



Annual Compliance Report 2024



St Hilda's
ANGLICAN SCHOOL FOR GIRLS





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Our History

St Hilda's Anglican School for Girls was originally established as the "Girls' High School" in 1896 on Stirling Highway in Claremont by Miss Edith Ross.

In 1931, the School relocated to Mosman Park and was dedicated with the name "St Hilda's Church of England School for Girls". In 1981 the School, renamed St Hilda's Anglican School for Girls, celebrated its Jubilee year on the Mosman Park site. In 1996, St Hilda's celebrated its Centenary. This was a landmark, not only in the School's history, but also in the history of the education of women in Western Australia. In 2006, a second campus was acquired at Chidley and so a new Junior School was established, with the Senior School based at the Bay View campus. In 2019, a third campus was acquired in Yeagarup.

St Hilda's provides for the education of girls from Junior Kindergarten to Year 12, with a co-educational offering in Junior Kindergarten and Kindergarten. In 2024 St Hilda's had 305 Students enrolled in Junior School (Jk - Y6) and 820 students in the Senior School (Years 7 -12). St Hilda's is also a boarding school for Years 7 - 12. In 2024 111 students were enrolled in Boarding.

St Hilda's student body is diverse with students enrolled from over 30 different nationalities. Our School has a reputation for a focus on excellence, quality teaching and learning, student wellbeing, participation and high performance in girls' sport, music and cultural pursuits.



Vision and Values



PURPOSE

Inspiring inventive and adaptive thinkers with a curiosity for learning.

VALUES

Excellence

We encourage the pursuit of our personal best and lifting others.

Authenticity

We value who we are and respect others knowing that self-belief is our greatest attribute.

Belonging

We nurture relationships, the St Hilda's spirit and the part we play in the global community.

Imagination

We are courageous and open our minds to possibilities.

STRATEGIC PILLARS

Thrive

We commit to sustainable growth that reflects our community's changing needs.

Shine

We create opportunities that inspire our students to discover their passions.

Evolve

We cultivate a learning community that is curious and adaptive.

Connect

We support genuine relationships, partnerships & friendships for life.

Initiate

We chart our own course.

School Council

The role of the Council is to determine and maintain the mission and vision of the School and set long-term strategic directions and governing policies whilst supporting the Principal in enacting the Purpose, Vision and Strategy of the School.

St Hilda's is well served by a volunteer Council consisting of up to 13 highly skilled people from a range of professions. The members of the Council consist of:

- one (1) member nominated by the Archbishop;
- five (5) members elected by Synod;
- two (2) members nominated by the Diocesan Council;
- two (2) members elected by the Old Scholars;
- one (1) member elected by the Parents' & Friends Association, and
- two (2) members nominated by the School Council.

The members of the School Council are the persons who, as the management committee of St Hilda's undertake to implement the following educational philosophy at the School:

- to develop Christian values in its students in accordance with the Anglican faith;
- to be a pre-eminent school in Western Australia for the education of girls at all levels of schooling, and for the education of boys before primary school level;
- to provide pastoral care to all students in accordance with their needs and circumstances;
- to promote academic excellence in its students;
- to foster the characteristics of honesty, respect and tolerance in its students;
- to provide opportunities for students whilst at the School to participate in, and to become leaders in, every area of endeavour, including academic, athletic, dramatic and community endeavours;
- to ensure that each student is developed to their full potential, and is prepared to undertake leadership roles at the School and upon leaving the School, and
- to provide scholarship opportunities for students who demonstrate excellence, or who are in particular need.

Council meets a minimum of eight times during the academic year to discuss strategic issues and to monitor financial and other governance matters. Council members are also assigned to one or more of the working committees according to their particular skills. The current Council committees are Finance, Infrastructure and Development, and Governance.

At its AGM which is held in May each year, there were no retirements or members whose terms were expiring. The Council Membership remained the same as in 2023. Council did vote to appoint Mr Stuart Meade as a Casual Synod Vacancy until his appointment was approved at Synod held in October. Mr Meade has an extensive background in Education as the past Headmaster of Hale School in Perth from 2003-2016 and the past Principal of Matthew Flinders Anglican College in Queensland from 2017-2023.

