process improvement and technology program delivery.

James has three children currently attending Huntingtower and he is married to Gabriel, an ex-school captain. His parents-in-law are also retired teachers from the school, so Huntingtower runs in the family. James has been a boarding house parent and has served on the HOSA committee. Outside of Huntingtower and work, James plays basketball and drums.





# Our Students



## Demographic

Huntingtower had 756 students in 2021 from Kindergarten to Year 12. Our student body comprised 50% boys and 50% girls. There were 2 aboriginal students who attended the senior school in 2021 and we had 5 international students in the school. English is the primary language spoken at home for 48% of our families followed by Mandarin/ Chinese/ Cantonese for 22% of our families.

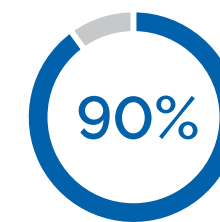
## Retention Rate

The student retention rate from Year 9 to 12 was 90%. There were 88 students enrolled in Year 9 in 2018 and of these, 79 were present in the Year 12 graduating class in 2021 (retention rate in 2020 was 85%). The retention rate from Foundation to Year 6 was 52%. Of the 21 children who started in Foundation, 11 were still present in Year 6 in 2021 (retention rate in 2020 was 68%).

## 756 Students



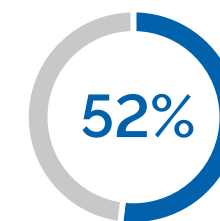
**Gender**  
50% Male  
50% Female



**Years 9 - 12**  
Retention Rate



**Home Language**  
48% English  
22% Mandarin/Chinese/  
Cantonese  
30% Other Languages



**Foundation - Year 6**  
Retention Rate



2 Aboriginal Students  
5 International Students





### Student Wellbeing

Student Wellbeing was a priority for the School during 2021. School counsellors provided telehealth sessions for students during lockdowns which were highly successful. Students were also surveyed on their satisfaction with the pastoral care being offered at Huntingtower as part of the School ISV LEAD surveys (see further Community Voice) The survey returned a high satisfaction score particularly against other similar schools.

The School wellbeing team initiated the introduction of “School TV” for parents. This is an online wellbeing resource that provides parents with access to information that has been gathered and presented by professionals in the field of child and adolescent mental health.

The introduction of this resource has been due to the recognition that student wellbeing outcomes are further improved if parents are also involved and educated in parenting practices that enhance their child’s wellbeing.

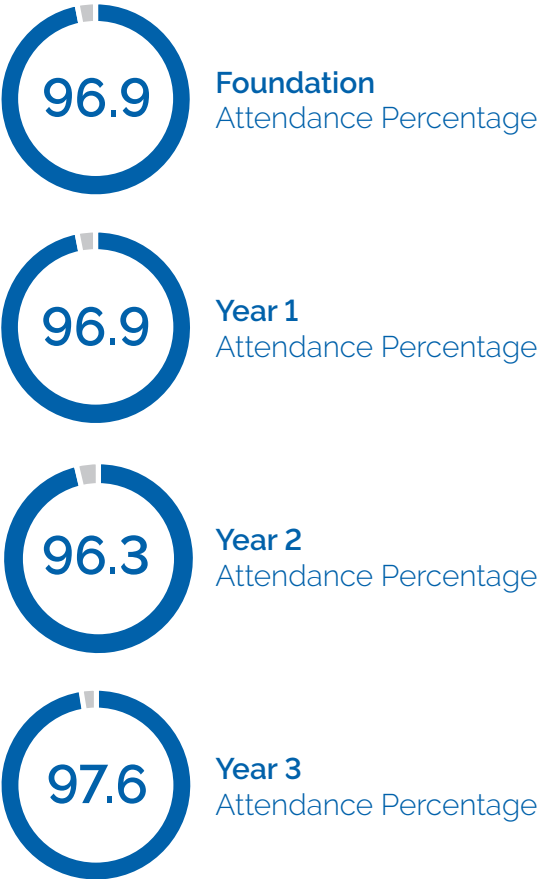
### Student Attendance Rates

During 2021 student attendance was monitored online for almost half the year and on campus for the rest of the year.

- The following procedures are in place for monitoring student attendance:
1. Parents/Guardians are requested to notify the School of their child’s absence and the reason via email or phone.
  2. Information received from parents is promptly entered into the School’s database.
  3. Teachers mark an electronic roll each period (during

online learning the number of periods being marked for attendance was varied to align with the online learning program).

4. Unexplained absences are followed up by an SMS to parents each morning, this process is automated.
5. Responses from parents are entered directly into the School’s database.
6. Pastoral care staff liaise with parents if there are concerns about student non-attendance.







