

*Pymble Ladies' College*



**Living in Sydney,  
Teaching at Pymble**



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Please contact the Human Resources team at Pymble Ladies' College at [humanresources@pymblelc.nsw.edu.au](mailto:humanresources@pymblelc.nsw.edu.au).

For current job opportunities, please contact Kristen Wright, Talent Acquisition Manager at [krwright@pymblelc.nsw.edu.au](mailto:krwright@pymblelc.nsw.edu.au).





# Welcome to Pymble

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Making the decision to live and teach in Australia is exciting!

Our guide to *Living in Sydney and Teaching at Pymble*, has been especially developed to provide you with useful tips and information to help make the process easier and less stressful.

Whether you are considering a career move or have accepted a position at our College, thank you for thinking *Pymble*.

We provide a unique working environment where each person is valued for who they are and their unique contribution to the diversity of our community. We express our appreciation for our staff in many ways, through recognition programs, celebrations, competitive remuneration and benefits. We treasure our caring, inclusive and collegiate community, which we often refer to as our '*Pymble family*'.

Our respected leadership team has set a clear vision and strategy, with a focus on

building Academic, Emotional, Social and Digital Intelligences. These provide the foundation for developing students with a passion for learning and scholarship, a strong assurance of their own worth and the hearts and minds to contribute to their local and global communities.

We provide a wide range of opportunities through professional learning and development, further study, career progression, access to technology and resources, and supporting your health and wellbeing.

Come as you are and bring your passion for what you do. You will belong to a dynamic and committed team of professionals who find great joy in working together and empowering our students to make the world a better place.

**DR KATE HADWEN**  
PRINCIPAL



*“True belonging never asks us to change who we are, it demands that we be who we are.”*

– **BRENÉ BROWN**, RESEARCHER AND AUTHOR



# About Pymble



# Pymble at a glance

**2595**



STUDENTS

**130**

BOARDERS  
(YEARS 7 TO 12)

**21**

FIRST NATIONS  
STUDENTS

**2000+**



FAMILIES

**100% GIRLS**



PYMBLE IS THE

**LARGEST  
GIRLS' SCHOOL**

IN THE SOUTHERN HEMISPHERE

**50**

SUBJECTS

**31**

SPORTS



**2** CAMPUSES

**300**



TEACHERS AND  
ACADEMIC STAFF

**450**

CASUAL  
COACHES



**200**

PROFESSIONAL SERVICES, CO-CURRICULAR  
AND ADMINISTRATION STAFF

## MORE FAST FACTS

- Pymble Ladies' College was founded in 1916, it opened with 60 girls on the roll, 20 of whom were Boarders.
- Pymble's main campus sits on 50 acres of beautiful park-like grounds.
- Pymble's secondary campus, Vision Valley, is set on more than 100 acres of land approximately 45 minutes' drive from the main campus in Pymble. It is home to Pymble's Outdoor Education Programs and Experiential Learning.
- Pymble offers a wide range of co-curricular programs across Sport, Performing Arts, Outdoor Education and Extended Learning.
- Pymble is the first independent school in Australia to be designated as an Australian Olympic Pathway School by the Australian Olympic Committee (AOC).
- The Pymble Elite Sportswomen's Program (PESP) is offered to talented athletes in Years 7 to 12 across all sports.



## 5 Schools - One College

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### EARLY YEARS SCHOOL

Ages 0 to 6

**90**  
STUDENTS

\*From mid-2026

### JUNIOR SCHOOL

Kindergarten to Year 6  
Ages 5 to 12

**830**  
STUDENTS

### MIDDLE SCHOOL

Years 7 and 8  
Ages 12 to 14

**550**  
STUDENTS

### UPPER SCHOOL

Years 9 and 10  
Ages 14 to 16

**550**  
STUDENTS

### SENIOR SCHOOL

Years 11 and 12  
Ages 16 to 18

**600**  
STUDENTS

SECONDARY SCHOOL





# Boarding at Pymble

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## BOARDING PRECINCT

*Pymble's* Boarding precinct comprises four beautiful historic houses with modern facilities designed to provide a safe and comfortable home for over 120 girls from Years 7 to 12. Avonmoore House is for girls in Year 7 while Marden House is for girls in Years 8 and 9, Goodlet House is for girls in Years 10 and 11, while our Year 12 students reside in Lang House. Boarders live on the picturesque campus and have special access to facilities including our Aquatic and Fitness Centre, Library and sweeping grounds.





# Vision Valley

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## OUR OUTDOOR EDUCATION CAMPUS

Vision Valley is the home of *Pymble's* innovative outdoor education continuum combining adventure-based and experiential learning for all stages of learning from Kindergarten to Year 12. It is nestled on 100 acres of pristine bushland one hour north of Sydney and 45 minutes from our Pymble campus. It is traditional Dharug land, surrounded by national parks with spectacular rugged Hawkesbury sandstone supporting a variety of native plants and animals.



# How Pymble's school year works

The academic school year runs from January to December and is divided into four terms. Below are the term dates for the 2026 academic year here at *Pymble*:

Term	Dates	Public Holidays in term time	Public Holidays out of term time
Term 1	<b>Thursday 29 January 2026</b> <ul style="list-style-type: none"><li>Years 1 to 11 new students orientation</li><li>Year 12 return</li></ul> <b>Friday 31 January 2026</b> <ul style="list-style-type: none"><li>All other students return</li><li>(Kindergarten Orientation, 9.00am to 12.30pm)</li></ul> <b>Thursday 2 April 2026</b> <ul style="list-style-type: none"><li>Last day of Term 1</li></ul>		Wednesday 1 January New Year's Day  Monday 27 January Australia Day  Friday 3 April Good Friday  Monday 6 April Easter Monday
Term 2	Tuesday 21 April 2026 to Friday 26 June 2026	Monday 8 June King's Birthday	
Term 3	Tuesday 21 July 2026 to Friday 25 September 2026		Monday 2 October Labour Day
Term 4	Tuesday 13 October 2026 to Wednesday 2 December 2026		Thursday 25 December Christmas Day  Friday 26 December Boxing Day



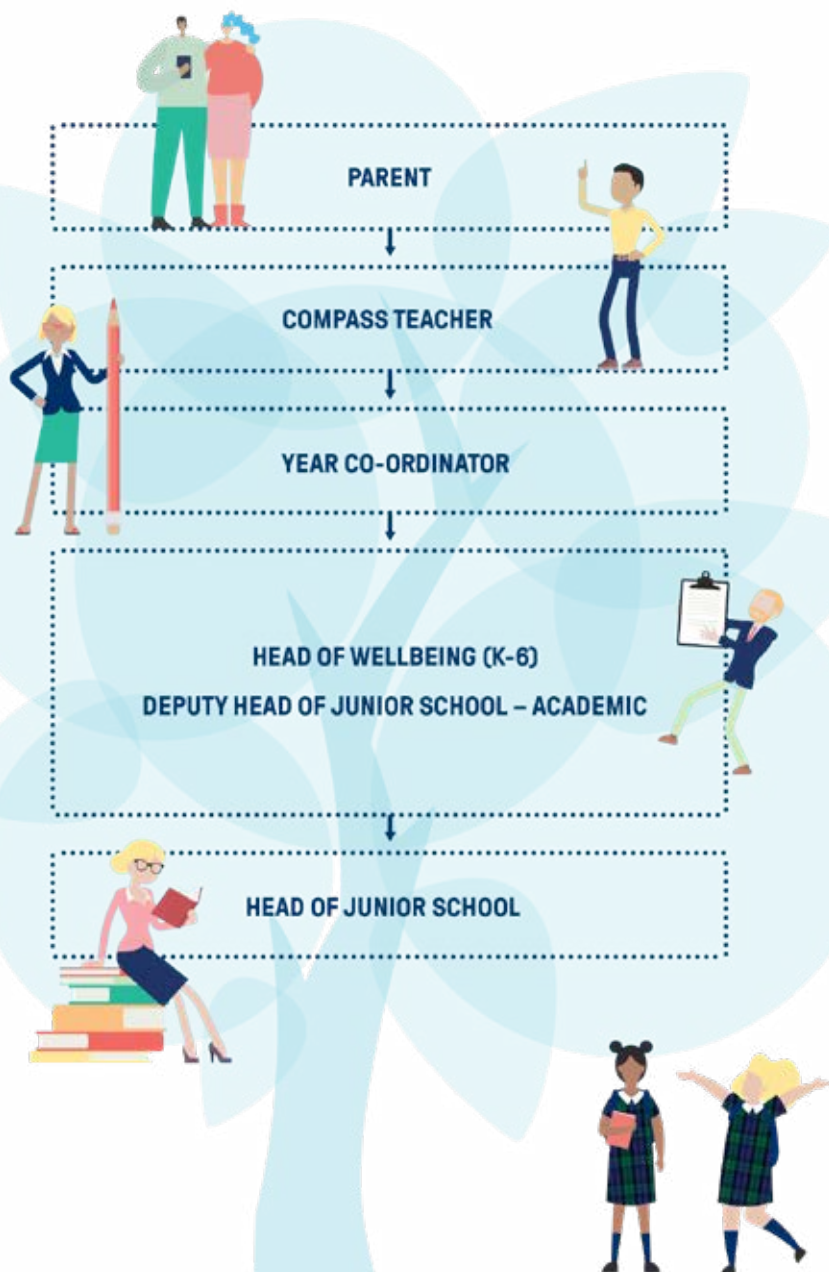
# Junior School

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Start Time	8.15am
Finish Time	2.45pm (Kindergarten to Year 2) 3.00pm (Years 3 to 6)
Staff Meetings	Weekly staff meetings on Wednesdays (5.00pm finish)
Duty Supervision	Five times per week for Kindergarten to Year 2 teachers. Three times per week for Years 3 to 5 teachers. The difference reflects the shortened day for Kindergarten to Year 2 students.
Class Sizes	Kindergarten: 18 students Year 1: 20 students Year 2: 22 students Years 3 to 6: 24 students
Staff Professional Development Days	First day of each new term.

