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ST STANISLAUS' COLLEGE

ANNUAL REPORT 2019

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1.0 A Message from Key School Bodies**From the Board of Directors**

The College Board of Directors has been established by the Provincial of the Congregation of the Mission to assist the Vincentians with good governance of the College. Importantly, the Board has the primary role of supporting the College Mission to provide excellence in education for boys, underpinned by Vincentian values and supported by the *Vincentian Philosophy of Education*.

The Board met six times throughout 2019 to conduct the business of governance of the College. The Board primarily focussed on the outcomes / achievements of the College Strategic Plan (2018 – 2020) in its second year. Work of the Board included policy matters, finance, risk and various audit requirements for the College. Ongoing focus of the Board throughout 2019 was the review and development of Board Policies and College Policies.

A key aspect of the Board's work is to oversee and support the work of the Head of College. The Head of College provided detailed reports to each Board of Directors Meeting and maintained contact with the Board, through the Chair, on a weekly basis. The Board of Directors acknowledges the extensive reports provided to the Board of Directors for each meeting.

In 2019, Board Directors continued to welcome key members of College staff to Board of Directors meetings to provide information on key initiatives from the Strategic Plan. These presentations covered 2018 HSC Review and 21st Century Learning at the College.

The Board were also kept informed of the recruitment process for a new Head of College to lead the College in 2020 and beyond following the decision of Dr Anne Wenham to retire at the conclusion of the 2019 school year. Board Directors acknowledged the considerable time and effort involved with the recruitment process and are grateful to all who assisted with this process.

I, on behalf of the Board, acknowledge and thank Dr Anne Wenham for her leadership of the College over the last seven years. Anne commenced at the College in 2013 with a clear vision for the education of boys in the Vincentian tradition. Over the last seven years Anne has worked with College staff to see this vision come to fruition and leaves the College knowing that she has achieved great results. Anne's time at the College has been a blessing to her and the College community. The Board is grateful for Anne's work and her generosity of time and passion in fulfilling the role of Head of College. We wish Anne all the best as she paves new directions in 2020 and beyond.

In 2020, the College will welcome Mr Lindsay Fuhrman-Luck as Head of College. Lindsay joins the College with considerable experience in education within Catholic schools as well as previous experiences outside of education. Lindsay will be joining the College at an exciting time as students of the College are educated to be 21st Century learners.

I am sincerely grateful to all members of the College Board for their generosity of time and expertise in carrying out their work as Board Directors.

2020 sees the final year of the current Strategic Plan (2018 – 2020) and we look forward to working with College Leadership in its implementation.

Br Anthony Whelan cfc
Board Chair

A Message from the Head of College

It has been my privilege to be Head of College during 2019. St Stanislaus College is the only Vincentian school in Australia, and having been founded in 1867, it is also the oldest Catholic Boys' Boarding School in Australia still operating.

2019 commenced with our College Mass in February and concluded for the student body with our Annual Speech Day on the last day of Term 4 and for our Year 12 Graduates, 2019 concluded with a welcome back to school BBQ and celebration of outstanding HSC results on 17 December.

There has been much to celebrate throughout the year and the following Report documents some of the significant efforts and achievements of the College community throughout the year.

Of significance, the College commenced its second year responding to the goals of the 2018-2020 Strategic Plan under the following four Focus Areas:

1. Catholic Identity in the Vincentian Tradition
2. Student Wellbeing
3. Excellence in 21st Century Education
4. A Sustainable Future for the College

Stannies is a Catholic school where students of all backgrounds and their families are welcomed and where there is:

- A focus on prayer, faith life, spiritual development and religious practice.
- A commitment to nurture compassionate hearts and open minds that respond to the needs of others.
- A focus on excellence in boys' education – where every student is encouraged, challenged and supported to do his best.
- A broad range of curriculum and subject options so that every students can pursue his interests and develop his potential.
- A proud record of academic excellence and graduate entry into Universities, Traineeships and Apprenticeships and full-time employment.
- A Wellbeing support structure that places the highest priority on students being happy, safe, confident and resilient.
- A co-curricular program where students have the choice to participate in the broadest range of opportunities.
- A commitment to working in partnership with parents and where parental communication is facilitated through the College EDUMATE program.
- An Enrolment base of approximately 550 that allows every boy to be known, cared for and educated in small classes and within extensive facilities.
- Excellent boarding facilities catering for full and weekly boarding students across Years 7 – 12 and where the focus in on Boarding as Home.
- A broad range of Scholarship opportunities for boys who excel in Academic pursuits, or the Creative and Performing Arts or as All Rounders.
- A generous, sensitive and confidential response to families who require fees assistance.

College Leadership Team

The following members of the College Leadership Team worked in partnership with the Head of College to ensure the living out of the College Mission and Vision in responding to the priorities of the College Strategic Plan and the specific 2019 Strategic Goals:

- Mr Geoff Melville, Deputy Head of College
- Mr Mark Elliott, Director of Religion

- Mrs Virginia van Gend, Director of Curriculum
- Mrs Melissa Lang, Director of Quality Teaching and Learning
- Mrs Victoria Hughes, Director of Administration

Catholic Identity in the Vincentian Tradition

Throughout the year members of the College community came together for whole school Liturgical celebrations including Mother's Day and Father's Day Mass, Mass for the Feast of St Vincent de Paul and St Stanislaus, Miraculous Medal Devotions, Year Masses including Year 12 Graduation Mass and Liturgies for Harmony Day and Reconciliation Week. The Cathedral Parish community welcomed Boarding students at regular Sunday Masses, four of which saw the Stannies student Cantor Group responsible for leading the singing. The College Cantor Group, comprised of both boarders and day students, practised each Thursday evening and were superb musical leaders at College Liturgical celebrations. In 2019 the communities of St Stanislaus and Mackillop College joined together for two Masses – one for the junior students and one for the senior students.

