



Working at All Saints' College

BENEFITS AND OPPORTUNITIES



Join the All Saints' College Community

A PREMIER EMPLOYER IN EDUCATION

WELCOME TO ALL SAINTS' COLLEGE. NESTLED IN THE VIBRANT SOUTHERN SUBURBS OF PERTH, WE ARE A PRESTIGIOUS AND DYNAMIC ANGLICAN COEDUCATIONAL SCHOOL OFFERING HOLISTIC EDUCATION FROM 12 MONTHS TO YEAR 12. OUR FOCUS IS ON NURTURING EACH STUDENT'S GROWTH – ACADEMICALLY, SOCIALLY AND PERSONALLY – WITHIN A CARING AND INCLUSIVE COMMUNITY.

At All Saints' College, diversity is in our DNA and at the heart of everything we do. As a non-selective school, we welcome students from a wide range of backgrounds, experiences, faiths and abilities. This diversity strengthens our community and helps create an environment where respect, understanding and inclusion are part of everyday life.

Our approach to education extends beyond the classroom. Through shared experiences, meaningful relationships and opportunities to contribute to their communities, students develop a strong sense of self and connection to others. They leave All Saints' College as grounded, compassionate young people, ready to engage positively with the world around them.

For staff, All Saints' College offers a supportive and collaborative environment where people feel valued and connected. We recognise the importance of each individual's contribution, and are committed to fostering a workplace where ideas are welcomed, professional growth is encouraged, and wellbeing is supported.

By joining All Saints' College, you become part of a team with a shared purpose: to support young people as they grow, learn and find their place in the world. Explore the benefits of joining our College, where your career in education will thrive, and your contributions will make a lasting impact on our students and the broader community.

I invite you to explore the opportunities at All Saints' College and discover the impact you can make as part of our vibrant community.



Nick Jones
PRINCIPAL



**...A WORKPLACE WHERE
IDEAS ARE WELCOMED,
PROFESSIONAL GROWTH
IS ENCOURAGED, AND
WELLBEING IS SUPPORTED.**



SALARY



Excellent remuneration

All Saints' College regularly benchmarks salaries against other independent schools and maintains a healthy premium in its salaries above the rates paid for WA Department of Education teaching roles. Our advertised salaries are exclusive of the 12% Superannuation Guarantee paid to your Superannuation Fund, and there is also the option for staff to make additional pre- or post-tax contributions via Payroll.

TEACHING STAFF

STEP	ANNUAL 1FTE SALARY
1	\$92,552.71
2	\$101,547.50
3	\$111,112.09
4	\$115,467.04
5	\$120,005.13
6	\$124,706.03
7	\$129,590.07
8	\$134,657.28
9	\$139,968.68

OPERATIONS STAFF

POSITION LEVEL	BAND	SALARY RANGE
CONTRIBUTOR (Entry-Level / Operational / Assistant)	Band A	\$52,000 – \$57,199
	Band B	\$57,200 – \$62,399
COLLABORATOR (Administrative / Coordinator)	Band C	\$62,400 – \$74,879
	Band D	\$74,880 – \$85,279
CONSULTANT (Specialist)	Band E	\$85,280 – \$95,679
	Band F	\$95,680 – \$106,079
COACH (Advisor / Leader / Middle Management)	Band G	\$106,080 – \$129,999
	Band H	\$130,000 – \$192,399

Figures correct as of July 2026



Salary packaging

The College has partnered with Paywise to provide salary-packaging benefits to employees. Paywise Salary Packaging is proud to offer All Saints' College employees the following employee benefits:

- › Novated Lease Vehicles
- › Mortgage*
- › Rent*
- › Living Expenses*
- › Portable Devices (51% work use)
- › E-Bikes
- › Self-Education Expenses
- › Airport Lounge Memberships

** Eligibility for benefit depends on meeting a minimum salary threshold.*



Deferred salary scheme

This involves deferring 20% of your annual salary over four years and then taking the fifth year as leave, allowing you to spend valuable time with family and friends, and explore your passions and interests outside work.



DISCOUNTS



School tuition fees

All Saints' College welcomes children of staff members to enrol and become members of the ASC community. Full-time staff members can receive 50% discount on tuition fees for each child attending the College, and 60% discount on confirming fees. Application fees are also waived. Part-time staff can receive pro-rata percentage discounts on the fees. A full-time grandparent who has accepted primary financial responsibility will receive a 25% discount on tuition fees for each grandchild attending the College, a 30% discount on the confirming fee and 50% discount on the application fee.

**Fee discounts for staff attract Federal Government Fringe Benefits Tax (more information is available when enrolling your child).*



On-campus childcare fees

Do you have young children aged between 12 months and four years? Our onsite Childcare, Little Saints, provides a nurturing and engaging environment where little ones can learn, explore and grow. We welcome the children of staff into this close-knit community, offering the convenience of being nearby during your workday. We offer a \$50 pro rata discount on our daily fee, which is applied before the Child Care Subsidy (CCS) is calculated. You will also have the reassurance and flexibility of being able to visit your children throughout the day.



Complimentary holiday care

For any teaching, support or operations staff that are required to work over school holiday breaks, you can access complimentary holiday care through our Out of School Hours Care (OSHC). This extra support takes some of the stress away from working whilst your children are on their holiday break.



School Holiday Program

With curated workshops for children aged 8–14 over the April, July and October school holidays, staff can receive a 20% discount on all registrations for this popular program held on campus.



LEAVE AND SUPPORT



Paid parental leave

We understand that welcoming a new child is an exciting and significant time. To support staff through this stage of life, staff members with two or more years of continuous service are eligible for 10 weeks' paid (College funded) parental leave upon giving birth to their child or adopting a child under 5 years of age and commencing a period of parental leave of 10 weeks or more. This payment may be taken as a lump sum, during the regular fortnightly pay cycle, or over 20 weeks at half pay – allowing flexibility to suit your family's needs.