# Junior School Structure – 820 students

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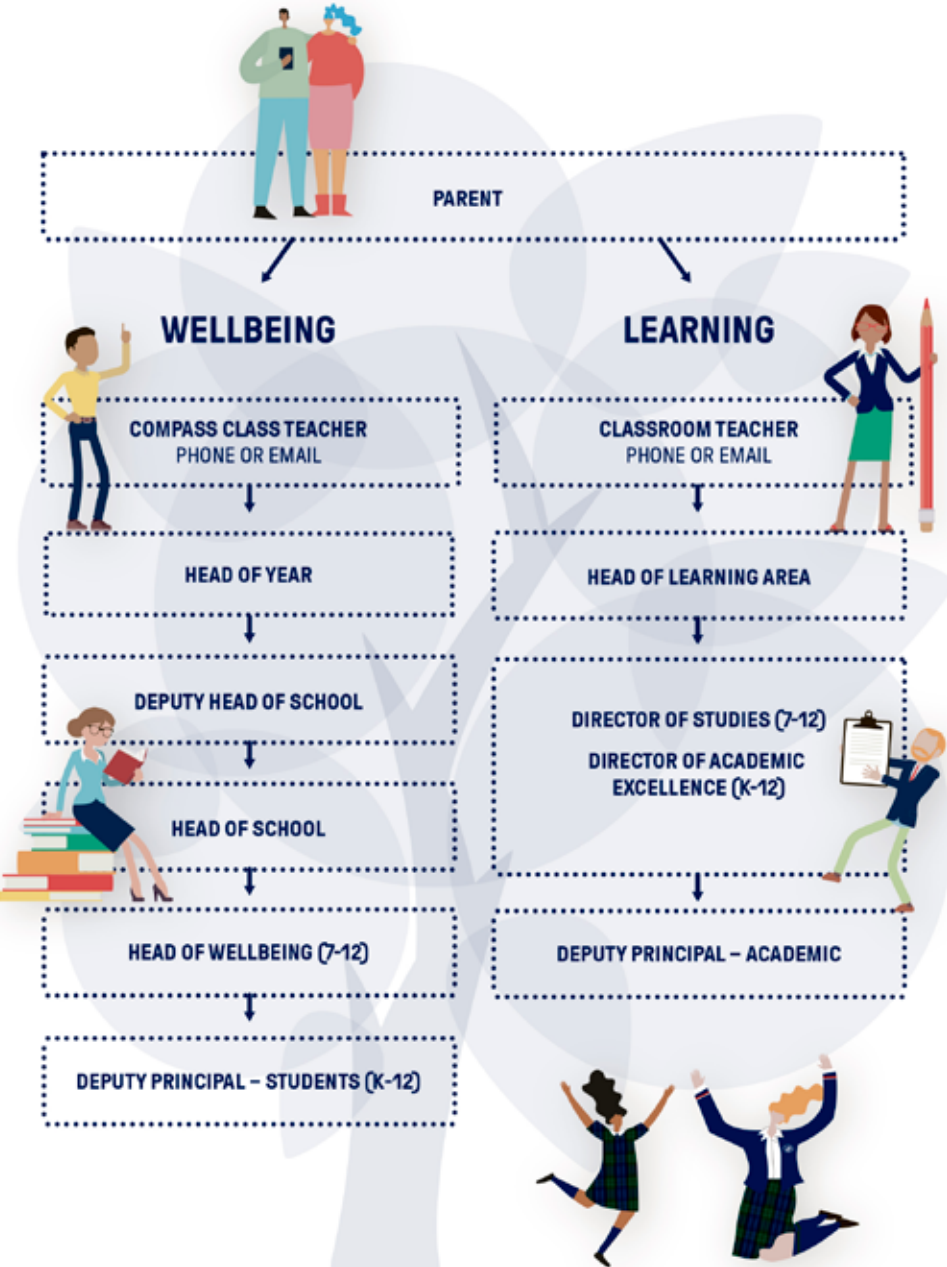




## Secondary School

<b>Start Time</b>	8.15am (most teachers arriving between 7.30am to 7.45am)
<b>Finish Time</b>	3.20pm
<b>Day-to-day School Life and How the Timetable Works</b>	<ul style="list-style-type: none"><li>• There are five academic periods of approximately 60 minutes per class.</li><li>• There is an additional 45-minute Mind-Body-Spirit time with Compass class after lunch.</li><li>• Secondary School is based around a two-week cycle, 50 periods each fortnight, one of which is combined assembly.</li><li>• Secondary teachers teach a maximum of 35 face to face periods per fortnight and see their Compass (Tutor) group three times a week.</li></ul>
<b>Duty Supervision</b>	<ul style="list-style-type: none"><li>• Each full-time secondary teacher is allocated two playground duties per fortnight, about 20 minutes each duty.</li></ul>
<b>Staff Meetings</b>	<ul style="list-style-type: none"><li>• Weekly staff meetings on Wednesdays (5.00pm finish).</li></ul>
<b>Class Sizes</b>	<ul style="list-style-type: none"><li>• Staff meetings (faculty or whole staff) are held after school every Wednesday from 3.30pm to 5.00pm. Most other meetings are scheduled during the school day.</li><li>• The focus of meetings can be faculty specific or whole school in line with the strategic direction of the College.</li></ul>
<b>Staff Professional Development Days</b>	First 2 days of Term 1, first day of Terms 2, 3 and 4 and last 2 days of Term 4.

# Secondary School Structure - 1600 students





## Your quick questions answered

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### WHAT CAN YOU EXPECT FOR YOUR FIRST DAY?

Your first day may look a little different to others depending on your role at the College, but typically you should expect to:

- Meet your manager and peers
- Go on a tour of the College if you haven't already done so and find out where your office, staffroom and classrooms are
- Meet your buddy (in person!) and perhaps have a coffee from Archie's or Jacaranda Café
- Visit the Security Office to have your photo taken and have your swipe access card made
- Visit the IT Hub or have a member of our wonderful IT team come to your office to help set you up on our systems and provide you with your IT assets
- Spend some time orientating yourself with our IT systems and doing some general administration, like setting up your email signature
- If you're a teacher, you may have classes on your very first day - a great opportunity to meet your students and get to know the girls!
- Head over to the HR office in the John Reid Building (next to Junior School) to receive your welcome pack and meet the team

### WHAT HAPPENS ON STAFF DAYS?

Staff Days occur at the beginning and/or end of every term, where all staff gather for key activities, updates and team building. They consist of:

1. Chapel: Start the day together with a reflective session led by the Chaplains.
2. All-Staff Meeting: Presentation from Dr Kate Hadwen and other Senior Executive staff, presentation of the L.O.V.E. Awards and discuss important updates.
3. Morning Tea: A break to socialise with colleagues.

4. Faculty Time and Workshops: Participate in role-specific sessions and professional development.
5. Barbecue Lunch: Enjoy a meal with your team in a relaxed setting.

### **ARE THERE ANY NEW STAFF INDUCTIONS?**

All new starters will be invited to attend an extensive Welcome Program aimed at setting new staff up for success.

1. Meeting key staff
2. Information about *Pymble* - core policies and strategy
3. Tour of both the Pymble campus and Vision Valley Outdoor Education Campus
4. IT Induction Set Up

Each new staff member has access to the new starter microsite; Buddy program and receive a welcome to *Pymble* goodie bag.

### **DO YOU NEED TO BRING ANYTHING FROM HOME FOR YOUR FIRST DAY?**

You will receive a laptop from our friendly IT team. We would advise you to bring lunch and a snack, in case you miss an opportunity to go to one of our lovely cafés. Otherwise, Archie's and Jacaranda Café are stocked with lots of delicious food and beverages.

### **WHAT'S THE DRESS CODE?**

Staff, both academic and professional services, are expected to wear appropriate and professional business attire in the course of their duties, both on and off campus, and maintain a clean, tidy presentation appropriate for their work role.

Casual clothes such as jeans, shorts and joggers are only appropriate for field trips or outdoor education programs when the students may be similarly dressed. During term breaks, smart casual dress is expected with a minimum standard being dress jeans.

### **HOW SHOULD I GET TO PYMBLE?**

Parking at the College can be tricky as lots of activities take place prior to the start of the school day, meaning Centenary Car Park gets full between 7.45am and 8.00am. However, there is plenty of street parking available around the College.

If possible, we would advise catching the train to work, with Pymble Station located a short seven-minute walk from the the College.

### **ARE THERE ANY OPPORTUNITIES I CAN GET INVOLVED WITH AT PYMBLE?**

We have lots of opportunities for staff to get involved to support their mental and emotional wellbeing, as well as make social connections. One of these is the Staff Wellbeing Committee, comprised of College staff that aim to listen to, represent and proactively act in the wellbeing interests of all *Pymble* staff. They regularly organise yoga, dance and pilates, social events and even food trucks. We also have a staff book club, and staff are also encouraged to make use of our lovely grounds, walking tracks, gym and aquatic centre.

**If you have any other questions, feel free to reach out to the HR team.**



# Teaching and Learning Framework

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Pymble Ladies' College aims to nurture the development of compassionate and influential young women with the capacity and confidence to change the world.

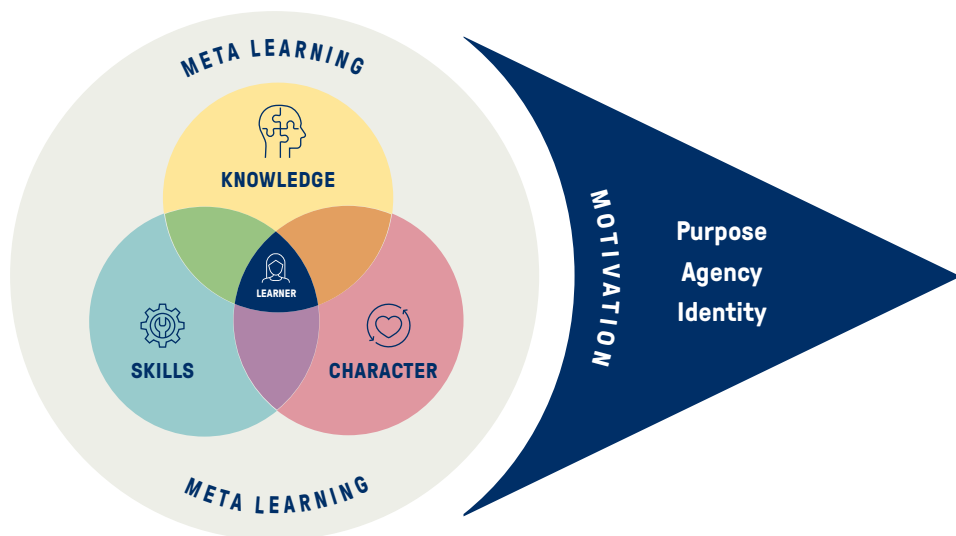
Our Strategic Vision (2021-2030) recognises the importance of a holistic education in partnership with parents and the community which focuses on four key intelligences; Academic, Digital, Emotional and Social. Specifically, our Strategic Vision identifies a 'robust' approach to academics to equip students with the skills to flourish in a rapidly changing world.

Our Teaching and Learning Framework is shaped by the College values of care, courage, integrity, respect and responsibility and identifies the following tenets at the core of our practice:

- 1. An inclusive and supportive environment**
- 2. The role of expertise**
- 3. Key skill development**
- 4. Character dispositions**



## OUR MODEL



### **KNOWLEDGE**

What is important for me to know in the age of artificial intelligence (AI).



### **SKILLS**

Developing skills in my specific subjects, as well as thinking critically and creatively.



### **CHARACTER**

Using curiosity, courage and resilience to guide how I engage with the world.



### **META LEARNING**

The process of reflecting on and evaluating my work and my learning.

*\*Model courtesy of the Center for Curriculum Redesign*

# Our wellbeing philosophy

## HOW DOES PYMBLE SUPPORT THE WELLBEING OF TEACHERS AND STAFF?

The health, safety and wellbeing of our *Pymble* family is our priority. Consistent with our values, we nurture a caring workplace where each individual is known and supported. However, we know that, by our nature, *Pymble* staff will often put the care of others before their own. *Pymble* has both a Staff Health and Wellbeing Microsite and a Staff Wellbeing Committee.