Social Justice Outreach continued in 2019 through the leadership of students in the College St Vincent de Paul Conferences. The specific initiatives included:

- Project Compassion
- Winter Appeal
- Green Team – volunteer gardening for local families
- Visits to St Catherine's Aged Care Facility
- Christmas Hampers for Matthew Talbot Hostel

All College staff reflected on the College Vincentian Charism during their Professional Development Day in June. Workshops focused on the formation of the Community of the Mission (Vincentians) by St Vincent de Paul, the work of the world-wide community of Vincentians today and the living of Vincentian values at the College.

Excellence in Boys' Education

HSC Awards Night

The College was invited to attend the Diocesan HSC Awards Night in February celebrating the achievements of the HSC class of 2018. These included:

- Diocesan Dux
- Students with an ATAR over 90: n=9
- Students who gained a Band 6 in one or more subjects: n=21

At the end of the year, the College celebrated its 2019 HSC results which are detailed on page 16.

Of particular note is College Dux, Ben Rudgley who achieved an ATAR of 99.3 with Band 6 results in Ancient History, English Advanced, Legal Studies, Modern History and Studies of Religion 11.

Three other students were included in NESA Top Achievers Merit List:

- For First in Course: Studies of Religion 1, Elliot Hyland
- For Fifth in Course: Automotive (Mechanical Technology), Jack Rumball
- For Second in Course: Electrotechnology (TAFE Bathurst), Martin Rudgley

I commend all 2019 HSC students, their teachers and families for their outstanding results. The post school destinations data (page 21) demonstrates how successfully the College prepares our students for their future beyond school.

Teacher Professional Development

Additional teaching staff participated in onsite professional development in “Transforming Schools – Skills for 21st Century Education”. This Program has supported teachers in enhancing engagement of the students in their learning. The skills of Creativity, Communication, Critical Thinking and Collaboration are the foundation for this work and classroom pedagogy reflects this deepening of understanding, appreciation and knowledge into how our students best learn.

The College continued and increased its involvement in Professional Development across a number of Faculties in preparation for implementation of new Syllabus requirements.

Professional Learning Communities

Teachers’ commitment to research and shared practice was enhanced and supported through their involvement in Professional Learning Communities. Throughout 2019 all teachers worked within a Professional Learning Community of their choice to deepen their professional learning and practice in a selected area.

Enriched Learning and Leadership Opportunities

Teaching and Learning

2019 saw some significant change take place at Stannies as teachers moved deeper into the Transforming Schools 4Cs approach to teaching and learning. In 2019 the focus centered on evidence-based, active learning in order to meet the needs, interests and abilities of our 21st century learners. Formal evaluation – both qualitative and quantitative – is ongoing.

Specific 2019 initiatives are reported in Section 2.0 (page 13) Contextual Information about the School: strong Focus on Academic Engagement and Striving for Academic Success.

Student Pastoral Care and Wellbeing

The 2019 Wellbeing priorities, determined by the members of the Wellbeing Team, built on those established in 2018. These included:

1. A renewed focus on the role and opportunities of the College Tutor Group system.
2. A focus on building a positive school culture through the following initiatives:
 - a. The Positive Awards system that ensures a positive outcome for students who receive a certain number of positives over a certain time period.
 - b. Assembly Awards announced and presented by the Prefect Team. These are nominated by each Faculty on a fortnightly basis, primarily for students who reflect the values that underpin the Positive School Culture.
 - c. The newly established Old Boys’ Association Vincentian Charism Medal. This was presented for the first time to selected students across each year group (Years 7-11) at the 2019 Speech Day and acknowledged these students for the many ways they lived out Vincentian qualities throughout 2019.
 - d. Respect Week: development of Tutor Group activities focusing on the theme of Respect.

Co- Curricular Life

The College maintained its commitment to co-curricular opportunities for its students with the expectation that there will be at least one co-curricular option that appeals to every student. In 2019 these included:

Agriculture Club	Athletics
Basketball	Cantor Group
Chess	Choir
Concert Band	Cricket
Cross Country	Debating

Drama Production	Equestrian
Hockey (ISA)	Jazz Band
School Musical	Public Speaking
Rugby League	Rugby Union
Stage Band	String Groups
Swimming	Tennis
Touch Football	Triathlon
Visual Arts Club (SADA)	

Particular outstanding achievements in 2019 included:

- Successes in Public Speaking and Debating
- The outstanding performances of the cast in the 2019 Musical, *Jesus Christ Superstar*
- The public performances of the College Drum Corps at a number of events including Diocesan Music Day, Rugby fixtures and Presentation Day
- The joint Mackillop/Stannies Stage Band
- Impressive results in a number of different sections in the 2019 Bathurst Eisteddfod
- Musician competitions across all year groups and all instruments including guitar, drums, piano, trumpet and voice
- Photo competition sponsored by the Parents and Friends Association
- Battle of the Bands competition
- Diocesan Spelling Bee

Sporting Achievements were equally as noteworthy. They included:

Team Successes:

- The First XI Cricket team won the premiership in the ISA Division 1 – a first for the College;
- The College was also victorious in the Berg Shield state wide Catholic Schools Knockout Competition – the second time in three years;
- The 15s Basketball team defeated Oakhill in the ISA Final;
- Stannies White Open Tennis Team won the Opens Title;
- The College won four premierships for ISA Rugby - 14A, 16A, 15C and 2nd XV.