# Community Voice

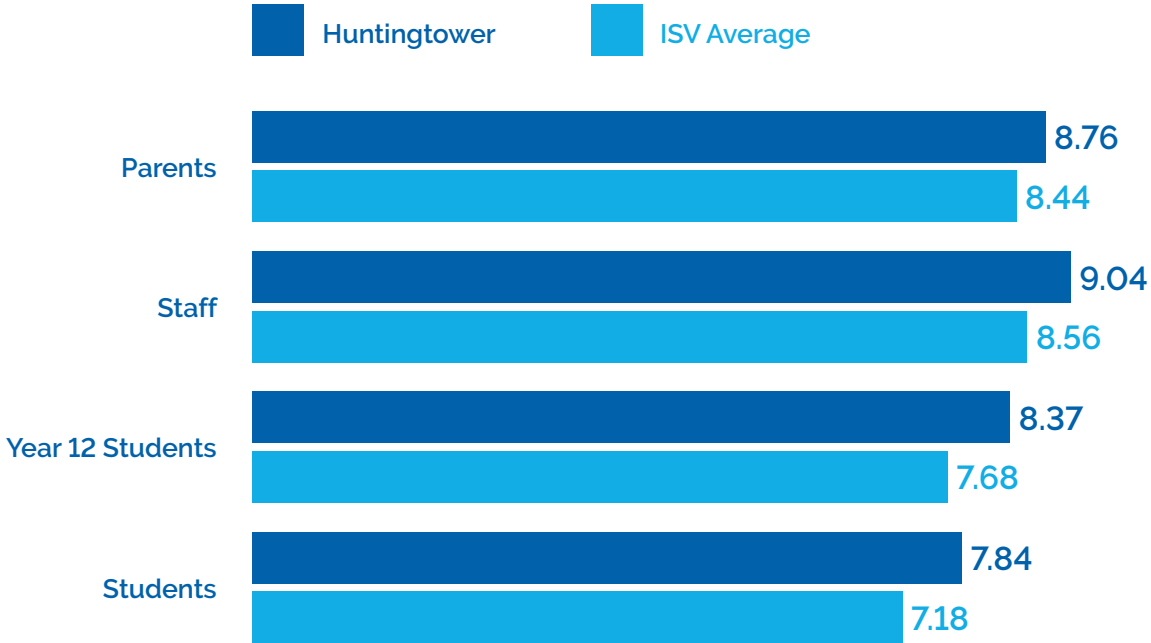


## Our Community

**The Independent Schools of Victoria Listen, Educate, Act, Deliver (LEAD) Survey** is undertaken by hundreds of schools across the State. Huntingtower’s results for overall satisfaction across every domain of learning, resources, wellbeing, leadership, and engagement, indicated Huntingtower students, staff and parents feel our School is of the highest quality.

The results of these surveys — students, parents and staff — are used to inform the planning and strategic direction of the School.

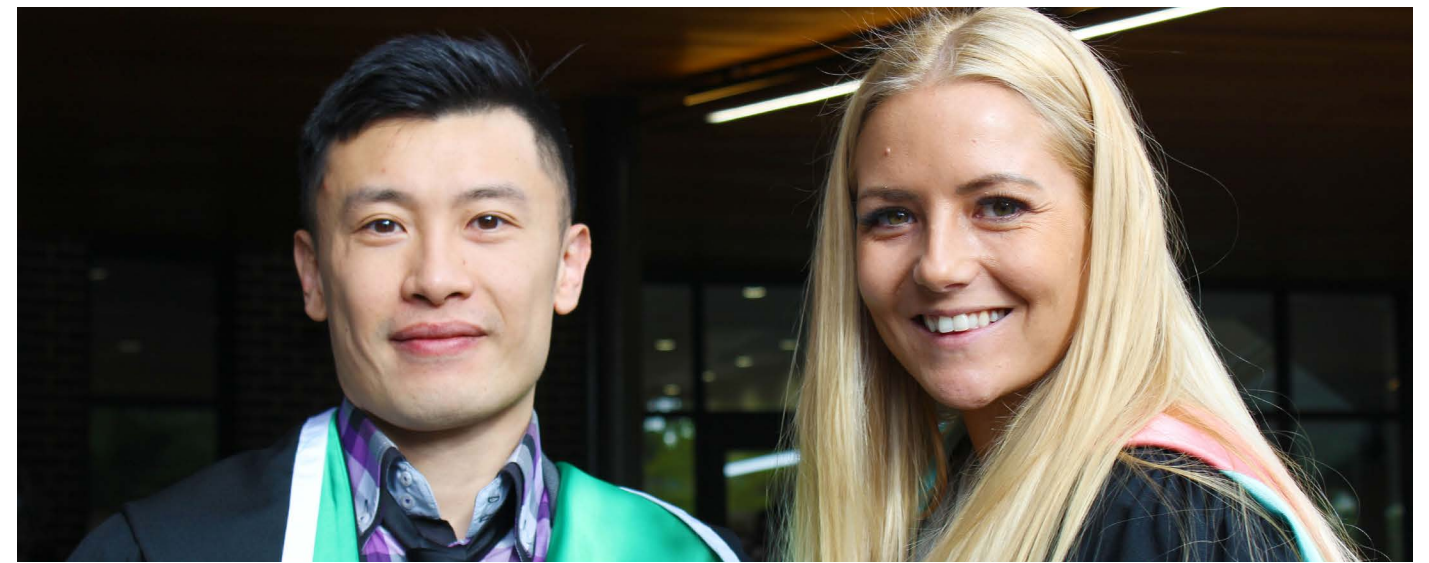
## LEAD Survey Means From All Domains







# Huntingtower Staff & Professional Development



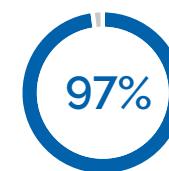
## Our Staff

Huntingtower teachers are one of the School's most valuable assets. In 2021 our staff comprised of 73% teaching (including teaching aides) and 27% general staff. There are no staff members that identify as Aboriginal or Torres Strait Islanders.

