annual report

2021

SEYMOUR COLLEGE

Board report

The Seymour College Board: Brenton Cox, Katherine Williams, Rebecca Humble, Richard Dodsworth, Vivienne Brand and Eliza Chui.

2021 was both a stimulating and rebuilding year for Seymour College. We commissioned our 14th Principal, Vanessa Browning, welcomed new Deputy Chair, Rebecca Humble, and two new Board members, Eliza Chui and Katherine Williams.

In further leadership change, I took over as the Chair of the Board, an opportunity which I was both privileged and excited to undertake.

As new faces arrived, two long standing Board members, former Chair, Rosina Hislop, and Stephen Symons, retired after 12 and 5.5 years of service, respectively. On behalf of the Board and the College, I would like to express my enduring gratitude to Rosina and Stephen for the time and commitment they have invested in Seymour.

The ongoing challenge of COVID-19 shaped many discussions and decisions during 2021 but did not prevent the Board and Executive from remaining focused on preparing for the next phase in the journey for South Australia's leading school for girls.

The first visible outcome will certainly be the refurbishment of the Sports Centre, which will continue to support the needs of our High Performance Sports program, Health and Physical Education curriculum and College and community events. I trust you will all have an opportunity to enjoy the new facility.

Another key feature of 2021 and one that the College can be immensely proud of, is the launch of our Reconciliation Action Plan. Working with staff, students and parents, it was a pleasure to be part of the RAP Committee, whose work for over two years culminated in a plan that will enable Seymour College to take meaningful action to advance reconciliation for years to come.

During Reconciliation Week 2021, an array of celebrations across the College concluded with an official launch of our Reconciliation Action Plan.

As we reach a century of PGC/Seymour College and 100 years of educating girls, it is time to reflect and celebrate all those who have graced the magnificent grounds of the College.

Since Dr Rev Herbert T Postle opened the College in 1922, thousands of students have benefited from a PGC/Seymour College education. Around the Board table, we are always conscious of ensuring this legacy is renewed, refreshed and continues to be available for future generations.

As we prepare for another 100 years of educating women of strength, optimism and justice, extensive planning towards our new Strategic Plan for 2022-2025 has been undertaken. The launch of this exciting new plan

Uncle John Lochowiak held a Smoking Ceremony at the launch of our Reconciliation Action Plan (RAP).

will certainly set the framework for a strong start to the next 100 years of the College.

At Seymour, we are privileged to enjoy an incredibly active and dedicated volunteer community, without whom many of the wonderful events and co-curricular activities would not be the success we are accustomed to.

Groups such as the Parents' and Friends' Association, Old Collegians' Association, Friends of Rowing, Friends of Performance and several others, are driven by individuals who share a passion and commitment to the success of Seymour.

On behalf of the Board, I would like to personally thank everyone who generously donates their time and funds to the College each year.

On a personal level, 2021 was a significant milestone in my own relationship with Seymour, as my time as a current parent came to an end. After 11 years at the College, my daughter completed Year 12 in 2021 and I am sure it will feel unusual not seeing a Seymour blazer draped over the back of a kitchen chair each morning.

Each family's experience of their time at Seymour will be their own. As I reflect upon our parent journey from Year 1 in the Junior School through to Year 12, the overriding quality that stood the test of time for us has been the genuine interest, encouragement and support given by the staff across all aspects of academic and co-curricular activities offered to the students. For this we will be eternally grateful.

Whilst I am no longer a Seymour parent, my determination to ensure Seymour College continues to be at the forefront of both educational and administrative progress, remains resolute. This is an exciting time for the girls of Seymour and the wider community who truly make the College what it is.

Richard Dodsworth

Chair
Seymour College Board

Front cover: In Reconciliation Week 2021, students from across the College created a collaborative artwork made of flags decorated with messages of reconciliation. These flags were made into bunting which was displayed around the College. Reception student, Posey, holds up the flag she made.

Principal

From left: Rosina Hislop, Chair of the Board, Vanessa Browning, Principal, and Richard Dodsworth, Chair Elect, at Vanessa's Commissioning as Principal.

2021 began with my formal commissioning as the 14th Principal of Seymour College on Friday 12 March. This was truly one of my proudest moments and a memory my family and I will treasure.

In my address, I reflected on the impressive women in PGC/Seymour's history, their challenges, resilience, optimism and their success, making our College the incredible place it is today.

I am so thrilled to be playing a part in Seymour's story as we move into the College's centenary year in 2022.

I suggested that whilst we find comfort in life's predictability and routines, the real opportunity for personal growth and fulfilment can come from how we navigate the unexpected, the troughs and peaks.

While not proposing we live life randomly without any thought to destination, but rather allow predictability to unravel, disrupt and create a new order.