## HOW DOES PYMBLE SUPPORT THE WELLBEING OF STUDENTS?

*Pymble's* Mind-Body-Spirit Framework is a multidimensional, holistic approach to wellness and growth, encompassing academic, social, emotional and digital intelligence.

## HOW DOES PYMBLE SUPPORT PROFESSIONAL DEVELOPMENT AND CAREER PROGRESSION FOR TEACHERS?

*Pymble* is committed to helping each member of staff develop their professional skills and follow their career aspirations. At *Pymble* you will find a huge variety of development opportunities, such as support for further studies, mentorship programs, tailored learning and development for Professional and Administration Staff.



# Sydney School Systems

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## WHAT IS THE DIFFERENCE BETWEEN PRIVATE SCHOOLS AND INDEPENDENT SCHOOLS IN AUSTRALIA?

- A private school in Australia is a non-government school.
- Independent schools are diverse non-government schools for a variety of communities.

There is some overlap between private and independent schools. In Australia, independent schools make up a percentage of private schools.

Around 15 per cent of students in Australia attend independent schools.

## DIFFERENT TYPE OF INDEPENDENT SCHOOLS IN AUSTRALIA

- Schools affiliated with Christian denominations, for example Anglican, Catholic, Greek Orthodox, Lutheran, Uniting Church, Seventh Day Adventist and Presbyterian
- Non-denominational Christian schools
- Islamic schools
- Jewish schools
- Montessori schools
- Steiner schools
- Schools constituted under specific Acts of Parliament, such as grammar schools
- Aboriginal and Torres Strait Islander community schools
- Schools that specialise in meeting the needs of students with disabilities
- Schools that cater for students at severe educational risk due to a range of social/emotional/behavioural and other risk factors.

*Pymble* is a school of the Uniting Church. Since it began in 1977, the Uniting Church has been following Jesus, working for justice, growing as disciples and serving communities in these lands now called Australia.

From our capital cities to the heart of the outback, you will find around 1600 congregations and faith communities joyfully worshipping in more than 45 languages, including First Nations languages. In Australia's 2021 Census, more than 670,000 people identified themselves as having an affiliation with the Uniting Church.

# Map of the Campus



## GENERAL

- 1 Gate 1 – Main Gates (John Marden Gates)
- 2 Gate 2
- 3 Gate 3 – Deliveries (Roland Love Gates)
- 4 Main Reception – Middle Colonnade
- 5 Chapel
- 6 Uniform Shop
- 7 Healthcare Centre
- 8 Facilities Management
- 9 David Macfaclane Centre (DMC)

- 10 Professional Services (John Reid Building)
- 11 Sufferance Pathway
- 12 Grey House Walk
- 13 Archie's Café
- 14 Jacaranda Café
- 15 Staff Parking
- 16 Centenary Carpark
- 17 Grey House Precinct (GHP) – Under construction
- 18 Print Room
- BOARDING**
- 19 Boarding Administration (in Conde Library)

- 20 John Hammond House
- 21 Goodlet House
- 22 Lang House
- 23 Marden House
- 24 Avonmoore
- 25 Boarder's Dining Room
- JUNIOR SCHOOL**
- 26 Junior School Administration (Hedgehog House)
- 27 Kindergarten to Year 2
- 28 Year 3
- 29 Year 4
- 30 Year 5

- 31 Year 6
- 32 Treehouse Club
- 33 Kindergarten Pick-up / Drop-off
- 34 Year 3 to Year 6 Pick-up / Drop-off
- 35 OSHC Centre School Library
- 36 Riverbed
- SECONDARY SCHOOL**
- 37 Gillian Moore Performing Arts Centre
- 38 David Blackwell Centre
- 39 Middle School

# Pymble Ladies' College



- 40 Main Hall
- 41 Middle Colonnade
- 42 Upper School Hub (Lower Colonnade)
- 43 DK (Dorothy Knox) Building
- 44 RV (Robert Vicars) Building
- 45 JV (John Vicars) Building
- 46 Science Building
- 47 Arts Centre (Ferguson House)
- 48 Technology and Applied Studies Centre (TAS)
- 49 The Hub – IT Centre
- 50 Conde Library

- 51 Senior School Centre (Kate Mason Building)
- 52 Jobson Lecture Theatre
- 53 First Nations Office (Dorothy Knox Sitting Room)
- 54 Lang Bespoke Modular Classroom
- 55 Goodlet Bespoke Modular Classroom
- 56 Isabel McKinney Harrison Centre (IH Building)

## SPORTS AND OUTDOOR

- 57 Jeanette Buckham Centre for Physical Education
- 58 Braith Williams Aquatic and Fitness Centre

- 59 Mollie Dive Field
- 60 Sporting Courts
- 61 Main Oval
- 62 James Kelso Field
- 63 Liane Tooth Field
- 64 Agricultural Plot
- 65 Gloucester Lawn
- 66 Marden Lawn
- 67 Lang Lawn
- 68 Goodlet Lawn
- 69 Flagpole Lawn

## PUBLIC TRANSPORT

- 69 Pymble Train Station



# Meet our leaders and teachers



# Our Staff

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*Pymble* has more than 300 teaching staff, 200 professional and administration staff and over 450 casual staff fuelling our expansive co-curricular program. *Pymble* is where careers are forged, nurtured and enriched. We are a diverse community, with expertise across a range of disciplines, vast experience in education and a passion for what we do.



# Meet our Senior Executive Team

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**Dr Kate Hadwen**  
Principal



**Ms Lamia Rockwell**  
Deputy Principal



**Mrs Christine Kenny**  
Deputy Principal –  
Academic (K-12)



**Mr Justin Raymond**  
Deputy Principal –  
Students (K-12)



**Mrs Kate Brown**  
Head of  
Junior School



**Mrs Jenny Roberts**  
Chief Operating  
Officer



**Mrs Kate Rimer**  
Chief People and  
Culture Officer



**Dr Sarah Loch**  
Director – Pymble  
Institute



**Mr Andy Lang**

Chief Financial  
Officer



**Mr Anthony  
England**

Director of  
Innovative  
Technologies



**Mr Greg Meagher**

Executive Director  
Co-curricular



**Mr Stephen  
Campbell**

Chief Strategy  
Officer



**Mr Steve Dunk**

Director of Staff



**Mr Tom Riley**

Head of Campus –  
Vision Valley

# Meet our teachers



**SANDRA NOLAN**

MOVED FROM ENGLAND  
TO AUSTRALIA TO TEACH

## WHAT ARE PYMBLE GIRLS LIKE TO TEACH?

*Pymble* girls are inquisitive and keen to learn. They are ambitious and challenge me as an English teacher, to prepare lessons that promote critical thinking and prompt inquiry into the world around us.

## WHAT ARE TEACHERS AT PYMBLE LIKE?

*Pymble* has a diverse staff with a large portion of overseas teachers or Australian teachers who have experience in different educational settings. My department alone has teachers from across the globe, from Australia to the UK and Ireland to name a few. There are a range of ages and experience which allow for

interesting discussion and ideas.

## WHAT ARE THE FACILITIES AT PYMBLE LIKE?

*Pymble* is a large campus that was very different to my previous schools in Ireland. With a large student body of over 2,400 girls from Kindergarten to Year 12, the facilities are expansive to suit. The co-curricular facilities, such as the gym, pool and sporting fields, are impressive, but as an English teacher our library is my favourite place. The well-stocked shelves and the expert librarians are a fabulous resource to have. Technology is a much bigger part of *Pymble* than I've experienced at other schools. Teachers and students have access to laptops, iPads and various other digital platforms.

## IS IT HARD TEACHING A DIFFERENT CURRICULUM?

I found the curriculum a little different when I came from Ireland. While the skills and staple texts are still a key part of the English curriculum here, it took a little time to adjust to the Australian English Syllabus outcomes. Having graduated from UCC in Cork, Ireland I was well versed and practiced in pedagogy, so that knowledge and experience serves me very well here. It has been interesting to understand and apply a different curriculum, and this challenge has made me a better



teacher.

### **HOW WILL MY CAREER PROGRESSION BE SUPPORTED?**

I've progressed through various departments of the College. I began in the library as a teacher librarian supporting English teachers to develop a passion for reading in students. I then moved into the English department teaching Year 7 to 12 and have been working in this space for the past four years. I've had numerous additional roles in this time that have allowed me to develop leadership skills. I was Lead Teacher of Innovation and Technology within the English department, and my current additional role is Lead Teacher of Excellence Stage 5 English (essentially a stage co-ordinator post). I've been able to attend many professional learning opportunities, both internally and externally.

### **WHAT IS IT LIKE LIVING IN SYDNEY?**

I love living in Sydney. It is a very busy place, but the balance of city and beach life is what drew me to, and has kept me in, the Eastern Suburbs of Sydney. I love that I'm a five-minute drive from the beach and a 15-minute train journey from the city which has the Sydney Opera House, bars, restaurants and theatres. I've found the lifestyle something that is hard

to match elsewhere. Everyone works extremely hard, but there is a reward for that in the way of life. My weekends are filled with coffee dates and beach days. Most people are up with the sun and there is an energy that is different here. With the absence of family, your friends become just that – an Australian family; especially amongst the expat community.

### **ARE SYDNEY PUBS BETTER THAN IRISH PUBS?**

The Irish pub is something that cannot be replicated outside of Ireland, but the Irish community in Sydney is second to none. Since moving here, despite now being an Australian citizen, I've never been prouder of my heritage. It is welcomed by everyone, and I think that is a testament to the Australian experience – you are encouraged to immerse yourself in the "Aussie" way of life, but you never relinquish that part of yourself that you brought here.

# Meet our teachers



## STEPHEN CAMPBELL

MOVED FROM ENGLAND TO  
AUSTRALIA TO TEACH

### WHAT ARE TEACHERS AT PYMBLE LIKE?

*Pymble* teachers are fantastic; dedicated and hard working but with a good sense of fun. *Pymble* teachers collaborate and work together, so new teachers will always feel well supported and will have somebody they can speak to – whether they need help planning a Year 7 lesson or help finding the best takeaway dinner for a Friday evening!

### WHAT ARE PYMBLE GIRLS LIKE TO TEACH?

*Pymble* girls are bright, enthusiastic and curious. They love a challenge, and they love to improve. *Pymble* is not academically selective, so there is a range of students to support;

the girls enjoy school and thrive in classrooms where relationships are strong.

### WHAT ARE THE FACILITIES AT PYMBLE LIKE?

All of our classrooms are well appointed with interactive screens; our teachers have the choice of using either a MacBook or a Windows laptop, provided by the College. The wider facilities in the College are extraordinary and include an aquatic centre, theatre and bespoke learning centres for different-aged students. We are also embarking on a large building program that will include the development of a world-class science and technology centre, a dance academy and wellbeing centre.

### IS IT HARD TEACHING A DIFFERENT CURRICULUM?

Whilst there are some differences in the sequencing, topics and content when comparing the NSW curriculum with the national curriculum, these are easily overcome through the training, support and collegiality that will be available once you join *Pymble*. The actual process of teaching is remarkably similar: the strategies that you use now in the classroom will be directly transferable.

### **WILL I FIT IN AT PYMBLE?**

Of course! We are a diverse, vibrant community, and we treasure difference.