## 153 Staff Members



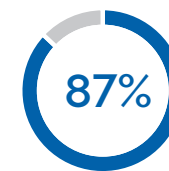
**Gender**  
36% Male  
64% Female



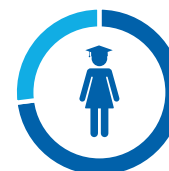
**Employee**  
Average Attendance



**Employment Type**  
60% Full-time  
40% Part-time



**Employee**  
Retention Rate



**Staff Department**  
73% Teaching Staff  
27% General Staff

## Professional Learning

The focus of 2021 professional learning was "Wellbeing". This was based on our schoolwide approach on the Positive Education model. After a year of lockdowns and significant periods of online learning, this seemed to be an approach that developed strategies to improve the wellbeing and resilience of all students, not just those facing wellbeing challenges.

The approach also emphasised the role of all teachers and support staff in helping to support the wellbeing of the school community.

The teachers were fortunate to spend a day with Luke McKenna as a full professional learning day. Although Luke had to present his workshop online, it gave a very comprehensive overview of the 'Thrive' approach to developing wellbeing. The feedback from staff was very positive.

Each teacher joined a small group for a term to look at topics and strategies that would help to develop wellbeing. They read articles on Growth Mindset, Grit, Wellbeing and Effective School Implementation. The group members were each allocated a different reading which they then summarised for the rest of the group. At the conclusion of each session, they looked at ways these ideas could be implemented in the context of Huntingtower.

There were many interesting discussions throughout the year and teachers recognised that it was indeed the responsibility of all staff to have a common understanding and approach to wellbeing and to help support both their own wellbeing and that of others in the school community.





# 2021 School Achievements



## Music

Music had its challenges again in 2021. The year started with a group of talented and keen music captains whose organisational skills were superb in commencing this year's House Music Festival. Unfortunately, this was cancelled due to restrictions of lockdown. But this setback would not deter from all the work that the students did over the course of the year. Rehearsals were well and truly on its way with many engaging in morning sessions for the orchestras, Senior Strings and concert band as well as the choir rehearsals, being held after school. We are grateful for the commitment and hard work by our ensemble leaders.

Music still lives with our students at Huntingtower. Although we have not been able to do many performances, we have been blessed to enjoy music during assemblies, the P&F barbeque and our soloist concert.

The School's instrumental program provides the students with an experience that is supportive of their academic and mental wellbeing. Plato once said that *"Music gives a soul to the universe, wings to the mind, flight to the imagination and life to everything"* and this is a beautiful statement to the art of music. Thank you to all the students and parents for supporting our wonderful music program and my sincere thank you must also go to our dedicated instrumental teachers who have cared and supported our students above and beyond in these challenging times.

This year has also seen our VCE Music Performance class take flight. These young musicians have persevered and excelled in performance throughout the year. The online learning process was not easy, but they have worked tremendously hard to achieve their own personal goals.

## Sport

### Junior School

The Junior School were lucky enough to be able to participate in the summer sport interschool round robin, some winter interschool matches, the Athletics carnival including SDSSA, the Cross Country Carnival including SDSSA, MWD, EMR and State Swimming. Whilst a lot of other activities were curtailed the students have shown great resilience. A highlight of the learning from home program was being the pilot school for the AFL online program which was very successful.

### Secondary School

The year started with a bang! Nine days into the academic year, Ms Lath, Ms Aden and Mrs Deubel lead the troops into the Inter House Swimming Carnival. It was an extraordinary effort of organisation: Heads of Houses, House leaders, PE teachers and the Sport and HSAC staff pulled together a successful carnival.

Soon after came the Division 1 EISM Swimming Carnival, and the Huntingtower Swimming Team didn't disappoint. Their commitment, teamwork and skill were rewarded with the squad winning the Carnival for the 13th year in a row. An outstanding achievement!

House Athletics concluded a bustling Term 1, with the House Athletics Carnival held at the Knox Athletics Track. In a very close competition, and on a day of perfect weather, Warrell House took out the Athletics Trophy.

Many hours of expert coaching were supplied this year and our athletes shone at the EISM Division 1 Athletics Carnival. Competing against schools of much greater





## Tournament of Minds

numbers, Huntingtower managed a respectable 4th place, but very close behind second and third. The main pleasing aspect was the fact most of our EISM team gained personal bests at this competition. Many athletes went on to the EISM Champions Meet.

Congratulations also goes to the students who were selected for the EISM All Stars Summer Team for their outstanding achievement in their relative sports.

In term 3, the School ran a House Cross Country Carnival once again virtually. Students were encouraged to run or walk as far as they could in 60 minutes with a maximum of 6km to gain points for their House. There were more than 400 involved - what an amazing effort by the Huntingtower community. An extra special congratulations to the Head of Houses and Cross-Country Captains for their tremendous effort, encouragement, and House spirit.

## Chess

Our Middle School and Senior School chess teams both won their respective EISM tournaments and thereby qualified for State Finals. This was the tenth consecutive year that Huntingtower has enjoyed representation at State Finals.

The challenges in 2021's competition were compounded by the groups having to move from preparing for a face to face competition to a filmed solution to finally adapting to creating a solution locked down in various houses. In 2021 Huntingtower had four senior teams participating in Tournament of Minds, taking all of these challenges on board, coming up with many varied and creative solutions to not only the problem posed as part of the competition, but the many difficulties that arose throughout the process. All participants demonstrated hard work, positive attitudes, team work and creativity.

