HALE
SCHOOL



ANNUAL REPORT
2024

HALE SCHOOL 2024
ANNUAL REPORT

02
Chair's report

04
Headmaster's report

8
WACE results and awards 2024

10
Student achievements years 7-12

13
The Board of Governors

14
Role of the Board

16
The School's management

22
School operations and financials



2024 CHAIR'S REPORT

As we look back on another remarkable year at Hale, I do so with deep pride and sincere gratitude. This year has been defined by continued achievement, resilience, and the unwavering dedication of our students, staff and families.

Our boys have continued to thrive across all areas – academically, through the arts and in sport – upholding the standard of all-round excellence for which the School is renowned. Their determination, teamwork and pursuit of personal bests have been inspiring, not only in their individual successes but in the way they encourage and support one another.

Our heritage and history remain important to our school as does the provision of outstanding learning opportunities. We were therefore delighted to complete the Memorial Hall and Stow Precinct project that sees expanded opportunities for Drama and Media Studies learning. The expanded Memorial Hall creates opportunity for the entire school to gather and for parents to be included in more school events.

We also extend our sincere thanks to Simon Kelsall for his five years of dedicated service on the Board of Governors and the Operations and Facilities committee. His contribution has been greatly valued. At the same time, we warmly welcome Dr Kent Morison to the Board. Kent has a long standing relationship with Hale as a past student, past parent and School doctor. We look forward to the insight and experience he brings.

Finally, my heartfelt thanks go to our exceptional staff: their passion, professionalism, and tireless commitment to excellence ensure the School continues to lead in boys' education.



Tim Urquhart
Board Chair


1858



HEADMASTER'S REPORT

Hale has continued its strong momentum in 2024 with student engagement, achievement and wellbeing reaching new heights. The School remains supported by its dedicated staff, parents and Old Boys, united in our shared commitment to delivering purposeful programs that prepare boys for meaningful, well-rounded lives.

In addition to the Chair's remarks, this report offers a summary of the highlights and achievements of 2024, framed within the priorities of our strategic plan.

Students and Community

In 2024, a major focus for us was to update our social media and smart technology use policy. In essence this policy seeks to delay the use of smart devices and social media to all students in Year 7 and the Junior School. With majority support from parents we have moved forward with that policy into 2025. Already the feedback and observations have been encouraging.

Our focus remains on creating a school environment where every boy feels connected, protected and respected. Belonging is at the heart of this, ensuring boys can find their place, pursue activities and academic pathways that inspire them, and develop confidence and a strong sense of identity.

Our connection with parents also continued to be a focus in 2024 through our expanded Community Connect Parent Series. This year featured highly regarded presenters including Tom Batty, CEO from the International Boys' Schools Coalition.

Learning

In 2024, the school year began with the Hale Staff Conference featuring neuroscientist and educator Jared Cooney Horvath leading the discussion around technology use and good learning.

Connections

A significant initiative this year was to launch the 'Hale Southwest' program that seeks to offer face-to-face academic enrichment to boys living specifically in the Margaret River region. Led by teacher Ms Wendy Cormack, our program is offered to boys in Years 5 to 8 who live in this growing region.

As always we seek to remain connected with our alumni and last year saw significant events held in Perth, across Western Australia and also further afield. In WA, Hale hosted events in Karratha, Broome, Geraldton, Dowerin, Mingenew and Newdegate. Specific events were also held in Melbourne, Canberra, Brisbane, Jakarta and London.

Our work through Hale's Redfoot Youth Theatre continues to provide opportunities for connection between many young people from the wider community. The highlight being *Jesus Christ Superstar*, performed as part of the reopening of our renovated Memorial Hall.

Finally, we are always grateful for the work our School's Old Haleians' Association, the Parents' and Friends' committee, the Boarders' Parents' Liaison Group, the Music Supporters Committee and the sports support groups do to support the School.

Staff and Community

In 2024, the dedication of Hale staff continued to set our school apart. Their passion for educating boys was clearly evident in the outcomes achieved as indicated in this annual report.



In 2024 we held our first long-serving staff celebration dinner to acknowledge the important work of staff who have committed at least 20 years of service to the education of boys at Hale.

Supporting our staff remains a priority, and this year we built on the initiatives introduced in 2023. Professional practice days were refined and expanded, offering staff valuable time for reflection, planning and professional growth.

These efforts are part of our broader commitment to ensuring that staff are not only empowered in their roles but also supported in maintaining a healthy and sustainable work-life balance within our vibrant school environment.

Identity and Traditions

We continue to take pride in our heritage and how this can inform our work as educators and other professionals.

Finding ways for our boys to celebrate our traditions through our archives remains a priority. A highlight in 2024 was the Olympic installation in both the Junior and Senior School foyers.

Boarding remains a very important part of our history and we were thrilled to host a dinner for all boarders and their families in the new Memorial Hall.

Stewardship

The School's ongoing focus on financial sustainability while providing the best programs, facilities and staff conditions remains our top priority.

The facilities master plan continues to guide our work and 2024 saw the school re-open the Memorial Hall and Stow Precinct. This project was of significance to our Old Boy community as the original hall was built as a memorial to those who lost their lives in war.

The Board of Governors

The Board of Governors continue to guide and support the work of Hale's executive. In 2024 we farewelled Mr Simon Kelsall and thanked him for his outstanding service and contribution. In doing so, we welcomed Dr Kent Morison a long-time supporter and well known in particular by our boarding community because of his work in Hale's Health Centre.

I again take this opportunity to thank all Board members for their voluntary work that supports the School.

Conclusion

I'm grateful to everyone within the Hale community that encourages and supports the School. In particular, I thank our incredible staff for their professionalism and passion for always wanting to do what's best for our students.



Dean Dell'Oro
Headmaster



Student Attendance 2024	
PP:	94.97%
Year 1:	94.40%
Year 2:	94.19%
Year 3:	94.88%
Year 4:	93.46%
Year 5:	95.92%
Year 6:	95.55%
Year 7:	95.08%
Year 8:	93.56%
Year 9:	93.81%
Year 10:	94.43%
Year 11:	94.52%
Year 12:	96.58%

WACE results and awards 2024

WACE results overview

Hale School is extremely proud of the 2024 graduates for their hard work and commitment to their studies, reflected in their outstanding achievements. Congratulations to all students on achieving the WACE.

TOP ATAR SCORE

99.95

Two students achieved the top ATAR score of 99.95

GENERAL EXHIBITIONS

3

Awarded to students obtaining the 50 highest WACE award scores in the State.

SUBJECT EXHIBITION

1

GEOGRAPHY

Awarded to the student obtaining the highest examination mark for the Year 12 ATAR course.

