

## Scots All Saints College

### Frequently Asked Questions

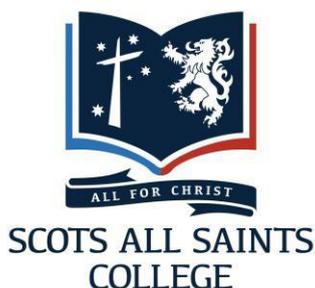
**Q: What is the name of the new combined school?**

After months of community consultation and feedback, the General Assembly of the Presbyterian Church in NSW met on 12 July 2018 to make decisions on the integration of two schools: The Scots School and All Saints College, to form a new combined school to be called Scots All Saints College from July 2018.

Scots All Saints College reflects the heritage of two very successful schools with wonderful cultures and reputations which have enjoyed strong regard in Bathurst and the Central West communities for many years. The Scots name is closely associated with the Presbyterian Church values and its other schools. Equally, the strong All Saints College brand and reputation is respected throughout the Central West community as a school of excellence and opportunity. The value of both school names have been honoured, seeking to preserve their strengths, build on them and offer a valuable and unique opportunity in education to benefit all students.

**Q: What are the Scots All Saints College colours and Crest?**

The crest is pictured below:



The crest is a unifying image of the Christian foundation and heritage of The Scots School and All Saints' College, now together as Scots All Saints College:

1. The open Bible represents Christ as the Word of God (John 1), of truth and wisdom, encouraging all students to strive to grow in knowledge of Christ, themselves and of the world;
2. The blue and red pages of the Bible are the new school's colours, and represent the richness of diversity and heritage of two school communities coming together as one under Christ (1 Corinthians 12);

3. The Lion represents Christ as the Lion of Judah victorious (Revelation 5), encouraging all students to be strong and courageous, and not to be afraid or discouraged (Joshua 1:9);
4. The Cross represents Christ's salvation of all people of faith in Him, encouraging all students to demonstrate compassion and grace towards others (Colossians 3:12-13) and to grow in perseverance, character and hope (Romans 5);
5. The Stars of the Southern Cross represent this land we love, Australia, and the reach of the College to all families in Bathurst, Lithgow, the Central West region of New South Wales and beyond;
6. The words '*All For Christ*' reflect the Lordship of Christ and the school's mission to educate and develop all children as young people of faith, confident in their God-given abilities and willingness to serve others.

The story of each element of the crest integrates the traditional Christian foundations and core beliefs of both The Scots School and All Saints' College, unifying the key elements of both schools together into the one design for Scots All Saints College.

The crest also introduces our school's primary colours - navy, blue and red, which represent the diverse gifts and backgrounds of all students and their families. As both The Scots School and All Saints' College have always done, Scots All Saints College will welcome students and parents from all faiths, beliefs and backgrounds to join an outstanding school of excellence in all respects, built on the values and traditions of two great schools that will now be stronger together.

These colours, together with the symbol of the Lion, are now being integrated into the Junior, Middle and Senior school uniforms and sports uniforms.

Discussion is now underway with a key supplier to produce the uniform in a timely and cost-effective manner for parents.

The new school crest and colours will be introduced through the communications and marketing program over the coming weeks and months ahead of the start of the new school year in 2019.

**Q: What is the purpose of Scots All Saints College? What does it offer?**

Scots All Saints College is the start of a new, innovative era for education in NSW providing a leading regional Co-educational Boarding and Day School structure. Catering to students of all ages, it offers a Pre-K, Junior, Middle and Senior School. There are campuses in Bathurst and Lithgow with unrivalled space and facilities. Boarders will be accommodated on a single site (Scots Campus), encouraging strong links between siblings and families. Owned by the Presbyterian Church, the school has a strong faith mission which endorses family and Christian values which are strong, inclusive and community-focused to provide educational opportunities for all students.

**Q: Why did the Presbyterian Church of NSW seek to combine the two schools?**

From the onset, when the announcement to purchase All Saints College was made in August 2017, the goal has been to include the best of both schools, The Scots School in Bathurst and Lithgow and All Saints College in Bathurst, combining both into a single unique school offering for the benefit of all students. There are substantial educational opportunities and financial economies that flow from the larger combined school. The vision of an integrated school has remained our guiding principle during the past year.

There has also been an extensive consultation period where students, parents, teachers, leaders and other community members have all worked together on the details of the integrated school and external experts have been engaged to provide advice and guidance.

**Q: What are the key advantages of combining the two schools to make Scots All Saints College?**

There are many reasons why Scots All Saints College will be the school of choice for the region including:

- The outstanding calibre and caring nature of teaching staff bringing academic excellence for all students from Pre-K through to senior years including a unique Middle School campus for Years 5 – 8.
- Expanded opportunities for students offering a wide subject choice, co-curricular opportunities such as, music, sport, agriculture, cadets and Duke of Edinburgh.
- Extensive resources, space and facilities including unrivalled campuses in Bathurst and Lithgow, boarding facilities and accommodation for parents.
- Greater opportunity through economies of scale to add value to students' educational development through innovative programs.
- Significantly improved specialist educational programs, for example, an increased focus and opportunities in STEM (Science, Technology, Engineering, and Mathematics).
- Increased elective subject offerings in Years 9-12.
- State of the art teaching and learning facilities that will continue to be upgraded and expanded to cater to student needs.
- Student wellbeing systems based on science and learnings from positive psychology.