The online Regional competition was won by the Arts team, while the Language Literature and Social Science teams were runners up in their categories.

The Arts team went on to win the State final and represented Victoria in the online National competition.

They were very excited to win the National competition and now have bragging rights as our nation's to problem solvers!



## Debating & Public Speaking

Over the course of 2021 a total of 125 Huntingtower students were involved across 16 different debating and public speaking competitions. Not only was there widespread and enthusiastic involvement from across the junior, middle and senior schools, but our students also achieved substantial success a range of state and national levels. Competitions oscillated between in-person and online platforms, but despite often short notice of changes our students demonstrated exceptional resilience, organisation and commitment.

Some of the students' most notable achievements in 2021 included:

- Australian Champion in the Australian Individual Debating and Public Speaking Championships 'Speakfest'
- Swannie Award Winner (Best Victorian Debater in C Grade / Year 10)
- Victorian State Champions of the DAV Junior British Parliamentary Debating
- Top Speaker awards in DAV Junior Public Speaking
- State Champion of DAV Senior Public Speaking

## Media



**Best Film**  
(Monash Film Festival)



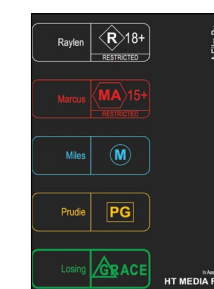
**Best Sound & Lighting**  
(Monash Film Festival)



**Best Experimental**  
(Monash Film Festival)



**Highly Commended**  
(STUFFit Film Festival)



**Best Senior Live Fiction**  
(Runner Up)





# Academic Success



## National Benchmarks (NAPLAN)

National Benchmarks Annual testing at Years 3, 5, 7 and 9 assesses student levels of achievement in Reading, Writing and Mathematics with school results being benchmarked on a National scale. The tables below summarise this data for the three years 2018–2021. There was no National testing conducted in 2020 due to Covid-19.

Percentage of Students Achieving at or above the National Minimum Standard

Year	Reading			Writing			Numeracy		
	2021	2019	2018	2021	2019	2018	2021	2019	2018
3	100	100	96	100	100	100	100	100	96
5	100	100	100	100	100	96	100	96	100
7	100	100	99	100	99	99	100	100	100
9	99	98	99	97	99	100	100	98	100

Year	Spelling			Grammar & Punctuation		
	2021	2019	2018	2021	2019	2018
3	100	100	100	100	100	100
5	100	100	96	100	100	100
7	100	100	99	100	100	100
9	100	99	99	97	97	100

