The Growing and Nurturing Educators (GANE) initiative is designed to deliver innovative and evidence-based projects that grow and nurture education professionals. Our goal is to attract future generations of capable and diverse teachers to the independent school sector. In August 2022, over 160 educators shared their insights relating to working in the independent sector.

Characteristics and attributes of educators

Participants described educators working in independent schools as:

- having personal values that align with the school’s ethos and mission
- being willing to go the extra mile for their students
- valuing the autonomy of their craft
- having a strong belief in their school community
- being an all-rounder.

They used a range of adjectives to describe the unique characteristics and attributes of educators. These included passionate, willing, professional, hardworking, flexible, resilient, highly skilled, innovative, collaborative, and reflective.

Teaching in the independent sector

Seven key themes emerged through the insights shared:

- community and culture
- shared values
- resources
- teacher support
- professional learning opportunities
- autonomy
- faith.

Flexibility, career growth and job stability were identified as key characteristics of teaching in the independent sector. Pressure points such as heightened parental expectations were raised.

For more information about the Growing and Nurturing Educator (GANE) initiative and upcoming projects scan the QR code.