



MEMORANDUM OF UNDERSTANDING

MORETON BAY COLLEGE & MORETON BAY BOYS COLLEGE

PREAMBLE

MBC and MBBC have, since the time of the establishment of MBBC, been committed to working together co-operatively to realise the benefits to both Colleges of a close sister/brother College relationship.

The establishment of MBBC:

- (a) creates opportunities between the two Colleges that can significantly enhance the educational outcomes for both girls and boys.
- (b) provides families who live in the Bayside area with a boys-only school which mirrors the ethos, culture and educational opportunities of MBC

VISION

To provide high quality, single-sex education, in a Christian environment, which reflects a similar ethos and culture in each of the Colleges, in a co-operative brother/sister relationship. In such a way, the combined synergies provide significantly enhanced outcomes for both girls and boys, their parents, and for the overall growth and development of both Colleges.

OBJECTIVES

In order to achieve this vision, the Boards of both MBC and MBBC undertake that both Colleges will, whilst maintaining their independent status, work co-operatively to support each other by pursuing the following objectives:

- (a) To enhance and protect each College's reputation as a leading provider of quality, single-sex education in the Bayside area.
- (b) To provide in each College stimulating, secure and supportive learning environments based on Christian principles and beliefs.
- (c) To nurture the relationship between the Colleges and the Uniting Church
- (d) To provide an academic program at each College to a like standard and deserving of the reputation enjoyed by MBC over recent years.
- (e) To pursue spiritual, cultural, physical, aesthetic and pastoral programs which will be beneficial in the personal development of both girls and boys, including growing to respect each other in the most appropriate atmosphere.
- (f) To develop complementary strategic directions and initiatives.
- (g) To develop aligned College policies so that, wherever practical, there are no significant differences for both students and parents, bearing in mind the special needs of both girls and boys in their single-sex environments.
- (h) To encourage principals and staff to work co-operatively in respect to operational matters.
- (i) To maximise mutually beneficial synergies in the organisation of the Colleges but without compromising the over-arching commitment of both Colleges to the provision of a single-sex education for the boys and girls of the Colleges. Mutually beneficial synergies may be achieved in the following three broad areas:

- (i) Educational synergies – co-curricular activities (which may include, but not be limited to, combined College musicals, College dances, joint cultural and sporting experiences, formal and positive social interaction), curriculum design and day long educational experiences. Classes at both Colleges will continue to be on a single sex basis.
- (ii) Operational synergies – economies of scale mean that some functions shared across both Colleges can be provided cheaper than the cost to each College on a stand-alone basis. (eg advertising and promotion, accounting, IT, maintenance, grounds, uniform shop management.)
- (iii) Financial synergies – economies of scale in financing arrangements (by having both Colleges financed by the same lender, more favourable financing terms might be available).
- (j) To maintain the financial independence of each College by operating primarily on an “arm’s length” basis in any financial dealings with each other.
- (k) To create a shared professional culture at and between each College.
- (l) To create a shared and mutually supportive social culture between each College.

These objectives will also act as guiding principles for the Boards and management of both Colleges in relation to the evolution and spirit of the sister/brother relationship that they are seeking to develop.

SPECIFIC ACTIONS

In order to achieve these objectives the Boards of MBC and MBBC undertake to:

- (a) consider always the potential impact on the brother/sister College of decisions that they take
- (b) consult each other in respect to all major strategic initiatives
- (c) seek to co-ordinate Board initiatives between the Colleges
- (d) exchange minutes or summaries of relevant issues arising out of each Board’s meetings; to have regular liaison between Chairs; and to meet together at least twice a year to update each other on key developments and plans
- (e) establish a joint sub-committee comprising two nominees from each Board together with the Principal from each College to identify and propose solutions to issues impacting both Colleges that require decisions by the Boards
- (f) make clear to the College Principals and staff that the spirit of this agreement is to provide the basis for the levels of consideration, co-operation and support to be provided to the sister/brother College and will be reflected in the KRA’s of the respective Principals.

MBC, as the appointor of the majority of directors to MBBC, to consult wherever practical the existing MBBC Board regarding appointments to be made.

Both MBC and MBBC commit to the regular review of the terms of this Memorandum of Understanding to ensure the integrity and relevance of the Vision and Objectives is maintained.

Signed in accordance with resolutions of the Boards

Elizabeth Stannard
Chairman of the Board of Governors of MBC

Stephen Gray
Chairman of the Board of Directors of MBBC