### **HOW WILL MY CAREER PROGRESSION BE SUPPORTED?**

Teachers are supported and mentored to ascertain their goals and their growth is facilitated through outstanding training; this training is a combination of internally run, led by our experts, and externally sourced, ensuring that we retain access to leading research. The Pymble Institute places research at the heart of the College and involvement with the Institute provides ample opportunity for further study and qualification. In such a large school, opportunities for career progression within *Pymble* are plentiful.

### **HOW WILL PYMBLE SUPPORT MY WELLBEING?**

The College has a Staff Wellbeing Committee and the wellbeing of our teachers, and students, is of paramount importance. We hold regular staff wellbeing seminars, have social gatherings and connect over morning tea. There are also many workplace benefits, such as long-service leave, paid parental leave and so forth that ensure that our teachers recognise that they are highly valued. Aside from

these systems, though, wellbeing is prioritised through the power and strength of our community and the relationships within.

### **WHAT IS IT LIKE LIVING IN SYDNEY?**

Sydney is one of the best cities in the world: the outdoor lifestyle, the weather, access to beaches and some of the most stunning locations in the world ensure that living here remains a joy. The opportunities to travel are plentiful, but Sydney itself is a vibrant, diverse city, full of culture, art, amazing restaurants, cafes and sport.

### **IS VEGEMITE BETTER THAN MARMITE?**

The jury is still out on this one: you'll have to decide for yourself!

## Meet our teachers



**RAY HOWELLS**

MOVED FROM ENGLAND TO  
AUSTRALIA TO TEACH

### WHAT ARE PYMBLE GIRLS LIKE TO TEACH?

Teaching *Pymble* girls is a rewarding experience. The students tend to excel academically, participate in a diverse range of extracurricular activities, and individually have unique life experiences and international perspectives. They're curious, motivated and inquisitive in the classroom, making discussions lively and enriching.

### WHAT ARE TEACHERS AT PYMBLE LIKE?

The staff at *Pymble* are approachable, passionate about their subjects and dedicated. Collectively we have a can-do attitude and are keen to help support staff and

students with initiatives across campus. We collaborate effectively in our departments and are keen to share best practice and successes. The College is inclusive and the workplace spans across generations and cultures which enriches the ideas and work environment.

### WHAT ARE THE FACILITIES AT PYMBLE LIKE?

Beyond *Pymble's* beautiful campus with Jacaranda trees and rose bushes, as a teacher it has excellent learning facilities with the flexibility to reserve outdoor learning spaces, lecture theatres and drama studios for your classes and freedom to get creative to maximise student outcomes.

### IS IT HARD TEACHING A DIFFERENT CURRICULUM?

Personally, I found teaching in Australia to be a relatively smooth transition from the UK due to several similarities including both countries having comparable educational structures and curriculums, making it easy for teachers to adapt. Teaching qualifications are recognised from the UK, simplifying the certification process.

### HOW WILL MY CAREER PROGRESSION BE SUPPORTED?

New staff are involved in a

mentorship program, where a more experienced colleague in the department can assist with the transition. The key difference at *Pymble* I've noticed in my personal career progression is the support of your line manager and flexibility to choose career goals that are tailored to your aspirations and needs.

*Pymble* professional development centres around opportunities that are tailored to your teaching experience as well as selection of choice with workshops and courses internally and externally available. Pathways to leadership roles are available with opportunities to take the lead with passion projects, grants for learning and temporary leadership opportunities when other staff are on leave to build capacity over time.

### **HOW WILL PYMBLE SUPPORT MY WELLBEING?**

The College supports teacher wellbeing through various initiatives, such as external workplace counselling services, sessions on superannuation (pension) and financial advice. A more recent edition is work-life balance through flexibility with a late start or early finish for staff being rolled out with staff able to elect a period in their cycle to nominate the option to leave campus. I have enjoyed the use of the gym on campus, yoga sessions and taking my early finish to have

remedial massages, visit the dentist or hang on the beach and get some late afternoon sun in the summer.

### **WHAT IS IT LIKE LIVING IN SYDNEY?**

Sydney is an incredibly safe and liveable city. Beyond the stunning beaches, beautiful parks and outdoor activities, the café culture and brunch scene are difficult to compare to overseas. The diversity in the community makes it easy for newcomers to feel at home with many expats and social clubs available to connect to others. The temperate climate year-round means you can hike in the national parks that surround the city at any time.

### **IS VEGEMITE BETTER THAN MARMITE?**

A polarising debate! I'm not a fan of either. I do believe Tim Tams are more delicious than Digestive Biscuits. You can accidentally finish a pack of white chocolate ones in one sitting.



## Meet our teachers



### KATIE HOUGHTON

MOVED FROM ENGLAND TO  
AUSTRALIA TO TEACH

#### WHAT ARE TEACHERS AT PYMBLE LIKE?

There are teachers from all over the world at *Pymble*. One thing that we all have in common is our drive to be the best possible versions of ourselves for the students that we teach. Departments are large and we all have separate offices. We also have a wonderful space which was recently renovated where morning tea is served, and this is a great place to catch up with other staff.

#### WHAT ARE PYMBLE GIRLS LIKE TO TEACH?

*Pymble* girls are wonderful to teach. They are motivated and they want to do well, and I love the fact that you can really focus on teaching your

subject and extending students. The biggest challenge is helping them to see the value in versatility and trying to encourage them to see that rote learning is not the security blanket that they may think it is. It really helps to focus on pedagogical approaches that foster agility and critical thinking to build student confidence. We have a lot of perfectionists, and I really like to help students work in more authentic ways where possible.

#### WHAT ARE THE FACILITIES AT PYMBLE LIKE?

When I first arrived at *Pymble*, I was in awe of the campus and I still am. It is beautiful, with manicured gardens and lawns. We have so many excellent resources available and the technology we can use to teach is varied so you can really make it suit your teaching style. The challenge is balancing technology with using paper so that students can cope with writing essays under timed conditions.

#### IS IT HARD TEACHING A DIFFERENT CURRICULUM?

It is hard to go from being experienced in a curriculum to being unsure of what is valued. The most important thing is to listen and ask questions and consider how you can adapt the skills and expertise from the UK to the Australian system. However, having spent seven

years teaching in the UK and six in Australia, I now enjoy the insight I get from being experienced in both. One key difference is examination; the HSC (end of Year 12 in Australia) is equivalent to A Level in the UK, but there is no equivalent to GCSE.

### **INFORMATION FOR ENGLISH TEACHERS?**

In the UK, you will likely be used to teaching language and literature courses separately for GCSE (unless your taught combined course) and then again at A Level. There is no English Language course in New South Wales, and it is mainly a literature focus.

### **HOW WILL MY CAREER PROGRESSION BE SUPPORTED?**

There are always opportunities at *Pymble* and this is something that I have taken advantage of. I started as an English Teacher in 2019 and after two years I took on a Year 7 to 10 co-ordinator position. In 2023, I started as assistant Head of Learning Area for English, and I really enjoy this role. I have attended a number of different leadership courses, and the College also provides so many opportunities in house, from academic research opportunities and contributing to global conferences to developing our pedagogy in light of new research. It is always an evidence-based approach, which I really value.

### **HOW WILL PYMBLE SUPPORT MY WELLBEING?**

A huge perk at *Pymble* is the fact that we are not asked to do Saturday sport or co-curricular in recognition of the effort required to maintain the academic standards we set for ourselves. This is rare in the private sector and I am so grateful for it. Another amazing change that came in this year was the introduction of the “on call” period, which involved teachers being allocated slots where they may be asked to cover a lesson (if they miss a lesson or are underload). This means that all other time is protected for planning, marking and collaborating with colleagues. As any English teacher will know, the marking load is heavy and time consuming. At *Pymble*, many of us are considered ‘underload’ in recognition of the extra workload that we have, which means we don’t have to compromise on quality.

### **WHAT IS IT LIKE LIVING IN SYDNEY?**

Sydney as a city is vibrant with lots of lovely eateries and bars. It makes it all even better that it is right on the water. I live in the Northern beaches as I wanted to live by the beach and it is perfect for my commute. I love the climate - we are only cold for three months of the year and the rest of it is glorious. January is the best month.

# What benefits does Pymble offer?



# Staff Benefits

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Our exceptional staff are integral to the outstanding educational experience we offer students and families. We show our appreciation for our staff in many ways:

- **Above-enterprise agreement salary levels** for all academic, co-curricular, administration and professional services staff.
- **Extensive professional learning opportunities**, including welcome program for new starters, mentoring, leadership programs, post-graduate studies network group and professional learning grants.
- **Social events**, including termly gatherings and whole-school Christmas party.
- **Health and wellbeing resources**, including free confidential coaching and counselling, onsite preventative health checks, use of pool and gym, various staff-led exercise groups and free annual flu vaccinations.
- **Financial benefits**, including discounts on places in our Early Years School for 0-5s (opening mid-2026), school fees and 300+ retailers/suppliers on our *Pymble* SmartSpending app. Salary packaging and financial support for further study are also available.
- **Support for parents and new families**, including above MEA paid parental leave, flexible work arrangements,

breastfeeding facilities, family access to library.

- 'Nice to haves', including 300 onsite parking spaces, daily morning tea during term time, onsite cafes, lunch ordering service, book club and beautiful staff lounge.

## JUST FOR TEACHERS...

1. **Market-leading teacher loads:** 68 per cent face-to-face teaching, 32 per cent planning and preparation time.
2. **No co-curricular requirements:** we leave this to our specialist team of 300 fulltime and casual co-curricular staff.
3. **Further allowances** are paid to teaching staff for co-ordination and leadership responsibilities.
4. **Our covers system for Secondary classes** gives teachers greater flexibility around start and finish times.
5. **Teachers' aides in the Junior School** provide flexibility around working hours and managing classroom loads.

# Professional Development Opportunities

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## PROFESSIONAL DEVELOPMENT DAYS FOR ALL STAFF

Our goal is to develop the skills and expertise of every teacher to ensure they are equipped to provide the very best student learning outcomes. Our focus is to nurture the careers of each member of staff as a key to job satisfaction, growth and wellbeing.

Our professional development for teachers aligns to our four strategic pillars of learning:

1. Academic Intelligence
2. Social Intelligence
3. Digital Intelligence
4. Emotional Intelligence

Each term, staff can elect which workshops they attend according to their needs and interests. The learning programs are highly interactive and evidence based.

Examples of recent internal professional development programs include:

- Differentiating for High Potential Learners: what does research tell us about the role of pre-testing in the classroom?
- My Inclusive Classroom: Recognising Diversity and Enhancing Belonging for All
- Executive functioning skills growth in the classroom for students with ADHD
- Our Service-Learning Framework – Exploring how we build influential and compassionate women through service

- K-6 Reading Assessment - Dynamic Indicators of Literacy
- AI Champions Workshop – Upskilling staff in using AI tools for the classroom
- Student Mental Health Foundations
- First Nations Cultural Awareness
- Resilience and Movement
- Junior School Numeracy Project

## EXTERNAL CONFERENCES AND SEMINARS

*Pymble* encourages teachers to look beyond the College gates to learn more about innovative teaching methods and current thinking in girls' education through participating in national and international seminars and conferences. Our staff attend as both participants or speakers throughout the year in Australia, the USA and the UK.