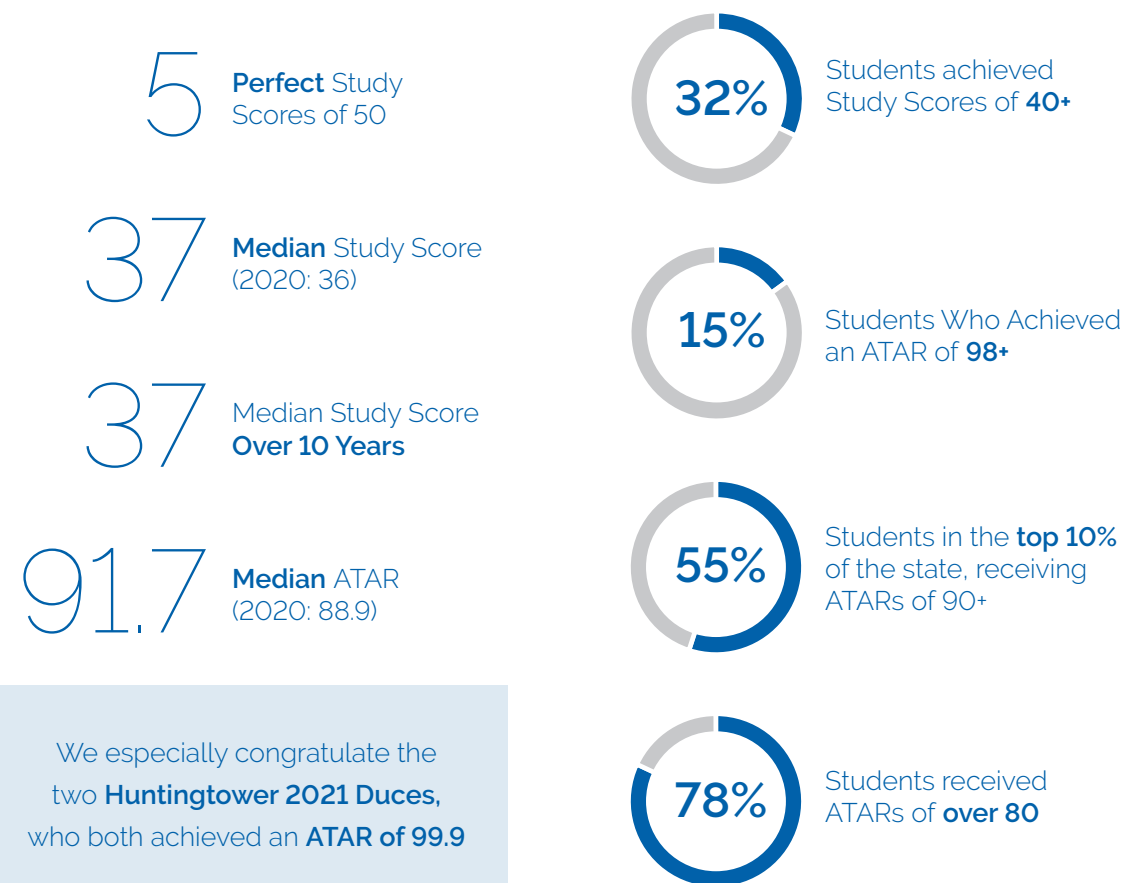




## VET Performance



## VCE Performance



## Summary of VCE Results

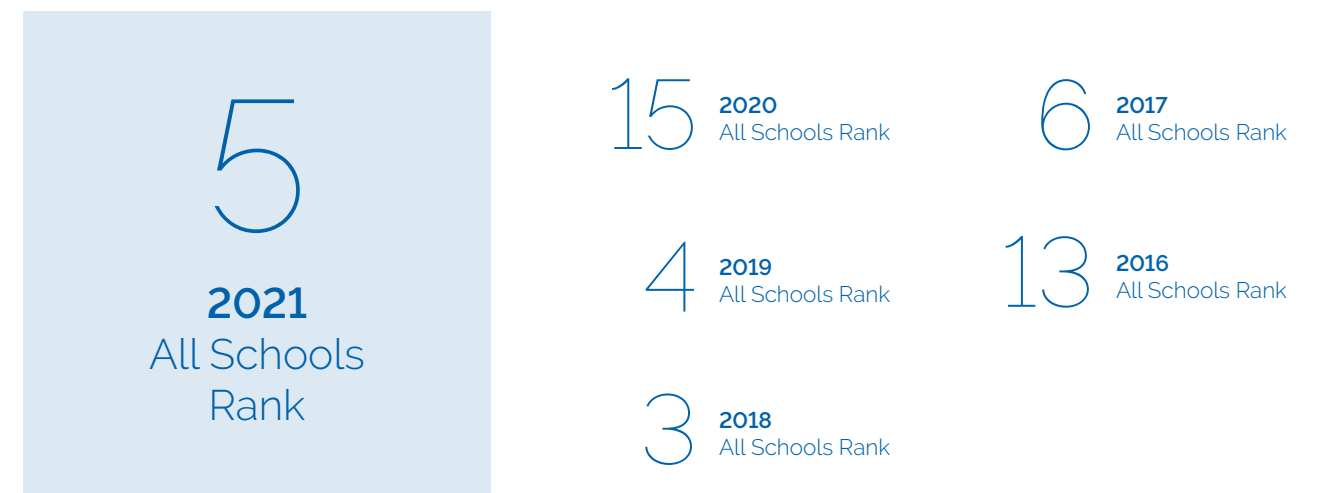
### Percent Above 40



### Median Study Score



## Victorian All Schools Rank



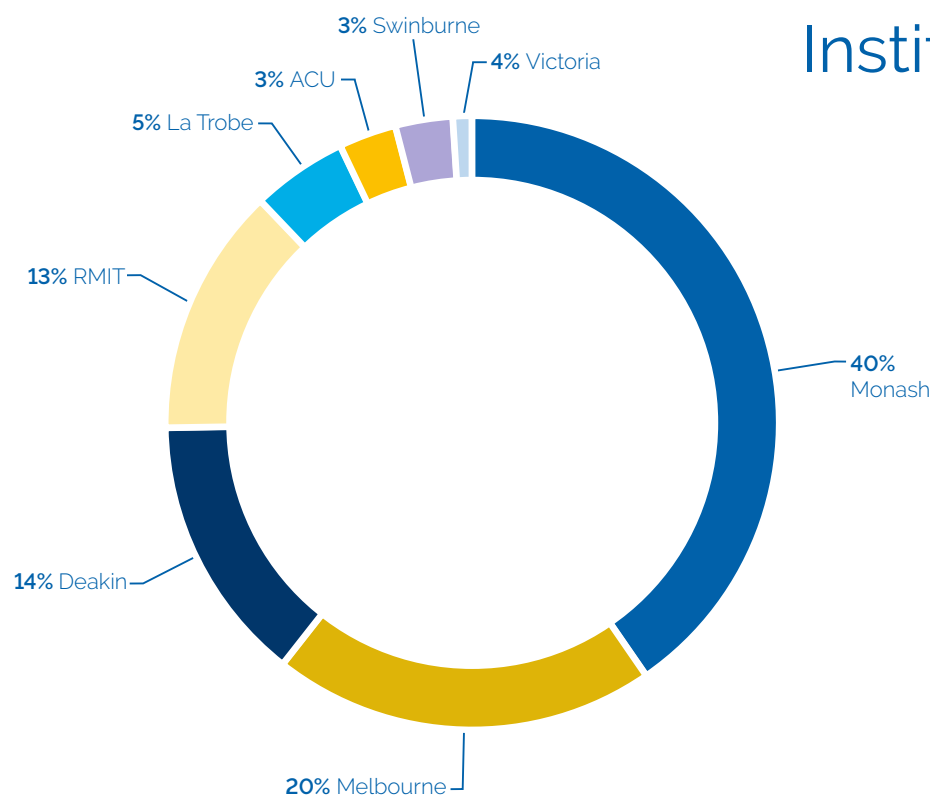




## Tertiary Destinations

Huntingtower continues to have a very high placement of students in tertiary education. Huntingtower students all received tertiary offers via the December and January TAC Round Offers.