In the later stages of the year we saw the departure of 3 members of Council, Mrs Owenell, Mr Craig and Mrs Barker.

Mrs Kate Owenell stepped down from her position on Council in September due to a relocation of her family to the South of Western Australia for her husband's work. During her time on Council Mrs Owenell was a member of the Infrastructure and Development Committee, Foundation, and Governance Committee taking on the role of Chair of Governance in 2023.

Mr Douglas Craig, Treasurer at St Hilda's retired from Council in December. Mr Craig has been a longstanding member of Council since 2014 and Chair of the Finance Committee he has also held the office of Treasurer for the entirety of his service.

Mrs Jane Barker also stepped down from Council at the December meeting after two years of service and will be replaced by the newly elected President of the OSA commencing in 2025. Mrs Barker was a member of the Governance Committee during her time on Council. Ms Casella thanked Mrs Owenell, Mr Craig and Mrs Barker for their service to the School and wished them all the best for the future.



Ms Anna Casellas (Chair)
MLLB (UMelb), LLB (UWA),
BA (UWA)
Synod Appointee 2020



**Ms Felicia Brady
(Deputy Chair)**
BA (U & RP), GAICD
Synod Appointee 2022



**Mr Douglas Craig
(Treasurer)**
BCom, FCA, GAICD
Synod Appointee 2014



Mrs Jane Barker
BSN, Adv Dip NSG
OSA Representative 2023



Mrs Treffina Dowland
BEd.
OSA Representative 2019



Prof Tanya Fitzgerald
PhD (Education),
MEdAdmin (Hons), DipEd,
TTC, DipTchg, MA(Hons), BA
Diocesan Council
Appointee 2023



Mr Stuart Meade
BA, DipEd (Econ,
Geography), M.Ed
Council
Appointee 2024



Mr Robert Merrick
LLB (Murdoch)
Diocesan Council
Appointee 2023



Mrs Joanna Millard
MBA AGSM (UNSW),
BCom/LLB (Hons)
(University of Sydney),
Council Appointee 2023



Ms Kate Owenell
BCom, BA
Synod Appointee 2017



Mr Michael Palassis
BCom, LLB, GDipAppFin,
MAF, AFA, CHSM
Council Appointee 2023



Father Matthew Smedley
BEcon (Hons) (University of
Adelaide), MDiv, DipMin
Archbishop's Appointee 2020

Council Sub-Committees 2024

Governance

Ms Kate Owenell (Chair)
Jan to Oct
Mr Robert Merrick (Chair)
Oct to Dec
Mrs Jane Barker
Ms Anna Casellas
Professor Tanya Fitzgerald
Mr Stuart Meade

Finance

Mr Douglas Craig (Chair)
Ms Anna Casellas
Ms Joanna Millard
Mr Robert Merrick
Father Matthew Smedley

Infrastructure and Development

Ms Felicia Brady (Chair)
Ms Anna Casellas
Mrs Treffina Dowland
Mr Michael Palassis
Mr Roly Edgerton-Warburton
(Co-opted Member)

Principal's Overview

Mrs Fiona Johnston

As we conclude another remarkable year at St Hilda's, I am proud to reflect on the extraordinary achievements of our students and the dedication of our exceptional staff. Our girls inspire me every day, and it is a privilege to play a role in shaping their futures.

Our students have continued to excel academically, with our Year 12 cohort achieving one of the strongest results in recent years. Their accomplishments reflect both their dedication and the unwavering support of our outstanding teaching staff.

Our ESSTEAM program continues to evolve, equipping students with essential skills for a rapidly changing world. The ESSTEAM Studio was recognised as a finalist in the Australian Education Awards for Best Learning Space. I was also honoured to present at the International Coalition of Girls' Schools Symposium in New Zealand on innovation and entrepreneurship in girls' education.

The Year 8 Cape to Cave experience, delivered in collaboration with Christ Church Grammar School, was recognised with the Outdoor Education Australia – Exemplary Outdoor Education Program Award. This program fosters resilience, teamwork, and personal growth, strengthening our students' connection with the natural world.

