

REFLECT, GROW, FLOURISH

2021

Annual Report



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Cover

Designed by Emma Gleeson,
2021 Year 12 CHAC student

Acknowledgement of Traditional Owners and Elders

The College acknowledges the Traditional Owners of the land on which our College sits- the Jagera and Turrbal people, and we pay respect to the Elders – past and present – for they hold the memories, traditions, the culture, and hopes of Aboriginal and Torres Strait Islander peoples.



Introduction

The 33rd Cannon Hill Anglican College Pty Ltd Annual Report completes the suite of publications made available to the College community and reports on the performance of the College during 2021.

The College's fortnightly online newsletter, community Facebook group, Parent Lounge, Student Café, *Pax et Bonum*, CHACq, and the CHAC Parent App provided the College community with ongoing updates on school activity throughout the year. Parents received individual student semester reports and were provided with access to the College's continuous reporting platform, Learning Analytics. These were complemented by Parent-Teacher interviews for Primary and Secondary families.

Context

The College opened as Cannon Hill College in 1989, and 2021 is the 33rd year of operation of the College.

After affiliation with the Anglican Diocese of Brisbane from 1994, the College was renamed Cannon Hill Anglican College. CHAC is governed by the Board of Directors of Cannon Hill Anglican College Pty Ltd, and is led and managed by the Principal as CEO, with the assistance of the Senior Leadership Team. Staff are deployed in five service teams comprising Education, Business and Administration, Information and Communication Technologies, Property Services and the Campus Ministry. Additional community support services are provided by the Parents and Friends' Association, the Past Students' Association and the CHAC Foundation.



Members of College Board and Committees

CURRENT MEMBERS OF COLLEGE BOARD

Mr Bruce Moy (Chair)
Ms Tracy Adams (Resigned 31/12/2021)
Mrs Kerryn Campbell (Company Secretary and Business Manager)
Ms Renee Coffey (Commenced 26/10/2021)
Mr Andre Duvenage
Dr Natalie Elms (Commenced 10/03/2021)
Mr Peter Gardiner
Fr. Daniel Hobbs (Commenced 17/06/2021)
Ms Dawn Lang
Mr Robert Nettleton (Commenced 21/07/2021)
Mr Gary O'Brien (Principal)
The Reverend Donna Petersen (Resigned 26/03/2021)
Mr Graham Rawlings

FINANCE COMMITTEE

Mr Bruce Moy (Convenor and Board Chair)
Mrs Kerryn Campbell (Company Secretary and Business Manager)
Mr Andre Duvenage
Mr Robert Nettleton (Commenced 30/10/2020)
Mr Gary O'Brien (Principal)
Mr Graham Rawlings
Mrs K'Lissa Reardon (Director of Finance and Business Systems)

BUILDINGS AND GROUNDS COMMITTEE

Mr Peter Gardiner (Convenor)
Mrs Kerryn Campbell (Business Manager and Company Secretary)
Ms Dawn Lang
Mrs Jennifer Middleton (Assistant Principal Teaching and Learning)
Mr Bruce Moy (Board Chair)
Mr Gary O'Brien (Principal)
Mr Justin Philip (Facilities Manager)
Mr Rob Williams (Commenced 4/02/2021)
Invitees - Mr Jason Walters and Mr Paul Worroll (Architects)

AUDIT AND RISK COMMITTEE

Ms Tracy Adams (Convenor - Resigned 31/12/2021)
Mrs Kerryn Campbell (Business Manager and Company Secretary)
Mr Andre Duvenage
Dr Natalie Elms (Commenced 9/11/2021)
Mrs Jennifer Middleton (Assistant Principal Teaching and Learning)
Bruce Moy (Board Chair)
Mr Gary O'Brien (Principal)

NOMINATIONS COMMITTEE

Mrs Kerryn Campbell (Business Manager and Company Secretary)
Mr Peter Gardiner (Convenor)
Ms Dawn Lang (Commenced 14/05/2021)
Mr Bruce Moy (Board Chair)
Mr Gary O'Brien (Principal)

REMUNERATION COMMITTEE

Mrs Kerryn Campbell (Company Secretary and Business Manager)
Mr Andre Duvenage
Mr Bruce Moy (Board Chair)

Chair of Board

On behalf of the Cannon Hill Anglican College Board, I am delighted to welcome you to share and participate in CHAC's Annual Awards Evening. I would like to welcome our guests: - Ms Terri Butler, Federal Member for Griffith, The Honourable Di Farmer, Member for Bulimba, Mr Troy Salmon, representing Cr Kara Cook Member for Morningside Ward, Mrs Lisa Atwood, Member for Doboy Ward, Canon Emeritus Bruce Maughan OAM – Past Chair of Cannon Hill Anglican College, Mrs Robyn Bell – Past Principal, Br Campbell – Archdeacon of Moreton, Fr Tom Sullivan, Ms Sherril Molloy from the Anglican Church, fellow Board members, award sponsors, special guests, school executive, staff, parents, and students of Cannon Hill Anglican College, ladies and gentlemen.

What a year we have had, and we made it to this point. This has been my first year as the Chair of the College. I would like to personally thank my fellow Board members, the school executive, especially our Principal Mr O'Brien, and all the school staff and students for welcoming me to this role and for the support you have given me throughout this trying year.

I am an engineer by profession, a mechanical engineer. Over the course of my working career, I have adopted engineering heroes from engineering history. Men like James Watt, Robert Stephenson, and Isambard Kingdom Brunel. These men all worked on the development of steam. James Watt is credited with the invention of the modern steam engine, improving the design by Bolton to the sustainable engine we have today. Robert Stephenson took this stationary technology and adapted it to invent the first railway using a steam engine to provide tractive motion. His 'rocket' pulled 40 tonnes of coal at an average speed of 12 miles per hour to win the Rainhill challenge and become the train haulage contractor for the Liverpool to Manchester Railway, competing against canal transport.

But my favourite hero is Brunel. He designed, built, and ran the Great Western Railway from London to Bristol, including the construction of the Box Tunnel, still in use today. He designed and started construction of the chain link suspension bridge at the Clifton cut over the River Avon in Bristol and designed the first steam powered, iron clad trans-Atlantic ships the *Great Eastern*, the *Great Western*, and the *Great Britain*. The *Great Western* has been restored and is in its original drydock in Bristol today.

This is all lovely history if, like me, you like that sort of stuff. However, the one thing that all these men discovered very early in their developments was that steam is a fantastic slave but a dangerous master. They learnt that you must have steam pressure to make their machines work, but you had to control the pressure for it to be safe. They had to have a safety valve.

