

CORPORATE OVERVIEW



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About Us

Indie Education exists so that people can participate in education and learning, within the constraints of government funding regimes and affordable fee for service programs.

OUR VISION

To be a vibrant educational organisation, at the forefront of meeting the changing needs of our community in flexible, innovative and positive ways.

FOR WHOM?

People are:

- young adults supported in senior secondary schools, vocational training and pathways towards employment
- adults either expanding or extending their educational knowledge in prevocational and vocational training, and
- people in minority groups

WHY?

Learning is intrinsically valuable as it:

- empowers the individual
- promotes growth of the individual
- provides opportunities and choice
- improves quality of life, and
- advances citizenship in our community

AT WHAT COST?

Constraints of government funding and delivery of free or affordable fee for service, education, training or community programs mean we:

- will make efficient use of company resources
- continuously improve programs, services and facilities
- invest in quality assurance

What we do

Indie Education currently offers learning through the education platforms of:

- Indie Schools: 15-18 years
- Indie Colleges (Registered Training Organisation and VET in Schools: 15+ years)
- Indie Academy: 18-25 years
- Aware (Disability Enterprises): 25-55 years



Indie Schools

Independent Schools for students aged 15-18 years, seeking Year 9 to 12 qualifications.

Endorsed Lets' Go program utilising Indie College as RTO delivery for certain State models.



Indie College

Indie College is a not-for-profit Registered Training Organisation (RTO) providing alternative, nationally accredited courses for young people and adults.

Courses support the development of core skills in language, literacy and numeracy.

Programs also focus on employability skills building confidence, goal setting and technology skills. Nationally accredited training programs designed to suit individual learning needs.



Indie Academy

Planned senior Independent Schools for students aged 18-25 years, seeking Year 11 and 12 qualifications.