VET CERTIFICATE OF EXCELLENCE

1

CONSTRUCTION INDUSTRIES

For students who complete an AQF VET Certificate II or higher and have excelled in industry.

SUBJECT CERTIFICATES OF EXCELLENCE

9

Students in the top 0.5% of the State in a subject.

14 SUBJECTS WITH TOP PERFORMING STUDENTS

ATAR courses where Hale School had amongst the highest performing students (in the top 15% in the State).

50 CERTIFICATES OF DISTINCTION

Students who achieved 190-200 points for WACE course results over Years 11 and 12, based on the number of A and B grades.

45 CERTIFICATES OF MERIT

Students who achieved 150-189 points for WACE course results over Years 11 and 12.

60 AQF CERTIFICATES

Australian Qualification Framework Certificates completed by Year 12 students over Years 11 and 12.

YEAR 12 STUDENTS ACHIEVED THE WACE

100%

THE TOTAL NUMBER OF HALE STUDENTS WHO COMPLETED AN ATAR PATHWAY IN 2024

176

or 81.5%. There were 40 students who took the VET pathway.

ATAR STATISTICS

95

or 54% of our ATAR students are in the top 10% of the nation with an ATAR of 90 or above

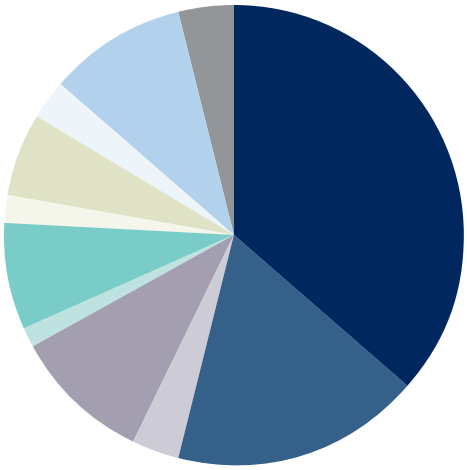
53

or 30% of our ATAR students are in the top 5% of the nation with an ATAR of 95 or above.

14

or 8% of our ATAR students are in the top 1% of the nation with an ATAR of 99 or above.

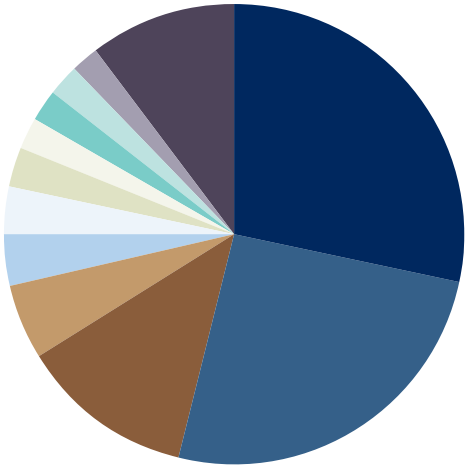
Year 12 Destinations 2024



TOTAL YEAR 12 STUDENTS IN 2024 = 216

- University of Western Australia
- Curtin University
- University of Notre Dame
- Gap year
- Australian universities outside WA
- TAFE/apprenticeships/traineeships
- Edith Cowan University, including WAAPA
- Other
- Employment
- Overseas universities
- Murdoch University

Year 12 Course Destinations 2024



- Commerce & Business
- Sciences
- Engineering
- Law
- Healthcare
- Economics & Finance
- Agriculture
- Medicine
- Music & Performing Arts
- Philosophy
- Electrotechnology electrician
- Other*

**Includes VET Cert/Diploma training and university courses with less than 3 students enrolled.*



Some of our top-performing graduates (left to right): Nathan Liu, Callum Lee, Cooper McKay, Max Winton, Benjamin Vogan, Benjamin van Aswegen, Drew Davison, Ryan Wu, Joshua Do, Timothy Giangiulio, Vivaan Wagh and Lachlan Steele.



STUDENT ACHIEVEMENTS YEARS 7-12

Students' attainments and progress in their learning are measured by a wide range of assessment activities within the School's academic program. In addition, there are further opportunities for students to compete for awards, and to experience learning enrichment and challenge through external competitions and prize activities at state, national and international levels.

Alliance Française Competition
Félicitations (High Distinction)
2nd place
Rob Davison (Year 10)

Félicitations (High Distinction)
3rd place
Oliver Porzig (Year 11)

Félicitations (High Distinction)
Aadil Thekkayil (Year 11)
Viha Warusawithana (Year 11)
Chenghan Lei (Year 10)

Mention Très Bien (High Distinction)
Vivaan Wagh (Year 12)
Yu Dai (Year 11)
James McDonnell (Year 11)
Artin Mir Motalebi (Year 11)
David Kalu (Year 10)
Conor Barbour (Year 10)
Remy Papadopoulos (Year 10)
Christian Bennie (Year 10)
Hudson Enston-Hall (Year 10)
Andrew Ryan (Year 10)
Alejandro Salama (Year 10)
Matthew Samuels-Duvel (Year 10)
Rohan Grover (Year 10)
Pranav Sivashanker (Year 10)
Justin Wartnaby (Year 10)

Mention Bien (Distinction)
Robert Johnson (Year 12)
Ryan Wu (Year 12)
Christian Chua (Year 11)
Andrew Lip (Year 11)
Louis Manson (Year 11)
James Spiro (Year 11)
Jasper Enston-Hall (Year 10)
Jake Morton-Bourne (Year 10)
Leon Webber (Year 10)
Jiecheng Zhou (Year 10)
Cooper Bennett (Year 10)
Olisaemeka Ijeneme (Year 10)
Kai Roberts (Year 10)
John Townsley (Year 10)
Mikail Kably (Year 10)
Dunitha Weerasinghe (Year 10)

Australian China Friendship Society of WA (ACFSWA) Awards
Chinese as Second Language
Benjamin Vogan (Year 12)
Ignatius Coutis (Year 6)

Cultural Links
Jinnry Zhuang (Year 8)
Alexander Taylor (Year 5)

Advanced
Wai Lai (Year 9)
Liam Wang (Year 6)

Australian Geography Competition
Top 1% of the country
Rob Davison (Year 10)

High Distinction
Nicholas Baird (Year 11)
George Gibson (Year 10)
Cooper Royle (Year 10)
Ezekiel Tran (Year 10)
Cormac O'Shea (Year 9)

Australian Intermediate Mathematics Olympiad (AIMO)
High Distinction
Aidan Kwa (Year 10)
Jeremy Lim (Year 6)

