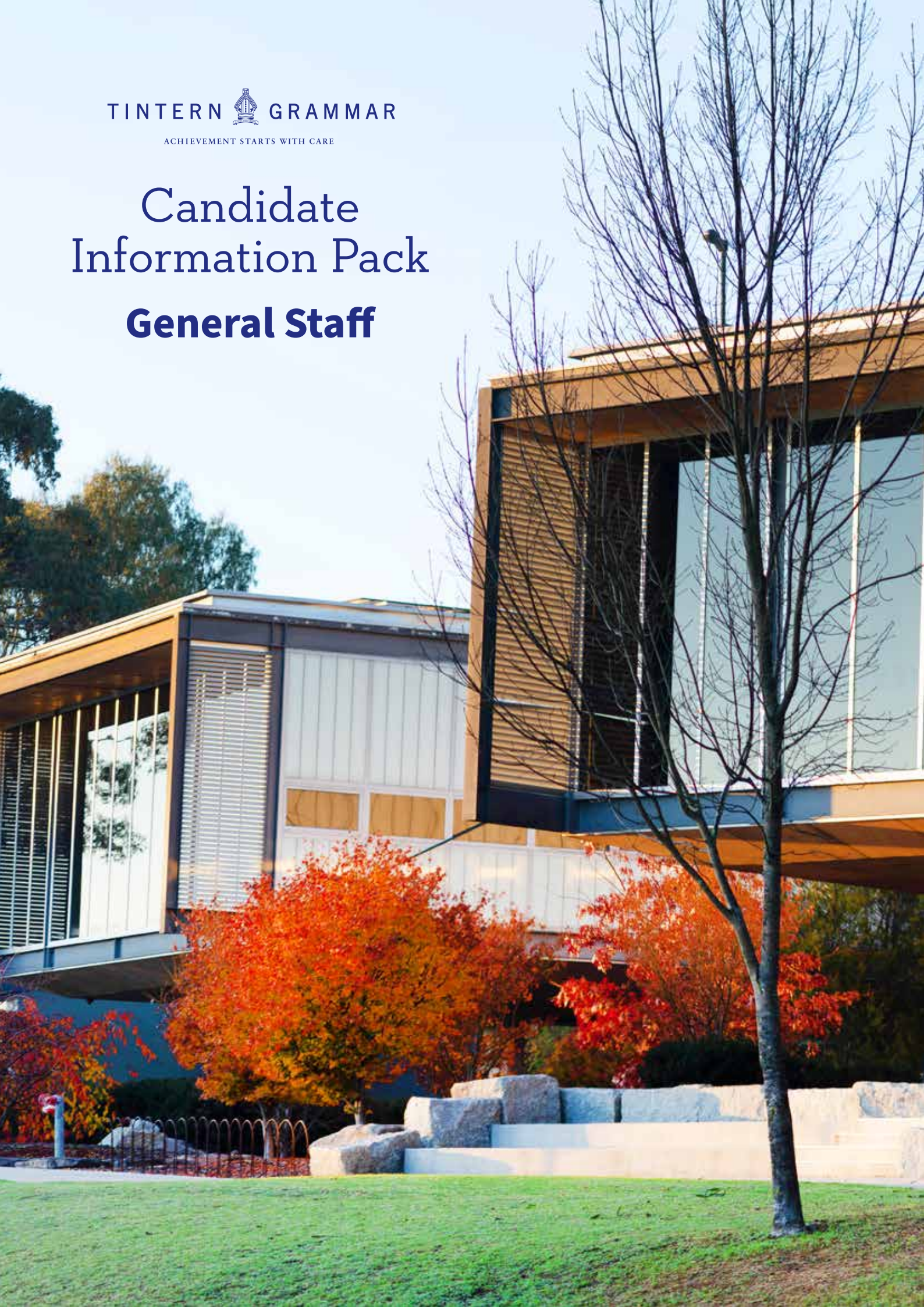


Candidate Information Pack

General Staff



About Tintern



Tintern Grammar inspires academic and personal achievement for students from Early Learning to Year 12.