I would like to put this steam analogy to the graduating Class of 2021. In your life going forward, if you are to achieve your dreams and goals there will have to be some tension in your life. That tension will be placed on you by yourself or by others. This pressure is not a bad thing. People move forward under pressure. People achieve great things when working under pressure. Just look at the vaccines developed for the COVID-19

virus. Wow, what pressure those scientists must have been under and what pressure they must have felt.

So, it's ok to feel pressure in your striving to move forward, the key for each of you is to find your safety valve. That is required to control and/or to relieve that pressure when it gets too much.

It is difficult for us to recognise when the pressure is getting too much. I am so fortunate that I have a partner who can recognise pressure in me. Her simple "I think we need a weekend away" is enough for me to stop and think "what am I doing and how can I relieve the pressure?"

Contemporary society has coined a word for this, and that word is 'wellness'. So how does each of you find your safety valve? I don't know the answer to that but here are a few tips.

- Keep a close circle of friends that you can bounce your thoughts off. They may become your wellness coaches.
- Have an alternative piece of work that you love doing such as reading a book or going for a swim or going for a walk. Doing it with someone always seems better. Whatever you choose to do to release the pressure of a stressful situation or undertaking, I encourage you all to have one. Scientific studies show that you will live longer.

Recent times have given me the opportunity to reflect on my personal reading. I still have a pile beside my bed but I'm getting through them. This reflection has taken me to a book I read years ago and the first line stuck. The book is *The Go Between* by L. P. Hartley. It was published in 1953 and the first line of this book is: "The past is a foreign country. They do things differently there."

What a statement and how relevant is it to this year and to this evening.

You may be living in a different country in the next phase of your life but the one thing you are unlikely to forget is the special place that teachers play in our life. Sometimes we don't realise how important they were until much later. I remember several of my teachers and their enthusiasm for excellence and learning – Mr Kevin Reddy, Mr Jim Dodd and Canon Cedric Hurt. Teachers may be forgotten to the pages of history, but not to the hearts of their students. I don't remember much of anything they taught me, but the education they provided remains.

I look forward to seeing the array of talent we have here at CHAC as we recognise the year and reflect on both the achievements of individual students and our collective College community.

I am proud of the role that we all have played in helping each other be the best we can possibly be.

Thank you.

Mr Bruce Moy

Chair of Board

College Board Report

Cannon Hill Anglican College Pty Ltd is a Company Limited by Shares where the Directors of the Company are the Members of the College Board. Our Constitution specifically states that we are a non-profit company where any surpluses generated are to ensure the College's ongoing sustainability. The shares in the company are held beneficially for the Corporation of the Synod of the Diocese of Brisbane. The Directors are also the Members of Cannon Hill Anglican College Foundation Limited which is a Company Limited by Guarantee.

The role of the College Board is to:

- ensure the College continues to sustainably fulfil its objectives and mission by:
 1. formulating policies and setting a strategic direction designed to achieve the College's objectives
 2. systematically monitoring the implementation of these strategic directions and policies
 3. enhancing and protecting the educational benefits for all students
 4. being accountable for the College's obligations to the College and broader community
- ensure the College has both the financial and human resources it needs to sustainably achieve its objectives
- develop and nurture an appropriate ethical culture within the College
- undertake effective oversight of the College.

The year saw the College strengthen its reputation as one of Queensland's leading independent schools, along with an invigorated commitment to *Developing World and Work Ready Individuals*.

Highlights

- Construction on the new Primary Administration and Library Hub commenced. This development will provide new teaching and learning spaces, an innovative library, and purpose-built facilities for our Primary educators and administration teams.
- Strategic financial modelling and analysis in relation to the effect of Australian Government Funding changes, including a detailed review of demographics.
- Continued development of risk and compliance systems, including the automation of compliance monitoring systems and improved reporting.
- Ensuring alignment between the College direction and Anglican Diocesan Vision Statement.
- Monitoring of the educational landscape to ensure the College continues to strive to provide an innovative and progressive educational environment to maximise the opportunities for students.
- The College successfully navigated through the enforced home learning period (CHAC@Home) by efficiently and effectively delivering education in an online environment.
- Review and approval of the 2022 operational budget.

The College Board welcomed new Chair Mr Bruce Moy, and four new Directors were appointed to provide governance direction, specialist skills and expertise:

- Dr Natalie Elms is a Lecturer and Researcher at the QUT Business School with expertise in accounting and corporate governance
- Mr Robert Nettleton was appointed as the Parents and Friends' Association Nominee and is Manager of Systems Operations at the Anglican Schools Commission with a focus on finance and risk management
- Fr Daniel Hobbs was appointed as the Archbishop's Nominee and is Parish Priest at St Paul's Anglican Church in Manly. Fr Hobbs brings a wealth of experience from two decades in politics and government, public policy, media, strategy and the not-for-profit sector
- Ms Renee Coffey is a past student of CHAC and an experienced not-for-profit leader. Ms Coffey is Deputy CEO of the Australian Indigenous Education Foundation and provides expertise in leadership, fundraising, education, philanthropy and stakeholder engagement.

The Board farewelled Ms Tracy Adams in December 2021 after 12 years of dedicated service as a Director. As CEO of yourtown, Ms Adams provided excellent insight and support in relation to modern issues facing children and young people and had a passion for ensuring young people are involved in the policies that affect them. During her time on the Board, Ms Adams served on the Audit and Risk Committee for nine years, leading the Committee as Convenor for six of those years. Ms Adams also served as a Director of the CHAC Foundation for two years in 2011-2013.

Reverend Donna Petersen resigned from the Board in March 2021 following three years of service. Reverend Petersen provided a valuable faith based perspective to Board deliberations.

All Members of College Board work in a voluntary capacity and the College Board Nominations Committee has continued in its efforts to identify nominees with the requisite skills and commitment required to serve the College.

Principal's Report

The 2021 annual theme of 'Reflect, Grow, Flourish' provided the College community with a guiding compass throughout the year. It acted as a poignant reminder of our need to pause and take stock of our learnings and to use these to launch us toward new opportunities for personal and collective advancement.

The beauty of this theme lies in its circular nature. There are always opportunities to reflect, to grow and to flourish through the myriad of challenges and opportunities presented to us in life. To thrive, our community must remain in perpetual motion.

Throughout the year, the College confirmed its commitment to preparing young people for a dynamic, evolving world. CHAC continued to deliver a distinctive and innovative education experience, and navigated the challenges presented with a sharp focus on community engagement and student wellbeing.

Building upon the experience of online learning and government restrictions in 2020, the College was well prepared to meet the challenges presented by the evolving health crisis.

I thank the entire College community for its support as we adapted swiftly to change while remaining committed to providing outstanding education and exceptional pastoral care.

