



## PRINCE ALFRED COLLEGE

### **Performance, professionalism, passion - Inspiring excellence**

#### **How do we provide value to our employees at Prince Alfred College?**

At Prince Alfred College we are proud to be an organisation that cares for its employees. We have strong values that are practiced throughout the community and provide excellent opportunities for career development and progression.

We have a strong strategic vision and plan which is communicated to all staff. We believe our people are what makes our college so successful and we strive to create a culture that enhances the lives of all employees.

#### **Remuneration and benefits**

Prince Alfred College recognises the importance of attracting and retaining the most talented, capable and committed teachers and staff. With this in mind we endeavour to offer salary and employment benefits above those of our competitors. Additional benefits to staff include school fee discounts, OSHC and Vac Care discounts, salary sacrificing, laptops for teachers, and co-curricular benefits. We also recognise that our staff are our best advocates and understand the qualities that make a great contribution to our community. Our staff referral program recognises the impact they make by identifying other high potential people to join our staff.

#### **Culture**

Prince Alfred College is committed to providing the best learning environment possible for all students. Fundamentally, the college must allow each boy to reach his potential and enable him to live a life of meaning and purpose.

The vision for Prince Alfred College is *Inspiring Excellence*; a college that inspires learning and optimises opportunities for students. Making sure that every boy receives a high-quality education must be our highest priority.

We believe that our employees are the key to our success and encourage staff to come up with new ideas to ensure we continually improve.

## **Training and development**

Prince Alfred College places great emphasis on learning and development. We are committed to providing opportunities for personal development and strive to assist every employee in reaching their full potential. We encourage staff to continually develop their skills, knowledge and expertise.

Professional development opportunities are delivered in-house as well as accessed through external providers.

## **Life balance**

At Prince Alfred College we understand the importance of family life outside of work. With this in mind we have introduced a range of life balance initiatives to assist employees in meeting the demands they face in their personal lives. These initiatives include paid maternity/paternity leave, job sharing, part-time work and carers leave, to name a few.

## **Positive working environment**

We work hard to create a positive and rewarding working environment for all employees. We have a well being program, access to a personal trainer and the school gym, we hold various wellbeing classes and staff social events. We believe in celebrating our successes by rewarding and recognising the contribution that our employees make.

## **Corporate social responsibility**

Our Statement of Purpose at Prince Alfred College is to be committed to developing boys into men who value integrity, excellence and Christian principles and who will serve their community and the world with confidence and compassion.

Our staff are role models and are also committed to how we relate to the community and the impact we have on the environment. As a result we have a commitment to corporate social responsibility and support community programs through fund raising, assisting with food deliveries, and providing labour for the Victorian bushfire communities and many more. The appointment of a Manager Environment and Sustainability also highlights our commitment to ensuring the development of best practice environmental initiatives.

## **Leadership**

We understand the importance of leading by example and encourage our leaders and managers to establish clear lines of communication, foster teamwork between employees, acknowledge achievements, provide recognition and constructive feedback, act as a coach and mentor and provide development.