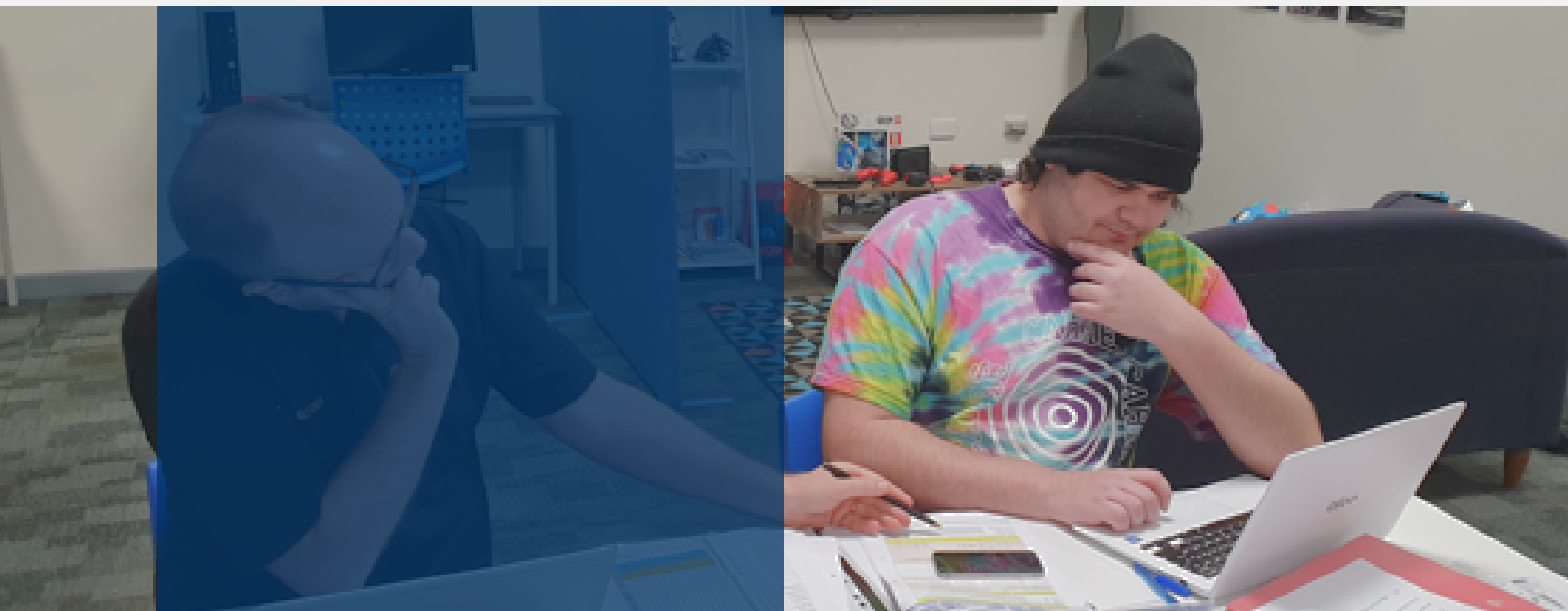


Disability support with options of paid employment, training and lifestyle activities for 80+ adults aged 25-55 years with a diagnosed disability in Wodonga.

Democratic Principles

All Indie Education programs, including Indie School(s), recognise, support and promote the principles and practice of Australian democracy in our teaching approach, including a commitment to:

- elected government,
- the rule of law,
- equal rights for all before the law,
- freedom of religion,
- freedom of speech and association, and
- the values of openness and tolerance.



Indie Education is an educational hub and home to a targeted suite of training and education programs.

Indie Education provides learning in various locations across Australia.

Strategic ends

Indie Education is a community based, not-for-profit, educational organisation. Established in 1974 it has grown in size to support the changing educational and community needs in flexible, innovative and positive ways.

Policy and direction for the organisation is set by voluntary Directors who are (or have been) in positions of leadership with education, marketing, media, industry, commercial, legal and financial organisations. Directors are also supported by Advisory Committees made up of people with particular sector expertise.

Day to day operation of the company is the responsibility of an executive management team and capable coordinating teaching and non-teaching staff which have been drawn widely from educational and industry sectors. All have relevant experience and qualifications commensurate with their positions.

Indie Education has affiliation with the Associations of Independent Schools Victoria, NSW, Tasmania, South Australia, Western Australia and Queensland, being its recognised industry representative bodies. The company is accountable to its membership, students, parents, teaching and non-teaching staff and funding bodies at Commonwealth and State levels.

Indie Education maintains a strong focus towards diverse senior secondary school and community educational programs, which aim to reach out to the broad range of student learning needs. For over 45 years support has also been offered to particular groups in society who have traditionally been educationally disadvantaged.

The organisation holds a unique position as one of only few businesses that operate as non-government, special circumstances, registered independent schools and registered training organisation in six Australian States.

This community-based organisation currently employs approximately 400+ teaching and non-teaching staff, has an annual budget of \$45m (2022) and, has in the last decade invested over \$20m into our many school/RTO locations.

Directors



Kevin Poulton, J.P., G.A.I.C.D
Chairperson

Appointed as a Director 2011

Following a management career in retail and hospitality, Kevin has successfully transferred his understanding of people, along with professional communication skills, to forming careers in commercial media, education and local government. His tertiary qualifications in Business and Management combine uniquely with more than two decades of broadcast experience, along with roles in high level leadership and governance. Kevin is also a graduate of the Australian Institute of Company Directors.



Rod Winner
Deputy Chairperson

Appointed as a Director 2022

Rod is a dedicated business professional and an agile collaborative leader who is highly skilled in stakeholder management and establishing processes to build high performing teams. Rod has 16 years experience in the media leading people and business success across multiple states including Tasmania, Victoria, South Australia, the ACT and Queensland.



Harry Fowler
Director

Appointed as a Director 2019

Harry is based in the UK and attends board meetings via Zoom room.

Harry is a qualified teacher, an education management consultant, and CEO for the Birmingham Association of Youth Clubs (BAYC). He was previously Head of Youth Services for Birmingham City Council.



Kate Davidson
Director

Appointed as a Director 2021

Kate has 35 years of executive and managerial capability at board, CEO, company secretary and executive support levels. These experiences have been gained in London, Los Angeles and Sydney working with companies and organisations that span the not for profit, as well as corporate sectors.

Kate was a member of the AWCC Audit Committee in 2020.



Chris Todd
Director

Appointed as a Director 2021

Chris has past experiences in secondary education teaching, operating an RTO and development/support to industry with quality and compliance, training packages and auditing. Chris has worked for the Education Department in developing the curriculum for Claremont College and helping create the Tasmanian Certificate of Education. Chris was on the Indie School Advisory Committee Tasmania in 2020.