The year would not have been as successful without the dedication and commitment of the College Board. As a governing body, they ensure the governance practices of the College are exemplary, conducting themselves as models, with great honesty and integrity at all times. These Directors commit

innumerable hours of personal time because of their dedication to and belief in the power of education to influence and change individuals' lives.

Their genuine interest in the wellbeing and experience of CHAC staff, students, families and broader community is evident to all and is a living example of the College motto 'With Courage and Compassion'.

I would like to thank them for their ongoing support and encouragement, and I hope they take pride in the efforts and achievements of our community in 2021.

CHAC continued to deliver a distinctive and innovative education experience, and navigated the challenges presented with a sharp focus on community engagement and student wellbeing.

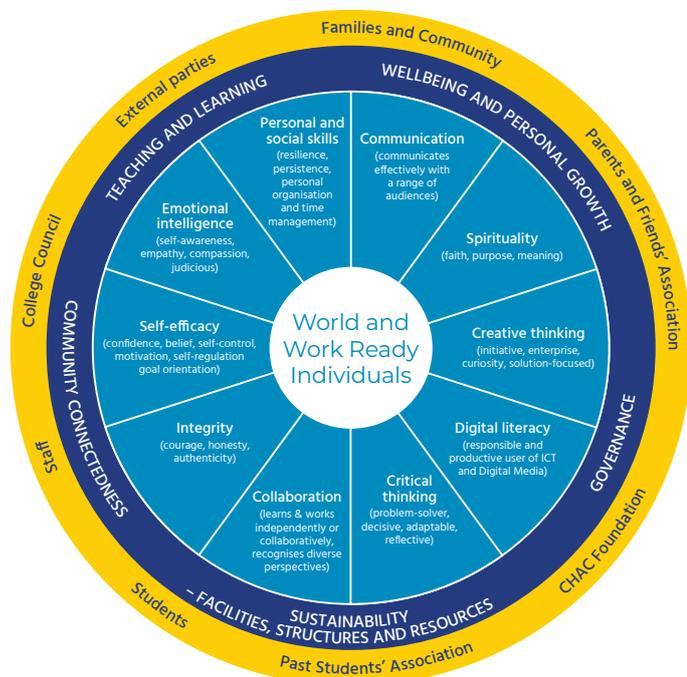


Principal Gary O'Brien and Bishop John Roundhill at the official opening of D Block in April.

Strategic Direction

Teaching and Learning

A teaching and learning program focused on high expectations of learning behaviours, founded on brain research and solid data that is designed to be challenging, rigorous and engaging. One that encourages learning by not being afraid to fail and allows students to discover and follow their passions through curricular, co-curricular and extra-curricular opportunities.



A teaching and learning program focused on high expectations of learning behaviours, founded on brain research and solid data that is designed to be challenging, rigorous and engaging.

Highlights

- Thirteen members of staff were honoured in recognition of 10, 15, 20, 25 years of service to the College.
- There was a continued focus on cross-disciplinary staff collaboration. Enterprise Learning programs for Years 6 to 10 included teaching staff from across faculties.
- The Curriculum Leadership Team continued to: articulate a shared vision; manage change; establish participative decision-making processes; devise mechanisms for the development of an innovative, relevant and engaging curriculum; enhance teaching and learning through productive pedagogy derived from current brain-based learning research; and create and maintain a supportive and challenging learning environment across the College.
- The College presented a highly successful musical production of *The Addams Family*, across four packed shows. The biennial College musical program saw 130 students from Years 7 to 12 participate in this invaluable experience.
- Performance Music participation rates remained high, with the Performance Music Department able to present several flagship annual events to live audiences, including the Gala Concert Series, Spring Sonata, and Live at the Boardwalk.
- The College secured the number one spot for overall sports results in The Associate Schools (TAS) sporting competition – the coveted 2021 TAS Champion School. CHAC achieved champion school in Trimester 1, Trimester 3, and was named swimming and cross country champions for the year.
- CHAC Comm, under the guidance of the Director of Junior Secondary and the Director of Senior Secondary continue to provide opportunities to target age-specific topics to secondary College cohorts.
- The evolution in the use of Microsoft Teams as our platform for curriculum management, development and interaction continued at a rate that allowed staff and students to ensure quality teaching and learning could occur regardless of the situations faced.

Wellbeing and Personal Growth

A community that is committed to the development of the principles and practices of personal and community wellbeing and is providing opportunities for personal and professional reflection, growth and development. A culture rich in Christian tradition that encourages empathy, compassion and explicit character development to form a strong moral and ethical compass to inform attitudes and actions and to develop a positive sense of self in relationship with God and others.

Highlights

- The continuation of the Wellbeing Framework implemented based on the PERMA+ wellbeing model.
- The Staff Wellbeing Committee continued to operate as a consultative mechanism to provide input into the ongoing development of wellbeing initiatives for staff.
- A Staff Wellbeing Coordinator was appointed at the end of the year, ready to commence in 2022.
- 14 staff from across five service teams completed The 15 Disciplines Leadership Program conducted by Laurus Consulting.
- Cannon Hill Anglican College continued to support the progression of staff in the acquisition of Highly Accomplished and Lead Teacher (HALT) national and state accreditation amongst staff. CHAC now has five Lead and 11 Highly Accomplished Teachers on staff, the highest number at a single school in Queensland.
- CHAC staff continued to model lifelong learning through study, completing master's degrees, bachelor's degrees, postgraduate programs, diplomas, certificates and other specialist courses.
- Encouraging and supporting all staff to focus on their personal learning journeys (through Professional Development opportunities such as conferences, readings, courses) and to use this in their continual development in their areas of responsibility.

Sustainability – Facilities, Structures and Resources

To be future focused, continually reviewing actions and practices with a clear eye on educational developments to ensure the College always provides resources and facilities that enable it to fulfill its educational goals.

Highlights

- Construction on the new Primary Precinct commenced.
- Plans to redevelop the Tuggerah were formally announced, and artists' impressions and schematics of the proposed new sports precinct were released to the College community.
- The College Environment Committee implemented a number of new initiatives, including Plastic Free Fridays in Primary, and boosting the recycling and composting program across the College.
- Construction of a roof over the outside courts was completed.
- The College commenced a Ministerial Infrastructure Designation process to clearly articulate the potential development of the College site over the next 15 years.

Governance

Ensure the College is proactive in enacting good governance and compliance practices are inherent in the business of the College.

