

Loreto Mandeville Hall Toorak

Annual Community Report

School Registration Number 1226



LORETO
Mandeville Hall Toorak

2023

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Minimum Standards Attestation

I, Angela O'Dwyer, attest that Loreto Mandeville Hall Toorak is working towards compliance with the school Governing Authority and supported by the CECV to become compliant with:

- All of the requirements for the minimum standards and other requirements for the registration of schools as specified in *the Education and Training Reform Act 2006 (Vic)* and the *Education and Training Reform Regulations 2017 (Vic)*, except where the school has been granted an exemption from any of these requirements by the VRQA
- Australian Government accountability requirements related to the 2021 school year under the *Australian Education Act 2013 (Cth)* and the *Australian Education Regulations 2013 (Cth)*
- The Child Safe Standards prescribed in Ministerial Order No.870 - Child Safe Standards, Managing Risk of Child Abuse in Schools.

NOTE: The School's financial performance information has been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au

Our School Vision

Loreto Toorak is a Catholic Independent Girls' School that aspires to be the leading school in Australia, and a leading school internationally. Our academic, cultural, sporting and pastoral programs are all integral to the holistic education of our students. We aim to produce young women who are well-educated, well-informed and able to thrive in a fast-changing world; young women who have a strong personal interest in actively shaping a positive future for their community, be it local, national or global.

Firmly grounded in the ethos and values of the Foundress of the Loreto Sisters, Mary Ward, Loreto Toorak offers an education that liberates, empowers, and motivates students. An emphasis on wellbeing and pastoral care supports our vision to form young women who are confident, independent, compassionate, and gracious, with character and intellectual formation of the highest caliber.

This vision is supported by a vibrant and inclusive school community, comprised of students and staff, current and past parents, Alumnae - no matter where their lives may take them - and broader friends and partners of the School. The strength of this extensive Loreto community ensures a genuine and enduring connectedness with all that is Loreto, at a local, national, and international level.



School Overview

Loreto Toorak is a Catholic independent school for girls established by the Institute of the Blessed Virgin Mary (IBVM), also known as the Loreto Sisters.

The mansion known as Mandeville Hall was acquired by the IBVM in 1924 and remains a magnificent presence on the School campus.

Loreto Toorak enrolls approximately 1,220 girls from Preparatory – Year 12 and is one of an international group of Loreto schools, including seven across Australia. The first Loreto school was founded by Mary Ward in St Omer, Belgium in 1609, initiating a 400-year-old tradition of educating girls.

Our values of *Freedom, Justice, Sincerity, Verity* and *Felicity* encompass Mary Ward's vision to nurture in each student the foundation for a strong and mature faith — in God, in herself and in life. With these values, we foster a mutual respect and deep understanding of the individual, and a compassion for the broader community.

Loreto Toorak seeks to enable each student to develop and grow in an environment that values social conscience, sincerity, integrity, and optimism. This is demonstrated by the many sporting, artistic, musical and academic accolades our students regularly receive.

From our distinctive social justice outreach activities to our highly acclaimed academic programs and beyond, Loreto Toorak students thrive on the strength and breadth of our curriculum, pastoral care and inclusive co-curricular programs.

Enrolment for Loreto Toorak is academically non-selective, and an extensive and challenging academic program is integral to the education of heart and mind that is cherished at the School.

Our students achieve outstanding VCE results and tertiary entrance placement scores.

Differentiated education support is provided for students with individual needs., are core curriculum subjects. We offer a range of electives from Year 7 onwards, including languages - French, Indonesian, Italian, Chinese (Mandarin), Theatre Studies, STEM and Aviation. In Years 11 and 12, students can choose from a broad range of approximately 35 VCE subjects.

Our vision is supported by a vibrant and inclusive school community, including parents, past pupils, and our wider networks.

Principal's Report

The dynamic environment of schools brings with it opportunities for growth and success and 2023 continued to be an eventful and positive year for Loreto Toorak.

The year ended with excellent VCE results, which reflected the discipline and commitment of aspirational students, and intelligent support from a dedicated staff. Loreto Toorak was acknowledged as a top-performing Catholic School in Victoria and one of the highest-performing Independent Girls' Schools. An analysis of our VCE results over the last 10 years confirms Loreto Toorak's place as a consistently high-achieving school.

