Fostering young women of strength, optimism and justice, contributing to an equitable world for all.
Annual Report 2013

From the Chair of the Board

2013 heralded the arrival of the 11th Principal of Seymour, Mrs Anne Johnstone. Anne has brought to Seymour amazing gifts and talents, together with a strong focus on learning and wellbeing. We are thrilled with the direction of the College under Anne’s leadership. Anne has a passion for positive education and upon her arrival quickly began a process of introducing the key concepts and strategies for developing positive emotion, engagement, relationships, meaning and accomplishment (PERMA) to staff, students, parents and the wider community. She has endeared herself throughout the community with her enthusiasm, positive outlook, dedication and professionalism.

Anne picked up and completed a number of projects that had been commenced by Belinda Provis: the Review of Languages at Seymour, the Business Continuity Plan, and the Organisational Review. Each one of these projects took immense time, care and consideration and have been substantially implemented to the benefit of the College going forward.

The Review of Languages resulted in a decision from the community that Chinese and Spanish be introduced in addition to the teaching of French.

The Organisational Review included a review and restructure of IT at Seymour, the creation of the new positions of Director of Learning and Operations and a Gifted and Talented Coordinator.

Anne and our staff worked hard on other fronts in planning and promoting Seymour as a place of excellence for education in the future. This included preparing a business case and commencing the building of a substantial extension to our early learning centre at Seymour. This facility, to be known as The Early Years at Seymour, will provide long day care for babies and children from the age of 6 weeks to 5 years and will be a unique offering in South Australia.

In addition to welcoming a number of new staff, we also farewelled two key members of staff: Hilary Stephens who retired after nearly 30 years of service to Seymour, including a period of time as Deputy Principal, and Aleida Mabarrack who left Seymour after 8 years to take up a challenging appointment at The Association of Independent Schools of South Australia (AISSA).

Our SACE results for 2013 were outstanding and my sincere thanks go to all College staff, for their care, dedication, enthusiasm and commitment to our students.

Rosey Batt

At Seymour, we value:

**excellence**
we strive to provide opportunities for all students to attain personal excellence

**respect**
we respect the humanity and rights of others, our Christian values and College traditions, our local and global environments

**innovation**
as we live in a dynamic environment, we encourage initiative and creativity, divergent and lateral thinking, independence and flexibility
From the Principal

2013 in Summary

It gives me great pleasure to present the Seymour College Annual Report for 2013, my first year as the 11th Principal of Seymour College.

Over the course of 2013, we focused strongly upon two key pillars: learning and wellbeing, as we sought to deliver an outstanding education that fosters young women of ‘strength, optimism and justice.’

Together with our staff and the support of our Seymour College Board, much was achieved. Highlights included:

• The introduction of our new The Early Years at Seymour program, offering places for babies and toddlers, as well as 3 and 4 year olds, and the commencement of building works for an architecturally designed addition to the existing Lakes Pre-School to accommodate this new offering. The community response to this new program has been tremendous and enrolments are already strong;

• The creation of a new languages program from 2014, offering Chinese (from 3 years of age), French (from Year 8) and Spanish (from Year 10);

• The development and appointment of two new educational leadership roles: Director of Learning and Operations and Gifted and Talented Coordinator;

• The embedding of the principles and strategies of positive psychology to provide a scientifically validated framework for wellbeing and pastoral care across the College, including extensive training for the College Leadership Team, professional development of staff and the creation of a staff Positive Education Focus Group, as well as the hosting of a successful state conference in this area;

• The introduction of the Seymour Online Collaboration System (SOCS) to harness the potential of technology to enrich learning, provide multiple avenues for collaboration and also timely feedback for students;

• The development of a College promotional video for our website based around unscripted interviews with students and showcasing much of what we value about Seymour College;

• The implementation of strategies related to developing critical thinking skills and curriculum design for the 21st century, following the recommendations of our Scholar-in-Residence for 2013, leading academic and educator, Professor Erica McWilliam.