2021 was another year of showing how adaptable and flexible we can be, as we continued to respond to the unpredictability of the pandemic. Restrictions landed upon us in various degrees and forms, whether it was having to wear a mask, reducing the number of people at gatherings or sitting down to eat and drink.

The restrictions also opened up greater avenues for choice – experiences are now more blended than ever before, we can work and learn from home, Zoom on the footpath, and now we even have family and friends, either in Adelaide, interstate or overseas able to watch events via livestream such as Sports Day, Reunion Day and Valedictory.

Being restricted has enabled us to build greater capacity through disrupting and creating a new order.

While we had fewer interruptions due to COVID in 2021, we demonstrated how agile we have become. As a result, our girls experienced minimal disruptions to their learning. Our students, teachers, parents and community coped with change, even when it meant postponing, rethinking or cancelling events or trips.

For the first time, we had seven Year 12s graduate from Seymour having completed their entire year of study remotely from China.

The Complete Achievement of our 2021 cohort became a cause of celebration for the girls, their families and the entire College. Two years of uncertainty have meant these girls have had to build resilience, independence and choose to remain optimistic.

I congratulate the girls on their outstanding results and our dedicated teaching staff for their support, inspiration and mentorship. Complete Achievement is recognition

Principal, Vanessa Browning, 2021 Deputy Head Girl, Brontë de Zwart, 2021 Head Girl, Zoe (Sessy) Walker and Head of Senior School, Ruth Massie, following the Year 12s' Induction.

of our girls' engagement across all aspects of their Seymour education, academic, service activities and co-curricular pursuits.

These three pillars underpin our vision of developing young women of strength, optimism and justice ready to take on the challenges the world brings, and this group of young women are ready for their next chapter.

Our third cohort of students completed the International Baccalaureate Diploma Programme (IBDP) this year. The academic performance of the 2021 IB and SACE Year 12s has been commendable and I congratulate all the girls on their dedication, commitment and perseverance in their studies.

Based on IB and SACE results, the 2021 Dux of the College was Josephine Oehler who achieved an ATAR of 99.85 while Robyn Coles was named Proximae Accessit and Dux of the Boarding House, with an ATAR of 99.8. The Class of 2021 was awarded an outstanding total of 75 merits across 28 subjects (SACE and IB) and 40 students were awarded a Freda Gibson medal for achieving an ATAR of 95+.

Our College motto, *Crescam Ministrando – I grow by serving*, remains as much of a focus for the College as it was when the Presbyterian Girls' College was founded in 1922. Seymour girls are community minded and have taken part in service activities supporting local and international campaigns throughout the year.

The service activities, fairs, drives and collections have meant the Seymour spirit is reaching far beyond our College gates.

Thanks to our amazing Seymour community, our inaugural Giving Day was a wonderful success, and the refurbishment of the Sports Centre began in December 2021.

We were overwhelmed with the generosity of families, staff, Old Collegians and friends of Seymour and I feel a great sense of gratitude.

While the Sports Centre is being refreshed, we have also seen further cosmetic works taking place in the Hetzel building and Barr Smith House.

Our Boarding community is strong and engaged. I thank the Boarding House staff and student leaders for providing a space for girls to learn, grow and belong away from home.

I joined the boarders, their families and staff at the annual Boarders' Dinner on Wednesday 17 November and can say the deep connection these families have is palpable. They all play an important part in our Seymour community.

It has been a great joy to welcome our community back to the College this year, after the restrictions imposed during 2020. Unlike those in the eastern states, as the year progressed, we were fortunate to be able to hold large scale events and celebrations.

Sports Day, our Women of Seymour Breakfast, the Seymour Long Lunch, sporting fixtures, Reunion Days, Carols and musical performances, Valedictory and other graduation ceremonies all had audiences on campus.

Having our community on the grounds is no longer taken for granted and makes these events even more special.

The Performance, sport and other co-curricular programs at Seymour are outstanding and we continue to offer a range of opportunities for every interest and every girl.

I enjoyed attending many events, including Ceilidh, the Gala concert, various Intercol and weekend sport matches and the Intermediate B team's debating final at the Law Courts.

The standards of musicianship and performances across the College highlights the dedication and discipline of practice and rehearsals.

Similar dedication is found throughout our sporting teams. In 2021 we welcomed the return of cricket to Seymour, we had girls competing for Seymour in a wide range sports, including almost 100 girls in our rowing program, multiple Australian Rules football and netball teams, and many girls represented the state in their chosen sport.

The official launch of our Reconciliation Action Plan (RAP) during Reconciliation Week 2021 was a personal highlight. Through prioritising an understanding of the unique and important histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples in Australia's past and present, all of us at Seymour, can advocate for a unified future.

The RAP Committee worked collaboratively to bring our Reconciliation Action Plan to fruition. This plan, two years in development, provides us with a set of clear objectives, allowing us to move forward and make a difference in the lives and communities of Aboriginal and Torres Strait Islanders.

