

## **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) Enterprise Agreement as amended or replaced from time to time.

### **1.2 Holiday breaks**

The dates and length of holiday breaks generally coincide with other independent associated schools. Mid-year holidays are for three weeks between Terms 2 and 3; for the Christmas vacation, classes conclude in early December.

### **1.3 Allowance for co-curricular activities**

There is a wide variety of sports and activities offered in the College with a sliding scale of beyond award allowances which are paid to recognize the commitment to co-curricular activities. These payments are paid in proportion to the number of activities engaged in and to the type and length of each activity. Teachers are involved for approximately six weeks out of each ten-week term.

### **1.4 Professional Incentive Scheme**

To recognize staff work in other ways outside their normal role statement or regular responsibilities, the College conducts a scheme whereby incentive payments are paid towards professional development items, courses or conferences. For example, by assisting with overnight camps staff receive payment in addition to the regular salary.

The scheme is intended to acknowledge that these extra involvements are both necessary but also very much appreciated.

### **1.5 Staff Days**

We normally conduct Staff days at the start of each term for professional development. 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.

### **1.6 Other**

Support/Counselling – The College employs an outside agency, ACCESS, to enable staff to have support for needs such as work related and personal matters. This is without cost to staff and entirely confidential.

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

Meals – are provide to staff for various events such as Parent/Teacher evenings and Staff Days.

### **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 (boys and girls) aged 3-5 years. Staff have priority access for their children and may salary sacrifice the cost of the fees.

### **2. INSERVICE**

The College has access to the in-service programs offered by both the Catholic Education Office (CEO), Edmund Rice Education Australia (EREA) 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 program 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 – TUTOR GROUPS**

The College has a Chaplain, Counsellor, Career Advisor, 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.

As well as the general pastoral care that all teachers exercise, we have a meeting each day for ten minutes in “Tutor Groups”. Each Tutor Group consists of approximately 12 to 14 students – averaging two from each year group covering Years 7 to 12. The teacher meets with this Group which stays together as they progress through the school. This enables peer support/buddy systems to occur and provides contact between the various year groups.

### **5. ACADEMICS**

Whilst Waverley is not a ‘selective’ school, it has 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 - as well as fine business and trades people. It is our view and experience that a student of any ability can achieve his potential at Waverley College.

We provide courses suited to the full range of student abilities, aiming to liberate the learning potential of all students.

### **6. THE ACEDEMIC PROGRAM**

#### **6.1 The Secondary School Stage 6 – Year 11 and 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).

**6.2 Stages 4 and 5 – Year 7 to Year 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 a more varied timetable.

**6.3 The Junior School  
Stage 3 – Years 5 and 6 Curriculum**

The Junior School consists of Year 5 and 6, with four or five unstreamed classes in each year level.

**6.4 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 and learning innovation.

**6.5 Learning Support**

Learning Support at Waverley College works in liaison with all Departments. We work with students from years 5 to 12 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.

**6.6 Creative Arts**

Drama, Music and Visual Arts, are a strong feature of Waverley's education. Music Tuition is provided for classes in which all boys get to try different instruments; individual instrumental tuition is also available.

At Waverley the creative arts are well catered for. In recent times, productions and exhibitions have been presented in association with St Clare's College, Waverley.

**6.7 Clubs and Groups**

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

**6.8 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.

## **6.9 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.