Student Successes:

Students were selected in the following representative Sporting Teams:

- Softball: two selections for NSW CIS Softball Team and one for NSW All Schools Team and Australian Schools Merit Team;
- Cricket: four selections for ISA XI, one for CIS Opens and two for NSW CIS Under 15;
- Basketball: one selection for ISA First V
- Swimming: three selections for ISA
- Tennis: one selection for ISA;
- Touch Football: one selection for ISA,
- Cross Country: eight selections for ISA
- Athletics: 12 selections for ISA and one student selected for Australian Schools Championships,
- Hockey: three selections for ISA, one for NSW All Schools Team and NSW CIS
- Rugby League: one selected in NSW CIS under 15 Rugby League;
- ISA Rugby Selection Trials saw six students win selection in the ISA Opens Rugby and 12 students in 16s Rugby. Selections were also achieved for Cavalier barbarians, NSW Schools First V and NSW under 16s and NSW Gen Blue Teams.

A notable co-curricular highlight for 2019 was the expansion of the College Media Team. College life was captured, celebrated, promoted and shared through photography, video, radio and television interviews,

social media and live streaming. This team ventured far and wide as well as locally – from the Royal Easter Show to Rugby games in Sydney to Mackillop/Stannies Masses in the Cathedral to Speech Day in the PAC to ensure the Stannies story was captured in 'real time' via live streaming. Their contribution to College life is and will continue to be a cherished gift.

Management of Resources

Sound Financial Planning, overseen by the College Board Finance Committee, was maintained throughout 2019 in order to ensure a balanced budget and to maintain the College commitment to affordable quality Catholic education.

Maintenance and upgrade works included:

- The completion of a Garden of Reflection and Peace, developed in response to a request by parents present at the Official Apology to victims of historic abuse and their families delivered on behalf of the Vincentians and the College in 2017.
- Completion of an Educational Brief and commencement of Tender Process for completion of Architectural Master Plan.
- Selection of Architectural Firm to undertake Master Plan in 2020.
- Hosting of the annual Disciples of Jesus Summer School.
- Significant repairs and maintenance of Boarding facilities including dormitories and bathrooms.
- New carpets installed in a number of teaching spaces.
- Fencing Works at College Farm and College.
- Upgrades to Fire System in Performing Arts Centre.
- Upgrades to the College Library.
- Significant termite treatment of residence on College Farm.
- Painting of classrooms.
- Installation of external security cameras at specific areas of the College.
- As a response to Bathurst Drought conditions and water restrictions the College Pool was not filled in Term 4 and remains empty indefinitely. The College Buildings and Grounds Supervisor has engaged with Council staff regarding water usage at the College and a 'water wise' regime has been established for all with particular attention given to response to water restrictions in the Boarding House.

Staffing and Governance

High priority was placed on employment of new quality teaching and support staff. New Teachers were employed in the following Faculties:

- PDHPE
- Science
- English
- Visual Arts
- Head of Library Services
- Mathematics

Additional staff were employed in the following positions:

- Marketing and Public Relations Officer
- Finance Assistant
- Creditors Clerk
- TAS Support

In this my final Annual report as Head of College I thank and acknowledge the following:

Firstly the Vincentians who took the courageous decision in 2012 to appoint a woman to the only Vincentian school in Australia. They welcomed me with big hearts and enormous encouragement and support. Throughout these seven years I have been honoured to be part of the Vincentian family and I am extremely grateful.

To Bishop Michael, thank you for your ongoing interest in and support of me and the College. You give generously of your time to our Liturgies and events and you ensured that the Parish welcomed our Boarders to regular Sunday Mass attendance at the Cathedral following the untimely death of our beloved Chaplain Fr Doug Akehurst in 2015. I am grateful to you along with Mrs Jenny Allen, Director of CEO, for your support of the relationship and interactions that Stannies has been able to pursue with Diocesan schools. This has enriched the opportunities for our staff and students and I believe has been mutually beneficial to Catholic schools across the Diocese. I thank particularly the Principals of the six Catholic Primary schools across Bathurst, Oberon and Blayney as well as Mackillop for the many ways we have explored and furthered this relationship in a great spirit of building on the commitment we all have to Catholic education across Kindergarten to Year 12.

I acknowledge the Board of Directors, along with its Finance Committee which has met and worked tirelessly to ensure good governance of the College. I am grateful to each Director under its current chair Br Tony Whelan and former chairs Kevin Arrow and Fr Doug Akehurst for their generosity of time, commitment and personal interest in the College and the wellbeing of the Stannies community.

Similarly I am extremely grateful to the Parents and Friends Association for their friendship, support and amazing devotion to the school community witnessed in so many ways from BBQs, to Working Bees, from Golf Days to Year 7 Parent welcome, from school initiatives such as the Student Photo Competition to fundraising for school resources. Their generosity of time, energy and care has and will continue to make a huge difference to our community.