Some of this success stems from the School having a clearly defined strategic direction. Recommendations from the 2022 SIF Review determined that our 2023-2026 School Improvement Plan and 2023 Annual Action Plan should focus on the following areas: Whole school Teaching and Learning Framework; Professional Learning Plan – both academic and general staff; MACS accreditation to teach in a Catholic School and teach Religious Education; ICT and communication strategies; Positive Education scope and sequence; Parent and community education; and Staff wellbeing.

In 2023, under the guidance of the Director of Teaching and Learning, and the Director of Rathfarnham, we achieved considerable progress with the curriculum mapping and planning in both areas of the school. Along with the Director of Wellbeing, we reviewed whole-school pastoral structures and the Positive Education curriculum, with an outcome being the new EMPOWER model for student wellbeing. With the appointment of a Director of Digital Transformation, the School is focusing further on communication strategies including MyLoreto and our Learning Management Systems. The Director of Mission promoted and led our formation opportunities and proactively encouraged more staff to engage in MACS accreditation.

Engagement in the co-curricular programs continues to reflect strong participation across a broad range of activities. The School firmly supports a holistic education for our students and performances across Music, Drama, Debating, and Sport are evidence of this engagement.

Toward the end of the year, we were excited to launch our 2025 Scholarship program. In a renewed format, the program offers Endeavour and Open Circle Scholarships. Endeavour Scholarships are awarded based on high academic achievement and a specific area of excellence. Open Circle Scholarships are awarded to aspirational and talented candidates who seek a Loreto education but, due to financial circumstances, would otherwise not be able to attend the School. We look forward to broadening these opportunities through the continued support of our generous donors and School community.

The School is currently planning for our Centenary year in 2024, but in the meantime, we remain focused on perpetuating the educational philosophy of our founding Loreto sisters - "to be committed to our Mary Ward Charism and the ideals of forming young women to be seekers of truth and doers of justice" - for our world.



Catholic Identity and Mission

Goals and Intended Outcomes

The Loreto Schools Australia Mission Statement, the Mary Ward Schools' Compass and the Loreto Educational Philosophy provide the framework for our educational vision at Loreto Toorak and our ongoing commitment to living out of the charism of Mary Ward as a Catholic school for girls in the 21st century, mindful of our 400-year global tradition and our 100 years in Toorak.

Our Mission Statement sets out our ongoing vision to offer "a Catholic education which liberates, empowers and motivates students to use their individual gifts with confidence, creativity, and generosity in loving and responsible service". This education is underpinned by the values of Loreto education, shared with our sister schools around Australia and the world, those of *Felicity, Freedom, Justice, Sincerity* and *Verity*. These values are given animation each day at Loreto Toorak in our language, leadership and living. Our focus each year on one value, Justice in 2023, allows it to take root in the hearts of members of the School community in a way that reflects the challenges and settings of the time. These values are known and understood by each member of the School community, in relationship to each other and as part of the living charism of Mary Ward evident in her global family today.

Our School is God-centred: As a Catholic school in the Loreto tradition, our school is centered on the Gospel of Jesus Christ. Our liturgies, prayer experiences and retreats all encourage the development of a personal relationship with God, and an awareness of the practices of Ignatian spirituality as an expression of that relationship. Our Religious Education classes from Preparatory – Year 12 seek to develop in all students a solid and well-grounded knowledge of the Catholic faith and of the central place of religion in society. Our shared sense of Catholicity as members of the broader Church and our own school mission are seen through the charism of Mary Ward, and her understanding of God's love.

Our School is Student-centred: Our focus is on the formation of our students, and the development of both their hearts and minds, so that they leave our School as faith-filled, resilient, ethically minded, and well-educated "seekers of truth and doers of justice". Our pastoral care programs are grounded in our understanding of students as human beings formed in the image and likeness of God, deserving of respect, dignity, and love. Our teaching and learning strives to lead students to achieve excellence, capacity, and academic growth, from the earliest years to their VCE. Their intellectual, social, spiritual, and wellbeing needs are at the heart of every decision we make.

