



About Seymour

The College

Founded in 1922, Seymour College is one of Australia's leading day and boarding schools for girls.

Our spacious campus, conveniently located in Glen Osmond, provides a unique environment where girls can thrive in their learning and find their own worth, beliefs and values.

Seymour College is a single 25 acre site located in the Adelaide foothills, 5km southeast of the city centre. It features magnificent trees, gardens, an oval, its own creek and green spaces at every turn.

The College is comprised of the Barr Smith Campus, home of the Middle and Senior Schools, and the McGregor Campus, which houses the Seymour Early Years and Junior School.

The vision at Seymour is to nurture and develop women of strength, optimism and justice, confident for the future. This is achieved by uncovering the passions of every individual girl and inspiring them in their learning to ensure that they grow with every experience to become confident, driven, passionate and community minded young women.

Seymour College is affiliated with the Uniting Church in Australia and the International Baccalaureate Organisation.

Crescam Ministrando (Service Learning)

Our motto is *Crescam Ministrando - I grow by serving*. Our Service Learning Program - which has a local, national, and global focus - has a "head, hands and heart" approach.

Students engage locally, nationally and internationally with issues affecting many of our society's marginalised, including Indigenous Australians, the homeless, refugees, women, aged, sick, disabled, and other vulnerable communities. Our Service Learning Program is embedded in the curriculum and aims to move students from charity to justice and advocacy.

Our goal is to send out into the world a generation of young women who understand the role and power of advocacy, who are committed to making ethical and just decisions, and who have a desire to make a difference in our world.



VISION

Developing women of strength, optimism and justice, confident for the future.

VALUES

Our values define our learning community and guide our relationships and interactions for staff and students.

Excellence

We strive to provide opportunities for all students and staff to attain personal excellence

Respect

We respect the humanity and rights of others, our Christian heritage and College traditions, and 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

Child Protection and Protection from Sexual Harassment, Exploitation and Abuse (PSHEA)

We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our College and imbed child protection in all we do. Protection from sexual harassment, exploitation and abuse and child protection are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve. As well as pre-employment checks including police checks and background checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations.

Seymour College reserves the right to seek information from job applicants' previous employers about incidents of sexual exploitation, sexual abuse and/or sexual harassment, and/or child abuse the applicant may have been found guilty to have committed or about which an investigation was in the process of being carried out at the time of the termination of the applicant's employment with that employer. By submitting the application, the job applicant confirms that s/he has no objection to Seymour College requesting the information specified above. To find out more, please contact the People and Culture Manager.

Gender, diversity and inclusion

Seymour College respects and values diversity, and does not discriminate on the basis of race, gender, ethnicity, age, disability, religion or politics. We are committed to embedding gender equality, diversity and inclusion throughout our organisational practices and in the programs we deliver. This commitment is reflected in all of our processes and policies, including recruitment and selection.

Our selection decisions embody transparency and fairness from the outset of a recruitment process through to the selection decision. This is demonstrated through advertising roles as broadly as possible and basing the selection of the successful applicant on merit. We endeavour to mitigate any potential bias in our selection committee shortlisting processes by ensuring all selection committees are comprised of gender balance and independence.

To ensure all candidates can compete on an equal basis in the application and interview process, Seymour College will provide reasonable accommodations for assistance where requested. If you have any requirements that need to be considered as part of your application process, e.g. interpreter, disability, longer time allocation for interview, etc, please do not hesitate to let us know.

The recruitment process and expected timeframes

Seymour College appreciates the time and effort taken to apply for a position with us. We are committed to ensuring all recruitment processes are fair, efficient and transparent and we are committed to equal opportunity and diversity in the workplace. Below is some information on how our recruitment processes generally work and expected timeframes:

- All vacant positions are advertised on our website and on Seek;
- We aim to complete the short-listing process within 1-2 weeks following the close date of applications;
- Additional background checks may be required prior to interview such as Working with Children, Criminal History, Right to Work and Working Visas;
- Referee checking of the preferred candidates happens on the day following interviews. Referees will not be contacted without prior permission; and
- An Offer of Employment will ideally be made within a week of interviews.

If you have any requirements that need to be considered as part of this application process, e.g. interpreter, disability, longer time allocation for interview, etc, please do not hesitate to let us know.