To see the girls immerse themselves in this process, and to share their culture and views with the group, was certainly inspiring and an important experience for them. I congratulate all of those involved.

We have partnered with Australian Indigenous Education Fund (AIEF) to welcome and support students from all over Australia through the program and with support of our Boarding House. I congratulate these students and thank their families for choosing Seymour.

Three Year 12 AIEF students graduated in 2021 - congratulations Ashley Ellis, Tia Rigney and Kirrah Stothers.

Many Old Collegians returned to Seymour College this year through reunions, supporting College events and inspiring our current students in the classrooms. The stories and chatter are evidence the Black Watch sisterhood is strong and that they are connected well beyond walking through the Hardy Gates for the final time.

I thank the Old Collegians' Association and its members for their contributions to our school this year, as speakers, volunteers or guests at the College. I would also like to acknowledge and thank the Parents' and Friends' Association for their ongoing support and efforts throughout the year.

To outgoing Board members Rosina Hislop and Stephen Symonds, I thank you for your dedication and commitment in ensuring Seymour College continues to remain South Australia's leading school for girls.

To new Chair of the Board, Richard Dodsworth, new Deputy Chair, Rebecca Humble and board members Eliza Chui and Katherine Williams, I welcome you to your new roles. I look forward to working with you over the coming year.

Celebrating our Centenary in 2022 will be a special year as we strive to prepare and guide our students to become women of strength, optimism and justice, confident for the future.

Vanessa Browning
Principal

Vanessa Browning (right) with Director of Sport, Carolyn Cochrane (back, third left) and members of the Seymour A cricket team.

Student leadership

Zoe (Sessy) Walker, 2021 Head Girl, and Brontë de Zwart, 2021 Deputy Head Girl

In 2021, through our theme of *Embrace*, we found opportunities to implement initiatives that encouraged everyone to learn how to embrace challenge, culture and change and to develop skills that will help them throughout their lives.

Starting a new school year comes with its challenges, so we made *Embrace Challenge* our theme for Term 1.

After being involved in the Student Leadership Conference, we gained insight into the importance of "flexing your failure muscle," and challenging yourself to do things that are out of your comfort zone despite the possibility of 'failure.'

We challenged the students to embrace Term 1 by getting involved in the Swimming Carnival, International Women's Day and summer Intercol.

Encouraging students to strengthen their mental toughness and not use "criticism as their caffeine" is an important aspect of developing young people to feel strong in themselves.

Term 2 saw us *Embrace Culture* and really take charge of living our values. Our student-run focus groups such as Monday Meditation, Talk About it Tuesday, Service and SRC highlight just some of the areas we think are integral to building a good school culture.

Thanks to the Year 12s we had older students share their experiences with younger students and break down some misconceptions we have due to peer pressure, creating a better shared culture.

We also emphasised the importance of celebrating all aspects of our community, finishing the term with our Feel Good Friday students versus staff debate accompanied by delicious Boost drinks.

Coincidentally in Term 3, when we chose to focus on *Embrace Change*, we experienced another lockdown in SA.

This experience highlighted the importance of being adaptable and showcased the resilience of all staff and students this year. Our Prefect team kept spirits high, sharing both their lockdown and school essentials as we transitioned back to face-to-face learning.

Having also heard the changes other students have embraced in *Bessy and Srontë's Seymour CCC News*, we hope everyone has come to view change with positivity rather than trepidation.

We are so grateful for the opportunity to have implemented these initiatives and hope that Seymour students continue to embrace challenge, culture and change during their time at Seymour and their journey beyond.

Zoe (Sessy) Walker
2021 Head Girl

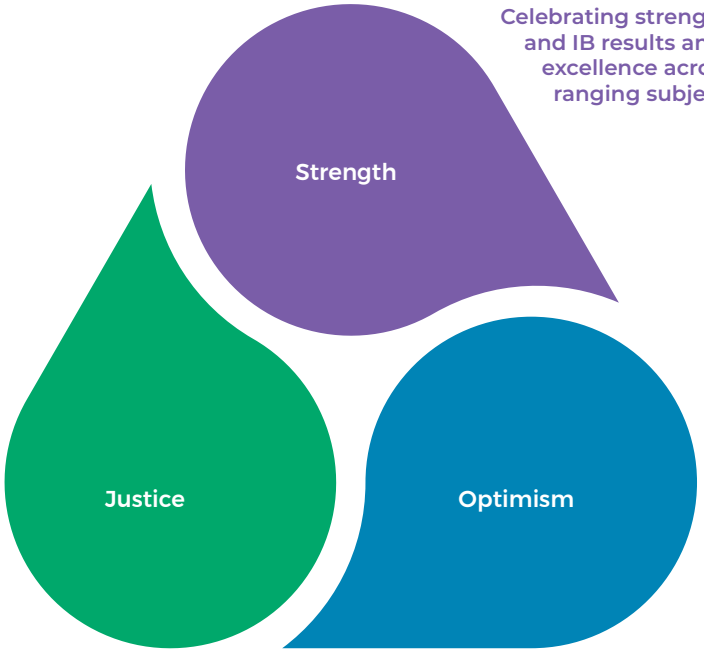
Brontë de Zwart
2021 Deputy Head Girl

Complete Achievement at Seymour

We believe in celebrating each girl's strength in academia, her resilience and confidence, and her contribution to the community. It is only in bringing all of these aspects together that we can truly measure our girls' success – they have achieved so much more than a final score.