We recognise the importance of supporting partners during this time. Staff members with 12 months or more continuous service are eligible for five days of paid partner leave following the birth of a child to their partner. This may be taken as individual or consecutive days within three months of the date of birth.



Long service leave

All College staff (including casual staff) accrue long service leave (LSL) at a faster rate than the usual WA entitlement for 10 years of continuous service. In recognition of the recreative and recuperative benefits of extended periods of leave, the College provides access to 10 weeks of LSL after staff have completed eight years of continuous service.



5 weeks' annual leave FOR NON-TERM TIME OPERATIONAL STAFF

College operations staff who work during school holidays receive an additional week of annual leave during the Christmas and New Year period when the College closes. This brings the entitlement to a total of five weeks of annual leave per annum, providing extra time to rest, recharge and spend time with family and friends.



25% extra personal leave

All College staff are entitled to 12.5 days of personal leave per annum, 25% more than the National Employment Standards requirements. This recognises the realities of working in a school environment and ensures you have the flexibility to rest and recover when needed.



Temporary absence leave

THE TWO-HOUR POLICY

We understand our staff have commitments and priorities beyond the workplace, and we trust them to manage these responsibly. The College's Temporary Absence Policy is designed to support a healthy work/life balance, enabling staff to be their best in every aspect of life. A staff member may, with the approval of their line manager, leave the College premises for up to two hours during the working day to attend to matters of a private nature, for example medical appointments, without drawing on their personal or annual leave entitlements.



Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential counselling service provided by the College for full-time and part-time employees and their families. The benefit is provided by PeopleSense: Psychology & Wellbeing by Altius. This program provides free, professional and confidential support for all staff and their immediate families whether you're navigating challenges at work or in your personal life.

GROWTH AND DEVELOPMENT



Professional development

We are committed to actively supporting our staff's professional growth by providing and supporting access to meaningful, engaging and responsive professional learning opportunities. Ongoing professional learning strengthens the knowledge base of staff and assists them in building and refreshing skills as they grow as professionals. We encourage our staff to be curious and imaginative, and to have an appetite for continuous learning.



Support for academic studies

We offer financial support (either for tuition fees or paid time) for academic studies to encourage staff development and growth. All Saints' College's Restless Curiosity Program exists to recognise and support staff member's commitments to ongoing professional learning and innovative practice. Thanks to funding support from the All Saints' College Foundation, the program enables staff to pursue further study or explore new ideas through innovation projects. It provides the opportunity to scope, plan and trial initiatives, with the potential for these to grow into meaningful contributions to the College.



ERIC Award

The ERIC Award celebrates the quiet achievers in our staff community who live the College values of Empathy, Respect, Integrity and Courage (ERIC) in their everyday work. Open to all staff, it provides a meaningful way for colleagues across the College to acknowledge and appreciate one another. It reflects our belief that these everyday actions matter, and that taking the time to recognise them strengthens our community.



Mentoring, coaching and learning

We are committed to investing in the growth and development of our people at every stage of their career. Through the Beyond Boundaries Institute, staff have opportunities to engage in practitioner-led research, professional learning, and collaboration with colleagues and experts across the sector. Our Senior Teacher Program recognises and rewards exceptional classroom practice while providing pathways for accomplished teachers to share their expertise and influence teaching and learning across the College. We also offer a dedicated Early Career Teacher Development Program, providing mentoring, professional learning and personalised support, to help new educators build confidence, strengthen their practice and thrive in the profession.



PERKS



Free onsite parking

All Saints' College sits on a 19-hectare campus in Bull Creek and offers 600 car bays across the Junior and Senior School campuses, eliminating the need for expensive or inconvenient street or offsite parking.



Staff Association

The All Saints' College Staff Association supports staff wellbeing by creating opportunities for connection, friendship and shared experiences across the College. Join the ASC Staff Association for \$6 a fortnight (automatically deducted from your pay) for perks, social events and networking opportunities such as bowling, wine tours, Friday staff drinks and vouchers to Wanju by The Little Parry café. Staff also have the opportunity to become involved in the organisation of these events and initiatives, helping to shape a program that reflects the interests and spirit of our community.



Access to the gym and aquatic centre

Stay active with access to our on-campus gym, Koorliny, and aquatic centre which features two indoor pools. Staff can enjoy the facilities when not in use by students.



Onsite café

WANJU BY THE LITTLE PARRY

Wanju by The Little Parry is the College's onsite community café, located in the foyer of the Centre for Performing Arts. The café is run by the team behind the much-loved Little Parry café in Bull Creek, and offers a vibrant space for staff, students, parents and the community to enjoy delicious food and drinks.



College canteen

The College offers a range of fresh and convenient meals and snacks for staff and students, available Monday to Friday during term for breakfast, recess and lunch. Easy payment options are available through an account linked to swipe cards or via EFTPOS.



Regular morning teas and gatherings

Staff enjoy a range of catered events and gatherings throughout the year, providing opportunities to connect and spend time together. These include monthly morning teas at staff briefings, full-staff morning teas each term, occasional Principal's drinks, and an end-of-year Christmas lunch held offsite.



Join us at All Saints' College and become part of a connected community that values diversity, strives for excellence and encourages each individual to contribute, grow and belong.







Ewing Avenue, Bull Creek, WA 6149
Postal Address: PO Box 165 Willetton, WA 6955
allsaints.wa.edu.au
Phone: +61 8 9313 9333 | Email: info@allsaints.wa.edu.au
ABN: 81 627 913 668 | CRICOS provider code: 02029D