Distinction
Rob Davison (Year 10)
Isaac Bray (Year 9)
Michael Cheng (Year 8)
Credit
Eli Genovese (Year 10)
Chenghan Lei (Year 10)
Bo Yun Bao (Year 9)
Xulin Zhang (Year 9)
Benjamin Smith (Year 8)
Haoren Xu (Year 8)

Participation
Jinnry Zhuang (Year 8)

Australian Informatics Olympiad (AIO)
Bronze Certificate
Rob Davison (Year 10)
Ethan Guo (Year 10)
Jinnry Zhuang (Year 8)

Participation
Kaeden Tian (Year 8)

Australian Mathematics Olympiad
Bronze Certificate
(top 50 students in Australia)
Qixuah Xia (Year 12)

Australian Mathematics Olympiad Committee Senior Contest (AMOC)
Bronze Certificate
Qixuah Xia (Year 12)

Australian Mathematics Competition (AMC)
Prize Winner, top 0.3% in State
Jinnry Zhuang (Year 8)

High Distinction, top 3% in State
Ethan Chin (Year 12)
Vivaan Wagh (Year 12)
Qixuah Xia (Year 12)

William Rigg (Year 11)
Taj Siah (Year 11)
Rob Davison (Year 10)
David Kalu (Year 10)
Aidan Kwa (Year 10)
Chenghan Lei (Year 10)
Ezekiel Tran (Year 10)
Aiden Lambrecht (Year 9)
Raahul Shah (Year 9)
Benjamin Pyvis (Year 8)
Benjamin Smith (Year 8)
Tiago Conradie (Year 7)
Krish Deshmukh (Year 7)
Daniel Jiang (Year 7)
Aarav Silas Raj (Year 7)
Ethan Tan (Year 7)
Benjamin Thompson (Year 7)
Joel Tran (Year 7)
Yi Xu (Year 7)

Australian Science Olympiad – Chemistry
High Distinction
William Rigg (Year 11)

Distinction
Ishaan Barbare (Year 11)
Jiaya Liu (Year 11)
Artin Mir Motalebi (Year 11)
Atticus Sarandopoulos (Year 11)
Taj Siah (Year 11)

Credit
Tafara Chamapiwa (Year 11)
Jackson Choo (Year 11)
Aadil Thekkayil (Year 11)

Participation
Sullivan England (Year 11)

Australian Science Olympiad – Physics
High Distinction
Artin Mir Motalebi (Year 11)

Distinction
Caleb Leivers (Year 11)
John Gould (Year 11)
Taj Siah (Year 11)
William Rigg (Year 11)
Credit
Aadil Thekkayil (Year 11)
Jiayi Liu (Year 11)
Zixu Wang (Year 11)
Toby Lagana (Year 11)

Duke of Edinburgh's International Award
Gold
Samuel Buffham (Year 12)
Yifan Henderson (Year 12)
Robert Johnson (Year 12)
Thomas Krakiewicz (Year 12)
Sahil Panar (Year 12)

Silver
Keshav Dhruva (Year 12)

Bronze
Taj Blaxell (Year 12)
Ethan Chin (Year 12)
Padraig Munt (Year 12)
Ishaan Barbare (Year 11)
Lachlan Edwards (Year 11)
Rob Davison (Year 10)
George Gibson (Year 10)
Chenghan Lei (Year 10)
Preston Panegyres (Year 10)
Max Patel (Year 10)
Samuel Peirce (Year 10)
Daniel Richards (Year 10)
Kai Roberts (Year 10)
Christopher Ryan (Year 10)
Henry Spencer (Year 10)
Taj Trewin (Year 10)
Leon Webber (Year 10)
Payce Cain (Year 9)
Aryshae Kanbi (Year 9)
Niam Patel (Year 9)
Samuel Wall (Year 9)

ICAS Assessments: Writing
High Distinction
Caleb Ng (Year 8)

ICAS Assessments: English & Science
Distinction
Caleb Ng (Year 8)

ICAS Assessments: Science
Distinction
Joe de Burgh (Year 8)
Samuel Li (Year 8)
Benjamin Love (Year 8)
Burke Murray (Year 8)

ICAS Assessments: Writing & Science
Distinction
Joshua Kwa (Year 8)

IGCSE Additional Mathematics

A*
Zifan Huang (Year 11)
Oliver Porzig (Year 11)
Jackson Choo (Year 11)
Aadil Thekkayil (Year 11)
William Rigg (Year 11)
Artin Mir Motalebi (Year 11)
Jiayi Liu (Year 11)
Zixu Wang (Year 11)
Taj Siah (Year 11)
Ishaan Barbare (Year 11)
Caleb Leivers (Year 11)
Lucas Wang (Year 11)

A
Toby Lagana (Year 11)
John Gould (Year 11)
Nathan Hubbard (Year 11)
Quinn Cumming (Year 11)
De Hou (Year 11)
Yiu Ting Deng (Year 11)

B
Atticus Sarandopoulos (Year 11)
Nicholas Daly (Year 11)
Ethan Hoang (Year 11)
Marcus Woo (Year 11)
Cayden Yong (Year 11)

C
Phoenix Wang (Year 11)
Christian Chua (Year 11)

Year 10 Australian History Competition
High Distinction
Rob Davison (Year 10)
Ezekiel Tran (Year 10)
Chenghan Lei (Year 10)
Eli Genovese (Year 10)

Distinction
Ayan Mishra (Year 10)
Max Patel (Year 10)
Leon Webber (Year 10)

Year 8 Australian History Competition
High Distinction
Joshua Kwa (Year 8)

Distinction
Oscar Davis (Year 8)

Have Sum Fun Mathematics Competition

2nd place team (Years 11-12)
Taj Siah (Year 11)
William Rigg (Year 11)
Toby Lagana (Year 11)
Benjamin van Aswegen (Year 12)
Qixuan Xia (Year 12)
Vivaan Wagh (Year 12)

5th place team (Years 11-12)
Artin Mir Motalebi (Year 11)
Ishaan Barbare (Year 11)
John Gould (Year 11)
Matthew Ryan (Year 12)
Max Winton (Year 12)
Fergus Waterer (Year 12)

11th place team (Years 11-12)
Zixu Wang (Year 11)
Zifan Huang (Year 11)
Aadil Thekkayil (Year 11)
Ethan Chin (Year 12)
Alex Jiang (Year 12)
Damien Ngan (Year 12)

3rd place team (Years 9-10)
Kanav Grover (Year 9)
Bo Yun Bao (Year 9)
Isaac Bray (Year 9)
Chenghan Lei (Year 10)
Rob Davison (Year 10)
Aidan Kwa (Year 10)

6th place team (Years 9-10)
Zongxi Li (Year 9)
Zachary Chua (Year 9)
Jesse Phan (Year 9)
Ezekiel Tran (Year 10)
David Kalu (Year 10)
Eli Genovese (Year 10)

2nd place team (Years 7-8)
Joel Tran (Year 7)
Tiago Conradie (Year 7)
Joshua Fong (Year 7)
Michael Cheng (Year 8)
Jinnry Zhuang (Year 8)
Ben Smith (Year 8)

11th place team (Years 7-8)
Krish Deshmukh (Year 7)
Mahad Chughtai (Year 7)
Vaibhav Karthik (Year 7)
Kaeden Tian (Year 8)
Caleb Ng (Year 8)
Joshua Kwa (Year 8)



THE SCHOOL

Established in 1858, Hale School is the oldest independent boys' school in Western Australia.