Overall, Scots All Saints College presents an opportunity for excellence and innovation where individual students can embrace an educational journey that encompasses physically, socially and emotionally supported learnings to develop the whole person.

**Q: What were the other key decisions made during the Assembly meeting?**

The Trustees appointed a new School Board comprising a balanced mix of skills, experience and gender; with current and former parents of students from both schools appointed. All live in Bathurst or regionally. The new Board held its first meeting on Saturday, 14 July 2018.

**Q: What is the role of the Scots All Saints College Council, known as the 'College Council' and who are the representatives?**

Since the announcement of the new name, Scots All Saints College, some ambiguity has arisen over the use of the term 'School Board' as the governing body for the College. As a result, the School Board (as it has been referred to in all previous communications) will now be called the 'College Council'. This change aligns the term 'College Council' with the College Councils at The Scots College, Presbyterian Ladies' College Sydney and Presbyterian Ladies' College Armidale.

The College Council of Scots All Saints College is a group of twelve members, elected for terms of three years by the General Assembly of the Presbyterian Church of Australia in New South Wales.

They are non-executive members who support and oversee the Headmaster in the day-to-day running of the School.

The Trustees will have an active role in supporting the College Council and they have asked The General Manager of the Presbyterian Church, Mr Jeof Falls, to continue to facilitate the integration process in close association with the Council and the School's Senior Executive until the end of 2019.

The Council's roles include: the selection, appointment, evaluation and mentoring of the Headmaster, the setting of budgets, the approval of capital works, the formulation of policy and strategic planning for the School's future.

The College Council also ensures that all policies and practices in the School comply with relevant standards and regulations established by various statutory bodies.

The College Council reports annually to the General Assembly of the Presbyterian Church of Australia in New South Wales.

Following the meeting held on Saturday 4 August, we are very pleased to confirm that Mr Hamish Thompson has been appointed the first Chairman of the Scots All Saints College Council.

Hamish is well known to many parents in All Saints' College as a current parent with a son in Year 11 and another son who left last year. He is also well known to many Scots Old Boys as a former student and boarder of The Scots School. Hamish's appointment continues an outstanding legacy left by his father, who served on The Scots School Board for many years and in whose honour Thompson House was named. Hamish was a member of the interim All Saints' College Board for the six months prior to the General Assembly's decision to merge the two schools and constitute the new School Board, now Council, on 12 July.

Mrs Rosemary McKay has been appointed the first Deputy Chair of the College Council. Rosemary is well known in The Scots School community as a former parent of three children, but she also has connections with the All Saints' community as a former All Saints' College student. Rosemary is experienced in school governance, being a former Board and Finance Committee member of The Scots School since 2014. Both Hamish and Rosemary bring strong business and finance backgrounds, cross-school experiences, and a deep understanding of the heritage and culture of both schools. They are supported by Council members with wide expertise in education, business management and finance.

View more details about the College Council [HERE](#)

#### **Q: What are the values?**

The values, to be developed by the School Council, in consultation with the Headmaster and Senior Executive staff, will reflect these core principles:

*The Quest for Excellence* through adventure, initiative, creativity and growth  
*Faith and Tradition* which inspires truth, honour, courtesy and freedom  
*Leadership through Teams* in a spirit of service, compassion, fun and community

#### **Q: What is the vision/mission for the new College?**

The strategic direction of the new school encompasses:

A MISSION that reflects educating and growing the whole person within a Christian worldview.

A VISION where young men and women of integrity and compassion unite to challenge the present and create a better world.

The College Council will help to shape the mission and vision for Scots All Saints College.

#### **Q: Who is the Headmaster of the Scots All Saints College?**

Mr David Gates is the Headmaster of Scots All Saints College, working with the Senior Executive, Senior Leadership Team and College Council to officially operate Scots All Saints College from 2019.

#### **Q: Who is the leadership team appointed to Scots All Saints College?**

The Headmaster is Mr David Gates and there are three Heads: Ms Tracey Leaf, Head of Scots Campus; Mr Chris Jackman, Head of All Saints Campus; and Mr Greg Jones, Head of Academic Excellence and Compliance across both campuses.

Please click [HERE](#) to view the profile sheet for the Scots All Saints College Senior Leadership Team.

**Q: What will be the new uniform for the new school?**

There is a two-year phase-in period for the uniform before all students will be required to wear the new uniform. Students can continue to wear existing All Saints' College or the Scots School uniforms during this transitional period. As previously communicated, current uniforms can be worn by students for the next two years until all students are required to transition to the new College uniform from 2021. We ask that students remain consistent in their uniform choice so that they are not mix-matching parts of different uniforms.