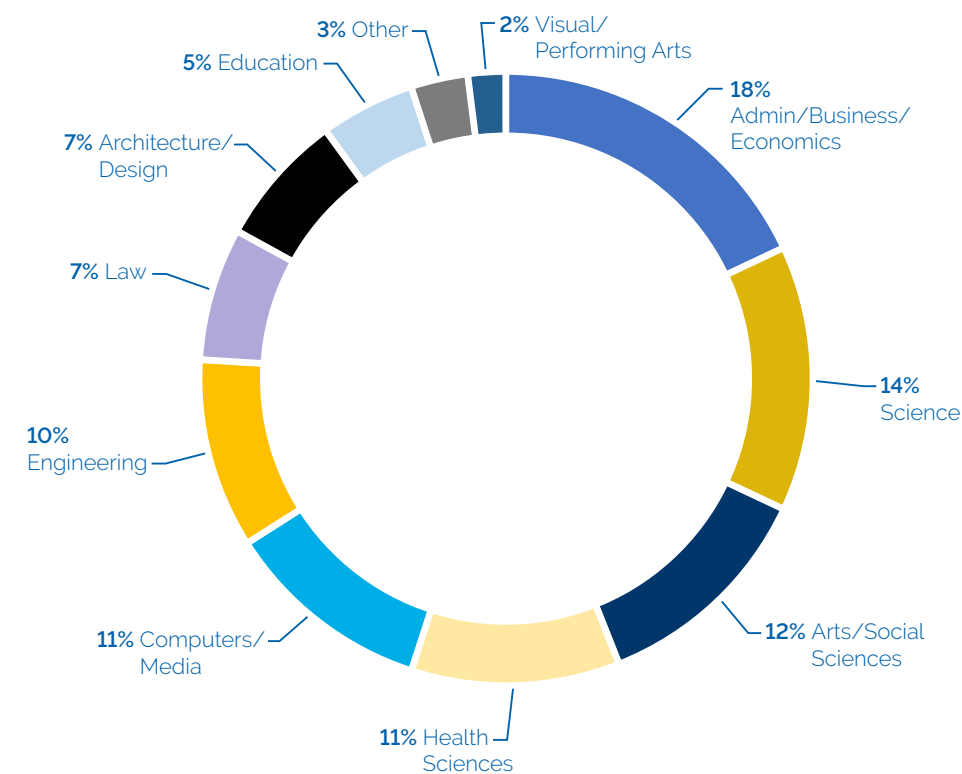
The most popular university choice is Monash University which accounted for 40% of the offers received. Administration, Business and Economics was our most popular career category with 18% taking up this option. Science attracted 14% of our students.



## Institute Destinations

- 40% Monash University
- 20% University of Melbourne
- 14% Deakin University
- 13% RMIT University
- 5% La Trobe University
- 3% Australian Catholic University
- 3% Swinburne University of Technology
- 1% Victoria University

## Course Destinations



- 18% Admin/Business/Economics
- 14% Science
- 12% Arts/Social Sciences
- 11% Health Sciences
- 11% Computers/Media
- 10% Engineering
- 7% Law
- 7% Architecture/Design
- 5% Education
- 3% Other
- 2% Visual/Performing Arts





# Financial Overview



## Finances in 2021

Huntingtower School is a not for profit organisation with all funds being used to operate and improve the school. The school is in a sound financial condition with its accounts being independently audited annually.

The Finance and Administration team is responsible for providing information and process systems to all layers of the School. It continually strives for efficiencies to best utilise the resources available to the School whilst meeting all statutory and compliance needs.

Despite the financial challenges presented with the continuation of COVID-19, Huntingtower recorded a financial result for 2021 with a surplus of \$3.52m (2020 \$2.78m). This surplus result reflects the receipt of a generous anonymous donation to support parents in financial hardship due to the impact of COVID-19, married with prudent financial management of expenses and reduced fee levies during the year.

Over the course of 2021, the School maintained student numbers close to 756 with most year levels at or near capacity. The School has been in a strong financial position for many years and 2021 held this position. The School's auditors Saward Dawson have issued an unqualified audit opinion for the year ended 31 December 2021.

The School generated \$5.3 million in net cash from operations during 2021. (2020: \$4.4 million). This operating cash flow has allowed the School to fund some small capital and refurbishment projects as well as fund the purchase of a property and repay a significant loan. In addition, the school still provided the students with a high level of educational opportunities and resources.

## Capital Works

The School spent \$2.5m on capital works during the year. Some of the key expenditure items included:

- Purchase of a residential property adjacent to the School
- Upgrade of the ICT server and switches
- Commencement of a senior gym refurbishment
- Refurbishment of the Boarding House into a Wellbeing HUB facility for students
- AV upgrades in classrooms and in the PAC