Highlights

- Continued development of our risk and compliance program, including improved governance reporting for child safeguarding and strategic risks.
- The College became a participating institution in the National Redress Scheme which was established in response to the Royal Commission into Institutional Responses to Child Sexual Abuse.
- The Board continued to guide the College through the challenges of the pandemic with a focus on the health and wellbeing of students, staff and the CHAC community as well as the continued delivery of education to students during periods of lockdown and disruption.
- The College's Master Plan was updated to reflect future campus capital development requirements and to support the Ministerial Infrastructure Designation application lodged with the Queensland Planning Minister.
- Board composition and renewal was prioritised with the recruitment, appointment and induction of four new Directors bringing diverse skills, experience and perspectives.



College Principal Mr Gary O'Brien with Head of Gifted and Enterprise Education Ms Barbara Mossman, and Orange Sky's Nic Marchesi OAM.

Community Connectedness

A community and culture that is rich in the College's Christian tradition, one that encourages empathy, compassion, care and concern for others. One that encourages personal engagement and genuine relationships founded on a mutual desire for a strong sense of belonging for the purpose of creating a flourishing community in a complex and everchanging world.

Highlights

- The College continued to focus on strengthening its culture of service and compassion. Students were provided with a host of opportunities to engage in social justice initiatives such as:
 - o fundraisers for animal welfare organisations, MND research, Small Steps for Hannah (through the Lady Musgrave Trust)
 - o awareness raising activities through involvement with R U OK?Day and the Boys' and Girls' Committee's guest speaker program
 - o practical support for projects such as assisting Zonta with birth kit and breast care cushion assembly events
- Development and initiation of creative avenues to maintain and strengthen community connection – such as the CHAC Talk lecture with Orange Sky co-founder Nic Marchesi OAM, and a drug and alcohol awareness session for parents with guest speaker Tony Parsons.
- The College ensured many rites of passage events were held within the prescribed government regulations. This included:
 - o Allocating seating at events such as Sport and Music Awards and the annual Awards Evening to ensure the College could welcome parents on to campus while meeting compliance directives
 - o The Year 12 Celebration Evening's formal proceedings were held on campus and families were bused to the following cocktail function
- The Coffee with the Principal initiative continued throughout the year, welcoming parents from all year levels.
- The College's Parents and Friends' Association ran several successful events designed to strengthen the sense of community within CHAC. These included the annual Trivia Night and Primary Disco.
- The Past Students' Association's reunions and support of a bursary continued to build community among CHAC graduates and foster a lifelong connection to the College.
- Through various events such as the inaugural Day of Giving, CHAC Talk events, and the annual golf day, the College Foundation continued to build connections with the wider business community for the benefit of students.

Conclusion

I acknowledge CHAC's committed Senior Leadership Team and collaborative staff – in particular, my CHAC Executive: Mr David Pavish, Mrs Jennifer Middleton and Mrs Kerry Campbell – and a big thank you to our wonderful CHAC students, and their families, who inspire us constantly with their energy, creativity, and demonstration of CHAC's unique culture.

In conclusion, I am pleased to present the 33rd Annual Report of Cannon Hill Anglican College.

Pax et Bonum

Mr Gary O'Brien

MAppSc BSC DipED GCELead FACELQ MAICD
Principal

Teaching and Learning



Senior Secondary students at the Queensland da Vinci Decathlon.

CHAC strives to deliver a relevant, future-focused curriculum, linked to the real world, with opportunities for students to direct their own learning.

CHAC teachers are dedicated to their own professional development. In addition, the Professional Learning Communities Program provided staff opportunities to support each other in their classrooms, developing new resources and pedagogy, all for the benefit of students.

Readiness for learning and assessment is an important part of CHAC's curriculum, with specific learning outcomes and skills necessary for student success identified and formally taught in every subject from Years 7 to 12.

CHAC's enterprise and entrepreneurial education specifically deals with the skills required for the 21st century. The College partners with organisations such as BOP Industries to provide enriching experiences for students. CHAC's

engagement with the broader community enhances students' opportunities and reinforces the College's leadership in entrepreneurial and innovative education.

In 2021, Secondary students engaged in a variety of internal and external opportunities including:

- The CHAC Enterprise Education Program – for students across Years 5 to 10
- External selective excellence programs such as – the Ethics Olympiad, the National Youth Science Forum, Opti-MINDS, and the da Vinci Decathlon
- The offering of cross-curricular specialty units allowing for great student control of learning, for example - Changing for Tomorrow, The Project, and Flight



Year 6 CHACpreneurs students and their creations.

CHAC Primary students engage in high quality learning opportunities through the expert delivery of the Australian Curriculum. In 2021, teachers and students focused on embedding the general capabilities into their teaching and learning experiences. This was of particular focus in Years 5 and 6, where teachers and students worked together on a number of integrated units that highlighted the importance of 'soft skills' such as collaboration, critical and creative thinking, and ethical understanding. Assessment was also a focus, giving teachers and students the opportunity to demonstrate their understanding in different ways. Differentiated learning is a priority for Primary students, and they are provided with support through the Learning Enrichment and Gifted Education programs. Each student's needs are met through small group and individual intervention strategies.

Pastoral Care

Pastoral care at CHAC is based on the principle that every member of staff (teaching and non-teaching) is responsible and accountable for the pastoral care of students. The wellbeing and care of students is the core of the College's teaching and learning program, and effective pastoral care is built on a partnership between the College and parents.

The aim of the CHAC pastoral care program is to instil in our students a sense of security and connectedness. Pastoral care structures have been developed to provide our students with a safe and caring learning environment where they are encouraged to communicate and discuss ideas, feelings and actions in a way that enhances communication and develops an understanding of the emotional and physical changes that occur within adolescence.

The House system is the College's fundamental pastoral structure. It monitors the welfare, behaviour and appearance of students and is responsible for inter-House competition and for fostering the further development of school spirit, pride in the College and a sense of community.

The vertical Homeroom structure is an important part of House organisation as it provides an encouraging, supportive, yet challenging environment in which students, staff and parents work collaboratively together.

Student Leadership Development

The Student Leadership Program at CHAC seeks to develop the values and ethos of strong servant leadership to promote courage and compassion in all facets of life.

In 2021, students participated in a variety of programs, including:

- The Year 11 Leadership Day

- The Year 12 Senior Leaders' Conference in January
- Specific Year 6 leadership training to develop leadership skills and provide an insight into future leadership involvement in the Secondary school
- Leadership and character development days

Camps and Outdoor Education

Camps are a valuable part of the overall pastoral care of students and contribute to the holistic education experience on offer at CHAC. Secondary students in Years 7, 9 and 11 attend an annual camp designed to challenge them, build confidence, and develop leadership skills.

Student Protection

The safety, welfare and best interests of our students continued to be our primary consideration. The College has in place a comprehensive Student Protection Policy that is regularly articulated to staff and students. This policy covers the actions to be taken if a student, member of staff or parent becomes aware or reasonably suspects that harm or likely harm has been done to a student of the College by other staff, people outside the school or by other students. The policy also includes what action students can take if they are not feeling safe.