Directors



Hamish Johnston
Director

Appointed as a Director 2022

Hamish is a seasoned professional with a wealth of corporate experience spanning across the Resources, Utilities and Defence Industry. Throughout his career, Hamish has excelled in managing commercial risks, showcasing an innate ability to identify potential challenges and implement strategic solutions to mitigate them. Hamish has actively contributed to various sporting clubs' committees and boards. This involvement highlights his commitment to community engagement and his capacity to drive positive change beyond his professional sphere.



Kerry Oldman
Director

Appointed as a Director 2023

Kerry has a wealth of international experience in the education sector, having previously worked in leadership roles as the Assistant Head and Head of Junior School in the United Kingdom and in New Zealand, and most recently in her current role as Executive Director of Middle Years, at Melbourne Girls Grammar School. She holds a Bachelor of Education and Diploma of Teaching and has over 20 years' experience in the teaching profession and believes that it is a privilege to be able to shape young minds through future-focused education.



Indie School Advisory Committees

Shanti Wong

Victoria

Shanti has career-long experience leading adult and community education organisations. She is an experienced educational researcher with particular expertise in planning, developing and evaluating learning communities. Recent publications include the Australian Learning Community Framework and the accompanying Measuring Impact Toolkit for the Australian Centre for Excellence in Local Government and she also co-developed the City of Melton's web-based Collective Impact Assessment Tool.

Alan Larcombe

Tasmania

Alan has an extensive background in education, having 20+ years' experience as a principal (now retired). Alan has been a consultant for a number of years with a focus around mediation and restorative justice, being a mediation specialist. He works closely with Youth Justice and Child and Family Services and has a passion for social justice and working with youth from disadvantaged backgrounds. He has a keen interest in the Indie School 'strengths based approach' model.

Jan Wyatt-Brown

New South Wales

Jan has completed tertiary studies in administration and leadership. She is a retired school principal with extensive past involvement in teacher training and graduate recruitment. Jan is a former President Albury District Principals Association, Chairperson Kirinari Community Services, and is currently involved in music programs in NSW district schools.

Professor Derek Colquhoun

Queensland, South Australia. and Western Australia

Derek lectured at Hull University (UK) (retired). He held past research positions in Victoria and Tasmania, publishing Australian papers on Health Promoting Schools and National Health/Education Australian Research Council, Victorian Health Promotion Foundations and Department of Human Services. Derek received an Education Trust Leadership Award – Victoria.

Kerrie Williamson

Western Australia

Kerrie is currently teaching Year 10-12 students in an Aboriginal residential boarding school in the Kimberley region of Western Australia. She is a Primary and Secondary (HPE) trained teacher and has experience in both primary and secondary schools internationally and in Australia. Kerrie has a Master of Educational Leadership and Management.

Audit Advisory Committee

Danny O'Donoghue

Danny served as a Company Director 2016-2017. He has forty years of previous senior management experience, is a past Chairperson of Community Colleges Australia, CEO of the Centre Wangaratta and current EO of NE Tracks (Local Learning and Employment Network). Danny also serves on the Adult Community and Further Education (ACFE) Regional Council (Victoria).

Brad Bohun

Brad has over 25 years' experience in senior external and internal auditing. He has been a Senior Audit partner since 2009 and is a Registered Company Auditor, and Approved APRA ADI Auditor. Brad is a Member of the Fellow of Chartered Accountants Australia and New Zealand, and a Member of the Australian Financial Institutions Auditors Association.

Glenn Bourke

Glenn served as a Company Director 2018-2023. Glenn has experience in business administration, HR management, business and project management. He is a Chartered Manager with the Australian Institute of Managers and Leaders, and a Graduate Member of the Australian Institute of Company Directors. Glenn has a Master of Business Administration through the Australian Institute of Management. Glenn has served in Defence around Australia and overseas.



Executive Management



Rodney Wangman OAM
CEO, Principal, Company Secretary

Joined Company: 2001

Rod holds a Masters of Educational Studies, a Graduate Certificate in Educational Studies, and a Bachelor of Science - Business Management/Computing. He was previously a senior manager in the disability sector for ten years, has experience in building construction and was a former Local Government Mayor and Councillor.