In addition, our Seymour College Foundation hosted a magnificent Black Watch Ball – the first for a number of years – at the newly transformed and iconic Adelaide Oval. With hundreds in attendance it was a night to celebrate Seymour: our rich traditions, our longstanding commitment to offering an outstanding education in developing young women of strength, optimism and justice, and of course, our community! Tremendous support was shown by parents, Old Collegians and other community members at this event with significant funds raised to support our girls’ education both today and in the future. Throughout 2013, the College Board led a comprehensive review of the Foundation, including its constitution. This review will ensure the Foundation is well-positioned to continue to support the College and be responsive to its future directions and projects as it embarks on its next strategic phase.

Our Class of 2013 achieved outstanding Year 12 SACE results. In summary:

• 15% of our students achieved a score of over 99 (in the top 1% nationally);
• 24% of our students achieved a score of over 98 (in the top 2% nationally);
• 40% of our students achieved a score of over 95 (in the top 5% nationally);
• 53% achieved a score of over 90 (in the top 10% nationally).

I am proud to report that there were a total of 41 Merits achieved, a significant increase in the number achieved in 2012. Some of our students also received prestigious awards such as the Governor of South Australia SACE Award, the Hardwicke Biology Prize recognising the most outstanding achievement in South Australia, and the SACE Board’s Schiller Prize for German 2013, awarded to the
top German student in South Australia and the Northern Territory who is not a native German speaker.

I congratulate all of our Year 12 students and staff on their efforts and results. It has been inspiring to hear of these girls’ post-school destinations with vast numbers attending universities of their choice across Australia and even internationally. One student was awarded an Academic and Athletic Scholarship to St John’s University in New York, and another student (from the Class of 2012, following a gap year) was accepted into Cambridge University in England.

Academic endeavour is reflected across all year groups at Seymour and these achievements are so broad ranging that they are beyond the scope of this summary. However, of particular note was Seymour’s spectacular success in debating in 2013 – our girls debated in the winning team in the 25th World Schools’ Debating Championship in Turkey in February, in the grand final of the National Debating Championships and also reached the grand finals in 4 out of 5 divisions in the South Australian Debating Association competition.

In sport in 2013, Seymour once again excelled in many areas. Seymour girls were victorious in the Intercol against Wilderness and – whether it was our aerobics, cross country, equestrian, gymnastics, Pedal Prix, rowing or swimming teams (just to name a few), or whether it was an individual competitor – Seymour was at the fore, competing with great determination and, on many occasions, winning convincingly.

Our diverse offering is further extended in the area of music and drama. In 2013, Seymour audiences had much to applaud with a range of spectacular performances from the orchestra to A Capella to the pipe band; from the Year 12 play On the Razzle, to the Middle School production of Annie Jnr and the Junior School production of Honk Jnr. Further highlighting the sheer breadth of our girls’ artistic endeavour, three Seymour students were awarded first prize in the 12–15 years’ category of the Canvas Youth Short Film Awards for their piece entitled Too Easily Forgotten.

Thank you to our excellent teaching, boarding, support and administration staff, as well as to our College Leadership Team, for their commitment and willingness to go above and beyond in educating our girls and helping them fulfill their potential. Thank you also to our Board members for their invaluable wisdom, work and support in the governance of Seymour.

2013 was a wonderful year and we look forward to a bright future for this flourishing College.

Anne Johnstone
From the 2013 Head Girl

2013 brought many changes to our community and these changes have been pivotal in progressing Seymour’s vision, goals and curriculum for current and future students.

We welcomed our 11th Principal, Mrs Anne Johnstone, to Seymour College. The challenge for a new Principal is to become immersed in the culture and traditions of a new school, while developing the curriculum and school vision. Mrs Johnstone has earned great respect with her enthusiasm and considered action and we know the school is in great hands.

The teaching staff again demonstrated how learning is multi-faceted, providing girls with endless opportunities to get involved and learn both inside and outside the classroom. 2013 will be remembered for the guest speakers, excursions, extended study tours, camps, and year level bonding activities that enhance learning experiences.