At Seymour College, we believe in Complete Achievement. We know that the true measure of a high-quality education is not in numbers, but in the knowledge, skills and outlook of a young person who is truly confident in herself and her future.

That is why we celebrate the achievement of our Year 12 cohort across academia, wellbeing and service. This holistic approach is a more accurate reflection of the breadth and depth of our students' abilities and better prepares them for life beyond school.



Celebrating strength in SACE and IB results and academic excellence across our wide-ranging subject offerings.

Bringing the College's motto, ***Crescam Ministrando***, to life through service learning and opportunities outside the classroom.

Recognising the importance of wellbeing through student participation in co-curricular activities and achievement against Seymour's unique GIRLbeing Framework.

The Complete Achievement of the Class of 2021 demonstrates the women of strength, optimism and justice they have become.

I can't wait to see what they do next.

Vanessa Browning
Principal

STRENGTH: Celebrating strength in SACE and IB results and academic excellence across our wide-ranging subject offering.

99.85
Josephine Oehler
Dux of the College

99.8
Robyn Coles
Proxime Accessit and Dux of the Boarding House

56%
of students achieved an ATAR of 90+

75
merits achieved across 28 subjects

- 2021 Dux of the College, Josephine Oehler, achieved four merits (A+ with merit) one A+ and three additional A grades (from 2020-2021).
- 40 students were awarded the Freda Gibson medal for achieving an ATAR of 95+.
- 36% of our students gained one or more SACE subject merit or IB subject grade 7.
- Clan Bruce Chieftain, Emily Lindner, received a Governor of South Australia Commendation for Excellence, awarded to students for their academic results combined with their contribution to their school and community.
- Josephine Oehler and Ella Rook each completed two subjects and Robyn Coles completed one subject in 2021, as part of Adelaide University's Headstart program.

OPTIMISM: Recognising the importance of wellbeing through student participation in co-curricular activities and achievement against Seymour's unique GIRLbeing framework.

72% engaged in co-curricular activities

27 girls took part in an interstate or international tour or exchange, in addition to the Cambodia Service Expedition.

63 students played sport in Year 12. 50% of those girls played more than one sport.

48 student leaders

- Tayla Brazel and Eloise Sandow won National Championships in their respective sports of basketball and cycling, with Tayla co-captaining South Australia to victory. Both girls have now received professional opportunities in their sport.
- 27 students engaged in co-curricular performance ensembles or oratory activities, with 68% of those girls involved in more than one ensemble or activity.
- Elizabeth Cornwell and Brontë de Zwart earned their Duke of Edinburgh Gold Awards, an outstanding achievement in Year 12.

JUSTICE: Bringing the College's motto, *Crescam Ministrando*, to life through service learning and opportunities outside the classroom.

86% of the Class of 2021 took part in the Cambodia Service Trip in Year 10.

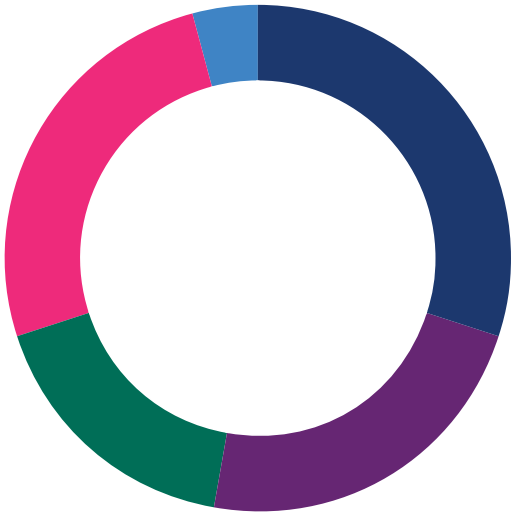
Molly Astley and Hannah Jureidini were Highly Commended in the Order of Australia Association's 2021 Student Citizenship Awards.

28% of girls volunteered for additional Service Learning activities from 2017-2020

12 different causes and charities supported in 2020

- Lucy Marshall was an inaugural recipient of the Muriel Matters Award, which recognises someone who shows self-initiative, determination to make a difference despite personal challenges and a commitment to make the world a better place for all.