The Student Protection in Anglican Schools Policy and Procedures were reviewed and updated in November 2020. Along with the Protocol for Dealing

with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour, these documents can be found on the College website and hard copies are held at all Student Reception locations. Parents are welcome to access these at any time. The Anglican Schools Commission has also prepared resources to assist parents and staff to understand these documents and the implications for families and the College. These resources have been made available to families through the College website.

Another important student protection policy document is the Child and Youth Risk Management Strategy. The purpose of the Strategy is to help to identify potential risks of harm to children and young people and to implement strategies to minimise these risks. A well-developed strategy will assist the College to achieve its objectives by providing a clear and consistent framework to guide and support all members of the College community. The Strategy is available on the College website.

The College has seven Student Protection Officers who are appointed by the Principal as contact persons to whom students may refer or report if they have concerns about their or other students' safety.

Pastoral care structures have been developed to provide our students with a safe and caring learning environment where they are encouraged to communicate and discuss ideas, feelings and actions.

Ministry

CHAC's culture is shaped by its Anglican Christian foundations, and the Franciscan spirit guides and influences the way the College approaches spirituality. In 2021, the College continued to embrace and practically apply the teachings of Jesus.

With the easing of social distancing guidelines, community worship was again enjoyed with the recommencement of our CHAC@5 Family Services and College Chapel Services. The College came together to commemorate Anzac Day, CHAC's Foundation Day, the St Francis and St Clare Celebration, and the Year 12 community joined together for the preeminent event – the Valedictory Service held in St John's Cathedral.

The CHAC community continued to demonstrate a heightened sense of social justice and a number of community service initiatives were developed.

Highlights

- Collecting donations for Timor-Leste through an equipment drive.
- Hosting a Social Justice Breakfast with guest speaker Reverend Donna Petersen who spoke about homelessness in the local community.
- Collecting food, gifts and personal items for local charity St Pete's Pantry through a Christmas Appeal.
- Packing more than 800 birthing kits with Zonta.
- Hosting a Zonta breast care cushion assembly workshop.
- The 2021 College Captains introduced the month-long project Awesome Month of August, which included an MND Ice Bucket Challenge, bake sale, and free-dress denim day fundraisers.
- Primary students supported the Indigenous Literacy Foundation through a fundraiser, and hosted a NAIDOC Week fundraiser for local Indigenous organisation Yulu-Burri-Ba.



2021 College Spiritual Leaders.

Finance and Administration

The College continued to support our community through the economic challenges presented by the pandemic by not increasing tuition fees in 2021 and continuing to offer financial assistance to families whose livelihood was impacted. There was some disruption to operations with the CHAC@Home Learning Program implemented for periods of lockdown and some camps, activities and events postponed or reimagedined.

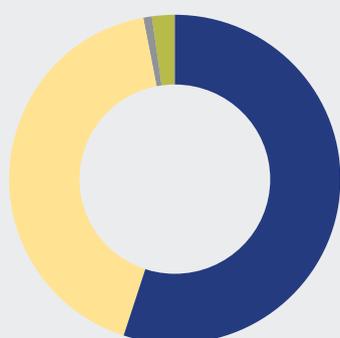
Student enrolments remained stable with 1,329 students at Commonwealth Census date, a 1.1 per cent increase from 2020. Demand for future enrolments at the College remains strong.

The College generated an operating surplus for the year to ensure ongoing sustainability and continued delivery of education services to our community. As a not-for-profit entity, the surplus is used

to fund capital projects that support the educational outcomes of our students as well as ensuring the College is prepared for unforeseen events that may arise.

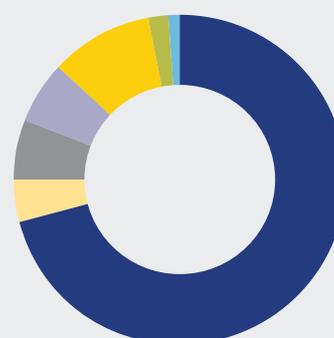
During 2021, construction of the new Primary Administration Building commenced. With a completion date in 2022, this building will provide improved staff amenities and additional meeting and office spaces to support

the Primary campus. The existing Primary administration centre will then be refurbished as a Primary library. Other capital projects completed in 2021 included construction of a new shade structure over the existing sport courts and an extensive solar installation on the roof of the College Auditorium.



INCOME

- 55% Tuition Fees
- 42% Government Grants and Assistance
- 1% Capital Income
- 2% Sundry Income



EXPENDITURE

- 71% Salaries and Wages
- 4% Tuition Expenses
- 6% Administration Expenses
- 6% Maintenance Expenses
- 10% Depreciation
- 2% Equipment Rental
- 1% Other Expenses

2021 tuition fees

\$8,220	\$9,980	\$14,980	\$15,280
Prep to Year 2	Years 3 to 6	Years 7 to 10	Years 11 and 12



Academic Excellence

The College has developed a strong academic tradition, with excellent performance across the Queensland ATAR (Australian Tertiary Admission Rank), NAPLAN testing, external academic competitions, and considerable student participation in accelerated programs.

In 2021, the Gifted Education Program forged ahead, with students attending events both in person and via online forums. Internally, established academic extension and acceleration pathways continued to challenge students.

Throughout the year, the Exceptional Scientists' Program (ESP) continued to enrich the learning of many students. Students had the opportunity to be extended beyond the compulsory curriculum by entering competitions, attending camps and forums, participating in workshops and many other activities. The College achieved excellent results in various competitions, and many students were accepted into highly selective programs.

Major achievements

- Three Year 12 students were selected for the 2021 National Youth Science Forum.
- 49 students entered the Big Science competition; 13 achieved High Distinctions and nine achieved Distinctions.
- The Year 10 Science and Engineering Challenge team came first in the district heat conducted at Queensland University of Technology.
- A Year 10 student was one of only 20 girls selected nationwide for the Girls in Engineering and IT program held at The University of Melbourne.
- A Year 11 team won silver at the Queensland Ethics Olympiad and was selected to represent Australia and Queensland in the inaugural online International Senior School Ethics Olympiad.
- CHAC was the most successful school in the Queensland da Vinci Decathlon academic challenge, with Years 9 and 10 teams winning and Years 7 and 8 teams placing second.
- The Opti-MINDS creative problem-solving challenge was introduced into CHAC Primary, and the team won their Language and Literature category at the Opti-MINDS Regionals.
- At the State Finals, CHAC's Year 7 Language and Literature team was crowned state champions, and the Year 8 Social Science team came runners-up.