Examples of recent opportunities include:

- International Outdoor Education Research Conference, Japan
- Headways Global Citizenship Conference - Australasia
- Global Trends, Local Impact: Navigating the Changing Landscape of Economics
- Assessment for New Courses in Mathematics
- Transforming Education Through Music
- Women in Sport Congress 2024
- International Coalition of Girls Schools





(ICGS) Educating Girls Symposium, USA

- Playing for Keeps – Play and Learning in the Early Years
- The Science of Learning in English – Blended Learning Experiences
- Growing Geography GTA Conference
- STEM 2024 Conference

## EXTERNAL CONFERENCES AND SEMINARS

*Pymble* invests in the development of emerging and experienced leaders through a variety of development programs which include the following:

- Tracey Ezard – 12-month Ferocious Warmth Program 2023
- Mark Bilton’s – 12-month Middle Leadership Program 2024
- Junior School Teacher Mentoring Program
- Junior School Aspiring Leaders Program
- Association of Independent Schools (AIS NSW) Flagship Leadership Program for Aspiring School Principals
- Career Grow – Annual Career Planning Program
- Access to executive coaching

## POST GRADUATE STUDIES

*Pymble* encourages staff to further their professional development by undertaking

studies through graduate diplomas, master’s degrees or doctorates in an area of their educational interests.

The College provides paid study leave, up to \$3,000 fee relief and a post-graduate support group for staff who are undertaking studies. Studies undertaken by teachers over the last three years include:

- Master of Education (Management and Leadership)
- Master of Educational Psychology; Master of Education (Student Wellbeing)
- Master of International Education; Master of Education (Digital Learning); Master of Educational Neuroscience
- Master of Business Administration
- Master of Applied Linguistics
- PhD History

# Teaching in Sydney



# A Useful Guide in obtaining your NESA Accreditation

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## TEACHING ACCREDITATION

When teaching in Sydney, you are required to obtain teaching accreditation through NSW Education Standards Authority (NESA). This application cannot be completed overseas but you can have your documents ready to begin the process as soon as you arrive.

Here are some tips to have a stress free application process:

### DOCUMENTS REQUIRED FOR NESA ACCREDITATION

- Colour certified copies of your transcripts and awards for all completed university qualifications.
- A NAATI-accredited translation of your documents and your original certified documents, if your original transcripts are not in English. Please note that the translated document must also be certified!
- Evidence of successful completion of an approved English Language Proficiency Test if any part of your qualifications is from a country where English is not the main language.
- Colour certified copies of three types of identification.
- An overseas criminal history check if you have resided overseas for 12 consecutive months or more in the past five years.
- A current NSW Working with Children Check (WWCC) clearance for paid employment issued by the NSW Office of the Children's Guardian. (This clearance cannot be completed offshore).
- Pass an English language proficiency test (ELPT) or meet exemption requirements.

## IDENTITY DOCUMENTS

**Colour Certified Copies** of three types of identification documents, for example:

**Commencement of Identity:** ImmiCard issued by the Department of Home Affairs

**Primary use in the Community:** Passport issued by a country other than Australia with a valid entry stamp or visa

**Secondary use in the Community:** Foreign government issued documents, for example, drivers licence), Medicare card, Bank Card/ Credit Card or Bank Statement.

**\*\* More information and examples of identification documents are outlined further on the NESA website by following this link:**

<https://www.nsw.gov.au/education-and-training/nesa/teacher-accreditation/get-accredited/id-requirements>

# How to start your accreditation journey before you arrive in Sydney

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## NESA TEACHING ACCREDITATION

You **cannot** apply for your NESA Teaching Accreditation while outside of NSW and Australia but being organised leading up to your departure will make the accreditation process stress-free. NESA Accreditation can take up to four weeks to be processed so it can be a lengthy process. The steps below can be completed off shore in the lead up to your departure.

1. Prepare your identity documents and transcripts.
2. Arrange for your documents and transcripts to be certified.
3. If you have resided for 12 consecutive months or more over the last five years, you must complete international police checks. Please see the link below for more information. <https://www.acic.gov.au/national-police-checking-service>  
At *Pymble*, it is a requirement for all teachers to have an up-to date CPR Certificate (Course Code: HLTAID009 Provide Cardiopulmonary Resuscitation). In-date First Aid Certificates are required for teachers who are attending overnight excursions or camps (Course Code: HLTAID011 Provide First Aid). We offer regular refresher courses throughout the academic year for HLTAID009 and twice yearly for HLTAID011 should your certificates expire.

4. Download and prepare your Working with Children Check application form.

**Please note:** You **cannot apply** for your NSW WWCC outside of NSW. The application process must be completed by attending a Service NSW Centre to have your identity verified and to make payment.

# Accreditation Process - When you arrive in Sydney

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## NESA ACCREDITATION APPLICATION

As the NESA Accreditation Application can take up to four weeks to be processed, it is important that you complete the steps below as soon as you land.

### 1. OBTAIN YOUR WORKING WITH CHILDREN CHECK (WWCC)

The WWCC is a requirement for anyone who works or volunteers in child-related work in NSW. It involves a National Police Check (criminal history record check) and a review of reportable workplace misconduct. It can take up to four weeks to receive your WWCC number which is required in order to begin your NESA Application Process. The outcome of a check is either a clearance to work with children or a bar against working with children. If cleared, the check will be valid for five years, however applicants are continuously monitored.

Your WWCC can be obtained through Service NSW who have many branches across Sydney. When obtaining your WWCC, you will need to bring various forms of identification as well as your Immi Card issued by the Department of Home Affairs which proves your visa status.

## 2. APPLY ONLINE

To apply for first-time accreditation, you will need to create your NESA online account (eTAMS). Follow the instructions on eTAMS on how to submit your documents and complete your application.

**Don't forget to double check you hit the final submit button on eTAMS.**



# A useful guide to obtaining your early childhood accreditation

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## INTERNATIONAL EARLY CHILDHOOD

If you're an international early childhood educator and thinking about relocating to Sydney, knowing and understanding the paper requirements can be an overwhelming and confusing process.

### 1. QUALIFICATION

To work in any early childhood setting in Australia, you will need to apply to the Australian Children's Education and Care Quality Authority (ACECQA) for an early childhood qualification assessment. This assessment will take 60 days from the date on which ACECQA confirms they have received the application to process so it is ideal to start this application before arriving in Australia. As part of your ACEQA qualification assessment, you will be asked to provide the following documentation:

- Colour certified copies of your transcripts and awards for all completed university qualifications.
- A certified colour copy of your passport.
- A certified colour copy of your evidence of change of name (if applicable).
- A certified copy of your official certificate/parchment for your qualifications.
- A certified copy of your official academic transcript for your qualifications (this

must include all years of study).

- Applicant Declaration and Consent Form.
- Authorised Representative Declaration and Consent Form (if applicable).
- Evidence of English language proficiency (if applicable).
- Evidence of modifications to your supervised professional experience due to COVID-19 (if applicable).

**\*\* Please note: Any documents in a language other than English will need to be translated. Certified colour copies of both the original and translated documents will need to be provided.**

### 2. SUBMIT YOUR APPLICATION

The application will take about 40 minutes to complete and will require you to pay a fee. Please follow the link below for more information on the fees.

<https://www.acecqa.gov.au/resources/applications/indexation-of-fees#part2>

Once your qualifications have been approved, you will be required to provide the following documentation to work at *Pymble*.

## **1. OBTAIN YOUR WORKING WITH CHILDREN CHECK (WWCC)**

The WWCC is a requirement for anyone who works or volunteers in child-related work in NSW. It involves a National Police Check (criminal history record check) and a review of reportable workplace misconduct. It can take up to four weeks to receive your WWCC number which is required in order to begin your NESA Application Process. The outcome of a check is either a clearance to work with children or a bar against working with children. If cleared, the check will be valid for five years, however applicants are continuously monitored.

Your WWCC can be obtained through Service NSW who have many branches across Sydney. When obtaining your WWCC, you will need to bring various forms of identification as well as your Immi Card issued by the Department of Home Affairs which proves your visa status.

## **2. PROVIDE FIRST AID CERTIFICATES**

At *Pymble*, it is a requirement for all teachers to have an up to date CPR Certificate (Course Code: HLTAID009 Provide Cardiopulmonary Resuscitation). In date First

Aid Certificates are required for teachers who are attending overnight excursions or camps (Course Code: HLTAID011 Provide First Aid). We offer regular refresher courses throughout the academic year for HLTAID009 and twice yearly for HLTAID011 should your certificates expire.

## **POLICE CHECK FORMS**

If you have resided for 12 consecutive months or more over the last five years, you must complete international police checks. Please see the link below for more information.

<https://www.acic.gov.au/national-police-checking-service>





## QUEENSLAND

Queensland (QLD) is famously known as the 'Sunshine State'. This subtropical stretch of land is home to the World Heritage-listed Great Barrier Reef, the ancient Daintree Rainforest and the beautiful Whitsunday Islands.

## NEW SOUTH WALES

New South Wales (NSW) is the ultimate all-rounder destination, home to Sydney and it's famous sights, the Sapphire Coast to the south, the Central Coast to the north and the Blue Mountains to the West.

## AUSTRALIA CAPITAL TERRITORY

The Australian Capital Territory is home to Canberra, the Capital City of Australia. It boasts significant national institutions, including the Australian Parliament House, the National Gallery, and the Australian War Memorial. With a vibrant cultural scene, numerous festivals, and a strong focus on education and research, Canberra offers a rich experience that reflects the country's heritage and future aspirations.

## VICTORIA

Victoria (VIC) is the thriving heart of all things culture in Australia, centred in the state's capital, Melbourne. As well as the club and cafe culture in Melbourne, Victoria is home to one of the world's most scenic coastal drives - 'The Great Ocean Road'.

# Setting up in Australia



# Practical tips for making the move

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## FINDING ACCOMMODATION

In Sydney, renting a centrally located one-bedroom apartment typically costs between \$350 and \$570 per week, while a private room in a shared property ranges from \$300 to \$450 per week. Many expats use websites like [flatmates.com.au](https://flatmates.com.au) and [flatmatefinders.com.au](https://flatmatefinders.com.au) to find shared accommodations. Most apartments require a deposit or rental bond, generally equal to four weeks' rent upfront, along with two weeks' rent in advance.

If you are looking to find a short-term sublet to check out different suburbs, we recommend using [flatmates.com.au](https://flatmates.com.au).

If you are looking to settle in and find long-term rental accommodation, the websites below should help with the process:

- [realestate.com.au](https://realestate.com.au)
- [domain.com.au](https://domain.com.au)

## WHERE TO BUY FURNITURE AND HOUSEHOLD ITEMS?

- Fantastic Furniture
- IKEA
- Freedom
- Domayne
- James Lane
- Temple and Webster
- Kmart
- Facebook Marketplace

## SHIPPING GOODS

If you are planning on shipping personal items to Australia, it is important that you arrange this a couple of months in advance. Allied and PSS are international removalists who can assist with this process:

- [allied.com/au](https://allied.com/au)
- [pssremovals.com](https://pssremovals.com)

Ensure you read the documentation thoroughly regarding declaring items to customs. It can take up to ten days for Australian customs to clear goods.



