

## March 2019 Annual TGS Community Forum

Thank you for attending the Community Forum. We appreciate your interest and support.

### Recruitment of the 12th Headmaster

Following a measured process, and a very pleasingly strong field of applicants, we were delighted to announce Adrian Farrer as the school's 12th Headmaster. We are extremely grateful to those who helped with this important appointment for the School, including:

- Jane Harlen from Odgers Berndtson, who provided expert advice;
- November 2018 Council Forum attendees who defined the 'successful characteristics'; and
- Staff, parents, OTGs and past Heads who met with Jane and supported the Nominations Committee throughout

Comprehensive and multi-faceted interviews were conducted, over a series of months, allowing for a very deep understanding of our final applicants. Adrian's own values align very closely with the School's, with a strong belief in balancing the academic, cocurricular and wellbeing pillars that are at the heart of the School's educational approach.

### Healing historical failings

At times in our past, TGS has failed gravely to properly care for some students. In our history, there are very sadly multiple sexual abuse cases, perpetrated by multiple abusers. Council is well advanced in developing a holistic and enduring response, with welfare, redress and restorative justice for our survivors. Their wellbeing and confidentiality are paramount.

Council has formed a special Committee to oversee all matters relating to these historical failings. Survivors and OTGs will assist, with specialist skills being in-sourced where required. We are exploring, together with our survivors, how we take the right steps to help. Essential to all of this work, is future-proofing TGS from any further child sexual abuse. If you need help and/or if you can help, please contact the Headmaster.

### Overview of the School's finances

TGS is a not-for-profit organisation whose primary activity is the education of boys. Every year, financial statements are prepared in accordance with the requirements of the Corporations Law and Accounting Standards. These statements are independently audited by external accountants.

TGS maintains a healthy financial position through managing expenditure, strong enrolments and re-investing surpluses into the School's continued advancement. The greatest impact on student outcomes is high quality staff, where investment is prioritised.

For the 2018 year, TGS achieved an operating surplus of approx. \$380k. Significant one-off costs were incurred, relating to the period of unrest and historical failings. Further, in 2018, a future provision was raised in the Accounts for all currently identifiable historical failings. Full details of TGS Accounts will be published in the second Grammarian, as usual.

## The proposed new Constitution

Over the last nine months, the Governance Committee (led by Chris Braithwaite and including appropriately skilled members from our Parent and OTG communities) has reviewed the Constitutions of comparable schools, worked with legal experts from Gadens and modernised the Constitution. This work addresses two significant flaws in the current Constitution, these being:

- Council is only accountable to itself; and
- Council has no obligation to engage with the TGS Community.

### Key features of the proposed Constitution include:

- Full alignment with the ACNC Act and Corporations Law;
- The creation of Stakeholder Members, who attend AGMs, EGMs with full voting rights, to provide new formal accountability and informal feedback mechanisms;
- Positive obligation on Council to engage with the Community; and
- TGS's Vision, Values and Mission embedded into a preamble to create a living document that can continue to evolve with TGS needs.

The proposed Constitution has received 'in principle' support from PA and OTGA. We are grateful to all who contributed their time and expertise to this important work.

The proposed Constitution is available for comment at [trinity.vic.edu.au/constitution](http://trinity.vic.edu.au/constitution) until Thursday, 18 April 2019. Comments are welcome via [schoolcouncil@trinity.vic.edu.au](mailto:schoolcouncil@trinity.vic.edu.au). Assuming generally good levels of positive feedback, Council hopes to ratify the proposed Constitution at the AGM on Monday, 29 April. Alternative arrangements will be made if further work is required.

## Moving on from 'Interim Council' status

On 5 June 2018 an interim Council commenced. A healing agenda to ensure the best outcomes for the boys has been pursued. The key priorities have been: achieving excellence and harmony in the daily functioning of the School; unifying our Community; and preparing for 2019 and beyond.

The Headmaster appointment, proposed new Constitution and the advancement of an enduring response to historical child sexual abuse are major steps within this agenda. We are enormously grateful for the goodwill and assistance from all parts of the TGS Community in supporting this work.

The interim period will conclude in June, with a sensible refresh of Council membership following the finalisation of the Constitutional changes. Lisa Williams, the PA Nominee to Council, has not re-nominated. Sally Bateman, Mat Browning and Lucy Muchic will retire from Council. We are very grateful for the contributions they have made in supporting Interim Council. Nominations will be openly sought to fill these vacancies.

## Important Dates

### Constitution

#### Until Thursday 18 April

Feedback on proposed Constitution

#### Monday 29 April

TGS AGM, including adoption of new Constitution

#### April

Stakeholder Member Selection Panel forms (includes PA and OTGA)

#### May and June

Stakeholder Members Selection Panel identifies and recruits Members

#### End of July

Stakeholder Members announced

### Council Membership

#### End of March

Nominations for Council Membership open

#### April

Nominations Selection Panel convenes (inc PA and OTGA)

#### May

Selection Panel reviews applications and conducts interviews

#### End of May

Selection Panel's recommendations discussed and finalised

#### Thursday 20 June

New Council members join scheduled June Council meeting