Our School is Community-centred: Our School exists in the context of the world in which we live, one that has been perhaps forever changed by the pandemic and continues to face the liminal challenges of climate, mental health, evolving societal roles, and economic insecurity for so many. The Mary Ward Schools' Compass provides an essential framework and a set of challenges for both classroom and pastoral programs, emphasising the key attributes expected in students of Mary Ward schools worldwide as global citizens in communities of the present and future. Additionally, our School community, which consists of our students, families, past pupils, past families, staff, Loreto Sisters, and friends, their needs, gifts, and challenges, provides the context and richness of our shared educational enterprise.



Achievements

In the Loreto tradition, our School mission is to educate the whole person of the young women in our care; our aim is that their education enables and encourages them to develop their talents and skills to transform the lives of others, especially those on the margins of society. Social justice initiatives and activities are conducted to support local community programs, Catholic aid and development agencies within Australia, and the work of Mary Ward International Australia. The numbers of students engaged in the mission, justice and ecological opportunities offered to them at the School continues to grow.

Value Added

Loreto Toorak will continue to promote and give witness to the Catholic and Loreto foundation of the School. We will continue the promotion and extension of our programs of social justice in both education and service; the provision of worthwhile experiences in liturgy and faith education for students, staff, and families; the promotion of a deep respect for self and others and the deepening of an awareness of the responsibility of each student to contribute to the building of a world where each living creature is valued and empowered through the lens of a truly "integral ecology".



Learning and Teaching

Goals and Intended Outcomes

Throughout 2023, Loreto Toorak aimed to provide a holistic education that nurtured the individual growth of each student, fostering intellectual curiosity and personal development within a faith community inspired by the Loreto charism.

The School's Strategic Improvement Plan's Strategic Intent articulates our commitment to Leading Excellence in Teaching and Learning:

At Loreto Toorak we aim to continue to deliver an outstanding Catholic education for girls within a teaching and learning framework that recognises the fundamental importance of wellbeing for all members of our community.

Achievements

As an open-entry school, Loreto Toorak provides every student with the opportunity to discover her talents, gifts, and potential. Similarly, we strive to encourage our students to be courageous in their learning as a means of achieving both excellence and resilience.

In 2023, the School achieved excellent results in a wide range of studies from various faculty areas. This was evidenced by the 16 subjects where the students attained a median study score of 37 or above, reflecting the School's commitment to academic excellence across all areas of study and enviable reputation in 2023 as the highest performing Catholic school in Victoria.

In addition, the Victorian Curriculum and Assessment Authority's VCE Data Report showed that Loreto Toorak's teaching and learning program continues to add value to student learning with students in several subjects achieving higher-than-predicted study scores based on their General Achievement Test (GAT) results. Specifically, the report indicated that students in Art: Creative Practice, Art Making and Exhibiting, Biology, Business Management, Chemistry, Economics, English, French, Health and Human Development, History: Revolutions, Legal Studies, Literature, Mathematical Methods, Media, Physical Education, Theatre Studies and Visual Communication Design.

VCE Results Summary 2023

- Median study score of 36
- Victoria's leading Catholic school
- 7th top performing VCE school in Victoria

2023 Academic Highlights

- 9% of students attained an ATAR of 99+ (top 1% of the state)
- 17% of students attained an ATAR of 98+ (top 2% of the state)
- 21% of students attained an ATAR of 97+ (top 3% of the state)
- 30% of students attained an ATAR of 95+ (top 5% of the state)
- 53% of students attained an ATAR of 90+ (top 10% of the state)
- 30% of study scores were 40+

Note: achieving above 40 in any subject indicates you are in the top 9% of the subject cohort in the state.

Median ATAR: 91.08

Dux of School ATAR: 99.85

In 2023 our students achieved 11 Perfect Study Scores in 7 Subject areas: Chemistry, Economics, English, Health & Human Development, Legal Studies, Physical Education and Visual Communication Design.

Student Learning Outcomes

In 2023 we were once again pleased and impressed with the overall results for NAPLAN. Loreto Toorak's school-wide results are excellent with most students meeting or exceeding state and national proficiency levels in each of the NAPLAN tests.

The accompanying table highlights how Loreto Toorak compared with the state mean in each of the domains: reading, writing, spelling, grammar and punctuation and numeracy.