We introduced positive psychology to the College, adding another dimension to how we view ourselves and the world around us.

The first community event of the year was our Swimming Sports Carnival, a hotly contested day on all accounts, and a day in which Clan Cameron was victorious.

We revelled in marching down to the oval to the sound of bagpipes on Sports Day. The Stewart Spartans were triumphant, although the final result was peripheral to everyone’s participation, effort and excitement throughout the day.

The Clan Choral contest added to the diversity of opportunities to bond as a clan. We performed the set piece The Climb by Miley Cyrus, which most girls would admit to having sung many times in private.

The Performing Arts Faculty has had a lot to celebrate throughout the year. After an outstanding Cabaret night, the Big Band then proceeded to achieve success in competition, and Seymour’s A Capella won the Adelaide Eisteddfod competition.

Our success in the inter-school debating competition continued. We are especially proud of Zoe Brown and Soraya Pradhan, who were both selected for the South Australian and Australian debating teams, demonstrating the true extent of debating excellence that is fostered at Seymour.

As we leave our Black Watch tartan filled school, we carry an enriching education, a sense of community and pride, lifelong friends and special memories of our days at Seymour College.

Suzannah Hewson and Vaishnavi Rajaramanan

Left to right: Vaishnavi Rajaramanan (2013 Deputy Head Girl) and Suzannah Hewson (2013 Head Girl).
College Governance

Seymour College is an Incorporated Association and is governed by a constitution which provides for a nine member Board. In addition, the Board has a suite of Governance policies which detail the way in which it operates.

The Board has five committees which are detailed on page 14.

The Board usually meets once a month to consider many topics including the finances of the College, compliance with the law and government regulations, strategic issues and policy. Once a year, the Board holds an all-day retreat devoted to strategic planning. Over-riding everything that the Board does is the management of the risks that operating a school inherently attracts.

The Board calendar includes regular presentations from members of the College Leadership Team and the Head Girl and Deputy Head Girl.

Seymour's finances are derived from some limited Government funding, the fees we charge and donations, gifts and fundraising. The Board enjoys the rigour of the structures it has put into place.

Rosey Batt  
Chair of the Board
Excellence and Diversity: Class of 2013

Results Snapshot
The College is delighted to report that 12% of all grades awarded to Seymour students were A+. Further, 34% of our students achieved an A in every subject studied.

Overall, 57% of all grades awarded to our students were in the A band, and 92% of the grades awarded to Seymour students were in the A or B band.

- The median ATAR achieved was 91.4
- 14 students (15%) were in the top 1% nationally, with an ATAR of 99+
- 22 students (24%) were in the top 2% nationally, with an ATAR of 98+
- 38 students (40%) were in the top 5% nationally, with an ATAR of 95+
- 52 students (53%) were in the top 10% nationally, with an ATAR of 90+

Students Achieved 41 Merits in the Following Subjects:

- Biology 7
- Business and Enterprise 5
- Dance 1
- English Communications 3
- English Studies 4
- Information Publishing and Processing 2
- Legal Studies 1
- Mathematical Methods 1
- Mathematical Studies 1
- Musical Ensemble Performance 2
- Psychology 2
- Research Project 10
- Workplace Practices 2

Dux of the College 2013
The top ATAR score in Seymour’s 2013 cohort was 99.85, achieved by both Elizabeth Dooley and Soraya Pradhan, who were jointly awarded 2013 Dux of the College.

The award of Proximae Accessit for 2013 was achieved by Wendy Hong who gained an ATAR of 99.8.

The Dux of the Boarding House was Bayley Valentine, who achieved an ATAR of 97.05.

Governor of South Australia SACE Award
Soraya Pradhan was the recipient of a prestigious Governor of South Australia SACE Award, achieving an A+ with Merit in four Year 12 subjects, including the Research Project, and by demonstrating excellence in her SACE studies and in the SACE capabilities of communication, learning and citizenship.

Hardwicke Prize for Biology
Isabella Watts was awarded the 2013 Hardwicke Prize for Biology, recognising the most outstanding achievement in South Australia in Stage 2 Biology.