At the start of Term 4, the Uniform Shop will be offering parents the opportunity to access some current Scots School and All Saints' College uniform items, such as blazers that will not be part of the new Scots All Saints College uniform, at heavily discounted rates. Prices for this stock will likely be 50% or greater off retail price. More details will be provided in the coming weeks.

The designers and the Council resolved it was sensible to take time to do the uniforms well. The current priority is to have the core components of each of the Pre-K, Junior, Middle and Senior School uniforms available for the start of the 2019 school year.

Further information will be provided to parents and students as this project progresses.



Scots All Saints College Plaid

**New School Plaid and Uniform**

Following many hours of meetings and consultative discussions involving the Executives of both schools' P&F Associations, the Sports Masters and the School Council, the new school plaid (tartan) and uniform was launched to the school community on 13 September 2018. The photos below represent the actual weave of the plaid for the girls' uniform; Middle and Senior School uniforms; and picture of the Junior School uniform for girls.



Middle and Senior School Uniform  
- without and with blazer



Junior School Uniform

The core uniform will be identical across both Middle and Senior schools. It will encompass a Navy Blazer with Crest; Navy V-neck Jumper with Red and Blue stripe at neck; White Shirt – short and long Sleeve; and Grey Trousers and Shorts.

The Junior School uniform (K-4) will be styled for younger children using the same elements, but without the Blazer. Girls will wear a V-neck check pinafore (pictured), which is a new style, and will be more dress-like in shape. It will be cooler in summer as it will not have double thickness as are the current pinafores and will be worn all year round.

Girls and boys will have the option to wear either a blue or red jumper (the new school colours). This will result in a glorious mix of blue and red throughout the Junior School as girls and boys wear their preferred colour. It will also mean that the transition from Year 4 to Year 5 (from Junior to Middle School) will be celebrated by all boys and girls moving from their red and blue jumpers to navy jumpers that will remain the same through to Year 12. The Pre-Kindergarten uniform is currently being designed and it and other uniform components, including ties, socks, summer, winter and elite sports uniforms, house polo shirts, hats, etc., will be shown to the Council shortly and released as soon as they are approved.

*Last Updated: 10 December 2018*

After much consultation, the Uniform Committee has made recommendations to the College Council who have approved and endorsed the designs for hats, ties, school bags, Pre-Kindergarten and sports uniforms.

The Uniform Committee and our suppliers, Noone have been working tirelessly to fast track the production of uniforms so they will be ready for delivery in the week before school starts from 21 January 2019. A static display of uniforms will be on show from early December in the Uniform Shop located on All Saints Campus. The Uniform Shop will be open in December for fittings of new students first. These dates will be sent to new families via email, so they can make an appointment to book their child's fitting. Fittings for current students will be held in January. We ask that parents make an appointment. Please see further information on booking dates and times in the price list below and available on the school websites. All students will be required to purchase their house polos, sports shorts and house swimming caps as the old houses are now superseded before the swimming carnival in February.

Current Scots and All Saints College uniforms will be acceptable to be worn during the 2-year transition and phase out period. We ask that you do not mix and match uniforms to maintain the integrity of our new SASC brand and preserve the tradition of the current uniforms.

We are pleased to reveal these components of the new Scots All Saints College uniforms:

## Soft Shell Tracksuit Jacket Middle and Senior School



## Sports Polo

# Pre-Kindergarten Polo



Sports Shorts  
Trackpants  
Pre-Kindergarten and Junior School



# House Polos

## Mawson



## Booth



## Cuthbert



## Dunlop



## Cowan



# Ties

Senior  
Junior

Middle



Sk14329 M  
navy red light blue white black



Sk14329 I  
navy red light blue white black



Sk14329 J  
navy red light blue white black

# Bags and hats

## Scots All Saints College, Bathurst, NSW



## Where will the uniform shop be located and what are their hours?

The uniform shop will be located on All Saints Campus. View the new uniform shop on All Saints Campus opening hours and price lists [HERE](#).

## What uniforms do I need for Term 1?

All students from Kindergarten to Year 12 will need to have purchased a sports uniform for Term 1. The uniform consists of a House polo shirt, shorts and socks. These items can be purchased from Noone who are working in partnership with the College to supply uniforms. Noone will have a list of the students in each House.

View the new uniform shop on All Saints Campus opening hours and price lists [HERE](#).

## Q: What will the new Competition Houses be called and how will students be allocated?

There will be five new Houses across Scots All Saints College from Kindergarten to Year 12. These Houses have been selected through consultation with staff across both schools and approved by the combined interim School Board, now Council. All Students will be allocated a new House with siblings and family members to be housed together.

The criteria provided to the House Names Committee were as follows:

- To choose people of honour for the house names. The names should identify well known Australians with values we wish to develop and see reflected in our students and in the new College.
- Those chosen must have been long term contributors and stood the test of time as honourable Australians.
- The five house names are to be representative of a range of fields of endeavour, for example, sport, education, the arts, service to humanity, Christian ministry.
- None of the five are to have any direct link to either ASC or TSS, that is, not an old boy/girl or past Headmaster.
- Each will be preferably Christian in their belief and service to humanity.
- A brief biographical sketch which is provided for each honoured Australian must clearly identify at least one specific value we wish to encourage in our students such as service,



courage, standing up for what is right or the spirit of discovery.