Reforms to NAPLAN reporting occurred in 2023. This included the introduction of proficiency standards for both school and student reporting, along with the resetting of the NAPLAN scale and time series. The four proficiency levels of Exceeding, Strong, Developing, and Needs additional support replaced the 10-band structure and National Minimum Standard in place for NAPLAN since its inception.

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 3	471	81%
	Year 5	547	93%
	Year 7	580	90%
	Year 9	606	82%
Numeracy	Year 3	439	78%
	Year 5	527	91%
	Year 7	583	87%
	Year 9	606	88%
Reading	Year 3	459	89%
	Year 5	553	94%
	Year 7	586	91%
	Year 9	616	89%
Spelling	Year 3	424	63%
	Year 5	525	91%
	Year 7	571	89%
	Year 9	593	87%
Writing	Year 3	466	96%
	Year 5	541	97%
	Year 7	601	92%
	Year 9	616	85%

Due to the reporting reforms in 2023, including the introduction of the new NAPLAN measurement scale and time series, results from 2023 onward cannot be directly compared with results from 2008 to 2022.

An important cautionary note – equal scores across different tests (on the National Scale) do not equate to equal levels of performance in terms of expected Victorian Curriculum Standards. This means that test scores for reading, writing, spelling, grammar and punctuation and numeracy cannot be compared.

As always, NAPLAN tests reflect a "moment in time" assessment of our students, however, the data itself can be especially useful when correlated with our own internal measures. We are then able to use this data to design our programs for the individual needs of our students as well as to assess individual student and cohort achievements, which then informs the development of our curriculum.



Student Wellbeing

Goals and Intended Outcomes

The aim of the Pastoral Care system and programs at Loreto Toorak is to promote and enhance student wellbeing of a personal, social, physical, emotional, and spiritual nature. We aim to acknowledge the needs of each student, by developing their resilience, alongside their social and emotional learning. Our objective is for each student to understand and prioritise their wellbeing and mental health with the aim of creating a generation of confident, compassionate and capable young women.

We embrace the Loreto values of *Freedom, Justice, Sincerity, Verity* and *Felicity*. Through these, we aim to foster mutual respect deep understanding of the individual, and compassion for the broader community.

Achievements

As part of a holistic approach to student wellbeing, the Pastoral Care programs are integrated with the Wellbeing program. Our new Framework EMPOWER informs the delivery of the Wellbeing program incorporating Emotional Literacy, Metacognition, Positive Education, Opportunity and Engagement, Wellbeing Science and Health, Environmental Connection and Respectful Relationships, and Social and Emotional Learning.

We have a sequential approach to the delivery of our wellbeing curriculum including specifically developed programs that ensure students are receiving and participating in programs that are relevant to the needs of the year level, the age group, and the ever-changing landscape of adolescent needs. Our Wellbeing curriculum, woven into every aspect of a Loreto education, nurtures this Wellbeing journey. From explicit curriculum taught from Preparatory – Year 10 and through pastoral programs in Years 11 – 12, we provide a supportive space for our students to explore their emotions, develop resilience to stress and build critical skills such as metacognition and self-regulation.

As in previous years, our Year 12 students did exceptionally well in their VCE studies and this can be seen as a testament to the success of the School in providing an environment in which students have the required support and guidance to achieve in VCE and to flourish in their lives beyond secondary school.

Value Added

The following programs and practices can be seen to support the betterment and development of student wellbeing at Loreto Toorak:

- A school-wide approach to wellbeing, encompassing students, staff and parents
- The regular development and refinement of policies, implementation of best practice with students at all times
- Proactive School Psychologists and School Nurses including school therapy dog; attendance to special needs students through program support, individual program development and Individual Education and Health Plans
- Transition, mentor and orientation programs
- Vast and varied co-curricular programs; leadership opportunities
- Inter-House activities
- Pastoral Coaching program
- Clear and consistent discipline policies and practices
- Well-supported pastoral structure, staff support and parent communication systems. Regular meetings with students and teachers
- Fostering connectedness through school wide liturgy's, celebrations and activities



- School Councillors and SRC representatives Peer Support programs – Big Sister/Little Sister
- Spiritual retreats
- Varied and extensive camps to build connectedness and social skills.
- External presentations – cyber safety, study skills, enterprise skills, drug and alcohol education, personal growth and child safety empowerment sessions
- Collaborative programs with other schools
- Career counselling and guidance including career focus days across year levels and Alumnae opportunities
- Proactive pastoral focus in each Year Level
- Knowledgeable and accessible staff
- Strong student attendance and engagement
- Fostering positive engagement in School activities, and engendering optimism

Student Satisfaction

Student feedback showed that they were aligned with, and valued, the School's passion for academic excellence, our professional staff, community engagement and students feeling valued and safe. Our Year 12, 2023 exit survey results showed a marked increase in student overall satisfaction compared to previous years.