College Awards	Semester 1 Years 7 to 12	Semester 2 Years 7 to 11
Principal's Award for Outstanding Academic Achievement	249	165
College Award for Academic Improvement	165	77
Primary – 2021 Principal's Award for Academic Excellence Years 3 to 6*	55	

* awarded annually

Co-curricular Opportunities

CHAC Sport

CHAC provides students with a wide variety of co-curricular opportunities to develop their skills and interests and enhance their education journey.

The year saw the College enjoy the most successful year of sport in its history. Once again, CHAC was named the annual Champion School in The Associated Schools (TAS) inter-school competition for the third year in a row.

Sport Captains

Hannah Schultz
Ewan Tipping

Sportsperson of the Year

Hannah Schultz
James Roe

Highlights

- CHAC was named overall TAS Champion School.
- The College won the Trimester 1 and Trimester 3 competitions.
- CHAC swimmers won the TAS Swimming Carnival.
- The College took out first place at the TAS Cross Country Carnival.



Performance Music

The College successfully offered students a wide variety of music performance opportunities and was able to strengthen the engagement of students in Performance Music.



Music Captains

Charlotte Beavers
Noah Cullin-Way
Liam Robinson
Kyra Stratford-George

Musician of the Year

Noah Cullin-Way

Highlights

- College musicians supported the successful biennial CHAC musical – *The Addams Family*.
- CHAC choristers came together with Somerville House and Ambrose Treacy College for a combined schools weekend workshop and concert, which included masterclasses and group sessions with award-winning choral conductor Lauren Hannay.
- More than 260 entries were received for the CHAC Eisteddfod.
- More than 60 per cent of Primary students in Years 3 to 6 participated in the Primary Immersion Program.



Primary Captains with special guests from the Adopt-A-Cop program.

Primary

CHAC Primary continued to embrace the College motto 'With Courage and Compassion'. From recycling and environmentally conscious initiatives to raising money for those in need, students embraced the College's service focus and led a number of initiatives that raised funds for and awareness of important community issues.

Students engaged in a number of annual events and rites of passage events such as Book Week and the Year 6 Transition celebrations.

Year 5 students attended camp at Maroochydore – where they strengthened friendships and developed leadership and teamwork skills. Year 6 students were able to attend their first camp and experienced an action-packed four days on Moreton Island.

There was a continued focus on environmental initiatives, with students reducing waste by adopting a plastic-free Fridays lunch box program. Students also embraced composting and participated in National Tree Day where they planted trees in the wetlands.

New Primary events

The first Primary Japanese Cultural Day was held in September. Primary students and their parents participated in a range of activities that celebrated Japanese culture - including traditional food, language, crafts and games.

After learning about the fast fashion industry and its impact on the world, students decided to take action and The Great CHAC Primary Fashion Swap was developed. Primary families were encouraged to donate quality used clothing items, and these were then sold at a clothing fair in the Primary precinct.



Enterprise Education

The year saw the Enterprise Education Program strengthened. Year 6 students participated in CHACpreneurs, which involved bringing their very own business idea to reality, including marketing and creating a business plan. A very successful Primary market was launched in September and was followed with student reflections on key learnings.

Junior Secondary

Throughout the year, Junior Secondary students were challenged to develop resilience and move beyond their comfort zones, while creating a sense of community and connection.

The camp program resumed without disruption. Year 7 students returned from Kindilan with a sense of accomplishment and new friendships, and the Year 9 students challenged themselves at Camp Kokoda located at Maroon Dam.

Year 7 students were in good hands with the Year 9 students who made up the 2021 Junior Secondary Representative team. Junior Secondary students also embraced the Junior Secondary space CHAC n CHILL, and took up the opportunity to use the dedicated area to develop friendships, connect with other students, and seek support if needed.



Senior Secondary

Throughout the year, CHAC Senior Secondary students continued to thrive as a student community. They launched diverse initiatives, maintained momentum despite the changing landscape, and sought opportunities to serve. The College Captains – Sam Clark, Juliet Munro, Penelope Spears, Matthew Stoward – were exemplary models for the CHAC community.

Year 12 students approached their final year with enthusiasm and embraced the many rites of passage events and milestones presented throughout the year. The College Captains' Awesome Month of August initiative provided students with multiple charities and causes to support, and enhanced the sense of community throughout the College.

As part of the Year 12 cohorts' graduation celebrations, a legacy gift from the Class of 2021 was installed on College grounds. Created by three Senior Visual Art students in collaboration with a local artist and Indigenous artists, the piece was the second installation in a triptych of sculptural works that are being donated to the College by students graduating in 2020, 2021 and 2022.

College Captains

Sam Clark
Juliet Munro
Penelope Spears
Matthew Stoward

St Francis and St Clare Shield

Kelly-Ann Sparks and
Matthew Stoward

Dux of the College The Robyn Bell Award

Penelope Spears

CHAC Cross Pin

Kelly-Ann Sparks

Subject Awards

Students who receive 100 per cent in a senior subject

Physics Rebecca Leonard

Students who receive 99 per cent in a senior subject

Chemistry Rebecca Leonard

Drama Kyra Stratford-George

English Sam Clark

English Juliet Munro

English Penelope Spears

Modern History Tayiah Zabala

Modern History Taite Logan

The College's holistic approach to the continued development of students' intellectual capacity, character development and their general wellbeing continues to inform all academic and cultural activities within CHAC Senior Secondary.



2021 Honours students.

Honours students

In 2021, 43.9 per cent of CHAC students received an ATAR of 90 or above. These students' names were entered into the Honours Register as a record of their achievement. Established in 2004, 712 students have now added their name to this roll. These truly outstanding results are the culmination of students' hard work, excellent teaching and support from staff, and genuine commitment from families.