Over the last two years I have been delighted with the new life experienced by the Old Boys Association and I certainly wish them well in their initiatives to grow membership so that a worldwide community of Stannies men as well as former and current Stannies staff can meet socially, share stories and work to financially support the College Scholarship Fund. Their very successful Fundraising Dinner, held in Term 3, resulted in a donation of \$31,800 to the College Scholarship Fund.

To all Stannies parents, thank you for the trust, support and partnership that we enjoy in working with you. Educating your sons is an enormous privilege which we do not take for granted and we can together celebrate the 2019 school year. Thank you to the many parents and families who have reached out to me over the years and for your best wishes to me as I pave new directions in 2020.

To our Boarding parents – we are so grateful to you for entrusting the care of your sons to us as they make Stannies their home away from home. I've learnt over seven years of the joys and rewards of being responsible for a Boarding community as well as the significant challenges this entails. However, just like parenthood itself, I've quickly realised that at the end of the day, or in this case the school year, the joys and happy memories always outweigh the challenges.

To our staff. I have assured incoming Head of College, Mr Lindsay Luck that he will be leading a community blessed with staff second to none. I thank and acknowledge all our staff – teachers and support staff – for the many ways on a daily basis that they have ensured that our students experience the highest quality education within an environment of outreach, care and commitment.

I thank the College Leadership Team, Geoff Melville, Melissa Lang, Virginia Van Gend, Victoria Hughes and Mark Elliott. Each has assumed their leadership roles with energy, passion, vision and a real confidence to

take on their responsibilities in ways that they consider best suit their personal and professional qualities. They have each demonstrated an enormous capacity to get the job done, sometimes under enormous pressure and time constraints. They have worked incredibly hard as a Team which I have been honoured to lead and I am grateful for their support of me, for their challenge and honest critique when needed and for their optimism and hope as we continued to look to and plan for the future.

I acknowledge too, the enormous support I have received from my Professional Assistant, Elizabeth Woodside and Administration Assistant, Bev Oxley who have given so generously of their wisdom, understanding, friendship and loyalty in supporting me in ways unknown and unseen by others.

During the last seven years I have been privileged to be welcomed into the Bathurst Vincentian community where I have shared friendship and been cared for in the true Vincentian spirit of outreach and genuine hospitality. I will always cherish my time with our current Vincentians Fr Peter Reedy and Fr Greg Walsh and deceased Vincentians Fr Doug Akehurst, Br Brendan Tanner, Fr Jim Maloney and Fr Tony Mannix.

My final words I leave to our students. Congratulations and thank you for an enormously busy, successful and enjoyable 2019. I remind you often of what a privilege it is to be part of this very special community. I hope you will always cherish this – not only as students but when you become Stannies Old Boys.

Stannies is a world where boys can be themselves, safe in the knowledge that they will be supported and challenged to strive for personal excellence, where learning is engaging, where teachers focus on boys' education, on their wellbeing and unlocking the wonders of a future full of hope. It is a special place and where we aspire for our graduates to enter the world as Vincentians, firm in their belief that the world can be a different place when we look after and care for each other.

To all members of the College community, I wish each of you every blessing in 2020 and beyond.

Dr Anne Wenham
Head of College

A Message from the Parents and Friends Association presented at the 2019 Annual General Meeting (28 May 2019)

St Stanislaus College P&F Presidents Report - 2018/2019.

Once again, it's my great pleasure to report on the continued efforts of the P&F in our endeavour to make the school a better place for the students and their families alike. The P&F continue to raise funds for the school through the sale of food from the BBQ and popular coffees and hot chocolates. The P&F strive to engage with the parents and families of the Stannies Community. Some initiatives introduced by the P&F to help make this a reality are;

- The annual Year 7 welcome BBQ held at the start of term 1 has become a tradition firmly locked into the school calendar. The welcome BBQ is a great opportunity for the new students and their families to get to know one another in an informal setting.
- Formation and sponsorship of the annual student photography competition which continues to capture the imagination of our students every year.
- Post cards with images from the previous year's photography competition are distributed to all new year 7 students which continue to be well received with lots of positive feedback, especially from the recipients of the post cards.
- Reaching out to become more connected with families of the boarding students.

Some of the highlights of the last 12 months include;

- Last year during the worst of the drought, the P&F donated the proceeds of one of our home rugby game BBQ's to the Buy a Bale campaign. In addition to funds raised by the rest of the school community, \$1,000 was donated to this worthy cause.
- Last September the P&F once again held the annual working bee prior to the Year 12 graduation ceremony to spruce up the gardens and school grounds for the benefit of graduands and their families. The working bee was well attended with many plants planted leaving the school grounds looking a picture in time for the 2018 Graduation.
- On February 8 this year, we held the Welcome BBQ for new families and students to Stannies. The event was very well received with many of the new families and students in attendance as they are welcomed to the Stannies school community. This year we were abruptly interrupted by a storm and deluge of rain. The BBQ was quickly moved indoors to the senior refectory
- The P&F once again provided a BBQ at the conclusion of the opening school Mass which saw approximately 800 people in attendance.
- The P&F were on hand to extend our hospitality and provide a BBQ for the WAS swimming carnival which was well attended by students and families from Stannies and visiting schools.
- Again, on March 4, the P&F attended the year 7 Experience Day and Learning Expo to provide a BBQ for those in attendance.
- Two weeks later, on 16 March, the P&F were once again in attendance serving food from the BBQ at the Stannies Open Day welcoming prospective new families.
- An initiative by some of the current Year 10 students to collect and recycle drink containers via the Return and Earn scheme was discussed by the P&F at one of our monthly meetings which helped turn this student initiative into a reality. The funds from the collection of these recyclable drink containers will be donated to various charities throughout the school year. Funds from term 1 of this year were donated to Bernados Australia.