Student Attendance

The School keeps a record of the attendance of each student. The class roll is marked every period throughout each school day Preparatory – Year 12. If a student is marked absent in the morning and the parent has not contacted the school, the parent is contacted by the Student Office.

Attendance records are monitored daily and contact with parents/guardians occurs if the student has been absent for more than two consecutive days or shows a pattern of inconsistent attendance. The Director of Students (Years 7 – 12) / Deputy Director of Rathfarnham (Preparatory – Year 6) is notified about any pastoral care absenteeism or longer absences and notifies the School Psychologists and/or School Nurses as required.

Years 9 – 12 Student Retention Rate

At our School, we are committed to providing an exceptional education to all our students and ensuring that they receive the support they need to achieve their best. We are proud to report that our Years 9 – 12 student retention rate for the previous academic year was 95.7%. This figure demonstrates the value that our students place on the education they receive at our School and their commitment to seeing it through to completion. It also reflects the School's dedication to providing a challenging and engaging curriculum, supportive and inclusive learning environment, and a range of co-curricular activities that cater to diverse interests and passions. We are thrilled to see our students continuing to thrive academically and personally, and we remain committed to providing them with the best possible education and support to help them achieve their goals.

Average Student Attendance Rate By Year Level

Year 1	92.4%
Year 2	92.3%
Year 3	94.4%
Year 4	93.6%
Year 5	92.1%
Year 6	90.4%
Year 7	92.1%
Year 8	90.1%
Year 9	91.1%
Year 10	90.6%
Overall average attendance	91.9%

Senior Secondary Outcomes

VCE Median Score 36	36
VCE Completion Rate 99.40%	99.40%
VCAL Completion Rate	*



Post-School Destinations as at 2023

Tertiary Study	97.4 %
TAFE/VET	1.3 %
Apprenticeship / Traineeship	0%
Deferred	0%
Employment	0%
Other – <i>The category of Other includes both students looking for work and those classed as Other</i>	1.3%



Child Safe Standards

Goals and Intended Outcomes

Loreto Toorak continues to focus on child safety and is at the forefront of everything we do. We continuously monitor our policy and practices in line with updated legislative requirements and School practices. These include creating inclusive and welcoming environments, enabling students to participate in decisions that affect them, cultural safety, promoting equity and respect for diversity, and having child protection systems and reporting processes in place.

Achievement

- All our staff are made aware of their child safety responsibilities and reporting obligations through our recruitment practices and annual staff learning, online learning modules, and professional development days. All child safety incidents are reported to the Principal and Executive Deputy Principal, Child Safeguarding, Risk and Compliance Committee, and subsequently reported to the Loreto Toorak Board. Base information is documented, and further detail provided by the Principal as appropriate.
- Our annual child safety assurance program and the completion of the self-assessment exercise identified areas that we could strengthen as part of our overall effectiveness. Our Child Safety Risk Owner along with Risk and Compliance Manager meet regularly to ensure any improvement plans are in place and ongoing initiatives are calendared regarding our education and awareness activities. Child safe operations are regularly and consistently reviewed at Leadership and Board level through a standing Agenda item for all meetings.
- Our tiered health intervention approach ensures all students are supported with their physical and mental health including ready access to on-site school psychologists and nurses.