Class of 2021 Tertiary Destinations



Flinders University	7%	The University of Adelaide	30%
International	4%	University of South Australia	23%
Interstate	26%		

Class of 2021 Tertiary Areas of Study

Arts	19.7%	Law	14.3%
Business/ Economics	10.7%	Communications/ Media	1.8%
Engineering	3.6%	Music	1.8%
Medicine/Health	32%	Science	12.5%
IT	1.8%	Agriculture	1.8%

NAPLAN 2021

In the 2021 NAPLAN testing, all Seymour College cohorts achieved mean scores significantly above state and national benchmarks across the five domains of Reading, Writing, Spelling, Grammar and Punctuation and Numeracy.

Seymour College uses this data together with other learner analytics we collate on our girls' learning throughout the year and across year levels to measure progress and develop a tailored, personalised approach to learning.

SECOND BEST EVER MEAN SCORE FOR YEAR 3 **READING**

75% OF YEAR 5s IN THE TOP TWO BANDS FOR **READING** AND **GRAMMAR AND PUNCTUATION**

HIGHEST EVER MEAN SCORE FOR YEAR 9 **SPELLING**

Seymour students' **READING** and **SPELLING** both showed a 20% improvement from Year 3 2019 to Year 5 2021.

The Year 5 **NUMERACY** and **READING** scores were amongst our highest ever scores and 10% above the 10-year average mean scores.

2021 Year 7 students achieved higher than the 2019 cohort in both **READING** and **WRITING**, and above the Seymour 13-year average in **SPELLING.**

The 2021 Year 9s achieved the highest score in **GRAMMAR AND PUNCTUATION** since 2014.

Student attendance

Seymour College maintains a high level of attendance.

The average rate for attendance in 2021 for students in Years 1–10 was 95.5%.

Roll call is taken in form group at the beginning of each day and at every lesson in Middle and Senior School.

Non-attendance is marked on the roll. Students are marked as absent if parents have notified the school.

If a student is still not marked as present by the end of the second lesson, a text message is sent to the parents.

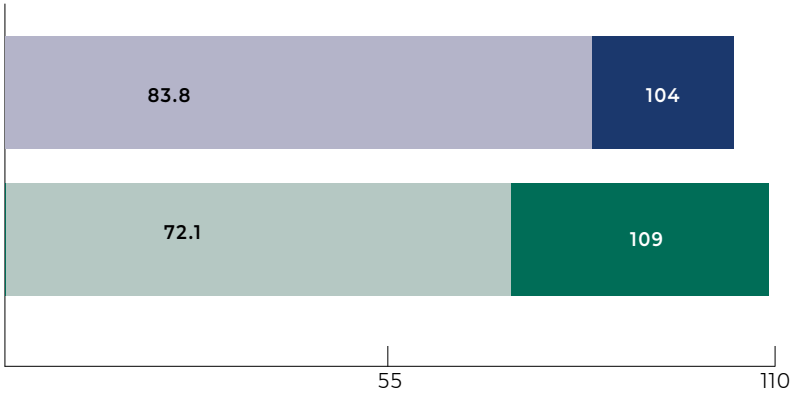
YEAR LEVEL	AVERAGE ATTENDANCE (%)
Year 1	95.28
Year 2	96.56
Year 3	97.27
Year 4	96.63
Year 5	96.24
Year 6	95.45
Year 7	94.43
Year 8	95.69
Year 9	93.13
Year 10	94.34
Total Year 1 to Year 10	**95.50**

Workforce composition

In 2021 Seymour College workforce consisted of:

- Academic Staff — FTE
- Non Teaching Staff — FTE

No staff identified themselves as Indigenous.



Teacher qualifications

A complete list of teacher qualifications is available in the 2021 Black Watch magazine. All teaching staff are highly qualified and hold the necessary qualifications for teacher registration in South Australia.

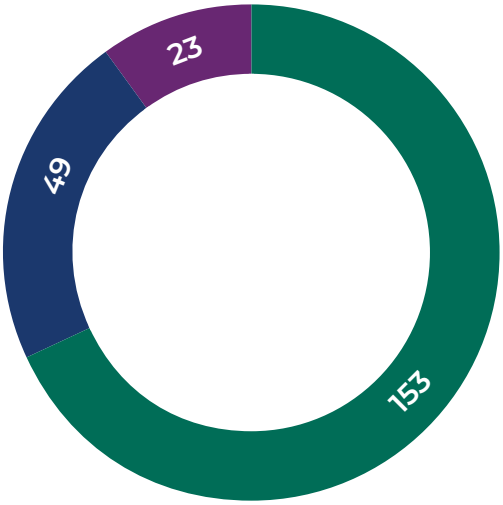
The qualifications include Bachelor and Master Degrees and Graduate Diplomas. Members of staff may hold more than one qualification.