- The five house names must reflect the coeducational nature of the school by including a minimum of two males and two females.

Scots All Saints College house names will be referred by the surname of famous Australians. The new houses, the house colours and the first Senior School House Captains are as follows:

**BRIAN BOOTH** (1933- ) is a former Australian cricketer who played in 29 Tests from 1961 to 1966. He also represented Australia in Hockey including at the 1956 Melbourne Olympics. He was a school teacher and teacher educator at Sydney Teachers' College in his professional life. Brian Booth was a devout Christian and an Anglican lay-preacher, described by one journalist in this way: "If a prize were offered for fair play and sportsmanship among Australia's post-war cricketers, Brian Booth ought to win it hands down."

VALUE - SPORTSMANSHIP & FAIR PLAY

HOUSE COLOUR – GREEN

FIRST HOUSE CAPTAINS – GENEVIEVE GATES & MAURICE OTUTAHA



**EDITH COWAN** (1861-1932) Former Member of the Western Australian Legislative Assembly, Edith Cowan OBE was an Australian social reformer who worked for the rights and welfare of women and children. She is best known as the first Australian woman to serve as a member of parliament. She was a true Australian pioneer in many ways. She was active in the Anglican Church and was the first female member of the Anglican Social Questions Committee.

VALUE – CHAMPION FOR PEOPLE’S RIGHTS    HOUSE COLOUR – PURPLE  
FIRST HOUSE CAPTAINS – ISABELLA SIEGERT & ANDREW KNOX

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**BETTY CUTHBERT** (1938-2017) was an Australian athlete who won four gold medals at the Melbourne and Tokyo Olympics in the 100m, 200M and 400M events. She was known as Australia’s Golden Girl. In later life Betty Cuthbert developed multiple sclerosis. She was helped in her struggle with the disease by her strong Christian faith, and used her public profile to support other sufferers from the condition, and assisted in the founding of MS Research Australia.

VALUE – SERVICE TO OTHERS    HOUSE COLOUR – YELLOW  
FIRST HOUSE CAPTAINS – ABIGAIL MILLER & CONNOR MANTON

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**SIR EDWARD “Weary” DUNLOP** (1907-1993) was a doctor, and a member of the Presbyterian Church. He played Rugby Union for the Wallabies in wins against the All Blacks in the Bledisloe Cup. In 1935 he joined the Army Medical Corps. His unit was sent to Java, where he was captured by the Japanese. In prison camps at Changi and on the Burma railway he was notable for his work in treating sick and dying POWs with whatever resources he could gather. After the war he was publicly involved in a number of health, welfare and educational organisations, and in promoting reconciliation with the Japanese.

VALUE – SERVICE TO OTHERS    HOUSE COLOUR – AQUA BLUE  
FIRST HOUSE CAPTAINS – MACKENZIE-ROSE HONEYSETT & WILL SCHOENMAKER

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**DOUGLAS MAWSON** (1882-1952) had the brilliant brain of a scientist but is remembered for making one of the most courageous solo journeys by any Australian adventurer. In 1911, he headed south to chart the Antarctic coastline. But on a dangerous trek tragedy struck. One of his partners plummeted down an ice crevasse and the other died from physical exertion. Mawson was left alone 850km from base camp. On his brutal journey back he slipped down a crevasse but managed to haul himself to safety. For 30 days he battled frostbite and hunger as the whipping wind tried to break his spirit. Finally, he reached supplies and his miraculous escape became news around the world.

VALUE – COURAGE & DETERMINATION    HOUSE COLOUR – ORANGE  
FIRST HOUSE CAPTAINS – BROOKE WEBB & SCOTT MAWHOOD

**Q: Will Summer Sports Team be formed from students of both schools combined?**

Junior School and Senior School Hockey have already combined teams for the winter Season. Plans are underway for all sporting teams to be playing together under the new school name for the summer competitions to begin in Term 4.

**Q: Will there be an official launch of Scots All Saints College?**

Yes. A celebration to officially launch the new school was held as part of the All Saints' College Spring Fair on Sunday 9 September 2018 with students, teachers and the two school communities invited to join together to celebrate the strong heritage and culture of our two schools coming together in all respects from the start of 2019. Further information and photos from the event can be found on the school Facebook page @scotsallsaints by clicking [HERE](#).

A film was produced and shown during the special ceremony to recognise the contributions of past and present students as we look toward the future. This can be viewed [HERE](#).

**Q: Where can I find the latest School Video presentations?**

A few videos have been produced by our Communications team and they are well worth viewing!

The Special Ceremony film played at the recent Spring Fair event is now available on the new @scotsallsaints Facebook page which can be found [HERE](#). It can also be viewed on the new @scotsallsaints YouTube Channel by clicking [HERE](#).

A short Highlights from Spring Fair 2018 video has also been posted on Facebook and can be viewed [HERE](#).