St Hilda's girls continue to thrive in sport, winning every year level pennant and the overall IGSSA Swimming competition. Beyond competition, we proudly maintain the highest level of participation in sports across all IGSSA schools, reinforcing our strong culture of belonging.

Our Music program reached new heights, with record participation in the Music Festival across both campuses. A new event format allowed parents to experience performances in various school venues, culminating in an emotional highlight—the Year 2 and 4 choir's performance at the Year 12 Graduation Assembly.



Hosting IGSSA Dance in the Joy Shepherd Performing Arts Centre was another standout, with a sold-out audience captivated by our talented performers. Meanwhile, our Visual Arts Exhibition showcased over 1,000 pieces, celebrating creativity across Textiles, Design, and Photography.

Drama enthusiasts enjoyed an expanded program this year, from the energetic cheerleading production Bring It On to the inspiring Girls in Boat. The Year 6 Production and the magical Picnic and Play performance by Year 7 and 8 students further highlighted our students' dramatic talents.

At St Hilda's, service to others is at the heart of our values. This year, our school community raised over \$125,000 to support charitable initiatives, while also engaging in hands-on service for our chosen causes.

Our alumni and parent community remain an integral part of St Hilda's. This year, we welcomed back past parents and staff through our Whitby Society functions. The St Hilda's Heritage Centre received national recognition, winning the Best Alumni Engagement Program Award. It continues to serve as a hub for connection, hosting hundreds of parents and Old Scholars throughout the year.

I am pleased to report that 2024 was yet another very successful year for our staff, students and broader community.

Kind regards,
Fiona Johnston



Senior School Highlights

ST HILDA'S TEAMS DOMINATED THE TOURNAMENT OF MINDS AND EVATT COMPETITION, WINNING STATE FINALS.

STUDENTS ENGAGED WITH THE WORLD SCHOLARS CUP AND FUTURE PROBLEM SOLVERS PROGRAMS.

YEAR 10-12 STUDENTS IN THE CURTIN UNIVERSITY RISING SCHOLARS PROGRAM ALL ACHIEVED HIGH DISTINCTIONS.

OUR DA VINCI DECATHLON TEAMS EXCELLED, AND WE LOOK FORWARD TO HOSTING THE WA STATE COMPETITION IN 2025 IN PARTNERSHIP WITH UWA.

FIRST YEAR OF ATAR ACCELERATION

OVER 30 YEAR 7 STUDENTS PARTICIPATED IN THE CRITICAL AND CREATIVE THINKING CLUB.

SEVERAL YEAR 10-11 STUDENTS COMPLETED CONDENSED UNDERGRADUATE UNITS THROUGH CURTIN BUSINESS SCHOOL INNOVATION UNIT.

Junior School Highlights

RECORD-BREAKING PARTICIPATION IN THE IPSHA SPEAKER'S CHALLENGE (YEARS 4-6).

YEAR 5 AND 6 STUDENTS EXCELLED IN THE TOURNAMENT OF MINDS, WITH YEAR 6 WINNING STATE FINALS AND REPRESENTING WA NATIONALLY.

TWO TEAMS REPRESENTED ST HILDA'S IN THE IPSHA ACADEMIC CHALLENGE.

THREE TEAMS PARTICIPATED IN THE DESIGN THINKING CHALLENGE.

ST HILDA'S TEAMS PERFORMED STRONGLY IN MAWA HAVE SUM FUN AND THE MATHS OLYMPIAD PROBLEM-SOLVING CONTEST.

YEAR 3-6 STUDENTS ACHIEVED IMPRESSIVE RESULTS IN THE AUSTRALIAN MATHS COMPETITION.

AN OUTSTANDING 61 STUDENTS COMPLETED THE CHALLENGE TO READ 12 NOVELS DURING THE YEAR.





Year 12 2024 Post School Destinations

Based on data collected from our 2024 graduates, 84% have commenced further study in 2025 with a further 14% intending on commencing further study in 2026. Approximately 33% of students have chosen to study at the University of Western Australia, 33% at Curtin University, 11% at Notre Dame and Monash University, while others have chosen universities further afield.