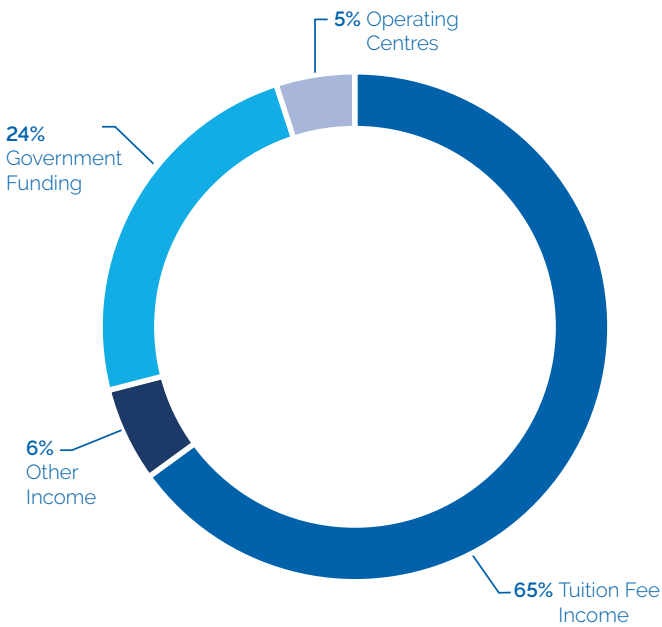
The continued investment ensures both students and staff have access to well maintained and safe spaces for educational programs.





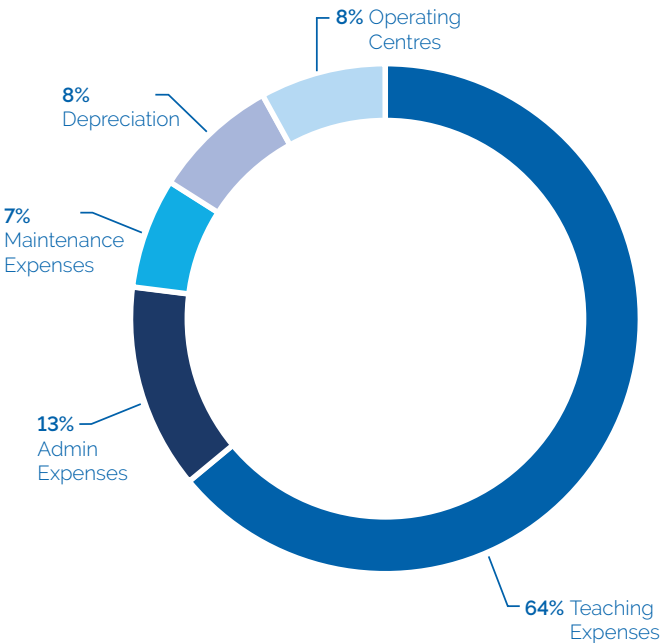
### Income

Tuition fees account for 65% of the School's total income. Government grants comprise 24% with the balance coming from other income such as investment income, donations, and income from operating activities such as the HSAC pool and HT Uniform shop.



### Expenditure

Expenditure was managed effectively and efficiently through established processes.



	2021 (\$m)	2020 (\$m)
Fee Income	14.9	14.4
Other Income	1.2	1.3
Government Grants	5.5	5.2
Operating Centres	1.1	0.8
<b>Total Income</b>	<b>22.7</b>	<b>21.7</b>

	2021 (\$m)	2020 (\$m)
Teaching Expenses	12.4	12.0
Admin Expenses	2.5	2.4
Maintenance Expenses	1.3	1.2
Depreciation & Interest	1.6	1.6
Operating Centres	1.4	1.7
<b>Total Expenses</b>	<b>19.2</b>	<b>18.9</b>





# Staff Register

## Principal

Mr A Houghton *MIL, BEd, DipT*

## Deputy Principal

Mrs S Christensen *BA(Hons), DipEd*

## Vice Principal

Ms M Beal *BA, DipEd*

## Head of Middle School

Mr D Owens *MEd, GDipEd, BSc*

## Head of Junior School

Mr T Mahon *MEd, BEd*

## Director of Teaching, Learning & Wellbeing

Mrs S Swan *BEd, MEdStud*

## Business Manager

Mrs T Parkyn *Bbus(Acc), CA*

## Secondary School Teaching Staff

Mr P Amos *MEd, GradDiplnstDesign*  
Ms T Ardiyanti *BA, MTch*  
Ms I Banerjee *BSci(Hons), GDipEd*  
Ms B Baynham *BEd(Sec)*  
Ms C Benavides *BSc, Gdip*  
Ms N Beresford *BA(Hons), GDipEd*  
Mr J Blazejczak *MMusEdu*  
Mr T Bockman *BPerfArts, PGDipEd(Sec)*  
Mrs L Bos *BSci(Hons), DipEd*  
Ms C Buhagiar *BH&PE*  
Ms M Busby *BEd*  
Mrs M Ciaverella *BSocSc*  
Mrs R Clarke *BA, Bed*  
Mrs J Deubel *BEd*  
Mrs J Dickson *BEd*  
Mr T Do *BSc, MTch*  
Ms J Douglas *BEd*  
Mr R Doxey *BAppSci, DipEd*  
Mr A Drennan *BA(Hons), DipEd*  
Ms J Gardiner *BA, DipEd*  
Mrs E Georgakopoulos *BEd*  
Mrs J Goddard *Bed*  
Ms T Goddard *BSc, MTch*  
Mr N Green *BSc, DipEd*  
Mr N Hamer *BSci(Hons)*  
Mrs F Hamzi *HigherDipT(Sec)*  
Mr G Hellard *DEngineering, MEngineering, PGDipEd(Sec)*