Staff Retention Rate

85% staff retention rate from 2020 to 2021.

Teaching Staff Qualifications:

- Bachelor's Degree (153)
- Graduate Diploma/ Graduate Certificate/ Diploma (49)
- Master's Degree (22)



Community satisfaction

The College continually seeks feedback, opinions, and ideas from all key stakeholder groups within the Seymour community, including those of parents, staff and students.

This valued information is a vital stage in all planning processes and helps to guide the College towards mutually beneficial outcomes.

For the year of 2021, surveys across the College and regular feedback requests were submitted to obtain satisfaction levels.

Parent Satisfaction

Whilst a College wide parent survey was envisaged for 2021, the continuation of restrictions and other pandemic related disruptions led to its postponement for a further year.

To gain insight into how the parents of our youngest learners observed 2021, a survey for Junior School parents was released.

When queried about their daughter's eagerness to attend school, an 84% rating was received. Equally high, the overall impression of the Junior School timetable and curriculum offerings scored 92% with parents, a figure that largely substantiates the eagerness.

Whilst academia is just one of the ways student progress is gauged, it was no surprise that the standard of academic rigour in the Junior School received an 89.3% rating.

This is largely supported by the small group learning structure effectiveness rating of 93.3%, which successfully negates parental concern around unbalanced student to teacher ratios.

Whilst these results are excellent, there is of course always room for improvement. A recurring theme of the feedback related to communication, despite the average rating for communication experience receiving 77.3%.

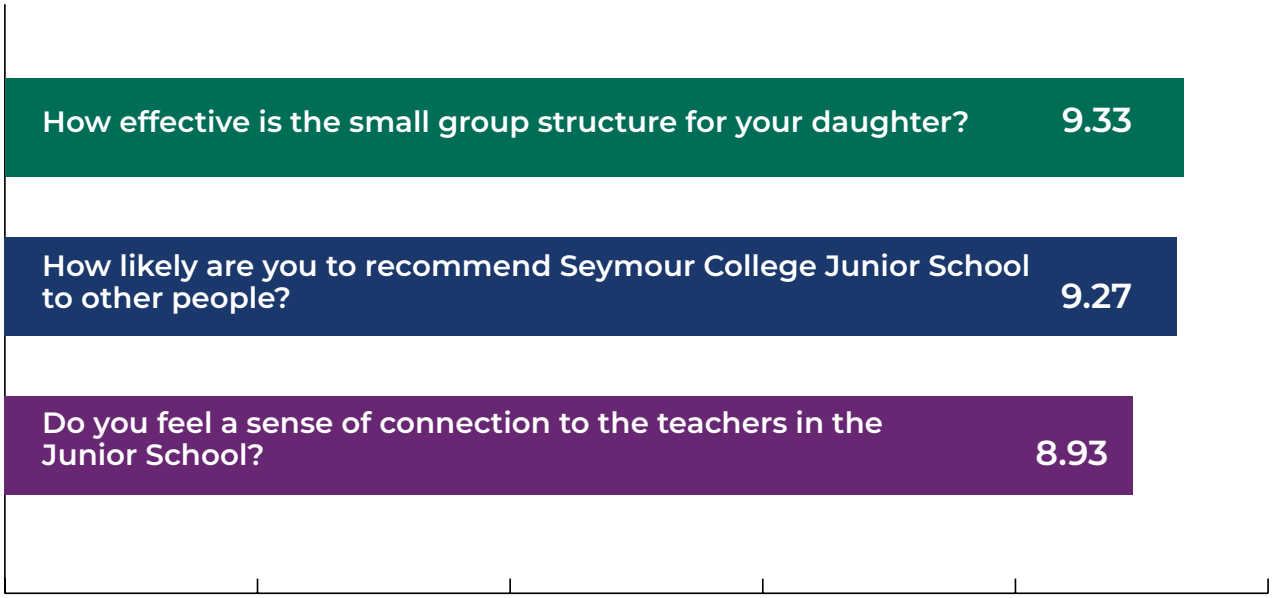
Constructive comments related to the high frequency of emails and difficulty in locating important information on SOCS, with many respondents stating their desire for SOCS to become the centralised source of information.

To negate these issues in 2022, considerable efforts have been made to simplify the SOCS layout, to facilitate faster navigation. Further efforts have also been made within our Junior School leadership team and College Executive to allow for a more streamlined communication process to families.

Student Satisfaction

To develop a robust understanding of student satisfaction, information gained from the 2021 Year 12 exit survey can be used, to which there was a 74% response rate.

Supporting our promise to bring together the best and brightest educators, an overwhelming



Some of the results from the Junior School parent survey.

The Class of 2021.

96% of students either agreed or strongly agreed, that the teachers at Seymour are highly knowledgeable about their subject area.

Furthermore, as passionate advocators for an all-girls education, 85% of students agree or strongly agree that Seymour College provides a caring environment of support.