Students are studying over 60 different courses across a broad range of disciplines. This year Law followed closely by Medicine, Commerce and Engineering remain strong interests for many graduates. Additionally, 8 students received scholarships including Bond University Leadership Scholarship, Acciona Women in Engineering and Construction Management Scholarship, Curtin's Top Excellence Scholarship, Gold Fields Bursary, University of NSW Co-op Scholarship, Argyle Scholarship, Margaret Metcalf Scholarship.

When asked if an early offer affected their motivation 98% of students believed that they continued to work to achieve their very best ATAR score.



STUDENT ATTENDANCE

Schools are required to report student attendance rate data to the Department of Education and Training twice a year and report the proportions of students attending school for > 90% of the time.

Attendance data is collected for full-time students enrolled in Years 1 to 10. The figures below are based on the School Student Attendance Reports for Semester 1 submitted by St Hilda's.

Year Group	Attendance
1	94.09%
2	95.28%
3	94.67%
4	93.83%
5	94.17%
6	93.34%
7	94.82%
8	92.97%
9	92.99%
10	90.06%

Overall Attendance Rate

	Semester 1
All students	93.80%
Proportion of students attending 90% or more of the time	80.23%

Attendance Management

Absentees are managed in accordance with School Policy across Junior and Senior School.

Junior School

St Hilda's monitors absences twice daily in the Junior School and unexplained absences are followed up by phone calls to parents.

Senior School

Attendance is taken period by period and unexplained absences are followed up by phone calls and emails to parents.

Achievements and Outcomes

St Hilda's continued to achieve success in many facets of education in 2024. Our academics continued to be an area of excellence with exceptional ATAR results. With a focus on being a science of learning school; the teaching and learning strategy saw school wide implementation of cognitive load theory and a focus on the fundamentals of literacy and numeracy.

ATAR ACHIEVEMENT

2024 continued to see our students achieve exceptionally well in ATAR. We had 135 students sit the ATAR with our two top performing students achieving a ranking of 99.75. 13 students graduated with a VET certification.

CERTIFICATE WINNERS

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
General Exhibitions	1	2	2	5	3	6	1	6	6	1	1	3	4	0	1
Subject Exhibitions	1	2	3	2	2	2	2	0	1	0	3	0	2	3	1
Cert of Excellence	10	12	13	23	8	22	9	16	13	5	16	14	14	8	10
Cert of Distinction	23	24	18	27	16	33	38	49	46	32	45	50	40	42	46
Cert of Merit							30		32	33	38	33	18	25	34

12

Overall results

- 8% students achieved an ATAR of above 99
- 19% students achieved an ATAR above 98
- 41% students achieved an ATAR above 95
- 62% students achieved an ATAR above 90

Highest ATAR

- Isabella Thompson 99.75
- Krista Zuvela 99.75

General Exhibitions

General Exhibitions are awarded to eligible students who obtain the fifty highest WACE award scores

- Not for publication

Subject Exhibitions

Subject Exhibitions are awarded to the student who achieves the highest exam mark

- Charlotte Keogh - Human Biology

SUBJECT CERTIFICATES OF EXCELLENCE

Subject Certificates of Excellence are awarded to students who are in the top 0.5 per cent in each ATAR course.

Business Management and Enterprise Emily Duane

Chemistry Krista Zuvela

English Not for publication

Geography Madeline Bramah

Human Biology Matilda Jacobsen, Georgie Kay, Charlotte Keogh

Maths Apps Not for publication, Krista Zuvela

Psychology Not for publication

CERTIFICATES OF DISTINCTION

Certificates of Distinction are awarded to students who accrue 190–200 points from 20 Year 11 and Year 12 units.

