



ROEDEAN SCHOOL (SA)

INSPIRING A LIFE OF SIGNIFICANCE

— Founded 1903 —

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A Letter to the Roedeans Community

5 June 2026

Dear Roedeans Community,

What a first week it has been.

Since taking up the role of Chair, the Board has spent much of its time listening. We have met with parents, teachers, staff and other stakeholders across the Roedeans community. Those conversations have been thoughtful, candid, encouraging and, at times, difficult. That is exactly as it should be. A Board that isn't listening isn't governing.

One of our first engagements was with the PTA. I confess I arrived feeling somewhat daunted. What I found was a group of parents and teachers deeply committed to the girls and to the remarkable people who teach and support them every day. That commitment gives me great confidence.

We have also been engaging with SAORA and are looking forward to sitting down with them and other groups within the school community in the coming days. If you have a perspective you believe the Board should hear, please do get in touch. We are listening.

Over the past 45 years of leading organisations, I have always believed that those we serve should come first. If I were to draw an organogram for Roedeans, the girls would sit proudly at the top, closely followed by their teachers and the many staff members who make this school what it is. Then come parents, SAORA and the PTA. The Board, and especially its Chair, would be right at the bottom there to support, guide and serve.

I am deeply honoured to play a small part in the future of this much-loved school.

You will soon discover that I am hopeless at politics, wear my heart on my sleeve, communicate rather more than is strictly necessary and place enormous faith in decency, honesty and common sense. I make no apology for any of that.

Many members of the community have raised concerns regarding the appointment of Ms Sarah Calburn to the Board. Those concerns were taken seriously and the moment they came to our attention. The Non-Executive members of the Board convened on Sunday, 31 May, to consider the matter and Ms Calburn resigned the following morning. She is no longer a member of the Roedean Board.

The Non-Executive members of the Board has sent its response to the petition received from members of the community. While the petition carries 97 signatures, we recognise that the concerns raised have been discussed more widely across the school. For good order you will find the response attached to this letter.

Many members of the community have also asked about the recommendations arising from the second KDL report. The Board has recently revisited this work and is carefully considering the findings and recommendations. Given their importance to the future governance and leadership of the school, we will provide a further update once this process has been completed.

A number of questions have also been raised about the appointment of the current Board. That is understandable given the difficult period the school has been through.

The community was invited to nominate candidates and appointments were made against a defined skills framework designed to address the governance needs of the school at this particular moment. The process followed the school's established governance procedures.

That does not mean we got everything right. As recent events have shown, there are areas where we can and must do better. But I hope the community can be assured that every Board member accepted this role for one reason only: a commitment to the wellbeing and long-term future of Roedean.

We are also in the process of strengthening the Board and welcome expressions of interest from members of the community who believe they can contribute meaningfully to the future of the school.

I would also like to acknowledge Mrs Lindi Dlamini, who resigned earlier this year. Many of you have expressed sadness at her departure and I understand why. She gave a great deal to this school.

Earlier this week I met with the agency managing that search and came away encouraged. There is positive interest from some excellent candidates.

My inbox is open. So is my door.

I will be attending the St Margaret's Day celebrations today. I am looking forward to seeing the girls in all their glory and, rather nervously, eyeing up the competition in what I am told is the one-armed Gogo egg-and-spoon race. If you see me there, please do say hello – and perhaps wish me luck.

With warm regards,

Nicky Fitzgerald

Nicky Fitzgerald

Chair, Roedean School (SA)