# Visa options as a Teacher

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UK Residents are required to organise their own visa to teach in Australia. Current Australian Government requirements for skilled migration mean that obtaining a visa to teach in Australia is relatively straightforward process.

There are three main pathways which allow teachers to live and work in Australia.

## **1. WORKING HOLIDAY VISA (SUBCLASS 417)**

People aged 18 to 30 are eligible for this visa in most countries with the exception of the UK, which allows people aged 18 to 35. This visa allows you to work and travel with six month work limitations in place.

## **2. TEMPORARY SKILLED SHORTAGE VISA (SUBCLASS 482)**

You can stay for up to two years, or up to four years if an International Trade Obligation (ITO) applies. You must be nominated to work in an occupation on the list of eligible short-term skilled occupations. Please note: The occupation list changes so it is important to refer to the immigration and citizenship website to ensure you are eligible.

## **3. SKILLED VISA (SUBCLASS 189)**

You must have an occupation on the relevant skilled occupation list. You must have a suitable skills assessment for the occupation. You must be invited to apply for this visa. You must satisfy the points test.

Please note: The list changes so it is important to refer to the immigration and citizenship website to ensure you are eligible.

Each visa category has unique visa criteria and conditions, so it's advisable to seek advice from a registered migration agent before applying.

# Money Matters

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## SETTING UP YOUR BANK ACCOUNT

The four main banks in Australia are Commonwealth, Westpac, NAB and ANZ. Online banking with Wise and Revolut also works in Australia. With some banks, you can begin the process of setting up your account before arriving in Australia.

Commonwealth Bank (CommBank) allows you to set up your account 14 days prior to your arrival in Australia. Once you arrive in Australia, you will need to visit one of their branches providing identification documents as well as tax residency details.

## APPLYING FOR YOUR TAX FILE NUMBER

Your Australian Tax File Number (TFN) is your personal identifier in the Australian tax system. A tax file number is required for people who receive income from an Australian source.

Application includes providing personal information as well as a residential/postal address (please note this address must be in Australia). You will also need to provide copies of various forms of identification.

## THE TAX SYSTEM IN AUSTRALIA

The Australian Tax System runs from 1 July to 30 June. All individuals are required to complete a tax return each year if:

Tax was deducted from any payments (such as wages) throughout the financial year.  
You are an Australian resident, and your taxable income was more than the tax-free threshold.

- You are a foreign resident and earned more than \$1 during the financial year.
- You are leaving Australia permanently of for more than one financial year.
- If your tax bracket goes up (based on your annual income), you may need to pay more tax at the end of the year.

## WHAT IS SUPERANNUATION?

Superannuation, often referred to as 'super', is a retirement savings system in Australia designed to provide individuals with income during their retirement. Under this system, it is compulsory for employers to contribute a percentage of their employees' earnings (currently 11.5 per cent) into a superannuation fund.

Individuals can also make voluntary contributions. You can set up a superannuation fund with a provider of your choice or opt into our chosen superannuation provider, NGS Super.

# Looking after yourself

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## MEDICARE

Medicare is Australia's universal health insurance scheme.

Medicare provides access to:

- free treatment as a public patient in a public hospital.
- free or subsidised treatment by GP's known as 'Bulk-Billing'.

Migrants generally have immediate access to health care under Medicare, depending on their visa.

To enrol in Medicare, you should visit a Medicare Service Centre office seven to ten days after your arrival in Australia and bring your passport or travel documents.

To enrol online you and your family members need to:

- live in Australia
- have a current passport or ImmiCard
- have valid visa details from the Department of Home.

You will need to enrol through myGov and create a myGov account: [my.gov.au](https://my.gov.au)

They will then send you a Medicare card in the mail.

referred by a doctor, with serious injuries, or brought in by ambulance. Wait times depend on the urgency of your condition. Public hospitals also offer outpatient services, where you can see a doctor, though wait times may be long for non-emergencies.

Private hospitals offer more doctor choices and scheduling flexibility. They are privately run but regulated by the government. Patients pay for private care with Medicare covering part of the doctor's fee. Private health insurance can help with costs, which can be high.

General practitioners (GPs), otherwise known as family doctors, diagnose, treat and refer patients. When choosing a GP, consider location, cost, rapport and availability.

Community health centres are funded by local government and provide vaccinations, women's health programs, and other services, focusing on vulnerable communities and promoting healthy living.

## VISITING THE DOCTOR

Public hospitals are available for those



# Living in Sydney

Sydney is the most amazing city. The food and the beautiful beaches are fantastic, and all that surf and sunshine make you feel unbelievably relaxed.

**RONAN KEATING**



***With its captivating blend of natural beauty, vibrant culture, and dynamic lifestyle, Sydney is an exceptional city to call home.***

According to Time Out and the Global Liveability Index, Sydney has been ranked as the 4th most liveable city in the world. Sydney scored 95 for stability, 100 for healthcare, 94.4 for culture and environment, 100 for education and 100 for infrastructure, totalling in at a hefty 97.4 overall.

Sydney's blend of natural beauty, cultural richness, economic opportunity and high quality of life make it a truly exceptional place to live. Whether you are drawn to its stunning landscapes, vibrant cultural scene or promising career prospects, Sydney continues to enchant and inspire those fortunate enough to call it home.





# Sydney attractions

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## TOURIST ATTRACTIONS

- Sydney Opera House
- Darling Harbour
- Sydney Harbour Bridge
- Royal Botanic Gardens
- Art Gallery of NSW
- Luna Park
- Taronga Zoo
- Chinatown
- Darling Harbour fireworks (every Saturday)

## WALKING TRAILS

- Bondi to Coogee Coastal Walk
- Spit to Manly Coastal Walk
- Maroubra to Malabar Coastal Walk
- Centennial Park
- Barrenjoey Lighthouse Walk (Northern Beaches)
- Aboriginal Heritage Walk (North Shore)
- Blue Mountains National Park

## OUTDOOR ACTIVITIES

- Cycle through Centennial Park
- Sunrise Kayaking on Sydney Harbour
- Take a surf lesson at Bondi Beach
- Support the Sydney Swans at the Sydney Cricket Ground
- Attend a rugby league game at the Allianz Stadium
- Enjoy a yoga class at Bali Memorials in Coogee
- Visit Wendy Whitley's Secret Garden
- Barefoot Bowls in Clovelly, Bondi and

Coogee

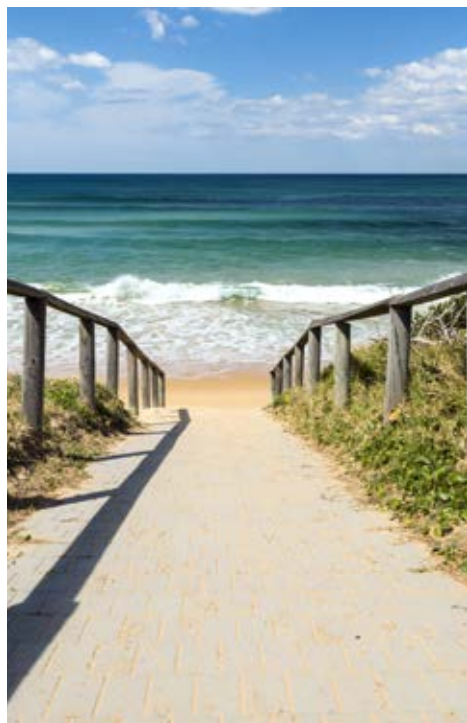
- Stand-up paddle boarding in Rose Bay
- Raging Waters waterpark
- Kayak to Shark Island
- Snorkel at Shelly Beach (Manly)
- Camp on Cocktaoo Island
- Westpac Open Air Cinema (Summer time)
- Whale Watching from Manly/Sydney CBD (Winter Months)

## OTHER ACTIVITIES

- Paint and sip classes
- Attend a comedy show
- Yacht Social Boat Parties
- Bottomless brunches with friends
- Go karting
- Visit the Entertainment Quarter - Holey Moley golf course and axe throwing

## SYDNEY'S BEST MARKETS

- Glebe Markets (every Saturday)
- Carriageworks Farmers Market (every Saturday)
- Paddington Markets (every Saturday)
- Bondi Farmers Markets (every Saturday)
- Bondi Market (every Sunday)
- Chinatown Night Markets (every Friday from 4.00pm to 11.00pm)
- Marrickville Organic Food and Farmers Market (every Sunday)
- Sydney Vegan Market (third Sunday of every month)
- Sydney Flower Market (Monday to Saturday)





## Living in Sydney

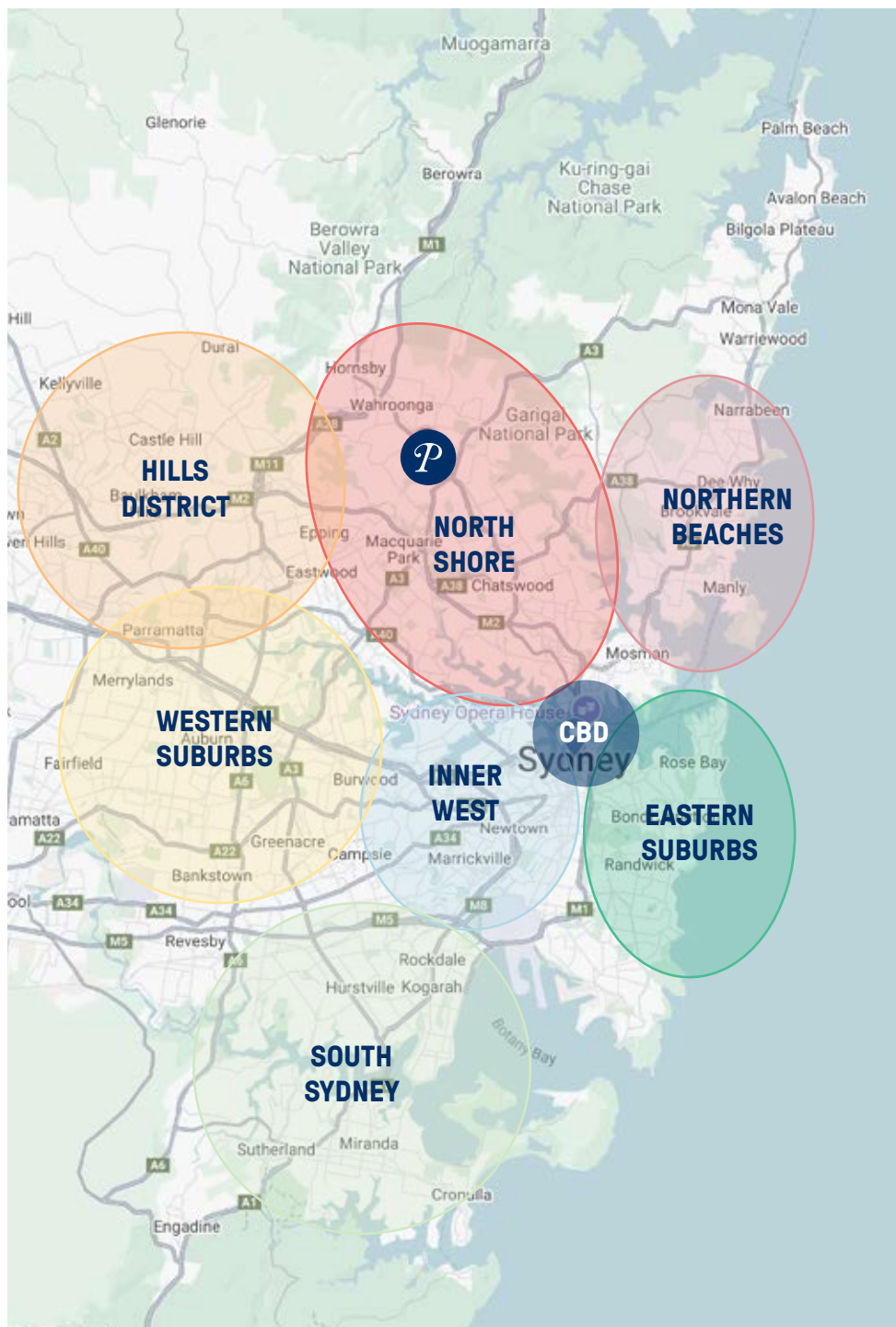
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Living in different suburbs in Sydney offers a range of lifestyles and amenities to suit various preferences. Here's a breakdown of some popular suburbs across different areas of Sydney:

**Pymble** is a tranquil and leafy suburb located on the Upper North Shore of Sydney. Known for its spacious residential areas, greenery and family-friendly atmosphere, Pymble offers a blend of suburban tranquillity with convenient access to amenities and natural surroundings. Pymble is well-served by public transport, with its own train station on the North Shore Line providing easy access to the Sydney CBD and other parts of the city, whilst being only a seven-minute walk from the College. For shopping and dining, residents of Pymble can visit nearby shopping centres such as Westfield Chatswood or Macquarie Centre, which offer a wide range of retail outlets, restaurants, and entertainment options.

**Gordon, Turramurra, St Ives, Killara and Wahroonga** are suburbs that form part of the Upper North Shore region of Sydney and are within close proximity of the College.

The **Eastern Suburbs** of Sydney are highly sought-after for their beautiful beaches, vibrant atmosphere and proximity to the city centre. The Eastern Suburbs provide a desirable way of life and with many world class beaches on your doorstep and variety of outdoor activities on encourages an active lifestyle. These suburbs a diverse culinary scene and cultural diversity and encourages an active lifestyle with the outdoor activities on offer. Some of the key suburbs in Sydney's east that are popular for living include **Bondi, Coogee, Randwick, Paddington** and **Double Bay**.





# Sydney's best beaches

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## BALMORAL BEACH

Balmoral Beach is a picturesque spot perfect for a relaxing day by the water, featuring soft sands and calm, clear waters ideal for swimming. The surrounding parklands offer lovely picnic areas, while local cafes serve delicious food and coffee with stunning views.

## BONDI BEACH

One of Sydney's most iconic beaches, renowned for its vibrant atmosphere and surf culture. You can swim at Bondi Icebergs all year round, as well as enjoying many activities based around Bondi including surfing lessons, yoga classes, weekly markets and beachside bars.

## BRONTE BEACH

Just over a one-kilometre walk south of Bondi, Bronte Beach has a sheltered natural pool that's popular amongst tourists and locals. The grassy area behind the beach presents the perfect area for get-togethers with barbecue and picnic benches provided.

## COOGEE BEACH

Spanning only 400 metres, Coogee is one of the smaller beaches in Sydney. Renowned for the rainbow promenade as well as

its cafes and bars along the beachfront, Coogee Beach is loved by locals and adored by visitors.

## CRONULLA BEACH

Located on the Bate Bay coastline in Sydney's south, Cronulla Beach is the only Sydney beach that you can reach by train! Cronulla Beach is popular with families and is ideal for fish and chips!

## MANLY BEACH

Catch the ferry from Sydney CBD and enjoy the scenic coastal ride to Manly Beach, popular for surf lessons as well as providing both a cosmopolitan buzz and relaxed vibe. Don't forget to try Butter Boy cookies when you visit!

## MILK BEACH

Situated at the base of Hermit Bay within the Sydney Harbour National Park, Milk Beach is a small, isolated beach that offers a breathtaking view of view of Sydney. Milk Beach is where you want to watch the sunset!

## MONA VALE BEACH

Only a 30-minute drive from Pymble, Mona Vale Beach is one of the most versatile



beaches in the Northern Beaches. It has a pool for laps, waves for surfing, rock pools for babies and a basin for relaxed swimming.

### NEWPORT BEACH

Approximately 40 minutes from Sydney CBD and easily accessible by bus or car, Newport Beach has plenty to offer from swimming, bodyboarding, windsurfing and fishing.

### PALM BEACH

Palm Beach is the setting of the famous Australian soap *Home and Away*. The narrow peninsular is surrounded by water on three sides: Pittwater, the Pacific Ocean and Broken Bay, making it perfect for surfing, swimming and sailing. The Barrenjoey Lighthouse walk is a highlight when visiting this wonderful beach.



## Learn some Aussie slang while Down Under!

<b>Ambo</b>	Ambulance
<b>Ankel Biter</b>	A child
<b>Arvo</b>	Afternoon
<b>Avo</b>	Avocado
<b>Barbie</b>	Barbecue
<b>Bathers</b>	Swimsuit
<b>Bloody</b>	Very
<b>Bogan</b>	Someone who's not very sophisticated
<b>Chuckin a sickie</b>	Taking a sick day when you're not sick
<b>Day for it</b>	The perfect day for the beach, a few beers, etc.
<b>Devo</b>	Devastated
<b>Heaps</b>	A lot of
<b>How ya goin?</b>	How are you?
<b>Lollies</b>	Confectionary
<b>Macca's</b>	McDonald's
<b>Mate</b>	A friend
<b>No worries</b>	Not a bother
<b>Mufti Day</b>	Casual Dress Day
<b>She'll be right</b>	Everything will turn out okay
<b>Shoey</b>	The act of drinking a beverage – usually alcoholic – from a shoe
<b>Slippery Dip</b>	Slide
<b>Thongs</b>	Flip Flops
<b>Uni</b>	University





# Dining and Nightlife

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## DINING IN THE AND AROUND THE CBD...

### Quay

Where: The Rocks

Located in The Rocks, Quay offers a fine dining experience with breathtaking views of the Sydney Opera House and Harbour Bridge.

### Chin Chin

Where: Surry Hills

Situated in Surry Hills, Chin Chin is famous for its vibrant atmosphere and delicious Southeast Asian cuisine.

### PJ O'Briens

Where: Sydney CBD

PJ O'Briens is arguably the most classic Irish pub and a popular hangout for the Irish community abroad. The lines often stretch out the door, particularly on Saturday nights, and there's always live Irish music and entertainment to enjoy.

### Manly Wharf Bar

Where: Manly

With unbeatable views, cold beers and a fresh menu by a former Rockpool chef, Wharf is one of Sydney's greatest seaside pubs.

## DINING IN THE NORTH SHORE

### The Greengate Hotel

Where: Killara

This expansive pub in Killara provides a versatile setting for relaxation, dining, and socialising. Originally established in 1833, this Pacific Highway landmark remains a favourite spot for locals to gather over a beer and soak in the lively, welcoming atmosphere.

### The Oaks

Where: Neutral Bay

With one of Sydney's top beer gardens, it's impossible to resist a Sunday session under the twinkling lights adorning the pub's iconic Oak tree.

### The Butcher's Block

Where: Wahroonga

The stylish restaurant features a sunlit terrace, surrounded by a herb garden that forms a beautiful oasis in the heart of the Wahroonga shops.

### Mamak

Where: Chatswood

When comfort food is calling, head to Mamak. Serving up authentic Malaysian food, every dish is bursting with bold flavours at this award-winning restaurant.

## NIGHTLIFE

As night falls, Sydney comes alive with vibrant lights. Discover intimate bars tucked away in alleyways, waterfront restaurants offering views as captivating as their cuisine, and boutique breweries with inventive craft beers. Dive into underground clubs pulsating with house beats, enjoy live music from local artists, and explore eat streets brimming with affordable dishes from around the world. Uncover a fresh side of our dazzling city.

### ivy bar

Where: Sydney CBD

If you're in the mood for a long day-into-night of partying, choose ivy bar – which has a space to match every mood.

### Opera Bar (for a view of the Opera House)

Where: Sydney Opera House, Macquarie St, Sydney

This is a must if you come to Sydney! This bar is located at the foot of the Sydney Opera House and offers a great view of the Opera House and the Harbour Bridge. The place serves as a bar and restaurant and its outdoor terrace offers the best seats to contemplate the view.

### Bar 83

Where: Enter via the 4th floor of Westfield Sydney, 108 Market Street

Take a step up to the top of the Sydney Eye tower for a 360° view. Go through the Westfield shopping centre to the top floor. Go there for a special occasion or just to enjoy a drink at sunset. The view of Sydney Harbour is stunning!





# Weather in Sydney

Sydney enjoys a sunny climate with mild winters and warm summers, perfect for making the most of the outdoors. December experiences the longest hours of daylight with sunrise at approximately 5.30am and sunset at 8.00pm. June has the least hours of daylight with sunrise at approximately 7.00am and sunset at 5.00pm.

## HERE ARE THE MONTHLY AVERAGE TEMPERATURES AND UV LEVELS:

Season	Month	Average minimum temperature	Average maximum Temperature	Average UV levels
Summer	January	18	26	11
Summer	February	18	25	10
Autumn	March	17	24	8
Autumn	April	14	22	5
Autumn	May	11	19	3
Winter	June	9	17	2
Winter	July	8	16	3
Winter	August	9	18	4
Spring	September	11	20	5
Spring	October	13	22	7
Spring	November	15	23	9
Summer	December	17	25	10

# Keeping safe in the Sydney sun

## WHAT IS THE ULTRAVIOLET (UV) INDEX FORECAST?

The Australian sun has high levels of ultraviolet (UV) radiation, which can lead to an increased risk of sunburn and skin cancer. Australia has one of the highest rates of skin cancer globally, with sun exposure contributing to this.

UV index	UV index	UV index	UV index	UV index	UV index	UV index	UV index	UV index	UV index	UV index
1	2	3	4	5	6	7	8	9	10	11+
Low		Moderate			High		Very high			Extreme
You can safely stay outside!		Seek shade during midday hours! Slip on a shirt, slop on sunscreen and slap on a hat!					Avoid being outside during midday hours! Make sure you seek shade! Shirt, sunscreen and hat are a must!			

## THE CANCER COUNCIL'S GUIDE ON HOW TO BE SUN SMART

Cancer Council Australia's five-step guide provides an insight into protecting your skin against the strong Australian sun.

**Slip** on clothing that covers as much skin as possible.

**Slop** on SPF 50 or SPF50+, broad-spectrum, water-resistant sunscreen. Sunscreen needs to be applied 20 minutes before and reapplied every two hours or after swimming or excessive sweating.