Amri, Tara	French, Indiana	Lai, Amelia	Thompson, Isabella
Bai, Grace	Gao, Lanting	Not for publication	Vijayasekaran, Amisha
Barton, Louise	Granger, Holly	Lillingston-Tolich, Ava	Warren, Chloe
Brooks, Piper	Halabi, Victoria	Low, Katherine	Williams, Laura
Butterworth, Aimee	Hewitt, Evie	Murphy, Paige	Xiang, Jiarui
Cassey, Emily	Ho, Kaitlyn	Newman, Ella	Youngson, Olivia
Collier, Clara	Hope-Johnstone, Lauren	Ng, Misha	Yuan, Jenny
Cooke, Eleanor	Jacobsen, Matilda	Nwoko, Makayla	Zhang, Phoebe
Coveney, Chantelle	Jayasundera, Manisha	Parkin, Madeleine	Zhang, Sophie
de Vries, Hannah	Jeyendran, Shireeya	Patel, Rhea	Zuvela, Krista
Eggleston, Josephine	Kay, Georgie	Pemberton, Eloise	
Eggleston, Margot	Keating, Fontine	Shields, Olivia	

CERTIFICATES OF MERIT

Certificates of Merit are awarded to students who accrue 150 – 189 points from 20, Year 11 and Year 12 units.

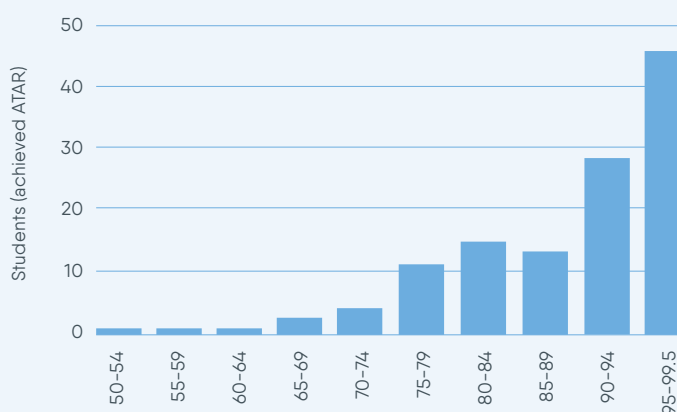
Aisbett, Tamzyn	Elliot, Iina	Not for publication	Steadman, Eve
Beament, Kate	Evans, Ruby	Noble, Matilda	Stewart, Hannah
Bird, Georgia	Flowerdew, Paige	Nymann, Emma	Walpot, Emily
Bramah, Madeline	Gibson, Ava	Oddy, Alissa	Warren, Lucy
Breden, Susannah	Gould-Lemmon, Eliza	Pal, Eshaly	Webster, Chloe
Collis, Isabelle	Hagon, Amelia	Plowman, Millie	Wylie, Annabelle
Currie, Sienna	Johnston, Millicent	Punchihewa, Senuthi	Yu, Mikayla
Djakaria, Sydney	Keogh, Charlotte	Rowand, Brodie	
Duane, Emily	McMillan, Erin	Smargiassi, Coco	

VOCATIONAL AND EDUCATIONAL TRAINING

Eleven Year 12 students completed vocational educational certificates this year and may use these certificates to apply for State Training Provider entry.

Zoe Dempster Park	Certificate III in Animal Care Services	Adelaide Shadlow-Bath	Certificate IV in Business
Grace Eastough	Certificate III in Animal Care Services	Ophelia Sciano	Certificate IV in Business
Chloe Forsyth	Certificate III in Animal Care Services	Brooke Turnbull	Certificate IV in Business
Felicity Gee	Certificate IV in Business	Eugiena Clark	Certificate IV in Community Services
Zara Johnston	Certificate IV in Business	Isabelle Cox	Certificate IV in Nursing
Stella Keamy	Certificate IV in Business	Kaitlyn Russell	Certificate IV in Nursing
		Stella Wildberger	Certificate IV in Nursing

These results are inline with the statistical trend of ATAR results for St Hilda's as seen in the graph. These results continue to reinforce the strong academic results of the school, with more girls continuing to obtain an ATAR of 95 plus than any other score range. The graph to the right visualises the distribution of results within bands of rankings.





JOY SHEPHERD PERFORMING ARTS CENTRE

NAPLAN DATA

NAPLAN is an annual assessment for all students in Years 3, 5, 7 and 9. It tests the types of skills that are essential for every child to progress through school and life. The tests cover skills in reading, writing, spelling, grammar and punctuation, and numeracy. This is the second year of the new scale of achievement (Exceeding, Strong, Developing and Needs Additional Support), meaning we cannot use the data to measure growth from previous years.