Schiller Prize for German
Lucy Thomas was awarded the 2013 Schiller Prize for Stage 2 German. The Schiller Prize is given to the top non-native German language student in South Australia and the Northern Territory.
Class of 2013: Tertiary Destinations

Number of students:
- Charles Darwin University: 2
- Charles Sturt University NSW: 1
- Flinders University: 9
- Griffith University QLD: 1
- TAFE: 5
- The University of Sydney: 1
- The University of Adelaide: 44
- The University of Melbourne: 4
- University of South Australia: 24
- St John’s University, New York: 1

Class of 2013: Areas of Study

- Medicine & Health: 38%
- Law & Legal Studies: 18%
- Education & Teaching: 3%
- Engineering: 1%
- Humanities, Social Sciences & Religious Studies: 17%
- Business & Economics: 10%
- Architecture, Building, Design & Planning: 3%
- Art & Design: 3%
- Agriculture & Animal Studies: 4%
- Tourism, Hospitality, Sport & Recreation: 2%
Board Profiles

Rosey Batt
LLB, Dip Ed, M Sc & Tech Comm (Int)
Chair of the Board

Rosey was appointed to the Board in 2000. She is a member of the Finance Committee and has previously held the positions of Deputy Chair and Chair of the Governance Committee. Rosey is an Old Collegian and has two daughters, Imogen (’10) and Isobel (’13), who both attended Seymour.

Rosey is a lawyer with extensive commercial legal experience acting for publicly listed companies, SMEs and individuals in complex business transactions, trade practices, commercialisation of business opportunities, intellectual property, agriculture, succession planning and corporate governance. Rosey is also a facilitator for the Australian Institute of Company Directors in the Company Directors Course and Governance programs. She has extensive Board experience in a diverse range of industry sectors.

Rosey enjoys running, skiing, reading, being at the beach and spending time with her family.

Richard Angove
B Tech (Bldg), Grad Dip Project Mgt
Board Member

Richard joined the Board in October 2008 and chairs the Property and Building Committee, of which he has been a member since March 2006.

Richard graduated from the South Australian Institute of Technology with a Bachelor of Technology in Building and later with a Graduate Diploma in Project Management. He initially worked for various construction companies, then moved into Project Management with Colliers International followed by an interstate relocation with Coles Myer Properties in a Development Management role. Since returning to Adelaide in 2000, he has facilitated strategic private sector development projects for the South Australian Government, being responsible for capital projects undertaken by the SKYCITY Entertainment Group in Australia, and is now the Executive Director for the Property Council of Australia (SA).

Richard is married to Ann. Their three daughters, Elizabeth (’05), Mary (’06) and Jane (’08), all attended Seymour College. He enjoys the outdoors and is a keen walker and spends his spare time relaxing at the beach along with the, now, very occasional surf.

Dr Vivienne Brand
LLB (Hons), LLM, MEd, PhD
Board Member

Vivienne joined the Seymour Board in mid-2010. She is also a member of the Board’s Governance Committee.

Vivienne is a senior lecturer in the Law School at Flinders University. She commenced professional life as a commercial lawyer in a large Adelaide firm, spending a number of years working principally in banking and finance. During this time Vivienne took leave to complete a master’s degree at the University of London. Vivienne’s academic work has focused on corporate law, and she lectures and researches in the areas of corporations law and ethics (the subject of her doctorate). She has published in these areas as well as on issues in legal education.

Vivienne and her husband, Robert, have three children and the eldest, Zoe, is in the Middle School at Seymour. Family time, time in the garden, yoga, friends and biographies are all things that Vivienne enjoys immensely.

Malcolm Buckby
B AgSc, Grad Dip Ec
Board Member

Malcolm joined the Board in January 2008 and is also Chair of the Governance Committee.

He has a Bachelor of Agricultural Science and a Post Graduate Diploma in Economics and is currently the Manager of Rural Services for the Royal Agricultural & Horticultural Society of South Australia (RA&HS of SA) and was formerly the Member for Light in the South Australian Parliament (Minister for Education 1997–2002).