Karen Knight
Deputy Chief Executive Officer - Indie College

Joined Company: 2006

Karen's qualifications include Diploma of Business, Diploma of Vocational Education and Training, Diploma of Training and Assessment, Graduate Certificate in Management, Certificate IV in Training and Assessment.

Karen has had 16 years experience in vocational education and training and leads our Indie Colleges.



David Pickett
Deputy Chief Executive Officer - Indie School

Joined Company: 2016

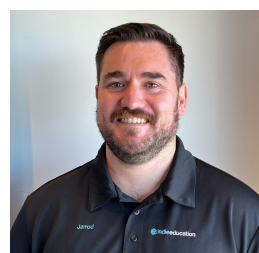
David holds a Bachelor of Business and a Graduate Diploma in Education. He commenced at Indie School as a Lead Teacher, moved into the Deputy Principal role in 2018, and in 2021 as Executive Principal. David leads Indie Schools in Victoria, New South Wales, Tasmania, Western Australia, South Australia and Queensland.



Loretta O'Connell
Executive Manager Finance

Joined Company: 2018

Loretta holds a Bachelor of Commerce Accounting, Post Graduate - Professional Year, with the Institute of Chartered Accountants Australia. She has worked as a Chartered Accountant for over 30 years in private practice and was previously employed as a Senior Accountant/Auditor in a large variety of accounting firms in both metropolitan and regional offices.



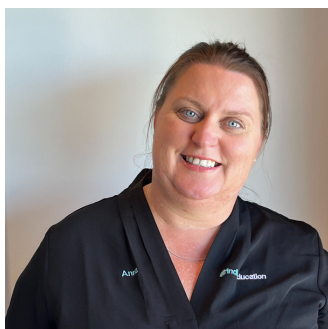
Jarrod Clarke
Executive Manager - Company Solicitor

Joined Company: 2022

Jarrod was admitted as a solicitor in 2012, working initially in employment litigation and then in advisory roles in the body corporate industry and construction industry.

Since 2019 Jarrod has combined his two professional interests working as a Senior Lawyer with a dual focus on employment law and commercial property litigation. Jarrod has a Master of Business Administration, Graduate Diploma of Legal Practice, Bachelor of Laws, Bachelor of Business (HR Management).

Executive Principals



Anna Bownds
Executive Principal, Victoria

Joined Company: 2010

Appointed as State Principal: 2022

Anna joined Indie School in Albury during its first year of operation. She previously worked at Wodonga Senior Secondary College from 2007-2009. She has a Bachelor of Arts; double major, English and sociology, and a Graduate Diploma of Education p-12.



Julian Day
Executive Principal (Junior), Victoria

Joined Company: 2021

Appointed as Executive Principal (Junior): 2024

Previously, Julian's 15 years of educational experience included a variety of leadership roles mainly in the areas of curriculum, student management, and student leadership. He has worked in co-educational and single sex (girls) secondary settings and throughout these experiences has developed understanding of the challenges and complexities of education in both regional and metropolitan Victoria. Julian's background extends beyond education, and he will be able to draw from his work as a qualified accountant and owner of a fitness business to inform his contribution to the executive team.



Samantha Bolton
Executive Principal, Queensland

Joined Company: 2021

Appointed as State Principal: 2022

Samantha is completing her Master of Philosophy, holds a Master of Educational Studies (UQ), a Diploma of Education (UQ), and a Bachelor of Arts (UQ). Samantha was previously Deputy Principal at Clayfield College overseeing academic, pastoral, compliance and risk management operations. In her last role she developed strong relationships, engaged with the community and demonstrated a commitment to the priorities of financial sustainability, marketing and governance.



Stephanie King
Executive Principal, New South Wales

Joined Company: 2021

Appointed as State Principal: 2022

Stephanie has had 25 years senior executive experience across a number of service based industry sectors including construction, transport and logistics, training and education, and performing arts. She has a Graduate Diploma of Marketing (UTS), Graduate Diploma of Management (UTS) and a BA, Grad Dip Ed Secondary (USYD).