Over the past 12 months, the P&F has operated many successful BBQ's during the rugby season as part of the Stannies tradition of extending our hospitality to all attending the rugby games. The success of the rugby BBQ's is in large part thanks to our very dedicated and hardworking Events Co-ordinator, Chris Tobin. Chris rallies all the volunteers for each and every Stannies event that the P&F cater for. We thank her for her tireless work to bring the Stannies community together.

The P&F will continue to work on engaging other members of the College community to give some of their time to help at the BBQ's in any small way they can. Money raised from the BBQ's goes directly to the P&F account to recognise the financial benefit the P&F provide directly to the College. Funds from the P&F this year will go towards the purchase of a new spectator stand which will be positioned on the Number 1 Oval.

On behalf of the P&F, I pass on my sincere thanks to all of those that have contributed to the many school events and rugby BBQ's over the past 12 months.

I would like to personally thank all members of the P&F committee for their hard work, valuable input, support, dedication and commitment to the Stannies community. A special word of thanks for those that serve in an executive role on the committee. Nicole Twohill-Scott as Vice President, Catherine McDonnell as Treasurer, Leonie Summersby as Secretary and Chris Tobin as BBQ and events coordinator.

A special word of thanks to our outgoing Secretary, Leonie Summersby. Leonie has faithfully served on the P&F since 2013. We thank you for your years of hard work and dedicated service to the P&F and to the Stannies Community.

It's been a privilege and honour to serve on the P&F for the past 7 years and especially as President for the past 5 years. I hope, in some small way I have been able to make a positive impact to the students and families of the Stannies community and leave a legacy for the future success of the P&F.

I would like to extend my thanks on behalf of the P&F to all families of the Stannies community, especially those that have helped throughout the year and contributed to the ongoing success and proud traditions of St Stanislaus College.

Lastly, as I sign off as President, my sincere thanks to all the hard-working staff at the College. A very special word of thanks to Anne Wenham for her tremendous commitment and ongoing support of the P&F Committee which has been evident from day one of Anne's appointment as Head of College in 2013. Anne will be sadly missed by the entire school community when she retires at the end of this year. While we wished you were staying at Stannies for a little longer, we appreciate that your retirement will allow you to spend much more quality time with family and loved ones which will be a well-deserved reward for your life dedicated to the education sector. The P&F wish you all the very best for the remainder of 2019 and all the blessings you deserve in your retirement.

Mr Ian Behan
P&F President

A Message from the Student Representative Body-Excerpt from Graduation Address Delivered by College Head Prefect,

Good evening everyone and welcome to the St Stanislaus' College Year 12 2019 Graduation Dinner. The Class of 2019 and I would firstly like to say a heartfelt thank you and warm welcome to friends, partners, family, teachers, distinguished guests, Anthony Fisher our Year 12 Coordinator, Fr Reedy and Head of College Dr Wenham, without all of you our overall Stannies journey and indeed experience of Year 12 would not have been anywhere near as enjoyable, inspiring, emotional, spiritual and educational.

There is so much pride and many achievements to touch on for the class of 2019. A very special quality about Stannies is the unique experience it gives to each and every boy, whether that be the excursions, trips to the Stannies farm for the Ag students, bus trips for the large variety of sports on offer, performing at College musicals, assemblies and speech days or commentating and broadcasting footy matches for the newly successful live streams. Whilst participating in all aspects of Stannies life we have all been lucky enough and blessed to have been tied together by strong acts of mateship and looking out for each other which clearly exemplifies the characteristics of a Stannies man and shows that the culture of the College still remains stronger than ever.

Graduates, we all have fond memories of our very first day here at Stannies whether it be the moment we first walked through the school gates, commencing our first class, meeting our teachers, realising our socks are too big on us and won't stay up all day without the constant effort of pulling them up or having a sausage sizzle at the BBQ area. No matter what your memory is I know we can all agree with the fact that our time here has gone extremely fast.

A wonderful aspect of Year 12 life is the groups and friendships that have emerged throughout the years. We have a very strong sense of mateship that exists within each and every one of us which shows the unique bond of a Stannies that will live on forever.

Our Prefect team has proved to be very strong and held values that overall helped with the success the group achieved. I'd like to say thank you to the 2019 Prefect team for all your hard work and dedication through the various activities, Assemblies and fundraisers we have held throughout the year. No team is perfect and we certainly have had our highs and lows but the highs of leading by example and embodying the characteristics of a Stannies man have certainly outweighed the lows. I'd also like to make special mention to all those who aren't Prefects but still stepped up and helped out throughout the year and made evident that it wasn't just the Prefect team that led throughout the year it was each and every graduate here this evening.