The School's history can be traced back to when the State's first Anglican Bishop, Mathew Blagden Hale, established the Bishop's Collegiate School less than 30 years after the Western Australian colony was founded. In 1876, the School was reconstituted under an Act of Parliament and in 1878 assumed the name of the High School. That name remained until 1929 when Parliament ratified the name, Hale School. It remains the only school in Western Australia that operates under its own legislation.

In the earlier years, the School occupied various sites along St Georges Terrace, moving to Havelock Street in 1914 and then in 1961 to its present site in Wembley Downs.

Hale School is an Anglican school for boys with a 2024 enrolment of 1,618. The campus is located on a 48-hectare site in Wembley Downs, 12 kilometres from the centre of the City of Perth.

The School has a strong boarding tradition with 179 boys residing in the two boarding houses. Boarding students at Hale come from various towns within Western Australia and from overseas.

The School continues to develop its relationships with indigenous communities, particularly in the north of Western Australia. In 2024 there were 32 indigenous students, 25 of whom boarded at Hale School.

With the School's recognised opportunities and achievements in academic, sporting and creative arts pursuits, its high level of pastoral care, spacious campus and outstanding facilities, there continues to be strong enrolment demand at the School.

Our facilities, coupled with a highly-skilled and motivated team of staff and well-managed finances, position Hale School well for the future.

FACILITIES

Hale's facilities are located mostly on the Wembley Downs campus, plus the Cygnet Hall rowing shed on the Swan River at Crawley and the Exmouth Outdoor Education base camp.

The School has undergone considerable development in the past 20 years. Significant capital has been invested in new facilities and in refurbishing existing facilities.

This year, a major extension and refurbishment of Memorial Hall was completed, as well as construction of the new Cygnet Theatre, adjoining Drama and Media classrooms and a new House Hub. Other projects include the relining of the irrigation lake, upgrade of Year 7 classrooms in the Middle School, commencement of extensions and refurbishments to the Health Centre, new storage sheds at Hale Hockey and the Grounds compound, and a bus hard stand at Williamstown Road due for completion in the first half of 2027.

The School site retains extensive areas of natural vegetation, which provides a spacious, leafy bushland atmosphere amidst the surrounding suburban housing and developed school areas. It retains considerable scope for future development with 16 hectares of unimproved land.

BOARD OF GOVERNORS

APPOINTED MEMBERS OF THE BOARD FOR 2024



Most Rev K Goldsworthy AO
Archbishop of Perth
Term: 2018 - Ongoing



Mr S Kelsall
Farmer
AssocDipAg
Old Boy (1986 - 90)
Term: 2020 - 2024
*



Mr Tim Urquhart (Chair)
Director
BArch (Hons)
Old Boy (1974 - 78)
Term 2018 - 2026
#



Mrs S Langer
Director
CA, GAICD
Term: 2022 - 2026
#



Mr J Garland (Deputy Chair)
Director
MBA
Old Boy (1972 - 76)
Term: 2015 - 2025
*



Rev R Pengelley
Chaplain of St Mary's Anglican Girls' School
BPE, BEd, BD (Bachelor of Divinity)
Term: 2014 - 2027
#



Mr D Benson
Director
LLM, LLB, BSc
Old Boy (1992 - 97)
Term: 2024 - 2028
*



Mr G Robson
Executive Director
Macquarie Bank
Old Boy (1981 - 85)
Term 2023 - 2025
*



Ms M Borthwick
Director
Strategic Communications Consultant
AICD graduate
Term: 2023 - 2027
#



Mr J Williams
Director
BCom, CA
Old Boy (1977 - 88)
Term 2023 - 2027
*



Mrs S Daubney
Managing Director
BSc, BNursing, PostGradDipEd
Term: 2016 - 2026
#

* appointed by the Old Haleians' Association
# appointed by the Perth Diocesan Trustees

The Headmaster and the Director of Finance and Governance (Secretary of the Board) are ex-officio members of the Board and attend all Board meetings.



THE ROLE OF THE BOARD

The role of the Board of Governors of Hale School is to ensure that the School retains an environment of promoting learning, teaching and broader educational excellence.

The Board focuses on strategic direction, policymaking and ensuring that an environment of responsibility and accountability is maintained regarding the operations of the School. The management of the School is the responsibility of the Headmaster. The Board has a documented governance framework that gives clarity to the functions of the Board and its Committees.

These functions include:

- Appointing the Headmaster and then supporting and evaluating the performance of the Headmaster;
- Reviewing and adopting the School's strategic plan, ensuring that the plan is consistent with the School's ethos and monitoring the achievement of the objectives in the plan;
- Ensuring processes exist to protect the School's short and long term financial stability;
- Establishing policies within a framework of ethical behaviour that are compliant with legislative requirements and current standards of duty of care and ensuring that the School has internal controls to monitor compliance with those policies;
- Reviewing and adopting the School's budgets;
- Ensuring that the School's operations are cost effective and efficient;
- Ensuring the School's physical assets are effectively utilised and adequately maintained;
- Regularly reviewing the performance and effectiveness of the Board; and
- Ensuring that the activities of the Board are appropriately communicated to the School Community.

1. The powers of the Board: A full range of transactions involving the property of the School can be undertaken so long as each is done bona fide for the purpose of conducting the School and is reasonably incidental to the conduct of the School operations. Capital and income surplus to the School's immediate and long-term requirements may be invested in some form of suitable investment appropriate for the use of trust funds. The Board must exercise the care, diligence and skill that a prudent person would exercise in managing the affairs of other persons when deciding how surplus funds might be invested.

LEGAL FRAMEWORK

The Hale School Act, 1876 ('the Act') created *'The Governors of Hale School'* (usually referred to as "the Board of Governors", or "the Board") as a statutory corporation, to be the trustee of a public charitable trust that is to endure in perpetuity, for the purpose of the education of boys.