Malcolm and his wife, Kathryn, have two children; their daughter, Olivia, is in Year 12 at Seymour.
His interests include bush walking, golf, cricket and tennis.

**Kim Hebenstreit**  
M Ed, B Ed, Grad Dip Curric, Dip T  
Board Member

Kim was appointed to the Board in 2005 and is a member of the Finance and Nominations Committees.

He started teaching in 1976, has been a senior leader in government schools for 20 years and Principal at Thebarton Senior College for the past 11 years. He brings school leadership and governance knowledge to the Board. Kim is also a member of the SACE Board of South Australia, the Board of the SA Secondary Principals’ Association and the Council of St Mark’s College. He is a member of the Australian Institute of Company Directors and the Australian College of Educators.

Kim is married to Sally (Taylor) who was at PGC from 1963 to 1975, and their three daughters, Emma (’03), Nikki (’04) and Annie (’07), also attended Seymour.

Kim has a particular interest in human rights issues and the educational needs of refugees.

**Rev Tim Hein**  
BMin, MMinStud, GAICD  
Board Member

Tim joined the Board in June 2009. He is an ordained Uniting Church Minister, and currently serves on the faculty of the Uniting College for Leadership and Theology. He is also Councillor for the Park Ward of Mitcham Council.

Tim consults widely on strategic governance with non-profits through Capacity Builders, drawing on his experience and passion for community engagement and transformation.

Tim’s three favourite girls are his wife, Priscilla, and two young daughters, Claudia and Zoe.

**Dr Diana Hetzel**  
MBBS, Grad Dip Health Admin  
Board Member

Diana has a medical background and has worked both as a health practitioner and in policy development and service planning, for children and young people. She is currently Deputy Director of the national Public Health Information Development Unit at The University of Adelaide. Outside of this role, she works with a number of child and youth-focused organisations in the government and non-government sectors.

Diana is married to Henry Martin, and is an Old Collegian and the parent of two former students, Catriona (’03) and Victoria (’05). She enjoys any opportunity to spend time with her daughters, who both live interstate.

**Rosina Hislop**  
BSc (Hons), ACA, GAICD  
Board Member

Rosina is a Chartered Accountant and graduate of the Institute of Company Directors.

Rosina strongly believes in the difference that a quality education makes to people’s lives. She also has a particular interest in the rights of children in the developing world.

Rosina is married with two children. Her daughter attends the Seymour College Junior School.

Rosina enjoys family holidays, walking her dogs, yoga and meditation.

**Mark Roderick**  
BEC, FCA  
Board Member

Mark joined the Seymour College Board in January 2010. Prior to that, he served as Chair of the Finance Committee, a role that he continues to hold as a Board Member.

Mark is currently the Group Managing Director of the Perks Financial Services Group — one of Adelaide’s leading providers of accounting, finance and wealth management services. He is a Chartered Accountant with over 20 years’ experience and plays a lead role in advising many privately owned businesses at a Board level.

Mark and his wife Kirsty have two daughters, Sophie and Charlotte, who both attend Seymour College.

His interests include Rugby Union, cricket, golf and fishing. He is also an aspiring trekker and mountaineer, whose expeditions have taken him from New Guinea and New Zealand to the Andes mountains of South America.

### Board Meeting Attendance

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<th>Name</th>
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<td>Angove, Richard</td>
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<td>Batt, Rosey</td>
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<td>Brand, Vivienne</td>
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<td>Buckby, Malcolm</td>
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<td>Hebenstreit, Kim</td>
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<td>Hein, Tim</td>
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<td>Hetzel, Di</td>
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<tr>
<td>Hislop, Rosina</td>
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<tr>
<td>Roderick, Mark</td>
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Annual Financial Overview 2013

Our commitment is to ensure the long-term future of the College and to provide facilities and resources which support our students, staff and community.

In 2013, our total operating income was $20.8m from which the College generated a cash flow from operating activities of $1.8m. This, combined with capital donations received, funded the extensive capital works program and repaid all borrowings.