Executive Principals



Nic Page

Executive Principal, Tasmania

Joined Company: 2018

Appointed as State Principal: 2022

Nic has a Bachelor of Education and a Bachelor of Human Movement studies specialising in Health and Physical Education (K-10) with the University of Tasmania. Nic has previously taught at SPACE Learning (an alternative learning program), and Hellyer college; both of which are located in Tasmania.



Crystal Rich

Executive Principal (Junior), SA and WA

Joined Company: 2023

Appointed as Executive Principal (Junior): 2024

Crystal is currently completing a Masters in Educational Leadership, holds a Bachelor of Education (CDU), a Bachelor of Creative Arts and Industries (CDU), and an Advance Diploma in Leadership and Management (ACCM). Crystal was previously Principal and Deputy Principal of Mid North Christian College (MNCC), Port Pirie. Prior to her commencement at MNCC, Crystal was the Head of Curriculum, Secondary Coordinator and SACE Coordinator at Harvest Christian College.

Executive Managers



Joe Knight

Executive Manager - VETiS and Let's Go

Joined Company: 2012

Joe has been with the AWCC since 2012 in the early stages of what was then '2cool4school' and has previous experience working in management and sales within commercial enterprises.

In his current position, Joe works between Indie College and Indie School managing the out-of-class program requirements across all states and VETiS (Vet in Schools). Part of this role includes overseeing the management of several Indie College sites and staff.

Joe holds qualifications in business, management, training and assessing and will complete his Graduate Diploma of Adult Literacy and Numeracy Teaching Practice in 2022.



Alison Smith

Executive Manager - Welfare, Audit, and Creative Writers Teams

Joined Company: 2015

Alison started as a coach with Indie College and has progressed onto management roles over the years (lead coach, regional manager and now business manager). Alison holds a Bachelor of Behavioural Science Degree, Certificate IV in Training and Assessment and currently undertaking a Graduate Diploma of Language, Literacy and Numeracy. Alison has engaged in professional development in RTO compliance, management and child safe practices. She has a strong employment background and passion in working with disadvantaged young people. Alison previously worked as a case manager and program/regional manager with Young Connections, Anglicare (foster care) and Workways (employment and training).



Todd Jeanes

Executive Manager - Clusters 1A, 1B, 2, 3, 7, and 8. Talent X Reference Group

Joined Company: 2022

Todd is our newest Business Manager for Indie College and joins the team with a wealth of knowledge and experience across the VET sector and secondary schools. He comes with a strong background in RTO management, operations, compliance, and with years of experience across VETiS and SBAT's. Starting his career in the health/fitness and sport industry, he went on to teach across multiple RTO's and schools as a trainer and assessor/VET teacher throughout Victoria and Queensland. Progressing into education management, Todd was an integral part of the start-up and growth of several training organisations - previously working as a State Training & Operations Manager at Flight Centre (Global Academy of Fitness & Evolution Business College), RTO Manager at YMCA of Brisbane, CEO at Venture Education, and Campus Manager at Richmond Institute. He holds a Graduate Diploma of Education, Bachelor of Exercise Science, Diploma of Business, Certificate IV in Training and Assessment, and a Diploma/Certificate IV/Certificate III in Fitness, as well as several VET industry certificates and professional development achievements.

Executive Managers



Verni Mumford
Executive Manager

Joined Company: 2022

During her time with Indie College, Verni has fulfilled several roles including coach, lead coach, and regional manager.

Verni holds a Post Graduate Certificate in Education and Graduate Certificate in Training and Assessing and has been fortunate to work for over 12 years in various educational settings in Australia, London, and South Africa.

Previous roles have included educator, head of department, and head of primary school.



Natalie Green
Executive Manager

Joined Company: 2024

Natalie is a passionate and experienced education leader serving over 14 years in the vocational and higher education sectors. With a proven track record in leading teams, enhancing customer experience and fostering community relationships. Natalie comes to us with in-depth knowledge and understanding of the VET sector, VETiS and RTOs.

Natalie has held key positions such as General Manager of Training and Development at NECA Education and Careers, and Head of Student Services and Manager Acquisition Channels at Bendigo Kangan Institute.

Natalie holds a variety of qualifications, including Practical Leadership Training from Sales IQ, Consultative Engagement Skills from Sales IQ, Conceptual and Strategic Selling from Miller Heiman Group, a Diploma of Marketing from NMIT, and a Certificate III in Business Administration from RMIT University.