The Act provides that the Board shall consist of 11 members, of whom one shall be the Anglican Archbishop of Perth, five appointed by the Perth Diocesan Trustees and five by the Old Haleians' Association (Inc). Each term of appointment, with exception of the Archbishop, is for five years.

The Act also provides for the appointed Administrator to act on the Archbishop's behalf should there be any vacancy in the Archbishop's office.

The Board holds all the land and other property of the School as the corporate trustee of the public charitable trust.

The Act states that the entire management and control of the School and of the property held by the Board, is vested in the Board.[1]

The Board has a Board Charter which determines the policies and procedures of meetings of the Board, appointment of Committees and Task Groups, and various aspects of the management and control of the School.

COMMITTEES AND TASK GROUPS

The Board has a Finance & Risk Committee, an Operations & Facilities Committee and a Nominations & Remuneration committee.

The Board meets every second month. The Board holds a special meeting in November to adopt the budget for the coming year. The Committees meet every third month or as required.

FINANCE & RISK COMMITTEE 2024

Mr G Robson (Chair)

Mrs S Langer

Mr J Williams

Mr D Benson

Mr D Dell'Oro (Headmaster)

Mrs L Hay (Director of Finance & Governance)

OPERATIONS & FACILITIES COMMITTEE 2024

Mr J Garland (Chair)

Mr S Kelsall

Ms M Borthwick

Mr T Urquhart

Mrs S Daubney

Mr D Dell'Oro (Headmaster)

Mr D McLean (Head of Operations and Business)

Mrs L Hay (Director of Finance & Governance)

NOMINATIONS & REMUNERATION COMMITTEE 2024

Mrs S Langer (Chair)

Mr T Urquhart

Mr J Garland

Mr D Dell'Oro (Headmaster)

Mrs L Hay (Director of Finance & Governance)

TABLE OF ATTENDANCE OF BOARD MEMBERS 2024

Board Member	Board	Committee		
		F&R	O&F	N&R
Total Meetings Held	7	4	4	2
Mr T Urquhart	7	*	3	2
Mrs S Daubney	6	*	1	*
Mr G Robson	6	4	*	2
Mr J Garland	6	*	4	2
Most Rev K Goldsworthy	3	*	*	*
Mrs S Langer	6	4	*	2
Mr S Kelsall	6	*	3	*
Mr J Williams	6	4	*	*
Ms M Borthwick	4	*	2	*
Rev R Pengelley	5	*	*	*
Mr D Benson	6	2	*	*

* Not a member of this Committee.

THE SCHOOL'S MANAGEMENT

STAFFING

THE SCHOOL'S MANAGEMENT

The Headmaster is responsible to the Board of Governors for the management of all aspects of the School and, in collaboration with the Board, for the strategic direction of the School.

The members of the School Leadership Team that support the Headmaster are as follows:

- **Deputy Headmaster**
- **Director of Finance and Governance**
- **Head of Junior School**
- **Head of Senior School**
- **Director of Staff Development and Human Resources**
- **Head of Operations and Business**

The Headmaster appoints executive positions.



Hale's FTE workforce composition is as follows:

	Male	Female	Total
Teaching	97.60	62.70	160.30
Admin & Ops	37.95	74.86	112.81
Total	135.55	137.56	273.11



TEACHING STAFF

A list of staff employed by Hale School during 2024 and their qualifications is listed below:

JUNIOR SCHOOL STAFF

JUNIOR SCHOOL STAFF

Head of Junior School
T Simpson
BA, GradDipEd

Deputy Head of Junior School
V Hallett
GradDipEd, MEd, BCom

Head of Upper Junior
A Dunn
BA, GradCertIntEd

Head of Middle Junior
S Arthur
BSc(Hons), DipEd, CertTEFL, MEd(Hons), PhD

Head of Lower Junior
C Haddow
BEd, DipEd

Chaplain
T G I Couper
BEd, GradDipTheology

Coordinator of Junior School Music
R Lindsay
BA, DMus, OTTP

Sportsmaster
M Mellody
BAppSc, GradDipEd

TEACHING STAFF

H Broadbent
BA (Hons), MEd

L Browning
DipPerfA, BMus, GradDipEd

R Bott

K Clarkson
DipEd, BEd, GradCert

C Crofts
BA, BEd

M Dekker
BA, MTeach

F Duncan
BEd, GradCertRE

P Edwards
BEd

E Fleming
BMus, GradDipEd

R Greenaway
BSc, GradDipEd

L Hakkinen
BFA, GradDipEd, DipFT

A Halse
BEd, ECE

K Healy
GradCertEd(L&M)

J Heathcote-Marks

A Hinchley
BEd

J Johns
BPL, MEd

L Kennedy
BA, GradDipEd

A Lane
BSc, DipEd

B Lilford
BEd, GradDip, GradCert, MEd (Curr)

N Liu
BCom, GradDipEd

L Maddern
BSc, PGCE, Dip(SEN), MEd

J Maddern
BSc, GradDipEd

M Magriplis

H McCarra

C Mellody
BA, GradDipEd

J Meyer
BEd, GradDipEd

D Mijat
BA, DipEd

J Nissen
DipEd, BEd, GradCert

A Oostdam
BA, BEd

J Pelesasa
BEd (Early Childhood Studies)

L Scrivens
BA, PGCE

A Valentine
BA, MTeach

Z van Drunen
BMus,GradDipPMus, MTeach

N White
BA, GradDipEd

T Zani
BEd

W Zhang
PhD, MSc, GradDipEd, BSc

SCHOOL PSYCHOLOGIST

T Kadak
BA (Hons), GradDipEd

ADMINISTRATION AND ANCILLARY STAFF

Assistant to Junior School Executive
K Smith

Receptionist
A Webster

Library Technician
C May
BAppSc

Library Assistant
F Vincent
BEd, ECE

Education Assistant
R Bird

L Dale

L Firth

L Lane

T Lim
MTeach (Pri)

N Merritt

D Moore

D Patel

D Pickford

C Pitcher

B Powell
BSci, GradDipEd

K Rowins
Cert III & IV Ed Support

N Samuels

N Smith

C Thompson
BA (Hons), PGCE

SENIOR SCHOOL STAFF

Headmaster
D Dell'Oro
BEng (Hons), DipEd, MBA

Deputy Headmaster
P Coutis
BSc (Hons), PhD, MEd, GradDipTeachLrng

Head of Senior School
D Bourne
BA, DipEd, MBL

Chaplain
T Couper
BEd (Sec), GradDipTheol

Deputy Head of Senior School
S Hunt
BBus, DipOutdoorRec, GradDipEd, MEdLead

Head of Year 7
J Hunt
BA (Hons), PGCE, MEd

Director of Studies and Curriculum
R Hill
BCM, GradDipEd

Director of Teaching & Learning
A Manley
DipT, BEd, MEd

Director of Students and Leadership
P Santos
BEd, GradCert, MEd

Director of Co-curricular
L Bower
BCom, GradDipEd

Director of Learning Technology
R Barugh
BSc, BTeach, GradDipEdTech

Director of the Hale Institute of Innovation & Research
T Trewin
BID, GradDipEd, MEd

