

Working at Methodist Ladies' College

Methodist Ladies' College is one of Australia's leading independent girls' schools, boasting an extensive curriculum choice, cutting edge approach to education, varied learning experiences for students and outstanding academic and co-curricular results. We recognise the pivotal role our teaching and non-teaching staff play in making MLC the internationally renowned school that it is and we reward our staff accordingly. Outlined below are MLC's commitments to you as a teacher or as a member of our Educational Support Staff; as well as the expectations we have of all staff in order to maintain our status as a world class Education provider.

BENEFITS OF WORKING AT METHODIST LADIES' COLLEGE

Professional Development

MLC's learning based culture fosters an environment of lifelong learning through professional development programs to ensure that our highly qualified staff continue to grow and build on their knowledge and skills. The College facilitates year-round workshops and training sessions and endorses external professional learning opportunities, to give you the opportunity to reflect on, evaluate and improve your professional practice. In addition to professional training and development events, the Staff Development and Research department provides you with the opportunity to access an extensive range of academic and professional papers and online training, at any time.

In order to broaden and enrich the teaching experience of our MLC Kew teachers, we offer the opportunity to apply for a two year teaching experience program; working and living at MLC Marshmead. MLC Marshmead is the College's remote residential campus, located on 114 hectares in East Gippsland's beautiful Croajingolong National Park. The curriculum at MLC Marshmead focuses on environmental sustainability, personal sustainability and sustainable communities.

Teaching and non-teaching employment opportunities readily arise at MLC Kew, MLC Marshmead and MLC Banksia and employees may apply for positions at any one of these sites. This provides excellent opportunity for professional growth and a diversity of experiences.

A Commitment to Innovation and Resourcing

MLC is an industry leader and innovator, developing resources, sites and facilities that support students' learning in a dynamic 21st century environment. This provides our teachers with the best opportunity to deliver a dynamic learning experience to their students. MLC invests in facilities and resources, which deliver a world-class education for MLC students through the integration of technology to enhance the learning experience.

Staff Wellbeing

The diverse and extensive MLC community provides a rich source of opportunity, personal growth and sense of belonging for all members. No matter what one's role is in the workplace, MLC is committed to supporting staff to be happy and healthy. Positive wellbeing is supported through the following offerings:

- A voluntary, confidential and complimentary counselling service is offered through an external provider. AccessEAP can assist with personal, family or work related matters impacting your overall wellbeing. They also offer guidance on professional or personal goals to help you achieve your full potential. This service is available to all employees and their immediate family.



- A Diversity Team made up of volunteer MLC staff who are trained to provide confidential and impartial support to Staff to help foster an environment which meets the legal and ethical obligations relating to Equal Employment Opportunity (EEO)
- The opportunity for staff to unwind and relax with free Yoga and Pilates classes and access to the gymnasium and dance studios
- The opportunity to take time out to socialise with your colleagues at regular all-staff morning teas
- Regular social events, including Friday afternoon Happy Hour and off-site events, organised through our Staff Association Leisure and Social Activities (SALSA) group

Family-Oriented Environment

Methodist Ladies' College is committed to ensuring that you are able to balance your work and family commitments. To this end, depending on your tenure at MLC, you are eligible to receive full pay for the first 12 weeks of your 12 months' parental leave. This is in addition to your entitlements under the national Paid Parental Leave Scheme. Where possible, MLC will give you the opportunity to return to work on a part-time basis. Additionally, MLC offers generous Carer's leave conditions above the minimum legislative requirements, for those times that you need to care for your family member.

When your child is ready to start childcare, you can receive a discount to send your child to MLC Kindle which is located on the Kew campus. The play-based learning program welcomes both girls and boys aged six weeks to five years and is staffed by a dedicated and experienced team of educators. The program combines high-quality care with a high staff-to-child ratio, a family-centred approach and MLC's renowned educational expertise. MLC Kindle use aspects of the Reggio Emilia philosophy and all practice and documentation are informed by the National Quality Framework.

Competitive Remuneration & Benefits

We remunerate our teachers above the award levels to recognise not only their professional standing and expertise but also the commitment they make to our students. Teachers progress to the top of the scale in annual increments. Within the scale, there are four Salary Band Classifications: Graduate, Accomplished, Expert and Exemplary. Teachers at MLC may apply to advance from one Salary Band Classification to the next when they have completed the required years of teaching, or as an early application. This is a way for MLC to recognise excellence in teaching. Every teacher is supplied with a college laptop to support their work and is given the flexibility to work away from the College when they do not have timetabled classes or other commitments.

METHODIST LADIES' COLLEGE EXPECTATIONS OF STAFF

Central to the standard of behaviour which is expected of staff at MLC is a commitment to professionalism and adherence to high standards of ethical conduct. It is expected that staff value diversity and treat everyone with respect, dignity and courtesy and that they protect and preserve the safety, health and wellbeing of all students.