Mrs B Hender *BSc, DipEd, GradDip(EdSt), GradDip(SpecEd)*  
Mrs J Irving *BEd*  
Mr R Jones *BA, HDE, BEd, MSocSc*  
Mr D Lees *BVisArts, Med*  
Ms M Lopez *BA(Hons), DipEd*  
Ms D Lyrstis *BEd*  
Mr M Mazzaferri *BEd*  
Mr M McDonald *BA(Hons), Blaw(Hons), MTch, PGDipEd*  
Ms O Morazzani *BA, BTch*  
Mr T Morgan-Richardson *MTch, BSc*  
Ms A O'Hanlon *DipEd*  
Ms C Ohlert *BA, MTch*  
Mr L Parsons *BA, DipEd*  
Ms J Pavey *BA(Hon), CertIVTrain&Ass, GCertTESOL, PGDipEd(Sec)*

Mr B Pearce *Bsurv, DipEd*  
Ms T Pocza *BTch, Bcom*  
Mrs M Power *BEd*  
Mr N Radisic *GDEd(Sec), Bsci*  
Mr P Rees *BEd, GDT, DipT*  
Ms T Reynolds *BSc*  
Mr A Sankey *BA, BSc, DipEd, MA MBusAdmin*  
Ms H Scarlata *BSc, BA (Hon), MTch*  
Mr R Shave *BCOM, MEd, PGDipEd*  
Mr E Sifris *BA/LLB, GradDipEd(Sec)*  
Mr A Smale *BSc, MTch*  
Mrs C Smith *BSci(Hons), DipEd*  
Mrs S Storey *BA(Hon)*  
Mr T Survi *BEd*  
Mrs L Sutton *BMusic*  
Mr Y Tan *BSc*  
Ms L Trevaskis *BA, BEd, MSpecEd*  
Mrs K Trist *BEd, BSc*  
Ms E Wackett *BA, DipTch, PGDipEd*  
Mr C Warner *BA, MTch*  
Mrs S Wilson *BEd*  
Mr A Wroe *BSci(Hons), PGCE*

## Junior School Teaching Staff

Ms C Bateman *DipTch(Prim), GDipHthEd*  
Mrs J Clapp *DipTch(Prim), GCertEChildTch*  
Mrs M Cole *BEd*  
Ms S Cummins *Bed(Prim)*  
Mrs S Ecker *DipEd(Prim), Bed(Sec)*  
Ms A Ho *BA, BTch(Prim)*  
Mrs R Jenkin *DipEd*  
Mr S Jenkin *BEd*  
Ms J Knight *BA, BTch, MSchLdship*  
Mrs S Kouvelis *BEd*

Ms C Major Gough *Bed, Bmu*  
Mrs G Nix *BA(Hon), PGCE*  
Mrs C Schokman *ADCC, BA, DipRE, PGDipEd(Sec)*  
Ms R Sinclair *BEd*  
Ms K Watson *BBioSci, PGDipEd(Prim)*  
Ms K Williams *BTch(Prim), GCertEd, GCerteLearn, MInfo&ComTchEd, TchCert*

## ELC Teaching Staff

Mrs G Cutler *BA, DipEarlyChEd*  
Ms C Flood *DipTch&EC, GDipSpecEd*

## Secondary School Teaching Aide Staff

Ms M Anderson *BAFineArts, Cert of Ed*  
Ms G Emmerson  
Ms T Sartika  
Ms E Womersley *BEd, MAppSci*

## Junior School Teaching Aide Staff

Ms H Aboulhosn *BEarChildStud, DipChildServ*  
Ms K Eastham  
Ms G Emerson  
Ms K Prince *BEd, DipEd*

## Student Counsellor Staff

Mrs V Close *BSW, Cert RT, Cert SFBT*  
Ms J Gorander *BBSc, GDipAPsy, RegPsychologist*

## Library Assistant Staff

Ms J Barlow *BSocSci, GCertInfoTech*  
Ms J Willow *DipLibIS*

## Performing Arts Centre / AV Staff

Mr E Pugh  
Mr J Harper

## Maintenance Staff

Mr D Bortoli  
Mr N Dalforno  
Mr G Di Rienzo  
Mr R Moran  
Mr M Withers

## After School Care Staff

Ms S Cochrane  
Ms G Kitchingman

## ICT Staff

Mr B Gardiner  
Mr D Sheppard  
Mr D Subasinghe

## HSAC Staff

Ms H Aden  
Ms D Cacambouras  
Mr T Goddard  
Mr B Powell

## Canteen Staff

Mrs M Hunt  
Mrs J He  
Mrs W Yee Tan

## Administration Staff

Mr M Blood  
Ms E Davidson  
Ms C Dinneen  
Mr C Doyle  
Ms S Franklin  
Mrs J Growse  
Mrs D Halupecki  
Mr G Hardcastle  
Ms J Hetherington  
Mr J Kitchingman  
Mr R Kitchingman  
Mrs J Lean  
Ms J Lovel  
Ms J Prudon  
Mrs V Schwab

## HT Uniform Shop Staff

Mrs C Bradwell  
Mrs L Forbes

## Instrumental Music Staff

Ms J Abbott  
Ms C Berlin  
Ms J Blankfield  
Ms M Bramble  
Mr J De Graaf  
Mr S Falk  
Mr M Guerrini  
Ms S Hatton  
Mr M Kneale  
Mr S Lee  
Mr D Levit  
Ms K Lientshnig  
Ms O Melnychenko  
Mr S Pauperis  
Mr L Sasson  
Ms S Thiagarajah  
Ms J Tsai



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**Know Thy True Self**

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