



4 October 2022

**A Letter from the President of the Trustees Of Edmund Rice Education Australia (EREA),  
Philomena Billington, Acknowledging the Release of the Culture & Capability Review**

EREA's process of regeneration and reform has at all times focused on the needs of each school community and the safety and wellbeing of the students, who are our absolute priority. Feedback from stakeholders, including observations noted in the Culture and Capability Review, is an essential step in this process.

The Culture and Capability Review recognises areas that are most deserving of our attention, and lays out a strong case for change at EREA. It also provides a valuable roadmap for reform that closely aligns with and informs the work that is underway at EREA, especially this year. While much of the work we have done was not part of the Terms of Reference of this Review, it is reassuring to know that we are aligned on what is needed to continue our transformation as an important provider of Catholic education.

Over the past two years, we have reflected deeply on our organisation and the changes needed in our processes, governance, human resources and communication. We have listened, we are continuing to evaluate every aspect of our organisation, and we are responding to ensure impact and outcomes.

The changes we have made and are continuing to make address each of the key themes and recommendations laid out in the Review. While this process of reform and transformation is not complete, we are making significant progress. The Review's finding that all EREA schools in Victoria consistently reflect child-safe values, support structures and leadership is just one example of the impact of these changes to date.

We embark on this next phase of our evolution as a national school system with optimism that our heightened operational processes, coupled with our new governance structure, will add great value to EREA schools, students and families, and the mission of Catholic Education across Australia.

Philomena Billington  
President of the Trustees of Edmund Rice Education Australia