Honours students in alphabetical order

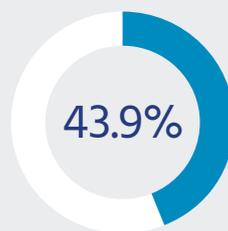
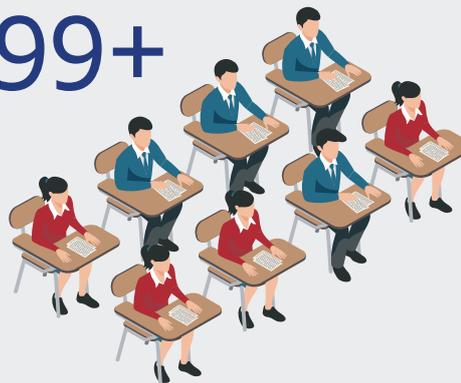
Charley Anderson, Lucinda Bauer, Charlotte Beavers, Rohan Belle, Kate Burger, Hannah Cameron, Mia Campbell, Daniel Carton, Sofia Cieslar, Sam Clark, Noah Cullin-Way, Lachlan Davies, Jasmine Dawkins, Benjamin Engel, Jasmine Eyles, Kate Fitzgerald, Emma Gamble, Ashley Gill, Simone Gloag, Rosemary Grant, Naveen Hingorani, Brodie Kealley, Hana Kowalczyk, Rebecca Leonard, Bailey Llewellyn, Brooke Llewellyn, Taite Logan, Riana McGregor, Erin McNeil, Brianna Wood-Lambert, Benjamin Mollee, Lilian Moore, Jessica Muir, Juliet Munro, Nicholas Noad, Claudia Persal, Meredith Phelan, Alyssa Phillips, Emily Rossow, Thomas Russell, Gabrielle Salvati, Kashmere Schafer, Hannah Schultz, Hannah Seymour-Smith, Curtis Shyu, Matthew Sloman, Paige Smith, Sophie Smith, Bardia Sobhani, Penelope Spears, Kyra Stratford-George, Louis Thompson, Ewan Tipping, Justin Trethewey, Imogen Watson, Kai Woods, William Wright, Adam Wyatt, Tayiah Zabala.

*Pictured above

2021 Year 12 academic results snapshot

8 students scored an ATAR of

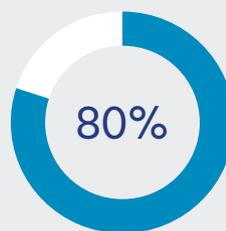
99+



43.9% of students received an ATAR of 90+



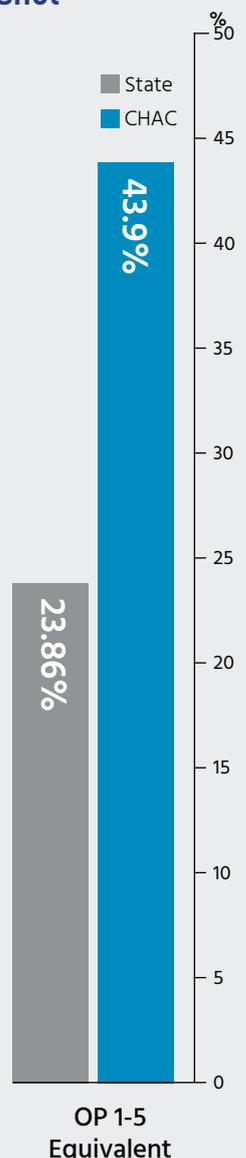
31 students received one or more VET qualifications



80% of QTAC applicants received their first course preference



7 students combined university studies with school



Marketing and Engagement

CHAC's Marketing and Development office fosters the College's mission and is aligned with CHAC's strategic objectives.

The office supported a number of key College initiatives and events – and was able to deliver a full annual event schedule despite various changes to social distancing guidelines and an evolving health situation. The office also produced three key printed publications, managed the College's social media platforms, and produced 20 fortnightly newsletters.



Highlights

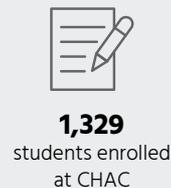
- Instrumental in the organisation-wide upgrade to SharePoint (intranet).
- Reimagined community engagement and communication activities.
- Supported the success of the College musical *The Addams Family* through targeted marketing and promotion activities.
- Successfully modified the annual Open Day program to meet capacity restrictions by offering pre-registered tour opportunities.
- As part of the College's Business Continuity Team, the office led issues management activities and all COVID-19 internal and external communication.
- Supported the Past Students' Association with a first, 10 and 20 Year Reunion and worked with the Foundation to deliver fundraising initiatives including the inaugural Day of Giving campaign.
- CHAC was invited to participate in a number of media opportunities throughout the year, resulting in positive, free media coverage.

Enrolment snapshot

Enrolment applications



Year 7 student numbers



Year 7, 2024

enrolment offers were made. Numbers for this entry year are at capacity, with active waitlisted applicants still seeking enrolment for this year group



Property and Facilities Report

Whilst slightly less challenging than the prior year, 2021 was still significantly impacted by the changed operating environment that dealing with the COVID-19 pandemic presented. Once more, the Property Services team were able to deliver over and above expectations and ensure the College grounds and facilities were maintained at the highest level.

The first part of the year was focused on the tender and subsequent award of the Primary Administration and Library Hub project. This project continued throughout the year and other than delays due to weather and material and labour shortages across the industry, the project has proceeded well.

A full upgrade of the lighting and audio-visual equipment throughout the Auditorium was completed at the start of Term 1.

The second stage of the College's solar project was completed, with a further 100KW of solar installed on the roof of the Auditorium and connected to the network. This along with further enhancements to the College's energy management system has seen a stable consumption profile across the site throughout the year.

A new covered structure has been installed on two outdoor courts providing shade, lighting and new motorised backboards and centre curtain. This will continue to enhance the College's sporting program and provide additional cover during the creation of a new indoor sports centre.

To provide greater certainty to the future development plans of the College, an application for Ministerial Infrastructure Designation has been prepared and lodged with the Queensland Government.

The second stage of the College's solar project was completed, with a further 100KW of solar installed on the roof of the Auditorium and connected to the network.

Information Communication Technologies

During the year, further customisation of the College's SharePoint online intranet was undertaken, which integrates seamlessly with all Teams collaboration sites. Processes for deploying and archiving Classroom Teams sites have been automated, while requirements for calculating and reporting student achievement has been automated through a trial with the Mathematics Faculty.

An Aruba wireless upgrade was undertaken across the College, which integrates seamlessly with the Aruba ClearPass network access controller for improved wireless security, and which implements the latest Wi-Fi 6 wireless protocol for increased wireless speed and efficiency.

CHAC has formed an online security partnership with Secure ISS for the provision of Security Event Monitoring services including triage of alarms and threat detections, leveraging their Security Operations Centre, which is manned on a 24/7 basis, and IBM's QRadar Security Information and Event Management (SIEM) technology.

The College also augmented its security posture through the improved integration of security services and tools via Microsoft A5 licensing, Palo Alto firewall and Saasyan filter technologies, Mimecast email security and Trend Micro server and endpoint protection, together with vulnerability scan tools such as Nessus and Tenable.

CHAC Foundation

The CHAC Foundation contributes independent resources to the College's building projects, educational development, and student enrichment. The Foundation embarked upon another busy year, launching important fundraising projects and a new website.



2021 CHAC Classic Golf Day.

Highlights

Inaugural Day of Giving

The Day of Giving initiative was launched. Held on Foundation Day, the event raised \$37,351 in funds for the proposed new sports centre. It was the Foundation's cornerstone fundraising event for 2021.