Further initiatives include –

- A dedicated Director of Wellbeing role with accountability for Child Safeguarding and Wellbeing
- New monitoring of Child Safety through dedicated Child Safeguarding team who regularly meet to ensure Loreto Toorak are satisfying Child Safe Standards under Ministerial Order 1359
- New student planner with child friendly language of the Child Safe Standards under Ministerial Order 1359
- Annual Child Safeguarding training to the Loreto Toorak Board and Sub Committees
- Age-appropriate, empowerment/consent education provided to all students
- Appointed and trained a diverse range Child Safety Officers throughout the School who students are comfortable speaking to. Child Safe Officer details are available through student planner through a QR Code
- Annual refresher training on Child Safeguarding for all staff, including contractors, professional services, and casual staff
- Child Safety is a standing item in meetings across the school, particularly in our Pastoral Team comprising Heads of Year and Director of Students, and School Counsellors driving the child safety program
- The School continually revisits and revise our risk assessment in line with the Child Safety Standards under Ministerial Order 1359, identifying areas for removing or reducing the risk of child abuse
- Our suite of Child Safe Policies are available and accessible on our School website and promoted to the School community

- Human Resources have implemented child safe best practices including statements in our advertising; screening in our recruitment and reference checking; ongoing verification of identification, qualifications, registration, and Working with Children certification both before employment commences and with regular checking for continuing currency; and all new staff acknowledging and declaring their commitment to Child Safeguarding
- Students have participated in age-appropriate programs designed to encourage and empower them to articulate when they may not feel safe or may recognise this situation happening with their peers
- Child Safeguarding and Wellbeing Policies have been developed and approved by the Loreto Toorak Board after consultation with various staff, parents, and other members of the community
- Loreto Toorak has continued to be proactive in the implementation of the Child Safe Standards under the updated Ministerial Order 1359. We recognise that these Child Safe Standards are designed to drive cultural change within the community and that protecting children is embedded into our everyday thinking and everything we do



Leadership and Management

Goals and Intended Outcomes

At Loreto Toorak, Leadership and Management are fundamental priorities, guiding our constant pursuit of improvement in all areas of our school community. The adherence to our founding charism remains steadfast as we embrace contemporary standards and processes.

Our governance structure ensures that our processes are robust with the operation of our School Board and Committees committed to achieving our KPIs. Accountability measures, both internal and benchmarked by governing bodies, drive our continuous reflection and evaluation across all levels of the School.

Central to our mission is the recruitment and retention of exceptional staff across all operational spheres, from teaching and learning to the broader support across the School. Our staff members, deeply committed and passionate, foster strong connections within the School, evident in their dedicated service to our students and the collegiality among peers.

Achievements

At Loreto Toorak, our commitment to transparency and operational excellence is unwavering. We diligently deliver comprehensive performance reports to an array of stakeholders, including the School Board, Parents' Association, Melbourne Archdiocese Catholic Schools, the National Education Board, Loreto Province Office, Loreto Ministries Ltd, governmental bodies, and financial authorities.

Our Leadership and Management approach is seamlessly integrated, consistently yielding positive outcomes across all metrics. We take pride in our capacity to provide stakeholders with precise and timely information, ensuring their full awareness and involvement in the School's endeavors and accomplishments.

At Loreto Toorak, our pursuit of operational excellence is continual, underpinned by transparent and efficient Leadership and Management practices.

Expenditure And Teacher Participation In Professional Learning

Description of Professional Learning undertaken in 2023

At Loreto Toorak, we understand that ongoing professional learning is essential for ensuring the best possible outcomes for our students. That is why we have always supported and encouraged our staff to pursue further study and Professional Development opportunities.

In 2023, our staff sought out a range of Professional Learning opportunities to further their knowledge and skills. We continued to provide a blend of online and in-person Professional Development activities, giving our staff greater choice and flexibility in terms of content, mode, and access.

Professional Learning is a key pillar of our Strategic Plan. Through ongoing Professional Development, our staff are constantly seeking new and innovative ways to maintain best practice across all areas. As a School community we are committed to supporting the ongoing growth and development of our staff.

In 2023, the average cost of Professional Learning was \$486 per staff member. This investment in Professional Learning has allowed our staff to explore new and innovative ways to maintain best practices in all areas of their work, which ultimately benefits our students' academic success and personal development. We remain committed to supporting our staff's ongoing professional growth and development.

Teacher Satisfaction, attendance and all staff retention

Our academic staff remains dedicated to addressing both the academic and pastoral requirements of our students, in line with the School's goals, to ensure the delivery of exceptional education. They cultivate strong and meaningful relationships within the School community, demonstrating a steadfast commitment to student safety, wellbeing, and academic excellence.