In terms of curriculum, over two thirds of the graduating class of 2021 agree/strongly agree that Seymour College provides an appropriate range of subjects. This correlates to our co-curricular offering, where nearly all students agreed that the College offers co-curricular opportunities that are effective in broadening students experiences, skills and social networks.

Whilst some of the individual feedback from the survey lamented the lack of variety in clubs, such as the chess and coding clubs of the past, we remain resolute that should students wish to initiate or join any form of co-curricular activity, the College will provide support to them.

Compounding the 83% of students who evaluated the College's facilities as good or excellent, extensive capital works were undertaken across our 25 acre campus during 2021. Using funds raised on our inaugural Giving Day, Stage 1 of our Sports Centre refurbishment was completed. Students are thoroughly enjoying the resurfaced courts, strength and conditioning facilities and sweeping views from the new classrooms.

Unsurprisingly, but pleasingly, 72% of students agreed or strongly agreed that they felt prepared for life after Seymour. This was consolidated in individual responses such as:

> *I am very grateful for the experience, and thankful to Seymour for helping make me who I am.*

This sentiment was echoed by a departing International boarder who said:

> *I do not regret moving overseas to live at Seymour. My five years here have been the best memories of my life so far.*

Seymour College wishes the departing cohort all the best and thanks them for their feedback, both positive and constructive, as it helps form a strong basis for decision making moving forwards.

Staff Feedback

To support our wonderful and dedicated staff, both teaching and non-teaching, feedback is regularly sought.

At the end of Term 1, staff were asked to rate their satisfaction levels from 1 to 100. From 78 respondents, an average of 71% was recorded, highlighting a positive outlook after the impact of COVID in 2020.

Much of the staff expressed their satisfaction towards the Personal Development opportunities provided, with this contributing to their enthusiasm for the following terms.

The Executive and the Board will continue to analyse, discuss and implement the advice received from staff, as we value the contributions from all stakeholders.

Seymour College would also like to thank the staff for their continual understanding and patience during what has been an entirely unprecedented and difficult period.

Governance

BOARD MEMBERS IN 2021

- Richard Dodsworth – *Chair*
- Rebecca Humble – *Deputy Chair*
- Vivienne Brand
- Brenton Cox
- Eliza Chui – appointed April 2021
- Katherine Williams – appointed April 2021
- Rosina Hislop – retired April 2021
- Stephen Symons – retired November 2021

Details of Board members' skills and experience are published on our College website at **www.seymour.sa.edu.au/about/#section-governance**

Board Meeting Attendance

2020 Seymour College Board	No. Board Meetings	No. Meetings Attended
Brand, Vivienne	7	7
Chui, Eliza*	7	4
Cox, Brenton	7	7
Dodsworth, Richard	7	7
Hislop, Rosina+	7	2
Humble, Rebecca	7	7
Symons, Stephen~	7	7
Williams, Katherine*	7	5

* April appointment
\+ retired April 2021
~ retired November 2021

BOARD COMMITTEES

Finance, Risk and Compliance Committee

- Brenton Cox – *Chair*
- Richard Dodsworth
- David Fraterman
- Don Manifold
- Angela Barker – appointed June 2021
- Beth Nosworthy – appointed June 2021
- Rosina Hislop – retired April 2021

Governance Committee

- Vivienne Brand – *Chair*
- Richard Dodsworth
- Katherine Williams – appointed October 2021
- Rosina Hislop – retired April 2021

Infrastructure and Digital Committee

- Stephen Symons – *Chair*, retired November 2021
- Richard Dodsworth
- Greg Vincent
- Adrian Esplin – retired November 2021

Centenary (Community and Events) Committee

- Rachel Dreckow – *Chair*
- Samantha Allan
- Daniel Crago
- Melita Dracopoulos
- Rebecca Humble
- Marcelle James
- Ben Murray – retired November 2021
- Adeline Khor

Note: The Principal, Executive Director Corporate Services and other staff attend the Board and committee meetings as ex officio where appropriate.

Seymour College is an Incorporated Association, governed by the Board in accordance with its Constitution and Governance Charter. The role of the Board is to set and regularly review the College's strategic direction, monitor performance of the College and oversee the College's response to risk.

Responsibility for day-to-day management of the College is delegated to the Principal who is accountable to the Board for the performance of the College within the set policy and strategy framework.

We regularly review our governance practices to make sure they remain contemporary, leading practice and appropriate for a world class school.

The Board also sets key result areas for which the Principal is accountable. These include:

- A healthy school culture that enables girls to flourish;
- Academic performance;
- Community engagement;
- Visible leadership of risk management and safety;
- Leading practice governance;
- Brand and reputation; and
- Financial performance.

The Board held 7 meetings during 2021 to discuss strategy, performance and governance.