Annual CHAC Classic Golf Day

Following a hiatus in 2020, the 2021 golf day was successfully held at a new venue – Brisbane Golf Club in Yeerongpilly. Brisbane Golf Club is one of Brisbane's premier and most established golf clubs and more than 100 guests attended.

CHAC Foundation Networking Event and CHAC Talk guest lecture

The co-founder of Orange Sky Laundry, Nic Marchesi, spoke at the College's first CHAC Talk event. Guests were inspired by the story of this social enterprise and reminded of the importance of human dignity and the value of connection.

Foundation Board

Dr Andrew Barnes *President*
Mr Glenn Baird
Mr Darrell Ballard
Mr Peter Gardiner
Ms Morag Ingham
Mr Bruce Moy

Mr Gary O'Brien *Principal*
Ms Amanda Rodgers
Mr John Zabala

Invitee

Mr Steve Forster
Director of Marketing and Development

Parents and Friends' Association

The P&F continued to focus on supporting the College and enhancing the sense of community.

The committee continued to build the P&F Business Directory, and they successfully ran two key fundraising events – the annual Trivia Night and the Primary Disco.

Funds raised throughout the year supported P&F initiatives, including installing cold-water fountains in the Primary precinct as well as contributing to additional seating throughout the campus.

The committee were also able to fund P&F Student Bursaries and purchase the Year 6 students' gifts, while also contributing to the Year 12 Valedictory celebrations.

Along with this, the P&F funded the support staff morning tea and World Teachers' Day staff gifts.

P&F Management Committee

President Mr Robert Nettleton
Vice President Mr Scott Leisemann
Vice President Mrs Tracy Rossow
Treasurer Mr John Ryan
Secretary Ms Jodie Clayton

Past Students' Association

After a brief break in activities the previous year due to the health situation, 2021 saw the PSA again host a variety of events. We were proud to hold the annual PSA BBQ for graduating Year 12 students, and we look forward to welcoming these students to the association.



College Captain Matthew Stoward and CHAC alumna Renee Coffey at the PSA BBQ lunch.

Highlights

- The PSA held the PSA Trivia Night in conjunction with the P&F, along with a first-year reunion, and 10 and 20 Year Reunions.
- The PSA Bursary was again offered to students in Year 11, and it was awarded to two worthy recipients.
- The PSA proudly sponsored the print of the *Senior Yearbook 2021* (pictured to the right).

2021 Past Students' Association Committee

Dr Sarah Reedman *President*
Mr Scot Salvati *Treasurer*
Ms Sarah Narloch *Secretary*
Ms Emma Byrne
Ms Renee Coffey
Ms Mahelie Goonaratne
Ms Yasmin Murry
Mr Ben Osborne

Invitees

Mr David Pavish *Assistant Principal
Pastoral Care and Administration*
Mr Steve Forster *Director of
Marketing and Development*

SENIOR YEARBOOK



2021

Cannon Hill Anglican College

Staffing

At the commencement of 2021, the College staff (including full-time and part-time employees) comprised 103 registered teachers within a total staff of 170.

NEW APPOINTMENTS (INCLUDING FIXED TERM)

College Board

Ms Renee Coffey October
Dr Natalie Elms March
Fr Daniel Hobbs May
Mr Robert Nettleton July

Teaching Staff

Ms Tammy Bateson April
Mrs Anna Fallah July (contract)
Mr Drew Schultz January
Mrs Angela Simpson July
Mrs Sarah Singleton January
Mrs Vicki Williams January

Teaching and Learning Support Staff

Miss Amy Biggs-Tsoubos July

Teacher Aides

Mr James Gauld March
Mrs Tamara Humphreys February
Mrs Toni Schulz January
Mr Daniel Solien May
Ms Rebecca Williams May

Business and Administrative/Property/ ICT Staff

Ms Monica Byrne January
Mrs Samia Hairsine May
Mr Kristian Hildonen May
Mr Craig Hohrmann May
Mrs Susan Latch November
Mrs Jane Rhodes December
Mrs Vicki Sharp July
Miss Annalyse Sneddon January
Mrs Donna Seivl November
Mrs Kristy Wylie December

Music Tutors

Mr Paul Kopetz April

LEAVE (LSL/PARENTAL/SPECIAL)

Term 1

Mrs Jennifer Trembath (LSL)
March
Mr Pierre Giumelli (Special Leave)
March - 1 April

Term 2

Mr Pierre Giumelli (Special Leave)
19 April - 18 June
Mr Paul Jennison (LSL)
20 March - 23 April
Mrs Elizabeth Pratt (Special Leave)
4 June - 18 June
Ms Leanne Stephens (LSL)
24 May - 28 May
Mrs Jennifer Trembath (LSL)
1 April - 2 July
Mrs Katrina Upton (Parental Leave)
August 2020 - April 2021

Term 3

Ms Rowena Berlin (LSL)
12 July - 17 September
Ms Janelle Booker (LSL)
12 July - 6 August
Mrs Kerry Campbell (Special Leave)
September - 1 October
Mr Geoff Govier (LSL)
12 July - 17 September
Mrs Colleen Boyle (LSL)
12 July - 17 September
Mrs Elizabeth Pratt (Special Leave)
12 July - 17 September

Term 4

Mrs Colleen Boyle (LSL)
4 October - 3 December
Mrs Kerry Campbell (Special Leave)
5 October - 31 December
Mrs Elizabeth Pratt (Special Leave)
4 October - 10 December

RESIGNATIONS/ RETIREMENTS/FIXED TERM CONTRACT CONCLUSIONS

Teaching/Teacher Aides

Mrs Elizabeth Chaplin December
Mrs Anna Fallah August (contract end)
Mr James Gauld December
Mrs Deborah Hennessy January
Ms Gayle Harris March
Mr Paul Jennison April
Mr Scott Little June (contract end)
Mrs Vajenti Mala December
Miss Lauren Noble December
Mr John Sibthorpe December
Mrs Sarah Singleton December
Ms Rebecca Williams December

Specialist Music Tutors

Mr Macarthur Clough March

Non-Teaching Staff

Mr Ashley Green March
Mrs Nina Johanson December
Miss Annalyse Sneddon May
Mrs Anna Steele July
Mrs Helen Strain May

College Board and Committees

Ms Tracy Adams
(Board Member) December
Mr Andrew Barnes
(Foundation President) November
Reverend Donna Petersen
(Board Member) March

LEAVE (MATERNITY)

Mrs Nicole Grima
October 2020 - December 2021
Mrs Casey McCallum
July 2020 - December 2021
Mrs Zoe Treacy
November 2021 - December 2023



Cannon Hill Anglican College

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