We firmly believe that the job satisfaction and retention of our staff directly impact the quality of education we deliver. Therefore, we remain unwavering in our commitment to providing a nurturing and rewarding work environment for all our staff members.

School Community

Goals and Intended Outcomes

Loreto Toorak offers a Catholic education which liberates, empowers, and motivates students to use their individual gifts with confidence, creativity and generosity in loving and responsible service.

The five values of Loreto schools worldwide, founded in the tradition of Mary Ward, and enunciated in our Mission Statement are *Freedom, Justice, Sincerity, Verity, and Felicity*. For our School, these foundational Loreto values provide the framework for our everyday interactions and conduct, and they are fundamental to the education that we provide.

These values guide our interactions with individuals and organisations to ensure our engagement is meaningful. We proactively look for opportunities to engage with stakeholders and seek their input to our school processes, objectives and decisions, to achieve improved outcomes and mutual value.

A key stakeholder group of the school is our community. Loreto Toorak is committed to placing our students at the center of everything we do. The Stakeholder Engagement Framework is supported by Loreto Toorak's Parent Charter outlines the way in which the school requires all parents, visitors, associates, and family members to conduct themselves when visiting the School, participating in school activities, and communicating with members of our school community including students, staff, other parents and visitors.

The Loreto Toorak Community Code of Conduct applies to all adults including parents, guardians, associates, stepparents, grandparents, extended family, babysitters, and any others, including volunteers, while involved in activities or communications related to Loreto Toorak.

Achievements

Loreto Toorak is committed to genuine and timely stakeholder engagement that leads to improved decision-making and better outcomes for our stakeholders. Some of the key engagement activities Loreto Toorak undertakes includes:

Governance

An independently appointed School Board together with numerous subcommittees and advisory groups meet regularly to support and oversee the school's governance structures.

Mary Ward Charism through the Loreto Sisters provides the School with an international network of friendship and support. It offers a process for consultation, crafting and discernment for which the Loreto educational ethos has been developed.

Staff

School staff participate in retreats, services, social gatherings, professional development opportunities, wellbeing activities, forums and workplace policy briefings.

Current Students

The student body actively engages in student formations relating to the School's Loreto heritage, values and social justice programs. They are taught positive education principles within their pastoral learning program. They are taught by a dedicated group of professionals with high expectations and provided with numerous co-curricular opportunities. They can also engage in many social activities throughout whilst enrolled as a student at the School. Current students are provided with the opportunity for feedback through exit survey research. They will also engage with the School through various social media platforms.

Current Parents

This group of stakeholders may participate in many enriching sessions in relation to liturgy, prayer and educational development. Numerous social activities are encouraged throughout the school at various year levels. Parents are offered the opportunity to participate in decision processes through governance boards and advisory committees. Feedback is encouraged through annual research opportunities which provide evidence to inform stakeholder planning. Parent engagement is also sought through several parent groups operating to support the school. Parents are involved in many channels of communication with the School including but not limited to emails, eBulletin, MyLoreto, publications, course guides/material, forums, and presentations. These provide a rich source of valuable feedback which is timely and transparent.

Alumnae

Loreto Toorak's Alumnae are a significant stakeholder and as such are provided with many varied engagement opportunities within the school. They receive publications, attend regular reunions (interstate/overseas/specialist groups) and performances, they are offered casual employment as they transition to the workforce and are provided with the opportunity to support our Alumnae. These stakeholders are extremely receptive to social media engagement opportunities.

Past Parents

Many past parents continue to be engaged with the school through network groups such as rowing and specific functions such as the Dream Beyond Dinner, the Royal Blue Club Cocktail Evening, the Loreto Ball, and annual performances/events. These stakeholders continue to receive School publications and engage through our social media channels supporting the School through advocacy or financial means.

Future Students and Parents

A critical stakeholder in the future of Loreto Toorak, future students, and parents engage with the School through general communication involved in the enrolment process and receive regular School publications. They attend School Tours and functions associated with their transition into the School. They have access to our marketing communications including social media where they may choose to engage further through these various channels. On occasions, we involve these stakeholders in research for future projects which may impact the future planning of the School.