Results Overview

Below is an overview of the distribution of student results compared to like schools and all Australian schools.

RESULTS COMPARED TO STUDENTS WITH A SIMILAR BACKGROUND

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	442	447	425	444	414
Year 5	539	520	520	535	529
Year 7	585	601	585	588	577
Year 9	642	643	611	638	634

WELL ABOVE
 ABOVE
 CLOSE TO
 BELOW
 WELL BELOW

RESULTS COMPARED TO ALL AUSTRALIAN STUDENTS

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	442	447	425	444	414
Year 5	539	520	520	535	529
Year 7	585	601	585	588	577
Year 9	642	643	611	638	634

WELL ABOVE
 ABOVE
 CLOSE TO
 BELOW
 WELL BELOW

Business Operations Report

FINANCIAL GOVERNANCE AND PERFORMANCE

St Hilda's Finance Committee currently comprises four external members plus the Principal and Director of Business Operations. In 2024, Mr Douglas Craig chaired the Committee.

The Committee meets formally nine times a year and provides informal consultation to the School's management across the year. The Committee has direct responsibility for overseeing the financial operations of the School and undertakes the following:

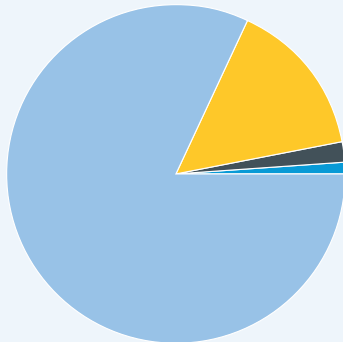
- Review of the School's annual capital and operating budgets for submission to the Council for adoption;
- Review of the periodic financial reporting of performance against budgets and monitoring of management's response to variations and considering any actions necessary to correct material deficiencies or issues arising;
- Consideration of longer-term trends in financial performance or in particular aspects of performance and their potential to impact on future financial projections and future operations of the School;

- Reviewing the School's longer-term forecasts of financial performance and position and assessing the School's capacity to fund expenditure on significant capital works proposals;
- Monitoring bank debt facilities utilised, reviewing and considering any proposed amendments;
- Participating in an appropriate relationship between the School and the School's bankers, and
- Approving the annual financial statements.

The Committee reports to the School Council and provides for rigorous and regular monitoring of all financial operations of the School. The School prepares annual financial statements that are audited by HLB Mann Judd Advisory and Accountants. Figures (A) and (B) show the breakdown of income and expenditure.

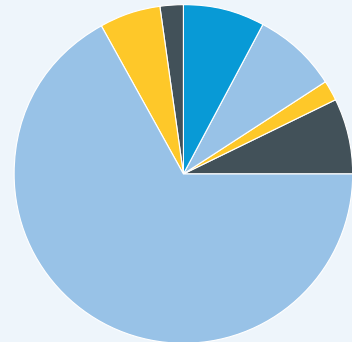
(A) Total Income 2024

- STUDENT FEES 82%
- GRANTS 15%
- BOARDING FEES 2%
- DONATIONS 1%



(B) Total Expenditure 2024

- SALARIES 67%
- TUITION 6%
- BOARDING 2%
- ADMINISTRATION 8%
- PROPERTY & MAINTENANCE 8%
- SUNDRY 2%
- DEPRECIATION 7%



WORKFORCE COMPOSITION

St Hilda's has a total number of 224 ongoing staff, equivalent to 196.62 full time staff members. No staff members identify as Aboriginal or Torres Strait Islanders.

	Male		Female		Total	
	No	FTE	No	FTE	No	FTE
Principal	0	0	1	1	1	1
Teaching	25	22.39	100	91.01	125	113.4
Specialist Support	1	0.32	11	6.7	12	7.02
Administrative & Clerical	7	6.8	57	48.3	64	55.1
Building Operations (inc boarding)	16	16	6	5.1	22	21.1
Total	49	45.51	175	151.11	224	196.62



Sallyanne Bushe-Jones