**Slap** on a hat. Keeping your face, nose, neck and ears is vital as these are common places that people

**Seek** shade. Shade is one of the easiest ways to protect against UV radiation. Good-quality shade can reduce UV exposure by up to 75 per cent.

**Slide** on sunglasses to protect your eyes and reduce the amount of UV radiation exposure.



## Getting around

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Sydney has an extensive public transport system of buses, trains, metro rail, light rail and ferries. To use the network, you'll need to either purchase an Opal card or use a contactless credit card, debit card or mobile device.

- Use an Opal card or your preferred payment method on public transport services in Sydney, the Blue Mountains, Central Coast, Hunter Valley, Illawarra and the Southern Highlands.
- Purchase an Opal card and load it with funds at retailers such as newsagents, convenience stores and supermarkets, and at Sydney Airport. There are also top-up machines at some train stations, light rail stops and ferry wharves.
- Tap your Opal card on the reader when you board your selected mode of transport, and be sure to tap the reader again when you disembark.
- Important tip: Opal cards have a weekly cap of \$50!

### **PUBLIC TRANSPORT**

Pymble train station is a seven-minute walk from Pymble Ladies' College, and many of our staff choose to commute via public transport as opposed to driving.

Sydney's train network is a convenient way to get around the city. The City Circle connects you to harbour ferries at Circular Quay, the shopping district around Town Hall Station, and Central Station. Use the Trip Planner tool to plan your journey.

Sydney's light rail system includes three main lines:

- The L1 line runs from Central Station through Pyrmont, along the harbour, to the inner-west suburb of Dulwich Hill.
- The L2 and L3 lines start at Circular Quay and travel to Central Station before heading to the eastern suburbs of the city.

Sydney features a comprehensive bus network with many routes passing through the city from Wynyard and Circular Quay to various suburbs, beaches and regional areas. Some bus routes operate around the clock, seven days a week.

With its beautiful harbour, Sydney is ideal for ferry travel. Ferries depart from Circular Quay and head to popular spots such as Manly, Taronga Zoo Sydney, Luna Park, Barangaroo and Darling Harbour.

The latest addition to the Sydney public transport network, driverless Metro trains operate on the Metro North West Line from the northern suburb of Chatswood to Macquarie University and Tallawong in the north-west of Sydney.

Use these tools to plan your trips:

- [transportnsw.info/trip#/trip](https://transportnsw.info/trip#/trip)
- TripView App







## Living near Pymble

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### CAFÉS

Archie's Café (on site)  
Jacaranda Café (on site)  
Commez Chez Nous  
Lucaccino  
The Pymble Grind  
Jack and Co



### RESTAURANTS

Brasserie L'Entrecote  
Pymble Hotel  
The Greengate Hotel  
Kipling's Garage Bar



### SHOPPING

Coles Turramurra  
Woolworths St Ives  
Woolworths Gordon  
Macquarie Centre  
Westfield Hornsby  
Westfield Chatswood  
St Ives Shopping Village



### HAIRDRESSERS

Polly and Stone  
Lauren Clare  
Hair Studio Turramurra



### GYMS

Anytime Fitness  
Snap Fitness 24/7 St Ives  
Plus Fitness 24/7 Turramurra  
Plus Fitness 24/7 Gordon



### DOCTORS

Pymble Family Doctors  
Pymble Dentist Practice  
Dentists at Pymble



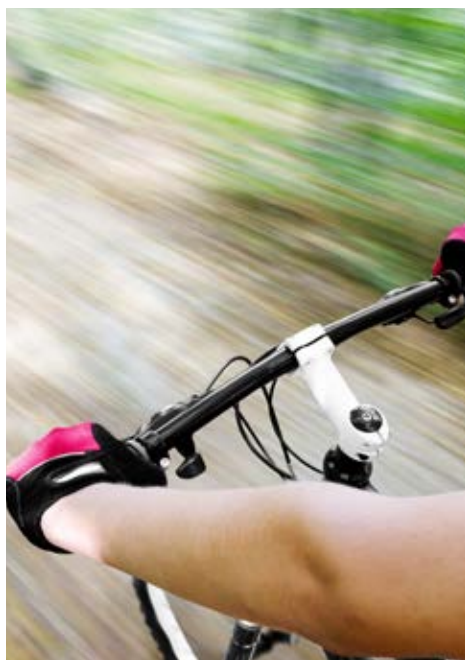
### PHARMACIES

Turramurra Pharmacy  
Pymble Pharmacy  
West Pymble Pharmacy



### HOSPITALS

Hornsby Ku-ring-gai  
Hospital  
The Sydney Adventist  
Hospital  
Royal North Shore Hospital



# Before you leave checklist

## THREE MONTHS BEFORE

### ☐ **Research and obtain your Visa**

UK Residents are required to organise their own visa to teach in Australia. Current Australian Government requirements for skilled migration, mean that obtaining a visa to teach in Australia is relatively straightforward process. Please visit [immi.homeaffairs.gov.au/home](https://immi.homeaffairs.gov.au/home) where you will find more information.

### ☐ **Check that your passport is still current**

### ☐ **Start planning your budget**

Start saving and create a budget for moving costs, living expenses and potential emergencies. Create a rough budget of your accommodation needs, this will help to decide on where is the best suburb for you to live.

### ☐ **Research accommodation**

Be organised ahead of your move to Australia and have accommodation organised for when you arrive. Refer to page 14 for tips on securing accommodation and setting up your place.

### ☐ **If you have children**

Research about schools in Sydney (staff members get discounted school fees at *Pymble*!)

## TWO MONTHS BEFORE

### ☐ **Organise your NESA Accreditation Documents**

Prepare copies of all of your university transcripts and documents required for NESA Accreditation (refer to page 39 for more details). Don't forget to get your documents certified and translated if they are not in English.

### ☐ **If you are an early childhood educator, apply for your ACECQA qualifications assessment**

### ☐ **Book your flights!**

### ☐ **Arrange for your goods to be shipped**

You need to be organised if you are planning on shipping goods to Australia. Page 47 will provide you with more information. These could be shipping to storage facilities or many international moving companies provide storage options as part of their relocation packages. They can store your goods in their warehouses until you're ready for delivery.

# Before you leave checklist

## ONE MONTH BEFORE

- ☐ **Cancel unneeded subscriptions - utility bills, phone bills and yearly subscriptions**
- ☐ **Confirm accommodation**  
Finalise housing arrangements in Sydney, whether temporary or permanent.
- ☐ **Utilities and services**  
Arrange for utilities to be set up at your new home in Sydney (electricity, water, internet).
- ☐ **Make copies of important documents**  
Make copies of important documents (passport, visa, insurance, etc.) and store them safely, both as soft and hard copies.

## ONE WEEK BEFORE

- ☐ **Pack your bags - don't forget your bathers and sunnies**
- ☐ **Ensure all of your travel and personal documentation is ready to go**  
Keep these in a folder that will go with you in your carry-on luggage.
- ☐ **Confirm travel details**  
Double-check your flight details, accommodation booking, and airport transfer in Sydney.
- ☐ **Open your Australian bank account**  
Open a bank account up to 14 days before you arrive in Australia. You'll need to visit a branch when you arrive to identify yourself and provide your tax residency details before your account can be used.
- ☐ **Unlock your phone**  
Your mobile phone will work in Australia, but you may need to unlock it before you arrive in order for an Australian SIM card to work. You will need to visit a phone service provider, such as Optus or Telstra in order to get your phone unlocked.

# When you arrive checklist

## AS SOON AS YOU ARRIVE

- ☐ **Obtain your WWCC (Working with Children Check)**  
Please see page 43 for details on how to successfully obtain your Working with Children Check.
- ☐ **Apply for NESA (New South Wales Education Standards Authority) Accreditation**  
Please refer to page 39 for information regarding the NESA Application process. It is crucial to begin your NESA Accreditation process as soon as you arrive in Australia as some stages of the process take a few weeks to complete.
- ☐ **Apply for your Tax File Number (TFN)**  
Please see page 49 for details on how to apply for your TFN.
- ☐ **Purchase an Australian SIM card**  
The main phone service providers are: Telstra, Vodafone and Optus. Unlock your phone whilst in Sydney and purchase a pay-as-you-go SIM card for as little as \$2 AUD.
- ☐ **Applying for your driver license**  
Planning on driving while living in Australia? If you move to NSW, you can use an existing interstate or overseas licence for up to three months. After that you must apply for a NSW driver licence. Apply to convert your overseas driver license to a NSW Driver's Licence via Services NSW link: [www.service.nsw.gov.au/transaction/apply-for-a-nsw-licence-as-a-temporary-overseas-visitor](http://www.service.nsw.gov.au/transaction/apply-for-a-nsw-licence-as-a-temporary-overseas-visitor)
- ☐ **Do some touring**  
Visit some of the amazing sights that Sydney has to offer. The next section includes some recommendations.

## Wellbeing tips

- ❑ Make a calendar/schedule of tasks to complete (this makes them feel manageable).
- ❑ Be sure to schedule some tourist time.
- ❑ Home search time – the sooner you are in your own home, the more settled you will feel.
- ❑ Allow time to complete accreditations and other administrative tasks.
- ❑ Be sure to schedule some down time to reboot, refresh and remind yourself why you are here.

# Additional Resources

## **Australia Backpackers Guide**

[australia-backpackersguide.com/climate-weather-](http://australia-backpackersguide.com/climate-weather-)

## **Australia.com**

[australia.com/en/facts-and-planning/about-australia/cities-states-and-territories.html](http://australia.com/en/facts-and-planning/about-australia/cities-states-and-territories.html)

[australia.com/en/places/sydney-and-surrounds/getting-around-sydney.html](http://australia.com/en/places/sydney-and-surrounds/getting-around-sydney.html)

## **Anzuk**

[anzuk.blog/top-tips-nsw-registration-for-uk-and-irisheducators/](http://anzuk.blog/top-tips-nsw-registration-for-uk-and-irisheducators/)

## **ATO**

[ato.gov.au/forms-and-instructions/tfn-application-for-permanent-migrants-and-temporary-visitors](http://ato.gov.au/forms-and-instructions/tfn-application-for-permanent-migrants-and-temporary-visitors)

## **Cancer Council**

[myuv.com.au/understanding-uv/](http://myuv.com.au/understanding-uv/)

## **Immi Home Affairs**

[immi.homeaffairs.gov.au/home](http://immi.homeaffairs.gov.au/home)

## **NSW**

[nsw.gov.au](http://nsw.gov.au)

## **Service NSW**

[service.nsw.gov.au](http://service.nsw.gov.au)

## **School Choice**

[schoolchoice.com.au/info/what-are-independent-schools-in-australia/](http://schoolchoice.com.au/info/what-are-independent-schools-in-australia/)

## **Timeout**

[timeout.com/sydney/news/sydney-named-fourth-most-liveable-city-in-the-world-062623](http://timeout.com/sydney/news/sydney-named-fourth-most-liveable-city-in-the-world-062623)

## **Transport NSW**

[transportnsw.info/trip#/trip](http://transportnsw.info/trip#/trip)





# Pymble Ladies' College

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**[pymblelc.nsw.edu.au](https://pymblelc.nsw.edu.au)**

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