The new 'space to be' film featuring students enjoying their College learning environment can be found [HERE](#).

**Q: Where will the students be located in 2019?**

Scots All Saints College will operate from three campuses within the heart of Bathurst and Lithgow including the existing Scots Campus and All Saints Campus as follows:

Pre-K - All Saints Campus, Bathurst  
Pre-K - Scots Campus, Bathurst

Kindergarten to Year 4 - Junior School - All Saints Campus, Bathurst  
Years 5 - 8 - Middle School - All Saints Campus, Bathurst

Years 9 -12 - Senior School - Scots Campus, Bathurst  
Boarding Years 6 - 12 - Scots Campus, Bathurst

The Lithgow Campus will remain as Pre-K to Year 6.

## **Q: What is the Senior School Student Leadership structure?**

### **(a) Prefects**

***There will be 16 – 20 Prefects appointed for 2019. That is, 8 – 10 Prefects will be appointed from each school. The number of Prefects from each school may not be exactly equal – Prefects will be appointed on merit, not to make up numbers.***

- Year 11 students are invited to apply for the position of Prefect.
- The application form is submitted to Mr Jones (ASC) or Mr van Gend (TSS).
- A preferential indicative ballot is held to gauge student and staff perspectives of applicants.
- ASC Heads of House meet with Mr Jones and Mr Gates to discuss applications; TSS Welfare Committee meets with Mr Gates to discuss applications.
- Mr Gates makes offers to Prefects and contracts are completed.
- Prefect appointments are announced at ASC at the Benefactors' Service on Thursday 27 September and at TSS at the Assembly on Thursday 27 September.
- Prefects are formally recognised at the Induction Chapel Service on Sunday, 28 October at 9.30am in Aikman Hall (TSS).

### **(b) House Captains**

***There will be 10 House Captains appointed for 2019. That is, 5 House Captains will be appointed from each school.***

- Year 11 students are invited to apply for the position of House Captain.
- The application form is submitted to Mr Jones (ASC) or Mr van Gend (TSS).
- ASC Heads of House meet with Mr Jones and Mr Gates to discuss applications; TSS Welfare Committee meets with Mr Gates to discuss applications.
- Mr Gates makes offers to House Captains and contracts are completed.
- House Captain appointments are announced at ASC at the Benefactors' Service on Thursday 27 September and at TSS at the Assembly on Thursday 27 September.
- House Captains are formally recognised at the Induction Chapel Service on Sunday 28 October at 9.30am in Aikman Hall (TSS).

### **(c) Senior Prefects**

- Students appointed to the position of Prefect are invited to apply for the positions of School Captain, School Vice-Captain, Day House Prefect and/or Prefect Duties Co-ordinator.
- ASC Heads of House meet with Mr Gates to discuss applications; TSS Welfare Committee meets with Mr Gates to discuss applications.
- Mr Gates makes offers to Senior Prefects and contracts are completed.
- Senior Prefect appointments are announced at the TSS Speech Day (Wednesday 5 December) and at the ASC Speech Day (Thursday 6 December).

### **(d) Other Leadership Positions**

- A number of other leadership positions are available to students. These include Boarding House leadership positions and various co-curricular programs (for example, Performing Arts, Sport, Cattle Show Team).
- Student leaders are identified by the staff member responsible for each program. The staff member discusses the appointment with Mr Gates.
- Mr Gates makes an offer to the Program Leader and a contract is completed.
- These leadership appointments are announced at the next available Senior School assembly.

- These leadership positions will be identified at various times during the school year, at a time deemed appropriate by the staff member responsible for the program.

**Q: How will you decide the school leaders for 2019? Will there be school captains for the Junior, Middle and Senior schools?**

Leadership opportunities are an important part of personal growth for students. As Scots All Saints College, students have opportunities to develop these skills from Kindergarten. There will be leadership roles for Junior, Middle and Senior School. Leadership roles will be based on merit and not necessarily equal numbers from current schools.

**Q: What student leadership opportunities will be offered in the Middle School?**

**Year 8**

All Saints Campus Boy and Girl Captain

All Saints Campus Boy and Girl Vice Captain

6 Student Leaders (a boy and girl from each Core Class)

Note: there will be equal representation from both school cohorts in all Leadership Roles. Year 8 Leadership positions will be selected in Term 4, 2018 from current Year 7 students. These leaders will be inducted at the Commencement Service 2019.

**Year 6**

House Captains (boy and girl from each House)

**Junior School**

Year 4 Buddies to Kindergarten students

Student Representative Council (boy and girl from Year 1 to 4, Kinder to have SRC reps in Semester 2, SRC reps change every semester)

**Q: Who are the key pastoral care staff in the Middle School?**

Mr Chris Jackman – Director of Middle School, Head of Campus

Mr Tom van Gend – Director of Student Wellbeing

Mrs Jo Nicholls – Stage 3 Coordinator

Mrs Cassie Pearce – Year 7 Coordinator

Mrs Catherine Dundon - Year 8 Coordinator

Each class will have a core teacher who will be the pastoral care contact. Core teachers are currently being interviewed and selected and we will notify parents once this team is in place.