Head of Student Services
B Hantke
BSc, DipEd

Director of Music
S-L Chong
BMusEd (Hons)

Artistic Director
D Parker
BA (Hons), Theatre Arts DipEd

Service Learning Coordinator
W Keene
BA, BEd

Head of Career Development
T Wright
BSc, GradDipEd, DipMgt, DipVocEd, DipTrainDes&Dev, CertIVTrain&As, GradCertCarDev

Head of Forrest
N Bryant
BPHE, Grad Dip Ed, Grad Cert (Counselling), MEd

SCHOOL PSYCHOLOGISTS

J Davis
BA (Hons), GradDipEd, MPsych

J Hutton
BAppSc, PostGradDip, PostGradDipPsyc

A Schonfeld
BSc (Hons), MPsych

TEACHING STAFF

S Allder
BSc (Hons), PGCE

H Anderson
BA, BEd(Sec)

H Bacon
DipEd, BOutdoorRec

F Beukes

M Blake
BA, MTeach

M Bonner
BA (Hons), Grad Dip, GradDipEd, PhD

T Bourke-Finn
BA, MTeach

H Bradley
BEd

P Brown
BSc, BEd

E Browning
BMus, GradDipEd

R Cannell
BEd, BSc (Physics)

A Carlton
BEd, DipT, GradDipSc

M Chapman
BSc, BEd

I Chapman
BA, BEd, MEdLead

J Cheah

R Clarke
BA, GradDipEd

M Cotton
BSc (Hons), PGCE

A Creuzot
BA, GradDipEd

A Curran
BA, GradDipEd

M Curran
BSocSc, GradCertOutdoorEd, HND

J Dallman
BEd

A Day
BA, GradDipEd, MEd

M Day
BCom, GradDipEd

A Dean
BSc, GradDipEd

M Dekker
BA, MTeach

G de Klerk

C Doar
BA, MEd

K Doyle
BmusEd

C Dudek-Chaland
BA (Hons), GradDipEd

B Dyer
BPHE, GradDipEd, GradCert Sport Coaching

C Eardley
BExSc, GradDipEd

J Edwards
BA, GradDipEd

D Engdahl
DipT

L Felgate
MBA, DipEd, BSc

K Feutrill
BSc, GradDipEd

A Fitzpatrick
BEc, GradDipEd

E Fleming
BMus, GradDipEd

C Gawen
BA, GradDipLib, DipEd, GradDipRE, GradDipSci

J Geerlings
BHlthPhysEd

R Gildenhuys
MCom, GradDipEd, MEd

G Goerke

K Greenaway
BSc, GradDipEd

L Greenwood
BHlthPhysEd, MOEd

C Guard
BSc, GradDipEd

G Haggett
BSc, MTeach

D Harvey
HDipEd, BA and BEd

S Harvey
BA (Hons), GradDipEd

G Harvey
DipT, GradDipAppSc

P Hayat
BBus, BBus, GradDipEd

M Heimel
BA, GradDipEd, BSc

R Herrmann
BA, BEd

M Hindley
MEd, BEd, DipEd, PhD

D Hodnett
BA (Hons), MPhil, PGCE

B Honiball
BSc, HDE

M Horn
BEd

C Houwen
BSc, GradDipEd

M Hutcheon
BComm, GradDipEd

H Jackson
BEd

J Jarel
MA, DipTeach, BEd BSc, GradDipEd

H Jones
BA, BEd, DIPHTM

G Kates

G Kerr
BMus, GradDipEd

S Lane
BEd, AssDipCivEng

S Lau
BSc, DipEd, GradDip, PostGradDip

J le Roux
BEd

F Leatt-Hayter
MEd, BEc, GradDipEd, Grad-Cert Maths

A Levien
BVisArts, DipEd

C Liggins
BA, GradDipEd

B Lilleyman
BA, MPhil(Arts), MTeachSec

R Lindsay
BA, DMT

M Longbottom
BSc, MTeach (Sec)

M Lovell
BSc, GradDipEd, GradCertHEd,

J Marrell
BHPEd

J Marsh
BA, MTeach (Sec)

B Massey
BA, MA, DipEd

H McCabe
BAppSc, GradDipEd, MEdLead

S McFarland
BA (Hons), HDipEd

H McGlashan
BEd

H McIntosh
BA, GradDipEd

K McLernon
BA DipEd

L-M McLachlan
BEventSprt& RecMgt, DipEd

A Mendham
BMusPerf, DipEd

D Mijat
BA, DipEd

C Muller
MEdLL, MEd

D Murphy
BSc (Hons)

W Nelson
BSc, GradDipEd

B Northmore
BA, HDE, MPhil, DipBusMan, LLB

S O'Cuinneagain
BATheol, PGDE, GradCertGeo

A O'Garr
DipT, BEd

G Outtrim
BA, MTeach (Sec)

S Pearce
BComm, GradDipEd

T Pearse
BA, BEd

C Phillis
BCom, GradDipEd

N Pendlebury

R Piggott
BSc, DipEd

N Poole
BA (Hons), GradDipEd

G Rabin
BOutdoor Ed, MEd

G Racey
BA, BEd

A Rich
BEd

E Richmond
BA (Hons), PGCE

N Rimando
BSc, GradDipEd, MEdLead

G Roberts
LLB, PGCE

D Robertson
BBus, GradDipEd

J Roche
BA (TH), PGED

J Rose
BEd

K Sandover
BA (Hons), BEd (Hons

P Sansalone
BA

C Sas
BA, GradDipEd

E Scaife
BSc, MTeach

P Seth
BEc

M Skinner
BMusEd

M Smeets
BEng, GradDipEd

N Souris
BA, BEd

TJ Steenekamp
BSecEd, BEd

R Stjepanović
PGCE, MEd

M Stratos
DipTeach, BEd, BCom

M Sullivan
BA, GradDipEd

M Sutherland
BSocSc, DipEd

R Taylor
BMus

M Taylor
BEd

J E Teo
BA, MA, DipEd

I Tredget
BSc, DipEd

J van der Merwe
BSc (Hons), PGCE

Z van Druen
BMus, GradDip

P Venables
BMusEd

D Vernon
BPHE, DipEd

B Visser
BOutdoorRec, GradDipEd

S Vorster
BEd

G Weldon
BSc Eng (Hons), GradDipEd

D Wetherill
BSc (Hons), PGCE

S Whebell
BA/BEd (Sec)