Finance

Seymour College has achieved strong financial results in 2021. Operating activities generated a cash surplus of $1.9m ($4.4m in 2020 which included Job Keeper), and an accounting surplus of $0.94m ($2.5m in 2020 which included Job Keeper). The College's net assets increased to $44m in 2021.

This result was underpinned by a very successful year of fundraising for the College, with its inaugural Giving Day held on Sports Day raising $529,406 to contribute to the refurbishment of the Sports Centre.

The ongoing support and generosity of the Seymour College community is especially acknowledged, including our Old Collegian's, Parents and Friends, and other 'Friends of' groups.

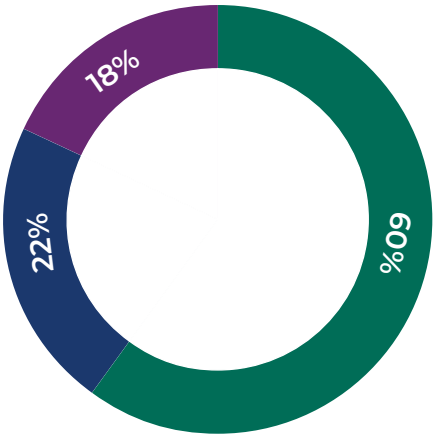
The Giving Day helped to contribute funds towards the internal refurbishment of the Sports Centre over the summer break in readiness for 2022. In addition, the College received two grants from the Government of South Australia for the refurbishment of the Middle School STEM Lab and McCaul classrooms, and also for landscaping of the Boarding House East Wing quad.

The 2022 year commenced with welcoming international students back to Seymour College from overseas and also the highest number of Boarders since 2019.

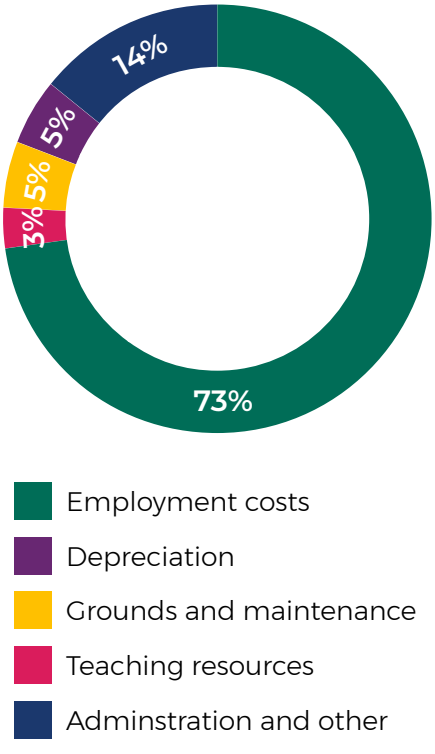
The Junior School is experiencing its highest number of students in many years, and building upgrades are currently underway to help accommodate the small group model of learning for Years 3-6 in 2023 and beyond.

Focus remains on achieving outcomes from the College's 3-year Strategic Plan for 2022-2025 to ensure the long-term sustainability and growth for Seymour College.

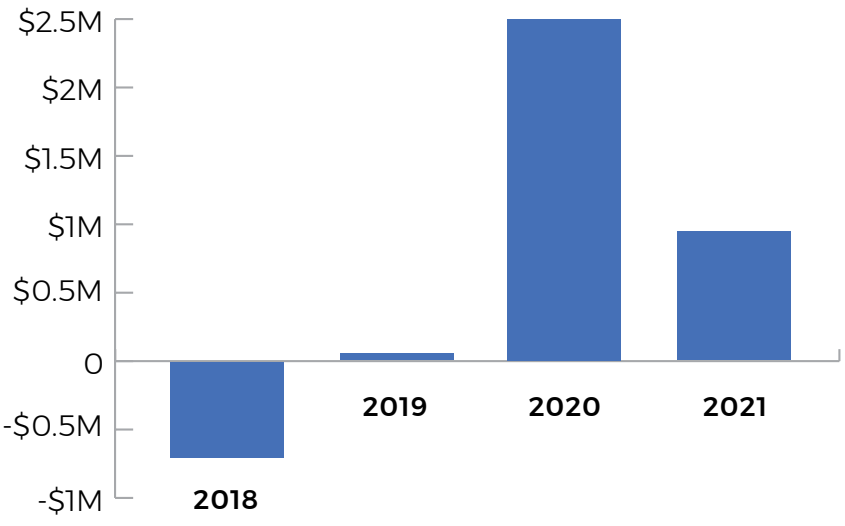
OPERATING INCOME 2021



OPERATING EXPENDITURE 2021



NET ACCOUNTING SURPLUS



Note: All figures were audited by Nexia Edwards Marshall and can be found in the Annual Financial Statements for the year ending 31 December 2021.

Seymour College

Annual Report 2021

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