**Q: What will be the school fee structure for 2019?**

The school fee structure for the following year is determined by the School Council on an annual basis in Term 4 each year. The new fee schedule has been approved by the College Council and can be found [HERE](#).

**Q: What will happen to Middle School Boarders who will board at Scots Campus and need to go to school at All Saints Campus?**

Middle School (Years 5 - 8) boarders will be transported by bus to the All Saints Campus to attend classes each day. They will have lunch in the dining hall at the All Saints Campus.

**Q: Will the Middle School do Agriculture?**

Years 7 and 8 will continue to do Agriculture as part of the curriculum at the All Saints Campus. Subjects are currently being reviewed and developed and will be communicated to parents as soon as possible.

**Q: What years are required to do the Cadets Leadership program from 2019?**

The Australian Army Cadets is a youth leadership development program and one of the key leadership development programs offered exclusively in Bathurst at Scots All Saints College. It is a program designed specifically for young people to develop confidence, self-discipline, respect and enjoy the spirit of adventure. The program also instils the values of teamwork, initiative and moral courage. The Cadet Unit is a school-based unit which has sponsorship from the Australian Defence Force. The Cadet Unit is designed to be run by the school cadet leaders under the watchful eye of the cadet staff with older cadets having the opportunity to lead and mentor the younger recruits.

In 2019, Scots All Saints College will introduce the compulsory part of the Cadet program for students in Year 9 to develop their leadership skills through direct instruction from Cadet Leaders and staff and a variety of experiential opportunities over a 15-week program. This 15-week program aims to provide Year 9 with a short experience of what the Cadet program encompasses. Year 9 students will attend Cadets on Wednesday afternoons in Term 1 and Term 4. In Term 1, they will spend most of their time learning basic skills like First Aid, camp craft skills, map reading and navigation, use of two-way radios, problem solving and preparing for the Year 9 Cadet Camp which incorporates the compulsory Year 9 Outdoor Education experience.

In Term 4, a key focus is preparation for the Cadet Ceremonial Parade which will be held towards the end of the academic year. The completion of this experiential 15-week Cadet program by Year 9 students qualifies participants to join the Cadet Unit as a leader from Year 10 onwards. Alternatively, students with a very keen interest in Cadets may voluntarily join the Cadet Unit prior to Year 9, in the year they turn 13 to enable them to progress through the leadership training courses, conducted with the Australian Army, at a faster rate. The students embarking on the leadership of the Cadet Unit undergo their own very specific training as a leadership group on Wednesday afternoons in Terms 2 and 3.

Cadet leadership rank is attained by attending voluntary leadership training courses in School holiday breaks with other cadet units throughout the state usually at the Singleton Army Base. These courses give Scots All Saints College cadets the opportunity to go away for up to a week and stay with other cadets from units across NSW. They participate in various practical tests and give presentations with other potential cadet leaders. At the end of a course our cadets, along with others, will hopefully obtain the rank they have been training for. The skills developed on these courses include how to teach a lesson, leadership styles, people skills and proficiency with communication. These awards are nationally recognised and the rank worn by a cadet has been earned through a standardised series of tests. The Cadet program provides wonderful opportunities for personal growth and development along with leadership credentials, which are highly regarded in the broader community.

The Cadet program is one of the most important and specific leadership development opportunities provided by the College. Students undertaking the leadership training courses with the NSW Army Cadets and taking on leadership rank after completing the Recruit Training Course in Year 9 are also able to use this opportunity to progress towards the achievement of the Duke of Edinburgh Award. Cadet leadership rank and the Duke of Edinburgh Award Scheme are both highly recognised and valued as part of a school student's Record of School Achievement and also provide eligibility towards bonus points for the student's ATAR. More significantly however, the Cadet program provides a wonderful opportunity for personal self-development, leadership training and challenge in an outdoor environment to develop confidence and resilience.

**Q: What days will Pre-K students be able to choose?**

Pre-K at the All Saints Campus currently has a 3 Day program (Mon, Wed, Fri); and a 2 Day program (Tues, Thurs) or a 5 Day program. Pre-K at the Scots Bathurst and Lithgow campuses currently has an option to choose days and it is recommended students attend for a minimum of three days per week. This arrangement will continue in 2019.

**Q: Will the Pre-K program be the same on each campus?**

The Pre-K program will operate under a new Director of Pre-Kindergarten. All staff will work together to offer a similar program regardless of campus.

**Q: What will be the After School Care arrangements for 2019?**

Scots All Saints College aims to provide quality care at an affordable price to parents of students in Pre-Kindergarten to Year 6 enrolled at the College. After School Care will be provided at All Saints Campus for students in Kindergarten to year 6 on request from 3:20pm to 6:00pm. There is a flat charge of \$10 charge per student or \$15 per family (i.e. 2 or more children). Penalty fees will be charged at the rate of \$10 for every 15 minutes after that time. After School Care will be provided by an accredited provider.