S Wilkinson
DipT, BEd, BBus

B Will
BA, GradDipEd

M Williamson
BEc, BSc, GradDipEd, BEd

P Wityk

L Woodyard
BA, GradDipEd

S Wray
BA (Hons), MA (Philos.Religion), PGDE, FRSA

J Wright
BEd

L Wulfz
BA, GradDipEd

W Zhang
PhD, MSc, BSc, GradDipEd, DipInterp

J Zlnay
BScEd

EDUCATION ASSISTANTS

K Bradford

S Caccia-Birch

K Calder

A Connell

K Cranley
BA, BHPE, DipEd

C Harrison

P Johnson
MBChB, Cert III Ed support

L Lindegaard
CertIII Ed Support

C Moore

S Rowell
BEd

V Shaydukova

C Sidauruk
BAcc, Cert IV School Based Ed Support

ADMINISTRATION AND BUSINESS

Director of Finance and Governance
L Hay
CPA, ACMA, CGMA, GAICD

Head of Operations and Business
D McLean
BSc, GradDipEd, MPAcc

Executive Assistant to the Headmaster's Office
A Pearce

D Tucker-Raymond
DipSecBus

Senior School Receptionist
K Endersby

Events and Venues Coordinator
S Hewitt
BAppSc

Assistant to the Pastoral Care Executive and the Outdoor Education Department
D Ripepi

A Bateman
BComm, GradDipEd

Roundhouse Administrator
S Oh
BSc (Hons), MSc, Cert III/IV EA

Year 7 Administraive Assistant
M Giunta
CertIVEdSupport, DipAdmin&Recep

Safety Systems Officer
P Coxell
DipWkHlth&Saf

Career Development Administrator
N Ripepi
Cert IV Career Development, Cert IV Ed Support

Co-Curricular Administrator
N Hills
BSc

Hale Shop Manager
S May

Hale Shop Assistant
M Klifunis

E Boys

HUMAN RESOURCES

Director of Staff Development and Human Resources
R Goater
PhD, BA (Hons), DipEd, MEdMan

HR Coordinator
R Wenham
BComm (Hons), BA

HR Administrator
R Sands

Policy, Compliance and Governance Administrator
D de Souza

FINANCE

Finance Manager
S Abercrombie
CA, BBus, CertIVTAA

Accounting Manager
B Patel
BBusAdmin, MBA

Payroll Officer
D Austin
CertIVBkeepg

D Clark

Management Accountant
S Yin
CPA, MPA

Accounts Receivable Manager
B Henri
DipBkeepg, CertCredMgt, CertDC

Accounts Payable Officer
T Jones-Heffernan

ACADEMIC OFFICE

Executive Academic Administrator
A Taylor
BCA, GCertAutismSt

Academic Administrator
N Shaw
BSc (Joint Hons)

Academic Office Assistant
R Salamone
BSc (Natural Resource Management)

ADMISSIONS

Head of Admissions
S-E Armes
BCom

Admissions Registrar
J McInnes
B Sc. (Occupational Therapy)

Admissions Admin Assistant
S Hirth
BComm

BOARDING

Boarding Support Coordinator
J Samuell
BNurs

E Munt

Brine Housemother
M Cammilleri

D Cooper
BEd

COMMUNITY RELATIONS

Head of Marketing and Communications
S Considine
BA (Hons), MSc

Communications Coordinator
H Clynick
BA

Graphic Designer
A Wolfe
BCom

A Howcroft
HND

Multimedia Producer
D Gunasekera
AdvDipScreenProd, Dip:DigDes,Animation&Film , CertAdvPhoto

Videographer
B Harris
BCreatInd, MScreenSt

COMMUNITY ENGAGEMENT AND ALUMNI

Head of Community Engagement and Alumni
H Plange
BCom (Hons)

Community Relations Officer
J Manners

Archivist
E Withers
BA (Hons),Post GradDip (Archives), MLitt

FOUNDATION

Director of Philanthropy
A Terry
BSc, BA

Foundation Executive
H Thavaseelan
BA, BAA, LLB, MIL

FACILITIES

Facilities Manager
T Moring

Maintenance Coordinator
P Viney

Grounds Coordinator
C Kercheval

Leading Hand - Grounds
N Ling

Grounds Person
J Hayes

I Partington

Grounds Person - Reticulation
J Robson

Grounds Person - Horticulturist
C Symes

Grounds Person - Turf
B McPhee

Assistant Horticulturist
A Rowe

Assistant Curator
A Waterman

Maintenance Leading Hand
G Nicolaou

Maintenance Officer
T Fisher

G Gizzarelli

A McLean

M Quinn

A Smith

Services Officer
M Houwen

D Gordon

Technical Advisor - Grounds
R Thompson

SECURITY

Caretakers
P Conroy
BA

L Conroy

INFORMATION SYSTEMS

Head of Information Technology
B Holliday
BEng (Hons)