Of our operating income, $15.1m (73%) came from tuition and boarding fees which are funded by private parent/fee payer contributions. Income from State and Commonwealth grants contributed $3.9m (18%) of income.

Salaries for our 172 staff at $14.4m comprise the majority of our operating expenditure.

In 2013 we continued to invest in facilities to meet the needs of our students.

Significant capital projects during the year included: commencement of The Early Years at Seymour; construction of the Boarding House courtyard; renovation of the Boarding House East Wing bathroom and single bathrooms; and significant investment in ICT infrastructure to support the College’s One-to-one Technology Plan.

Board Committees

The Board has established committees designed to assist it in exercising its authority, including monitoring the performance of the College. Each of the committees has a charter under which authority is delegated from the Board.

**Audit Committee**
Chair: Mr John Hood
Members: Ms Rosey Batt; Mrs Rosina Hislop; Mr Mark Roderick
In Attendance: Mrs Anne Johnstone; Ms Emma Poland

**Finance Committee**
Chair: Mr Mark Roderick
Members: Ms Rosey Batt; Mrs Rosina Hislop
In Attendance: Mr John Hood; Mrs Anne Johnstone; Ms Emma Poland

**Governance Committee**
Chair: Mr Malcolm Buckby
Members: Dr Vivienne Brand, Dr Diana Hetzel; Mrs Rosina Hislop

**Nominations Committee**
Chair: Dr Diana Hetzel
Members: Ms Rosey Batt; Mr Malcolm Buckby, Mr Kim Hebenstreit

**Property and Building Committee**
Chair: Mr Richard Angove
Members: Ms Sally Kilgariff; Mr Stephen Symons
In Attendance: Mrs Anne Johnstone; Ms Emma Poland; Mr Tony Trotta

Below: The newly constructed Boarding House courtyard.
# Annual Financial Overview 2013

## Income and Expenditure for the year ended 31 December 2013

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<td><strong>OPERATING INCOME</strong></td>
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<td>Tuition and Boarding Fees</td>
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<td>Other Income</td>
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<td>State Government Grants</td>
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<td>Commonwealth Government Grants</td>
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<td><strong>EXPENSES</strong></td>
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<td>Salaries and Oncosts</td>
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<td>Boarding and Health Centre</td>
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<td>Property Maintenance</td>
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<td>Teaching Resources</td>
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<td>Administration Costs</td>
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<td>Depreciation</td>
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<td><strong>SURPLUS (DEFICIT) FROM ORDINARY ACTIVITIES</strong></td>
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<td><strong>CAPITAL INCOME</strong></td>
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<td><strong>SURPLUS</strong></td>
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## Balance sheet as at 31 December 2013

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<td><strong>CURRENT ASSETS</strong></td>
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<td>Receivables</td>
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<td><strong>NON-CURRENT ASSETS</strong></td>
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<td>Property, Plant and Equipment</td>
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<td>33 339</td>
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<td><strong>CURRENT LIABILITIES</strong></td>
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<td>Creditors &amp; Accruals</td>
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<td>Student Deposits &amp; Advance Fees</td>
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<td>Provisions</td>
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<td>Student Enrolment Deposits</td>
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<td>Market Rate Facility</td>
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<td><strong>NON CURRENT LIABILITIES</strong></td>
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<td><strong>TOTAL LIABILITIES</strong></td>
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<td><strong>NET ASSETS</strong></td>
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<tr>
<td><strong>ACCUMULATED FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Funds</td>
<td>12 293</td>
<td>12 221</td>
</tr>
<tr>
<td>Revaluation Freehold Land</td>
<td>15 300</td>
<td>15 300</td>
</tr>
<tr>
<td>Special Purpose Funds</td>
<td>212</td>
<td>212</td>
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<tr>
<td><strong>TOTAL FUNDS</strong></td>
<td>27 805</td>
<td>27 733</td>
</tr>
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</table>
Seymour inspires within each student a passion for life-long learning, a celebration of community and a quest for personal excellence.