To our teachers and families, the class of 2019 would like to express a huge amount of thanks for all of your hard work and dedication you have provided to us. We couldn't be more appreciative of our teachers for your knowledge, wisdom and friendships you have given us for this highly educational, emotional and spiritual journey. The amount of time and effort you give to us is something words cannot describe, our appreciation is genuine.

To Year 12, we have achieved so much in our six years and I'm sure we can all agree upon the fact that we wouldn't be where we are today if it wasn't for our wonderful Year Coordinators. Our heartfelt thanks goes out to all of you as you have shaped us to be the men we are today. Particularly to the College Leadership Team - Victoria Hughes, Melissa Lang, Virginia van Gend, Mark Elliott and Geoff Melville, well done and thank you for your guidance and work with the Prefect team and Year group.

To our families, thanks for the love, support, inspiration and good times you have provided us during our time here at Stannies. Like the teachers, you have seen us develop into the men we are today and we simply would not be sitting here graduating without you.

Dr Wenham, not only do we want to show our appreciation to you but we also want to take this opportunity to wish you farewell as you embark on the next chapter of your life. Dr Wenham was appointed to the role of Head of College in 2012 and was the first woman in the school's history to be in that role. For seven years you shaped and continued the College legacy brilliantly. The dedication you have towards the College is something that teachers, family, students and the wider community of Bathurst and surrounds have recognised greatly.

A question we have always been faced with since the start of our time here at Stannies is "what is the Stannies man"? In my opinion a Stannies man displays the characteristics of being humble in achievement, strives for his absolute best personally and in education, makes every student at the College feel like he belongs, has a good relationship with teachers and the wider community and contributes to all aspects of school life and displays the Vincentian beliefs and values. In every Old Boy I know, whether it be through family or friendships, they all embody very similar values and that is that they are humble, down to earth, resilient, genuine and hard working. There is something incredibly unique about Stannies and the way that it transforms boys into men and tonight we come to the end of our journey and leave as Stannies men.

It is important to remember that the end of our time here is the beginning of an entire time of opportunities. As Stannies men, when we walk through the oncoming storm of life we will hold our heads up high and not be afraid. Stannies has taught us the valuable message of being strong through all situations. Yes, the unknown future is near but we don't have to be worried about the potential storm approaching because there is a golden sky. The sweet silver song of a lark tells us to walk on through the wind and rain though our dreams be tossed and blown. We walk on with hope in our hearts and know that as Stannies men we will never walk alone. Stannies has taught us to lift up our souls and experience the amazing grace of this Great South Land that the College is built on.

We are marching in the light of God and living by the examples St Vincent de Paul whilst absorbing the traditions and principles of the Stannies man that echo throughout the corridors, quad and fields here at the College.

The class of 2019 has left a legacy of pride in the College and enthusiasm for the school's life. We will never forget this place and will always hold Stannies and the Vincentian values in a special place in our hearts. Many words of thanks go to countless teachers, families, friends, staff and other significant people in our lives but thank you doesn't seem to be enough in showing our heartfelt gratitude for all that you have done for us so tonight is not only for the class of 2019, it is also yours. I'd like to leave you all this evening with the words of a well-known Australian that I believe had an immense amount of drive and enthusiasm for life. To the Class of 2019 a quote from Australia's Steve Irwin: *Whatever you want to do in this world it is achievable, just be passionate and enthusiastic in the direction you choose in life and you'll be a winner.*

George Sargent
Head Prefect, 2019

2.0 Contextual Information about the School

St Stanislaus' College – In the Vincentian Tradition

St Stanislaus College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of our students. As a Catholic school in the Vincentian tradition our focus is on excellence in education for boys, underpinned by Vincentian values and supported by the *Vincentian Philosophy of Education*.

We welcome day and boarding students across Years 7 - 12 and their families from diverse faith traditions, ensuring that education is affordable and accessible to all who seek enrolment, fulfilling our vision of service to all with particular outreach to the disadvantaged.

We educate our students to develop a Vincentian view of our 21st century world; to understand that their education is for the common good. Our vision is for our students to grow as young men who see the face of God in all whom they encounter and to reach out and respond to those most in need.

In accompanying our students in their journey from boyhood to manhood we build their confidence, we cultivate their resilience and we nurture their compassion so that they can fully participate in life beyond school, seeing the world through their College Vincentian experience and responding to the challenges and signs of the times.

Strong Focus on Academic Engagement and Striving for Academic Success

As a fully comprehensive secondary school, St Stanislaus' welcomes students with a range of academic abilities.

All students at St Stanislaus' are encouraged, supported, challenged and expected to achieve their very best. Each student works with his Tutor to set academic goals which are formalised in his Personal Learning Plan. These goals are then evaluated using feedback and data from teachers as well as input from the student himself.

A new approach to student reflection and feedback – Student Conference for Years 7 and 8 – saw students 'lead' their extended sessions with parents and other selected visitors. This included showcasing a range of projects and portfolios of their learning from the first 10 weeks of the term. Students captured their learning through photographs and tasks along with weekly reflections including how they were growing as a learner.

"Project Inspire" was expanded in 2019 to include teams from Mackillop. The Program allowed these students in groups, to explore and depth their interests, through design and development of a Project, across a range of chosen fields including Law, Vet Science, Medicine, Media, Dance, Website Design, Audio Engineering/Music and Financial Planning. Each Team was supported by a Mentor from the 'real world' of their chosen field.

