



About St Margaret's

St Margaret's Anglican Girls School, in the Brisbane inner northern suburb of Ascot, is an independent day and boarding school for girls from Pre-Prep to Year 12. Boys are welcome in Pre-Prep and Prep.

There are approximately 1175 students in the school, with around 355 primary students and 820 girls in the secondary school. St Margaret's has a long and proud boarding history and around 185 boarders from Years 5 to 12 are accommodated in the boarding house, which is in the very heart of the Ascot campus.

St Margaret's is well known for its focus on academic excellence, quality learning and teaching, and its commitment to student and staff wellbeing.

St Margaret's is a local school with a global outlook, offering students and staff a variety of international learning opportunities including an extensive global exchange program in Year 10 and touring options.

The staff at St Margaret's are highly qualified and committed to the learning and wellbeing of the students in their care. The school's six core values – Spirit, Faith, Integrity, Courage, Respect and Passion – and the school's motto, *Per Volar Sunata (Born to Fly Upwards)*, inspire St Margaret's students and staff to grow and achieve their best in all endeavours.

Our Vision

St Margaret's vision is to always be an outstanding day and boarding school for girls.





Our Mission

In a supportive Christian environment, reflecting the philosophy of the Sisters of the Society of the Sacred Advent, St Margaret's Anglican Girls School aims to provide excellence in teaching and learning 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 Commitment

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





St Margaret's Human Resources Strategy

The Human Resources Strategy provides the school with a comprehensive road map, setting clear intentions and defined strategies to achieve the goals of our current Strategic Plan – A local school with a global outlook.

If our vision is 'to always be an outstanding day and boarding school for girls', we must be mindful that the world is forever changing and respond accordingly. We must continue to stay at the forefront of modern employment practices as this will best serve our students into the future. It is for this reason that our Human Resources Strategy focuses on nurturing a high-performance work culture.

In looking ahead, it is important to remember that our future will always be underpinned by the valued traditions of the past, including the Philosophy of the Sisters of the Society of the Sacred Advent, our six core values of Spirit, Faith, Integrity, Courage, Respect and Passion, which are embedded in every school endeavour, and The St Margaret's Way, which is a guide to the right behaviour and positive interactions.

Our Human Resources Strategy aims to bring to life the strategies that need to be implemented to attract, retain, develop and value both teaching and support staff. As a leading school in Australia, our commitment to an outstanding standard of teaching and educational service is underpinned by five key strategies:

- Recruit and retain the right people
- Value diversity and inclusion
- Inspire and grow our people
- Purposeful leadership
- Strengthen the St Margaret's experience

The school is committed to the measurement and monitoring of key markers for each strategy and will use relevant external benchmarking data, where available, to assess our progress.





Key Strategies

Recruit and retain the right people

St Margaret's is committed to attracting, recruiting and retaining staff who are highly skilled, capable, and aligned with our values, vision and future direction. St Margaret's will be acknowledged as an 'employer of choice' both within the education sector and the wider community.

We will:

- continue to build a robust, merit-based recruitment process that identifies and attracts the best people.
- further enhance the induction and onboarding processes for new staff so that it is an engaging experience that focuses on our values, vision, expectations and culture.
- further develop and leverage our employer brand as our reputation as a leading school relies on attracting, developing and retaining the best talent.
- develop succession plans which focus on retaining key talent.





Value diversity and inclusion

St Margaret's is committed to embedding an inclusive culture that values the contributions of all staff. Our commitment to the Philosophy of the Sisters of the Sacred Advent ensures the school's practices are based on inclusion and tolerance. Our workforce will reflect the diversity of Australian society.

We will:

- develop and embed our Reconciliation Action Plan.
- build an understanding of diversity with our staff members to enhance cohesion, collaboration and innovation.
- support people at all stages of their career and life journey with flexible and innovative ways of working.
- continue to deliver programs and initiatives that celebrate all people, including those from all genders and culturally diverse backgrounds.





Inspire and grow our people

St Margaret's is committed to an innovative learning culture that prioritises people's learning development and career aspirations. Therefore, the school has a focus on building capacity in all our employees (teaching and support) to enable them to help realise the school's vision: 'To always be an outstanding day and boarding school for girls.' Underpinning this commitment to our vision is nurturing a work culture where staff members are excited by the possibility for growth.

We will:

- develop a career plan for each member of staff and have a senior leadership team member help employees achieve their career goals.
- provide opportunities for relevant professional development, both external and through our Centre of Teaching and Learning Excellence (CeTLe).
- through working parties and committees, encourage employees to contribute to and learn about the operations of the school.
- drive a culture of high expectation with high levels of support to help all employees achieve the school's strategic intent.
- continue to build a positive workplace culture where people feel safe, valued and empowered to share new ideas and contribute.
- ensure a culture with trust in leadership, so there are opportunities to provide feedback to employees to help them grow in their roles.
- maintain a robust professional learning community through teaching staff engaging in Quality Teaching Rounds.
- provide support for staff members to contribute to the wider educational community.





Purposeful leadership

St Margaret's has created the Centre of Teaching and Learning Excellence (CeTLe) and under its umbrella will drive its commitment to growing leaders at all levels of the organisation. The focus will be on leadership excellence by providing opportunities for leadership learning and experience. To support the leadership aspirations of our staff, the school is committed to ensuring that the Senior Leadership Team provides an exemplar of servant and values-led leadership.

We will:

- provide educative programs for middle leaders which help them understand the nature of senior leadership in schools.
- provide opportunities for shadowing and mentoring throughout all levels of the organisation.
- provide opportunities for staff members to act in leadership roles.
- encourage aspiration in all staff members and provide support to aspirants throughout the application process.
- accept nothing less than transparency and integrity in the work of senior leaders as a means of driving a positive and safe workplace culture built on trust.





Strengthen the St Margaret's Experience

St Margaret's is committed to ensuring a high quality, progressive, inclusive and safe workplace for all members of staff. A focus on staff engagement in the school community is valued, with a commitment to leading by example and providing excellence in service to our wider school community.

We will:

- provide a safe and healthy working environment that promotes staff wellbeing.
- continue to evolve and enhance our staff wellbeing program, supporting staff in maintaining the culture of a well-connected community.
- promote, recognise and reward employees for their commitment to providing optimum outcomes for all our students through their nomination for industry awards.
- offer an annual innovation grant that supports a teacher initiative that is aimed at strengthening student engagement and offering enhanced opportunities for our students.
- continue to embed the culture of The St Margaret's Way.
- offer interstate and international learning opportunities through an exchange program.

