



# People and Culture Strategy



## OUR MISSION

In a supportive Christian environment, reflecting the educational philosophy of the Society of the Sacred Advent, St Margaret's Anglican Girls School aims to provide excellence in learning and teaching within a broad, balanced and flexible curriculum complemented by other school activities, preparing confident, compassionate, capable women able to contribute in a global community.

## OUR VISION

**To always be an outstanding day and boarding school for girls**

## OUR VALUES

The school's six core values are born from our Christian faith through our Anglican tradition and are embedded in every endeavour the students undertake.

**Spirit      Inclusivity**  
**Integrity    Courage**  
**Respect     Passion**

## OUR COMMITMENT

At St Margaret's, we ensure our decisions and programs reflect a lived and intentional focus on the educational philosophy of the Society of the Sacred Advent.

## ENVISIONED FUTURE

By the end of 2030, St Margaret's will still be known as a leading day and boarding school encouraging aspiration and developing 'future ready' skills in its students.

St Margaret's will continue to encourage academic excellence, provide a wide range of extracurricular activities and offer inspirational and experiential opportunities for the students.

St Margaret's students understand their civic responsibility and the school's wellbeing programs focus on developing the skills needed to manage the challenges and opportunities of post school life.





St Margaret's is committed to attracting, developing and retaining outstanding educators and support staff whose expertise and passion aligns with our vision. Our People and Culture Strategy articulates how we will continue to create a workplace where every staff member feels valued and empowered to thrive.

Underpinned by the Philosophy of the Society of the Sacred Advent, the six core values and The St Margaret's Way, the strategy focuses on four key pillars:

- Agile Workforce and Talent Management
- Wellbeing and Belonging
- Future Focused Staff and Leadership Development
- Fostering People-Led Technology Efficiencies

Together, these pillars outline our approach to attracting and retaining great people, building capability at all levels, and ensuring every staff member is connected to the values and vision of the school. The strategy supports staff to be innovative and on the forefront of the evolving workplace of the future, ensuring an innovative, people-led, efficient workplace, while actively remaining focused on the supportive and positive culture of the school.

This People and Culture Strategy is intended to help deliver the school's strategy and, in doing so, to support the flourishing of our staff, the success of our students, and the enduring strength of St Margaret's as a community. Progress will be tracked through clear measures, benchmarked against external data where relevant.

# People and Culture Strategy Pillars



Agile Workplace and  
**Talent Management**



**Wellbeing**  
and Belonging



**Future Focused Staff**  
and Leadership Development



**Fostering People-Led**  
Technology Efficiencies




## DESCRIPTION

*St Margaret's is committed to creating a workplace where every staff member feels valued and empowered to thrive. By embedding our Staff Wellbeing Framework, celebrating diversity, and fostering an inclusive environment, we continue to build a positive workplace culture that encourages collaboration, innovation, and open communication across all departments.*

## WE WILL

- Further embed the Staff Wellbeing Framework to continue to create a positive work environment where staff feel valued.
- Actively embrace and celebrate diversity of staff.
- Strengthen data gathering, analysis and reporting processes to gain deeper insights into diversity of our staffing profile.
- Offer flexible and innovative ways to support staff during each stage of their life and career journey.
- Continue to build a positive workplace culture where people feel safe, valued, and empowered to share new ideas and contribute.
- Through the work of the staff wellbeing committee, participation in committees and working groups and professional learning offerings, continue to embrace opportunities for collaboration, staff voice and cross department interactions.
- Empower staff agency through the School Consultative Committee.
- Review and strengthen the Employee Assistant Program offerings for staff members.
- Continue to embed the St Margaret's Way, ensuring it underpins every interaction and enhances the culture of the school.
- Celebrate and acknowledge staff through nomination of employees to industry awards and internal staff awards.
- Uphold the highest standards of transparency and integrity among senior leaders to foster a workplace culture characterised by trust, safety and encouragement.
- Recruit, retain and support staff through the lens of the St Margaret's Strategic Plan.



Sense of  
community.

# Wellbeing and Belonging



## DESCRIPTION

*St Margaret's is committed to cultivating a vibrant, future-orientated learning culture where every staff member, teaching and support, can pursue their professional aspirations and contribute to the school's strategic vision while growing in capability and confidence. Growth and development are championed at all levels, alongside a strong commitment to nurturing future leaders who will flourish in a dynamic and evolving environment.*

## WE WILL

- Encourage participation in working parties and committees, enabling staff to contribute to and learn about the operations of the school.
- Continue to provide professional development opportunities through our Centre of Teaching and Learning Excellence (CeTLe).
- Support learning and development of staff by offering and encouraging completion of micro credentials
- Provide professional learning opportunities for teachers with a focus on the science of learning and ensure regular opportunity for teacher evaluation and feedback.
- Encourage peer learning and knowledge sharing through the work of Teach Meets and the Support Staff Professional Learning Committee.
- Design and implement targeted leadership development programs to empower middle leaders with the skills and confidence to manage individuals and drive school-wide improvement.
- Deliver a proactive and consistent performance management process that supports accountability, growth and high performance across all staff.
- Enable and empower staff members to represent St Margaret's in professional forums and opportunities.
- Nurture EPOCH skills in staff (Empathy, Purpose, Optimism, Character, Happiness) and offer professional learning focused on these skills.
- Provide opportunities for staff to shadow or act in other roles, as available.
- Further enhance the rich learning opportunities through exchanges both interstate and internationally.
- Ensure effective and accessible compliance processes and training with clear accountability and expectations on staff.



# Future Focused Staff and Leadership Development





## Fostering People-Led Technology Efficiencies

### DESCRIPTION

*St Margaret's creates a workplace where innovation and technology streamlines and enhances tasks while strengthening communication and ensuring people connection continues to be central. By building accessible digital environments, upskilling staff in AI and modern tools, and automating routine processes, we enhance everyday workflows while preserving the uniquely people focused strength of St Margaret's culture.*

### WE WILL

- Upskill all staff in AI and modern technologies to improve administrative efficiency and enhance day-to-day performance.
- Encourage innovation and a culture of continuous improvement by providing grants to staff for innovative practices.
- Design digital environments that are accessible for all staff members and provide training as needed.
- Support effective technology adoption and AI use with robust training programs and appropriate change management.
- Balance technological efficiency with fostering genuine human connection and collaboration in the workplace.
- Continue to embrace the uniquely people focussed strength of the St Margaret's culture and underlying focus on The Society of the Sacred Advent.



**St Margaret's Anglican Girls School** ABN: 93492310839  
11 Petrie Street Ascot QLD 4007 Australia  
Telephone: +61 7 3862 0777  
[reception@stmargarets.qld.edu.au](mailto:reception@stmargarets.qld.edu.au)  
[www.stmargarets.qld.edu.au](http://www.stmargarets.qld.edu.au)

St Margaret's School Council Ltd ABN: 69069684019  
CRICOS Code: 00511K  
*A School of the Society of the Sacred Advent*