"Unleashing Brilliance" was launched for students across Years 7-10 as a pathway to extending them in a range of curriculum areas. This was 'on show' during Science Week as students were given experiments to test and present to family and friends.

Structurally, the Transforming Schools focus resulted in changes to the organisation of Year 7 classes in 2019. Classes and curriculum design was restructured such that students were in the same non-streamed class with the same teacher for the following subject combinations: History/Geography and Learning to Learn; Religion and PDHPE; and Maths and STEM. This provided teachers with the

opportunity to know students on a deeper level and to develop learning opportunities and tasks that are engaging, individualised and cater for many styles of learning.

Students across all years had many opportunities during 2019 to enhance their learning. They responded to invitations to submit entries for various competitions and had the opportunity to join various lunchtime pursuits including History Club, Writers' Group and Lyceum. Students also had the opportunity to develop leadership roles through formal Prefect appointments and invitations from Primary Schools and local communities for leadership support and engagement. College students were invited to Bathurst Catholic Primary Schools to provide support in Aboriginal Cultural Group, STEM workshops, sports coaching and, with Mackillop students, Sacramental preparation and leadership training.

The College welcomed "outside providers" to enrich the learning experiences of the students in various Faculties. These included Medieval Day, speakers from various faiths for Studies of Religion, STEM enrichment presenters, Empower U presenter, speakers for various Year Group gatherings and various organisations and Tertiary Institutions meeting with senior students to discuss post-school pathways.

Students had the opportunity to be immersed in significant learning opportunities beyond the College including Work Experience (Year 10), VET Work Placement (Years 11 and 12) and excursions across all Key Learning Areas.

Co-Curricular Opportunities

The College is a full member of the Independent Sporting Association (ISA) which offers sports competition against local, regional and metropolitan schools. It also provides a pathway to representation at higher levels leading to State and National honours.

In 2019, the College continued its commitment to offering the broadest range possible of co-curricular opportunities for all students including sporting opportunities in Basketball, Cricket, Cross Country, Hockey, Rugby League, Rugby Union, Tennis, Touch Football, Athletics and Triathlon.

Students also had representative opportunities competing in inter-School Carnivals for Swimming, Athletics and Cross Country.

Students are also able to participate in many co-curricular opportunities including:

- Chess
- Debating
- Public Speaking
- Creative and Performing Arts including SADA Club, College Musical, various Stage and Concert Bands
- Equestrian and Agriculture Club

In 2019, the College continued the Drum Corps established in 2018.

3.0 Student outcomes in standardised national literacy and numeracy testing (NAPLAN)

Following receipt of 2019 NAPLAN data, the school has continued to work with teachers in utilising this data to analyse patterns in group and individual performance. The SCOUT data website and analysis package details the range of results, including the growth in some domains, with particular strength in Reading for students in Year 9 based on their progress from Year 7 at the school.

Year 7 NAPLAN results 2019

All	Reading	Writing	Spelling	Grammar	Numeracy
State	549.69	517.16	554.45	546.03	560.90
School	553.3	524.0	552.3	558.3	573.4
Boys-State	543.5	502.39	546.22	535.75	565.69

Year 9 NAPLAN results 20189

All	Reading	Writing	Spelling	Grammar	Numeracy
State	586.65	552.4	596.20	579.08	599.77
School	589.5	545.2	591.7	568.0	606.0
Boys-State	586.08	535.25	582.52	569.12	605.19

NAPLAN Growth Data – Year 7, 2017 to Year 9, 2019

Reading	
Average Scaled Score Growth %	
State	35.9
School	40.4
Writing	
Average Scaled Score Growth %	
State	33.8
School	34.0
Spelling	
Average Scaled Score Growth %	
State	30.3
School	24.4
Grammar & Punctuation	
Average Scaled Score Growth %	
State	29.5
School	28.5
Numeracy	
Average Scaled Score Growth %	
State	36.4
School	28.1

Reading	
% of students at or above expected growth	
Greater than or equal to expected growth	70
Writing	
Expected Growth %	
Greater than or equal to expected growth	56.7
Spelling	
Expected Growth %	
Greater than or equal to expected growth	56.7
Grammar & Punctuation	
Expected Growth %	
Greater than or equal to expected growth	57.8

Numeracy	
Expected Growth %	
Greater than or equal to expected growth	47.3

NAPLAN Data extracted from SCOUT Data (NSW Department of Education)

4.0 The granting of Record of School Achievement (ROSA)

Students in Year 10 are informed about eligibility requirements for the ROSA. Any student choosing to leave school prior to completion of Year 12 is advised regarding the ROSA. The Director of Curriculum monitors the progress of students in Year 10 to ensure they are satisfying eligibility requirements for the ROSA.

5.0 Higher School Certificate Results

Spotlight on the Performances of Boys

The academic, social, physical, emotional and mental wellbeing of boys continues to be a critical focus of the College. Strengthening the academic performances of boys in order to secure the best possible outcomes for them, forms one of our most significant imperatives. The achievements of our students in the 2019 Higher School Certificate and the 2019 NAPLAN tests offer much to celebrate in the arena of academic performance and they reflect the ongoing commitment of the College to add value to the academic performances of the students. The College commits to continue the tradition of Striving for Excellence in Boys' Education.