Donors

Donors are a significant stakeholder group and are invited to attend special School events. They receive regular personalised communication. They are strong supporters of the School either through advocacy or financial means. Those who have advised us that they are leaving a bequest to the School in their will form part of a specific donor group - our Silk Circle.

Other Groups

The School's neighbours form an important part of the broader community. This group attends cultural and social activities within the School. They are impacted by changes to the School and have a vested interest that requires regular consultation.

Other groups with whom we engage include unions, social justice groups, and community support groups.

Value Added

Our Parents' Association organised a variety of successful and well-attended events including Tennis Day, Family Picnic, the Loreto Ladies' Luncheon, Fathers' Dinner, and Golf Day. Not only were these wonderful community-building events, but the Ladies' Luncheon and Fathers' Dinner also helped raise valuable funds to support the refurbishment of the Science Laboratories.

The School Cocktail Party at the start of the year continues to be a highlight for parents with over 950 parents from Preparatory – Year 12 attending.

The Oration Series enabled students, parents, Alumnae, staff and friends of Loreto Toorak to gather to hear from outstanding alumnae speakers. Alexandra Saundry was the guest speaker for our Celebration of International Women's Day, and Dr Monique Ryan MP was the guest speaker for our Mary Ward Justice Lecture.

Well-attended Reunions were held for Alumnae who left in 1973, 1983, 1993, 2003, 2013, 2018 and 2022. All Reunions commenced at Loreto Toorak with refreshments and a tour before moving off-site to continue the celebrations. Alumnae who left school in 1963 or earlier were invited to attend the annual Diamond Mass held in the Chapel of Christ the King followed by luncheon in Mandeville Hall.

We were delighted to welcome Alumnae and their mothers from across the decades to the Sapphire Dinner. Guests enjoyed listening to the Sapphire Dinner Orator, Alumna Judge Elizabeth Gaynor, and were entertained by Alumna, Stephanie John. It was pleasing to have representation of Alumnae from 1956 to 2022 at the dinner.

A meaningful Thanksgiving Liturgy was held in the Chapel of Christ the King to which all donors and volunteers were invited to attend. Their significant contribution to our school is very much valued.

The annual Past Pupils' Association Thanksgiving Mass was a fitting way to conclude the year and remember those in our community who have died throughout the year.

Past parents were welcomed back to our Royal Blue Club Cocktail Evening at which John Hawkins was inducted as a Life Member in recognition of his outstanding contribution to Loreto Toorak Rowing.

Additionally, a select group of past mothers were recognised for their generous support of our Scholarship Fund at the Dream Beyond Dinner.

As custodians of the magnificent Mandeville Hall mansion, it is incumbent upon us to ensure that others in our community have the opportunity to access it. Our Loreto Cultural series enabled many people not otherwise connected to our school to visit and enjoy classical music concerts, tours, and guest presentations in this unique space.

We were fortunate to continue to receive donations from generous members of our community. Many alumnae attending reunions and other events chose to include a donation to the Scholarship Fund when booking their tickets. Current parents, past parents, and staff were also most generous in remembering the school in their philanthropic decision-making. Membership of our Silk Circle continues to grow, and we were pleased to have members join us on many significant occasions throughout the year.

Planning for our Centenary Year is well underway, and we very much look forward to celebrating with our community next year.

Future Directions

In 2023, Loreto Toorak continued to focus on its commitment to preserving the Loreto mission and values by integrating foundational principles from various guiding documents throughout all aspects of the school. These documents, including the Loreto Ministries Educational Philosophy, Mary Ward Schools' Compass, and the Loreto Toorak Strategic Direction 2025, emphasised excellence across six pillars.

Aligned with the Melbourne Archdiocese Catholic Schools (MACS) School Improvement process, the school's four-year strategic plan for 2023-2026 has seamlessly incorporated the Loreto Toorak Strategic Direction 2025, reflecting a cohesive approach to future development.

Taking on the responsibility for nurturing and advancing these principles across the wider school community, the Loreto Toorak School Board, Principal, and School Leadership Team provided thoughtful guidance, professional development opportunities, and formation for all staff. Through a comprehensive communication and engagement strategy, they effectively articulated Loreto's values, ensuring their integration into all aspects of school life.







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