Pre-K students will be provided with After School Instruction on both All Saints Campus and Scots Campus from 3:20pm to 6:00pm. This service will be free of charge from 3:20pm to 5:00pm. There is a flat charge of \$10 per student from 5:00pm to 6:00pm. A \$10 charge will apply to Pre-K students from 5:00pm – 6:00pm. Penalty fees will be incurred at the rate of \$10 for every 15 minutes after that time.

Details about placements and booking procedures will be provided as soon as possible.

**Q: Will the school have a School Nurse?**

Yes. The School Nurse will be located on the Scots Campus where the boarding students will be based. All Junior and Middle School staff receive annual First Aid training and students will be referred to Junior and Middle School Administration staff in the event of illness or injury.

**Q: What will Boarding look like?**

In response to feedback from parents and the school community, there was a strong message to retain the family-based groupings for boarding. To this end, all the boarding students will board at the Scots Campus.

Boys will be in 'Ives House' and 'Bulkeley House'.

Girls will be in 'Galloway House' and 'Thompson House'.

'Galloway House' was upgraded in January 2018 and 'Thompson House' and 'Ives House' are being upgraded to accommodate additional students prior to 2019.

The new girls' Boarding House, Thompson House, is near completion, freshly painted and carpeted with brand new study and bed facilities. The boys' boarding facilities will be upgraded to provide single room accommodation for all Year 12 students, which will be completed during Term 4.

**Q: What will happen to the boarding facilities at All Saints College?**

This is currently under review and options are being discussed.

**Q: Will both campuses still have a dining room?**

Yes. Lunch will be optional for all day students, as is currently the practice at The Scots School. Parents may choose to order lunches on a permanent basis by filling in the appropriate lunch order form at the beginning of the school year. Day students will then be issued with a card and will join the boarding students for lunch. Lunch will be provided for all boarding students and available for day students on both the All Saints and Scots Campus. In the case of an emergency or a special one-off need, a small number of day students will be able to order lunch on the day by picking up a

lunch voucher from the Front Office by recess with the cost charged to the student's account. There will be a limited number of these vouchers available daily as the Dining Hall needs to know in advance for meal preparation. Morning tea will no longer be available for day students, so they will need to bring their own.

**Q: Will there be any upgrades to facilities on the two campuses?**

There will be improvements and construction works at both campuses over time to enhance facilities and infrastructure. Priorities are currently being determined and the new School Council will make decisions on capital works expenditure. There is work currently planned or in progress for the Senior School Library, Middle School COLA (Covered Outdoor Learning Area), the four Boarding Houses and the Science Laboratories for the 2019 school year.

**Q: What is happening to staff jobs?**

A new structure has been developed for the combined school. Senior Executive and Senior Leadership positions have been appointed and were announced in June. Click [HERE](#) to view details about the team. Middle Management positions will be appointed in the next few weeks and other staffing positions will be determined by early Term 4 in readiness for commencement of Scots All Saints College in 2019.

**Q: What will be the bus arrangements for day students travelling from out of town to Scots Campus or All Saints Campus? Will they have to change buses?**

This has been a focus for the Integration team for the past few months with meetings undertaken with the Bathurst bus company, Bathurst Buslines to accommodate the change of transport requirements from 2019. I am pleased to confirm all College buses currently operating from outside of Bathurst into the Scots Campus and All Saints Campus will continue. We are working with industry specialists to determine the best way to transport students living in Bathurst for the start of 2019.

Bathurst Buslines has loaded all addresses into the mapping system, Geocoded locations onto a town map, and then overlaid the existing bus routes. With a couple of minor changes, Bathurst Buslines is confident to be able to transport students from every area of Bathurst to each campus in 2019. It is common practice for the bus company not to know actual loadings on each bus service until early each year, however, they will adjust according to the need.

Bathurst Buslines would like to reassure parents; their services will ensure Scots All Saints College Bathurst students can travel to and from home and each campus as easily as possible.

Bathurst Buslines requires all parents who wish to use the town bus service for their child/ children to apply for free school travel passes ASAP. Once your details are on their database, they will be able to better predict when and how students will catch each service. Please find attached a one page information sheet on how to apply for Free School Travel and go online to apply via this link - <https://apps.transport.nsw.gov.au/ssts/howToApply>

Parents will be able to drop students at the Scots Campus to be taken to All Saints Campus and vice versa but we are hopeful that the arrangements made with the local bus service directly to their campus will be much more efficient and time conducive for families.

**Q: With the increased traffic movements at both campuses with extra students and buses, how will you improve safety?**

The school is currently working with a company called 'Traffic Solutions' to think through any traffic movement issues at the College campuses.

**Q: How do we enrol? How will enrolments be managed moving forward?**

Enrolments can be facilitated at both the Scots Campus and All Saints Campus. This will be reviewed in the future. Please ask any prospective enrolments to contact either school to be directed to Mrs Lisa Ellery – Registrar.

