Tintern Grammar Candidate Information Pack

Chaplain

TINTERN GRAMMAR

About Tintern

Tintern Grammar inspires academic and personal achievement for students from the Early Learning Centre (ELC) to Year 12.

In 1877, Tintern Grammar was founded as a girls' school in Hawthorn before moving to Ringwood East in 1953. Boys were first enrolled on a separate nearby campus in 1994 before formally uniting as a co-educational school community on one campus in 2014.

Set on 16 hectares, our campus features landscaped gardens, sporting fields, science facilities, a swimming pool, gymnasium, STEAM and Robotics Centre and a working farm, Tinternwood.

Tintern Grammar is growing with more than 1,000 students and approximately 250 staff and our Parallel Learning model is the perfect balance of single-gender and co-education.

Classes run in single gender and co-educational settings inline with students age and stages of development.

Our ELC is co-educational for 3 and 4 year-old students, and from Prep to Year 9 single gender classes allow for tailored teaching, creating optimal learning and pastoral environments. In Years 10 - 12, students come together in co-educational classes.

Innovative learning and teaching programs support students to strive for personal growth and academic excellence, to guide them to become purposeful global citizens.

Every member of the Tintern Grammar community is a valued part of this strong educational legacy.

We foster strong character in young women and men, enabling them to achieve personal excellence, strive with confidence, and aspire to create a better world.

OUR VALUES

commitment

responsibility

integrity

confidence

independence

respect

compassion

fulfilment

WE BECOME

Knowledgeable and Caring Thinkers

Open-Minded Inquirers

Balanced Risk Takers

Principled and Reflective Communicators

Principal Brad Fry

Brad Fry is the 10th Principal of Tintern Grammar and commenced at the School in 2015. As a student Brad studied at Trinity Grammar and Melbourne Grammar, and then went on to undergraduate studies at Monash and Deakin universities before completing his Master of Education at the University of Melbourne.

Brad has a long association of teaching in independent, secular schools, and began his career as a Chemistry, Science, and Mathematics teacher and Director of Rowing at Carey Grammar.

Brad has taught at Melbourne Grammar and Geelong Grammar where he held positions as a teacher of Mathematics, Chemistry, and Science, a Head of House, Director of Rowing, Director of Sport, and Head of House for a large boarding house.

Prior to commencing at Tintern Grammar, Brad was the Deputy Headmaster and Head of Senior School, as well as Director of Boarding at Ballarat Grammar, positions he held for eight years.

In a school community, Brad is committed to embedding the principles of sound social and emotional wellbeing linked to care and kind mentoring in a school setting and he sees these as foundations for success and fulfilment in life.

Brad is of the firm belief that what younger people need most, is to feel valued and believed in by adults and peers, so that they are then able to believe in themselves. He believes that strong and respectful relationships underpin an individual's resilience and self-confidence, and that a crafted combination of supported, encouraged and challenging experiences is the optimal way to ensure we all achieve our personal best.

Role of the Chaplain

The Chaplain is the focus of the Spiritual life of Tintern Grammar and operates in a liberal educational setting under the guidance of the Anglican Church. The Chaplain collaborates closely with the Principal and the Heads of Schools to create an exciting, positive, caring and inclusive learning environment where all students can achieve their potential.

The Chaplain reports to the Assistant Principal and is responsible to the Principal. The Principal is the Chief Executive Officer of Tintern Grammar and is accountable to the School's Board of Directors for the management and operations of the School consistent with educational objectives, plans and policies approved by the Board of Directors.

The Chaplain is responsible to monitor and provide direction in the spiritual life of staff and families across the School community. The Chaplain works closely with leaders of the School to appropriately initiate, support and advise on the Spiritual life of the Tintern Grammar community.

The Chaplain has a degree of autonomy appropriate to their level of responsibility and exercises judgment in recommending to the Principal appropriate and effective processes for dealing with staff, student, and family issues.

Selection criteria

• Tertiary qualifications in Educational and Theological qualifications.

• Extensive experience in a wide range of Liturgical practices and experience in leadership.

• Demonstrated capacity for the highest quality pastoral care for students and staff.

• Exceptional interpersonal and communication skills including the ability to create and foster collaborative relationships with students, staff and families.

• Capacity to manage complex situations and circumstances and to remain calm, empathetic and professional at all times.

• Proven ability to maintain the values and traditions of Tintern Grammar.

• Must hold a current VIT registration or Working With Children's Check.

• Be in good standing with the Anglican Diocese of Melbourne.

• Demonstrated skills in effective change management.

• ICT skills that enhance learning and management.

Professional Development

Tintern Grammar is a community of committed, passionate and skilled staff working to support our students to be their best selves.

We are united in our commitment to fostering a nurturing and dynamic learning environment that not only empowers every student to reach their full potential but our staff too. We believe that professional learning is a continuous journey, and we are dedicated to supporting the growth of our staff through a range of professional development opportunities.

Tintern Grammar embraces the Cultures of Thinking framework which encourages an environment of collaboration and curiosity, where sharing knowledge and expertise is valued and celebrated.

Employee benefits

• Clergy discount, inclusive of staff discount, giving a 50% reduction on School Tuition fees

• Access to an Employee Assistance Program (EAP).

• A beautiful natural campus environment including an on-campus farm, with access to facilities to support health and wellbeing including the gym, sporting ovals and swimming pool.

• Leave provisions, working term time only

• Generous Personal Leave (15 days per year)

• 17% annual leave loading applicable to Teaching and General Staff

• Salary packaging – tax-effective salary packaging and novated leasing options

Work and life balance

We support staff to have a balanced approach to work and life by giving General Staff flexible working arrangements during the school holidays, with some time on-campus, some time on leave and some of the time working from home. Staff are actively encouraged to disconnect after the hours of 6.00pm and before 7.00am and supports are in place to do so.

Tintern Grammar's commitment to Child Safety

Tintern Grammar is committed to child safety and undertakes a thorough screening and assessment of prospective and existing staff. These assessments are used to ascertain whether they are a fit and proper person to be trusted to work in a school environment and in the position applied for or currently held. This process may include Criminal Records Checks and Working with Children Checks.

Tintern Grammar is committed to the safety, participation and empowerment of all children. All members of our community including employees, contractors, agency staff and volunteers, have an important role in providing students with a safe and nurturing environment in which to prosper and thrive. Tintern Grammar has zero tolerance of child abuse and all allegations and safety concerns will be treated very seriously and consistently within our policies and procedures.

Tintern Grammar is committed to preventing child abuse through identifying risks early and removing and reducing these risks.

We have robust human resources and recruitment practices in place.

Gender, diversity and inclusion

Tintern Grammar 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 School practices and in the programs that we deliver, and this commitment is reflected in our processes and policies, including recruitment and the selection of the successful applicant on merit.

Join us

To apply, visit the Tintern Grammar website.

Applications should be submitted as a PDF or Word document and addressed to Principal Brad Fry and must include:

• A cover letter

• A CV that is clear, concise, and highlights key achievements and relevant experience

• The names and contact details of three referees

Applicants must have appropriate employment and residency status in Australia.

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