



**TRINITY
GRAMMAR
SCHOOL, KEW**

15 May 2018

Dear Trinity Grammar School Community

Last night School Council received a letter from Dr Michael Davies formally announcing his decision to resign from the position of Trinity Headmaster.

In his letter Michael explains that he has decided to step down after deep consideration and discussion with his family. School Council has accepted the resignation and will farewell Michael at the end of Term 2.

Aware of Michael's intentions, School Council has in recent days sought to identify and appoint an Interim Headmaster while a search for a new Headmaster takes place.

While sorry to see Michael move on, we are pleased to inform that the well-respected and credentialed Phil De Young has agreed to join Trinity as Interim Headmaster. Phil was Principal at Carey Baptist Grammar from 2002 – 2010 and has held leadership positions at Caulfield Grammar and Wesley College. Phil is very much looking forward to joining Deputy Headmaster Rohan Brown and the rest of the school's teachers and support staff as they work together to foster a good school rhythm that enables our students to continue to learn and develop.

On behalf of School Council, I want to thank Michael Davies for his significant contribution to our school. Michael was appointed as the tenth Headmaster of Trinity Grammar in 2014. Over the course of the next four years, he was instrumental in the school's continuing evolution as a leading private educational institution. Under Michael's leadership the school currently has some of this nation's very best teachers and support staff. Together with Michael, our school's leaders have implemented a range of impressive academic, outreach and co-curricular initiatives. Today, Trinity is rated independently as one of the highest performing schools in Victoria across a wide range of educational, pastoral and personal development metrics. Michael and the leadership team have done extensive work to create a 30 year masterplan which offers significant adaptability for developing the future aspirations of the School for the benefit of current and future students.

Regrettably, recent circumstances may have overshadowed many of these achievements, but they remain accurate measures of our recent history. The school is moving forward with a sensible and considered plan to overcome our difficult first term of 2018, and it is encouraging to see our different community groups collaborating well. We have much work to do as part of our deep and wide consultation and engagement process and the school's governance review. More detail on these initiatives is available [here](#).

As you would be aware, in April the school received the key findings of an independent review into the March dismissal of Deputy Headmaster Rohan Brown. The school communicated the findings at the time and implemented the review's recommendations.

TRINITY GRAMMAR SCHOOL, KEW

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The report by the independent reviewers, Ray Finkelstein AO QC and Renee Enbom, provides details of all aspects of their investigation, including summaries of the interviews they conducted with a range of people.

Mr Finkelstein and Ms Enbom have advised that, for a number of reasons, it would not be appropriate to publish the report. They have recommended that only a summary of the report be made available to the School community.

The school has considered and accepted this recommendation and expects to be able to release a summary report in the coming days.

We appreciate people's interest in the report and thank them for their patience while the summary is being prepared.

The search for Michael's replacement will likely take many months, meaning the appointment of Trinity's new Headmaster will ultimately be a decision for Trinity's Interim School Council. As outlined previously, Trinity's Interim School Council assumes leadership on 1 June, after some current council members transition out.

I am sure you will join me in thanking Michael Davies for his service to Trinity Grammar and wish Michael, his wife Donna and their family all the very best for the future. No doubt our community will also extend a warm welcome to Phil De Young as he moves into his role next term.

Should you wish to discuss these announcements, or anything else, please contact School Council on schoolcouncil@trinity.vic.edu.au.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Robert Utter', written in a cursive style.

Robert Utter
Chairman of Council