In 1877, Tintern Grammar was founded as a girls' school in Hawthorn before moving to Ringwood East in 1953. Boys were later enrolled on a separate nearby campus in 1999 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-educational education.

Meaning classes are run inline with students' age and stages of development.

Our ELC is co-educational for three and four 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 in preparation for their world post-school.

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



WE BECOME

Knowledgeable and Caring Thinkers

Open-Minded Inquirers

Balanced Risk Takers

Principled and Reflective Communicators

From our Principal



Brad Fry is the 10th Principal of Tintern Grammar and commenced at the School in 2015.

My own education journey began as a student at Trinity Grammar and then Melbourne Grammar, before undertaking undergraduate studies at Monash and Deakin universities. I later completed my Master of Education at the University of Melbourne.

I began my long association of teaching in independent, secular schools as a Chemistry, Science, and Mathematics teacher and Director of Rowing at Carey Grammar.

Since then, I've taught at Melbourne Grammar and Geelong Grammar, where I held various roles including teacher of Mathematics, Chemistry and Science, Head of House,

Director of Rowing, Director of Sport, and Head of House for a large boarding house. Before joining Tintern Grammar, I spent eight years at Ballarat Grammar as Deputy Headmaster and Head of Senior School, as well as Director of Boarding.

In every school community in which I've been part, I've been deeply committed to embedding the principles of social and emotional wellbeing, grounded in care and kind mentoring. I see these as the essential foundations for success and fulfilment in life.

I firmly believe that what young people need most is to feel genuinely valued and believed in by adults and peers, so that they, in turn, are able to believe in themselves. Strong, respectful relationships are the cornerstone of resilience and self-

confidence, and I believe that when students are supported, encouraged, and challenged in the right balance, they are best positioned to achieve their personal best.

In the workplace, I recognise the importance of balance for students, for parents, and for staff. Time with loved ones, the ability to determine our own out-of-work hours, and opportunities for rest and rejuvenation are crucial for us to be our best selves in learning, work, and personal relationships. Our community values the distinction between work and personal time and will continue to support this shared understanding.

Brad Fry
Principal



General staff roles

Our general staff roles are diverse, every employee is an integral part of the School community. Each plays a vital role in the daily life of the school, working collaboratively to ensure the very best outcomes for students.

At Tintern Grammar, we are proud to be a school of choice, where people from diverse backgrounds, qualifications, and areas of expertise are valued, respected, and supported.

We offer a dynamic and supportive workplace where innovation is encouraged, contributions are recognised, and staff wellbeing is prioritised. Every team member has access to meaningful professional learning, pathways for development, and tailored training opportunities.

With a strong culture of collaboration, respect, and continuous improvement, we are committed to helping our staff grow, thrive, and feel connected as part of our School community in upholding our Compass values.

Selection criteria

- Demonstrated experience within your area of expertise or specialised skill
- Relevant qualifications as required
- Strong interpersonal and communication skills, with the ability to build positive and respectful relationships
- A collaborative mindset and a willingness to contribute to the broader life and culture of the School and its community.
- Current Working With Children Check (WWCC) registration and Australian working rights



What Tintern offers

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 and members of staff to reach their full potential. 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

- Staff discount giving a 25% 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.
- Generous Personal Leave (15 days per year)
- 17% annual leave loading applicable
- Salary packaging – tax-effective salary packaging and novated leasing options
- Generous Long Service Leave (13 weeks of long service leave upon the completion of ten years of continuous employment)
 - This is greater than the LSL Act of 8.6667 weeks (eight and two thirds weeks of leave)

Work and life balance

We are committed to helping staff maintain a healthy work and life balance with flexibility in working arrangements and through offering support services for parents and carers. This may include a range of options such as on-campus work, remote work, and various leave options, tailored to individual roles and needs.

We also strongly encourage our staff to truly switch off outside of work hours, specifically after 6.00pm and before 7.00am, with clear boundaries and supportive practices in place to support staff buoyancy and sustain passion for our work.

*subject to employment conditions



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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