



## 1. TEACHERS CONDITIONS/REMUNERATION

The following is a summary of the conditions and remuneration provided at Waverley College. It is our aim to recognise the commitment made by teachers in an independent private school such as Waverley College.

### 1.1 Salaries and Conditions

These are covered by the Teachers (Catholic Independent Schools) (State) Award.

The level of salaries and conditions (e.g., LSL, sick leave, etc) are similar to those in the NSW Government and C.E.O. Schools. The College has ensured that salaries are commensurate with the salary of teachers in NSW Government Schools.

### 1.2 Holiday breaks

Because sport training is outside school hours the College adjusts its holiday breaks to compensate for the commitment of staff to co-curricular activities. Mid-year holidays are for three weeks between Terms 2 & 3. For the Christmas vacation classes conclude on the first Thursday in December.

### 1.3 Allowance for co-curricular activities

This is a sliding scale of payments to recognise the commitment to co-curricular activities. These payments are paid in proportion to the number of activities engaged in and to the type/length of each. Teachers are involved over the four terms for about 5/6 weeks out of each ten-week term.

A winter sport team (e.g. soccer) and a summer sport such as Basketball would attract an allowance of around \$3,000. Cricket would attract around \$4,000. There is a wide variety of sports and activities offered in the College.



### 1.4 Professional Incentive Scheme

To recognise staff work in other ways outside their normal role statement or regular responsibilities the College has introduced a scheme whereby incentive payments are paid towards professional development items, courses or conferences. It is done this way to be tax effective.

For example, by assisting with an overnight Camp \$150.00 is credited towards a teachers professional needs.

This is a relatively unique scheme in schools and is intended to acknowledge that these extra involvements are both necessary, but also very much appreciated.

### 1.5 Staff Days

We normally take "pupil-free" days at the start of each term – for professional development – on the following pattern.

Term 1 – Two Staff Days  
Term 2 – One Staff Day  
Term 3 – Two Staff Days

As well as being for professional development these days are intended to give staff time to meet each other more informally and build our staff community. Accordingly, the College provides lunch and morning tea on each of these staff days.

### 1.6 Other

Support/Counselling – the College employs an outside agency ACCESS which is part of CENTACARE to enable staff to have support and provision for any needs such as discussion on financial, career and personal matters. This is without cost to staff and entirely confidential.

Morning Teas – the College supplies tea/coffee/etc for each Staff Common Room.



# Teacher Applicants

## 1.7 Staff Scholarships

There is provision for some financial support towards further studies by staff. Applications are submitted towards the end of each year and contributions are made on a pro-rata basis from the budgeted amount. Priority is given to staff studying religious education.

## 1.8 Waterford Pre School

The College operates a Pre School for children (male & female) aged 3 - 5 years. Staff have priority access for their children and may salary sacrifice the cost of the fees.

## 2. IN-SERVICE

The College has access to the in-service programmes offered by both the Catholic Edu-

cation Office (CEO) and the Association of Independent Schools (AIS). Staff liaise with the appropriate Head of Department as to their attendance at these or other professional development opportunities.

## 3. NEW STAFF- SUPPORT/INDUCTION

There is a programme of induction for staff who are new to the College; with the opportunity for support from a peer mentor and the Head of Department – as well as meetings and special in-service for new staff.

## 4. STUDENTS-PASTORAL CARE-HOME GROUPS

As well as the general pastoral care that all teachers exercise, we have a meeting each day for ten minutes in "Home Groups".

Each Home Group consists of 12-14 students – averaging two from each year Group – Years 7 to 12 i.e., they are arranged vertically. Each teacher meets with this group, which stays together as they progress through the school. This enables peer support/buddy systems to occur and provides good contact between the senior and junior boys.

## 5. BRIEF BACKGROUND/HISTORY

Aspects of our History

The Christian Brothers were invited by the Franciscans in 1903 to establish schools in their three eastern Suburbs Parishes – Paddington, Edgecliff and Waverley.

Waverley College is now situated on two sites only a few hundred metres apart. Our extensive sporting facilities are likewise in close proximity to the school campuses.

## 6. RELIGIOUS ETHOS

The Aims of Waverley College

The aim of Waverley College is to provide a Catholic education for youth in the Edmund Rice tradition. This aim is expanded in the College Mission Statement and Charter available from the College Office.

## 7. ACADEMICS

Whilst Waverley is not a 'selective' school, it has had a rich tradition of excellent academic standards throughout its 100-year history. Among its graduates are professionals in all walks of life – Professors, Doctors, Military, Lawyers..., fine business and trades people. It is our view, and experience, that a student of any ability can achieve his potential at Waverley College. This is attested to by the fact that two of our students over recent years have gained the aggregate score (UAI) of 100.





# Teacher Applicants

We provide courses suited to the full range of student abilities, aiming to enhance learning at all levels and not merely to proceed on the natural ability of students.

## 8. THE ACADEMIC PROGRAM

8.1 The Senior School – Year 11 & 12 Curriculum  
Waverley College students studying in Years 11 and 12 prepare for the New South Wales Higher School Certificate, which includes both continuous assessment and public examinations according to the requirements of the NSW Board of Studies. The College offers a wide range of academic subjects, and various courses within these subjects.

Academic excellence in all years is fostered through the awarding of Subject Certificates which leads to the awarding of the Headmaster's Award for Academic Excellence (Gold Medal).

8.2 The Middle School - Years 7 to 10 Curriculum  
Years 7 and 8 are the transition years into the secondary school during which the boys need to accustom themselves to a new campus, to a variety of teachers, subjects and more a varied timetable.

8.3 The Junior School – Years 5 & 6 Curriculum



The Junior School consists of Years 5 & 6 with 4 or 5 unstreamed classes in each year level.

### 8.4 Boys' Education

The College is pro-active in the education of boys. A Strategic Learning Plan is being implemented across the College covering areas such as literacy teaching styles, outcomes-based reporting, IT in the curriculum etc.

### 8.5 The Learning Support Centre

The Learning Support Centre at Waverley College works in liaison with all Departments. We work with students from Years 5 to 11 who are in need of extra help in subject areas. The assistance takes the form of withdrawal classes or team teaching within a differentiated curriculum to suit individual needs.

### 8.6 Music and the Creative Arts

Music is a strong feature of Waverley's education. Tuition is provided for classes where all boys get to try different instruments – to individual lessons at all levels.

At Waverley the Creative Arts are well catered for. In recent times, productions have been presented in association with St Clare's College, Waverley, enthusiastically received by packed audiences.

### 8.7 Pastoral Care

The College has a full time Chaplain, Counsellor/Careers Guidance Teachers, as well as the Year Masters, Heads of Department and Class Teachers who are all available and take a personal interest in the students. The Headmaster and Deputy Headmaster are available as appropriate for parents and students. A Peer Support program enables Year 11 and Year 7 students to maintain more regular contact.



### 8.8 Clubs and Groups

All students are given opportunities to pursue their own interests outside the classroom in a variety of clubs and activities.

### 8.9 Cadets

Experience in Army Cadets is provided for students. Staff can be involved if they so wish and the Army remunerates the staff for this.

### 8.10 Sport

Waverley College is a member of the Associated Schools of NSW (CAS) and this is our primary sporting commitment. Every boy is expected to become involved in the sporting program of the school, which has been designed to help him explore his potential, to develop sportsmanship and camaraderie with his own school friends and the students of other schools.