Infrastructure Engineer/ Administrator
I Hunt

Solutions Architect, Security and Cloud Specialist
M Webber

Database and Analytics Administrator
M Ramirez
AssocDipEng, MCP

IT SOE Officer
S Ahsing

Lead Technical Support Officer
G Langmead

Technical Support Officer
T Varcoe

HEALTH CENTRE

Nursing and Allied Health Manager
J Tucker
RN

Health Centre Staff

K Cattapan
RN, BN, GradDipMidwifery

R Farr
RN

N Speer
RN, BN, Cert IV TAE40116

J Thomas
RN

MUSIC OFFICE

Music Resource Administrator
D Bloch

Music Administrator
J Viney

Music Administration Assistant
C Prior

TECHNICIANS

Audio Visual Technician
B Curtis

Design and Technology
K Medlik
BEd, DipMech&ElecEngTech

Library Technician
K Clarke
BAppSc

Library (Assistant)
L von Retzlaff
AssDipLibTech, AALIA

Art Technician
T Kociuruba

Physics Technician
L Garner
CertIVLabTech

Biology Lab Technician
C Hadlow
BSc, DipEd, CertIVLabTech

Chemistry Technician
R Oxley
BSc, DipLabTech

Middle School Science Technician

G Devlin
BSc

Design and Technology WorkshopTechnician
T Woodyard

AQUATIC CENTRE

Aquatic Centre Manager
S Birch

Swim School Coordinator
R Trenaman

DRAMA

Events and Venues Manager
Kingsley Matheson
BSc, GradDipEd

Technical Events Manager

M Godi
DipAE

Events and Venues Admin Support
T Bourne

Performing and Creative Arts Administrator
E Sartorelli

Project Manager - Costumes, Sets, Props
H Sansalone

SPORT

Head of Athletic Development
M Dobbin

Head of Football
B Dyer
BPHE, GradDipEd, GradCert Sport Coaching

Head of Tennis
B Tullet

Head of Swimming
H Clark

Head of Waterpolo
J Crivella

Head Rowing Coach
M Quinn

Boatshed Manager
A Axford

1st VIII Rowing Coach
T Widdicombe

Basketball 1st Team Coach
N Lackovic

1st XI Cricket Coach
G Marsh

J Pyke

1st XVIII Football Coach
J Norrish

Australian Rules 1st XVIII Football Assistant Coach
B Wira

KITCHEN

Executive Chef
H Faust

Head Chef
M Hatswell

Sous Chef
M Tilleke

Chef de Partie
A Kennedy

J Vasquez Garcia

Pastry Chef
J Rimando

Functions Coordinator
C Williams

Assist Functions Coordinator
N Brandreth

Canteen Coordinator Senior School
H Deakin

Canteen Coordinator Junior School
M Atkinson

Catering Assistant
Y Andrews

J Chang

J Duncan

J Edwards

S Essoo

H Grunnill

L Konecna

C Li

P Mensigos

E Okello-Okanya

C Roncanio Vargas

C Selfe

D Thomas

CHIME CAFE

Manager
J Pearce
BBiomedSc



THE SCHOOL'S MANAGEMENT

Risk Management, Financial Reporting & Compliance

RISK

Hale School has a risk management framework intended to ensure that risks are identified, evaluated, monitored and managed. The framework has been developed to encourage and foster a culture of risk awareness throughout the School at strategic and operational levels. Policies, practices and procedures have been established to provide reasonable assurance that appropriate strategies are in place to mitigate risks, maximise opportunities and reduce our risk profile over time.

Sources of risk identification include existing risk registers, strategic plans, operational plans, checklists, surveys, questionnaires, workshops, focus groups, collaboration with peer schools, past incidents, insurance claims and internal reports. The Risk Steering Group reports on risks to the Finance & Risk Committee of the Board.

Furthermore, the School's Work Health and Safety Committee meets each school term and the School's auditors regularly report on a risk control area.

EXTERNAL USE OF FACILITIES

The School regularly receives requests to hire or use its facilities, including the John Inverarity Music & Drama Centre, Memorial Hall, the Lecture Theatre, Senior and Junior School Gymnasiums, Senior Boarding House, Brine House, Aquatic Centre, Cygnet Hall, classrooms and the playing fields. Requests are for commercial, sporting, recreational, social activities or performing arts and are considered on a case by case basis.

The School runs a unique learn-to-swim program for children aged between three to 12 years in its 8 lane, 25 metre pool. The program is AustSwim registered and Swim Australia certified, operated with a fee structure set to meet direct costs.

The School makes available the use of facilities to numerous community, sporting and not-for-profit groups at minimal or no cost.

CONTRACTED SERVICES

Bankers:
National Australia Bank

Insurance brokers:
Grange Insurance Solutions

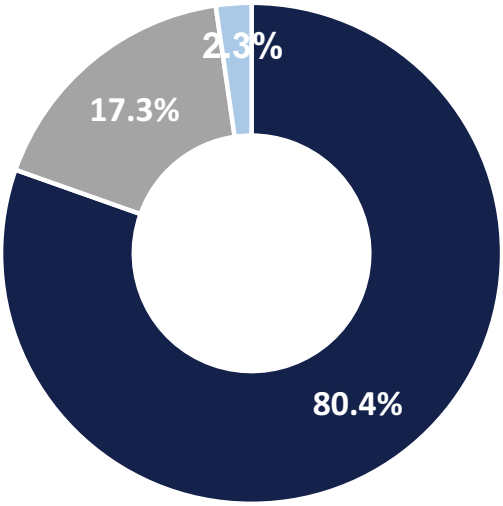
Architects:
Kerry Hill Architects

Auditors:
Ernst & Young

Solicitors:
Lavan

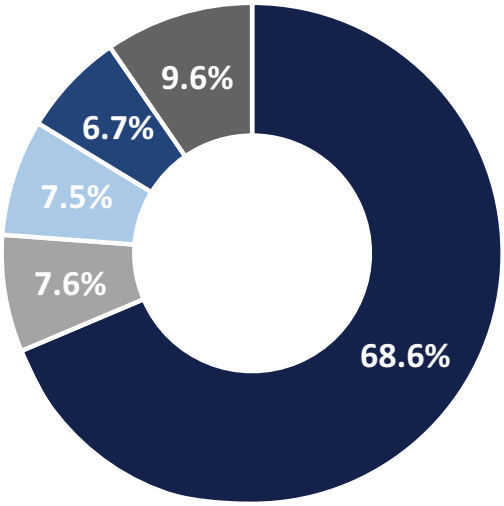
SCHOOL OPERATIONS AND FINANCIALS

INCOME



- TUITION AND BOARDING FEES
- GOVERNMENT GRANTS
- OTHER INCOME

EXPENSES



- SALARIES & WAGES
- TUITION EXPENSES
- PROPERTY EXPENSES
- ADMINISTRATION EXPENSES
- DEPRECIATION & AMORTISATION

COMPLIANCE CERTIFICATION

Regulation 60 of the Australian Education Regulations 2013 requires the following to be included in the Annual Report:

Item	Information
a	Contextual information about the School, including the characteristics of the students at the School;
b	Teacher standards and qualifications (as mandated in the State or Territory in which the School is located);
c	Workforce composition, including Aboriginal and Torres Strait Islander composition;
d	Student attendance at the School, including 1. the attendance rates for each year of schooling; and 2. a description of how non-attendance is managed by the School.
e	Student results in NAPLAN annual assessments;
f	Parent, student and teacher satisfaction with the School, including (if applicable) data collected using the National School Opinion Survey;
g	School income broken down by funding source;
h	For a school that provides secondary education: 1. Senior secondary outcomes, including the percentage of Year 12 students undertaking vocational training or training in a trade; and the percentage of Year 12 students attaining a Year 12 certificate or equivalent vocational education and training qualification; and 2. Post-school destinations.

The information required above is included in the body of this report or as an addendum to the report.

HALE
SCHOOL

HALE SCHOOL
HALE ROAD, WEMBLEY DOWNS WA, 6019
PHONE (08) 9347 9777
WWW.HALE.WA.EDU.AU