**Q: Will the Parents & Friends (P&Fs) of both schools combine? Will the Spring Fair go ahead? Will there be a Highland Gathering?**

The P&F Integration Committee has worked together over the last few months to prepare for the new Scots All Saints College Association. It is envisaged that the Highland Gathering and the Spring Fair will continue on the two campuses where they have been very successful for many years.

The new Constitution was developed and planning for the inaugural AGM was carried out. The Constitution was approved by the College Council. This allowed us to have the first AGM of the Scots All Saints College Parents and Friends Association to go ahead on Saturday, 27 October.

Thank you to everyone who attended the AGM and got the Association underway. All positions in the Executive and the Committee were filled.

**Executive:**

President - Lindsay Wilde  
Vice President - Sue Rogers  
Secretary - Sharyn Semmens  
Treasurer - Rhonwen Hazell  
Vice Treasurer - Rebecca Ashton

**Committee Members:**

Rebecca Ashton  
Grant Baker  
Gemma Green  
Annabelle Hillsdon  
Elizabeth Jeffries  
Sandra Sharpa  
Genevieve Spence

The first General meeting of the P&F will be held at the Tim Richards Pavilion, Scots Campus at 5.30pm on Wednesday, 28 November. Everyone is welcome to attend the meeting.

The Constitution and the P&F Handbook are available on the school websites. To contact the P&F please email: [sascpfa@outlook.com](mailto:sascpfa@outlook.com)

**Q: What will happen with Old Boys and Old Girls?**

The Scots School Old Boys' and Girls' Association and All Saints' College Old Bathurstians' Union (OBU) will continue to run separately for past students. Students who graduate from Scots All Saints College in 2019 will be part of a new Old Boys' & Girls' Association (OBGA). For a few years however, graduating students may also be members of their current school OBGA due to the strong allegiance developed with their current school.

**Q: When will there be Open Days and Orientation Days?**

Please click [HERE](#) for important dates for your diary. 2019 dates coming soon.

## **Q; What is the BYOD (Bring Your Own Device) Policy from 2019?**

Scots All Saints College will have a Bring Your Own Device (BYOD) information technology platform at the College for students in the Middle School (Years 7 to 8) and the Senior School (Years 9 to 12) from 2019. Under the BYOD Program, students in Years 7-12 bring their own laptop for use in all classes as an aid to their learning.

The BYOD Program allows students easy access to our core ICT products:

- [Canvas Learning Management System](#) - a place for students, teachers and parents to connect and collaborate, and a central 'portal' for assessment tasks, learning tools, discussions and lesson content.
- [Microsoft Education](#) tools that allow digital inking and the recent advancements of Microsoft in Education.

Students' use of technology and communication devices has become normalised to the extent that many already have, and are extremely comfortable using multiple devices available to them at home and on the move. Our information technology offering builds on the natural affinity today's students enjoy with technology. Additionally, the College environment should replicate the post-secondary experience with technology and lead to a smoother transition to further study or the workplace.

The school will phase in Windows 10 devices over the next two years for staff and students. During this transition phase, it will be acceptable for students to still bring in Apple Mac devices and non-touch screen Windows computers, especially as students may have already purchased these computers recently.

See the separate BYOD information sheet or contact feel free to contact the College IT Manager, Mr Matthew Jarrett on 02 6331 3911 or by email, [it@saints.nsw.edu.au](mailto:it@saints.nsw.edu.au)

## **Q: How and when will I receive news and announcements about Scots All Saints College?**

As part of the transition to the start of the new College from 2019, a communications audit is underway to improve and streamline communications to keep students, parents and the school community updated with important information.

Parents will continue to receive weekly Integration Updates via the school newsletter and this Frequently Asked Questions (FAQs) document will be available online and updated as required. Currently, both Scots and All Saints school websites share information via an Integration Link.

Open communication with parents and students will continue via email, letter and face to face through classroom discussions, notices, assemblies, forums and meetings as required. Please continue to connect with school posts on our social media pages, including Facebook. Current school Facebook pages will continue to the end of the 2018 school year and then be switched off. We ask that the school community, friends and family start to connect with the school via the [@scotsallsaints](#) Facebook page.

In the coming months, with the launch of the new school colours, crest and uniform, you will start to see the new College emerging through new branding on communications, email signatures, email addresses, signage, social media, advertising and news stories as we transition and prepare for 2019 as Scots All Saints College. We appreciate the challenges and anticipation of the Integration process, however with recent Senior Executive Leadership and new School Council appointments, name announcement and direction; there is significant momentum and excitement for Scots All Saints College.

Thank you for your patience and understanding while this process continues to ensure we are future focused and future ready.

**Q: Who can I talk to if I have further questions and suggestions?**

If you have any further questions about the new school and what it means for you and your children, please feel free to contact the College.

A new email box has been set up to assist with school community consultation and to help answer your questions via this email address: [info@saints.nsw.edu.au](mailto:info@saints.nsw.edu.au)

Headmaster of Scots All Saints College, Mr David Gates is also available to meet with parents or respond to emails [dgates@scots.nsw.edu.au](mailto:dgates@scots.nsw.edu.au)

-ENDS-