2019 Higher School Certificate

- 86 students were enrolled in Year 12, 2019 and 86 completed the HSC.
- The College achieved 33 Band 6 Honour Roll entries across Studies of Religion 1 Unit, Studies of Religion 2 Unit, Ancient History, Automotive, Biology, Electrotechnology, English Advanced, Legal Studies, Mathematics, Mathematics Extension 1, Modern History, Music 1 and PDHPE.
- Six students achieved ATARs over 90.
- HSC Drama student achieved nomination for ENCORE.
- HSC Dux was Ben Rudgley with an ATAR of 99.3 and was also awarded as All Rounder with Band 6 results in Ancient History, English Advanced, Legal Studies, Modern History and Studies of Religion II.
- Three students were awarded NESA Top Achievers obtaining the following results: First in Course for Studies of Religion I (Year 11 Accelerated Student); Fifth in course for Automotive (Mechanical Technology); and Second place in course for Electrotechnology (TAFE, Bathurst).

Performance band achievement by %						
Subject	2018			2019		
	No. of students	Bands 4 – 6		No. of students	Bands 4 – 6	
		School	State		School	State
Agriculture	-	-	-	5	60	59
Ancient History	14	64	63	19	53	65
Automotive	9	44	34	13	54	31
Biology	20	85	70	11	82	60
Business Studies	17	65	64	15	53	61
Chemistry	18	66	70	9	33	67
Construction	9	89	49	12	75	50

Drama	10	100	82	4	100	84
English – Advanced	30	97	90	21	95	92
English – Standard	51	57	50	59	59	52
Food Technology	14	78	61	9	100	66
Geography	16	87	73	17	76	72
Industrial Technology	18	61	48	20	55	49
Legal Studies	-	-	-	13	100	65
Mathematics	27	81	78	16	56	78
Mathematics General	51	57	53	-	-	-
Mathematics Standard 1	-	-	-	4	100	39
Mathematics Standard 2	-	-	-	49	63	56
Modern History	26	77	71	41	61	66
Music 1	5	100	90	5	100	91
Music 2	-	-	-	2	100	91
PD, Health & PE	23	39	61	19	63	62
Physics	16	75	65	13	23	64
Primary Industries	5	100	60	8	62	59
Retail Services	-	-	-	1	-	42
Software Design & Development	7	71	65	6	83	71
Studies of Religion 1	63	57	70	63	59	79
Studies of Religion 2	17	82	71	16	87	79
Visual Arts	1	100	92	7	57	89

Performance band achievement by %						
Subject	No. of students	2018		No. of students	2019	
		Bands E3, E4			Band E3, E4	
		School	State		School	State
English Extension 1	4	100	95	3	66	94
English Extension 2	1	100	71	-	-	-
Mathematics Extension 1	10	20	80	6	66	80
Mathematics Extension 2	-	-	-	3	100	85

6.0 Senior Secondary Outcomes

2019 HSC Vet Students

Number of Participating Students (total number in course)	VET Course Name
13 (13)	Automotive Examination
12 (12)	Construction Examination
8 (8)	Primary Industries Examination

7.0 Professional Learning

Professional Learning

St Stanislaus' College firmly believes that a diverse range of ongoing professional development activities is of paramount importance and in accordance with NESAs Teacher Registration Requirements / Professional Teaching Standards. The College supported staff in a range of professional learning and development areas including Information Communication Technology (ICT), Pastoral Care, Curriculum Development, HSC examination writing and marking, syllabus development and vocational qualifications. The following table illustrates the approximate breakdown of the number of instances of school funded professional learning.

Instances of Professional Learning 2019

Professional Development Activity	Number of Staff Participating
Pastoral Care	
Child Protection (SALT) *	All Staff
Bullying, Harassment & Discrimination (SALT) *	All Staff
Student & Staff Wellbeing	7
Teaching & Learning	
Transforming Schools 4Cs	All Teaching Staff
STEM Enrichment	10
Professional Learning Communities	All Teaching Staff
Faculty Specific Professional Development	29
HSC Related Professional Development	6
Boys Education	2
Co-Curricular Professional Development	All Teaching Staff
Vocational Education & Training	5
Learning Support	1
Differentiation	All Teaching Staff
Careers	1
Catholic Education	3
NESA Specific	
New Syllabus	8
Governance	2

* All teaching and support staff of the College completed mandatory online training through SALT (Self-Administered Legal Training) in the modules of Child Protection (average 1.5 hours) and Workplace Bullying and Harassment (average 1.5 hours).

8.0 Teacher Accreditation & Qualifications

Teacher Accreditation Information as at 31 December 2019

Level of Accreditation	Number of Teachers
Conditional	1
Provisional	3
Proficient Teacher	42
Highly Accomplished Teacher	0
Lead Teacher	0
Total number of teachers	46

Qualifications of St Stanislaus' College Teachers in 2018 as at 31 December 2018

Category	Number of Teachers
1. Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	46
2. Teachers having a bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	0

9.0 Workforce Composition

The teachers of St Stanislaus College are ably supported by a professional team of staff who work in a variety of roles. It is important to note the following:

- The College operates an Infirmary staffed by three qualified nurses to care for the health needs of all students, particularly boarders. Staff and visitors are also cared for as required.
- Specialist support staff include two College Counsellors, three Learning Support Staff, two Aboriginal Education Officers, one Library Assistant, one Laboratory Assistant and two TAS Assistants.
- Three staff members identify as being of Indigenous background.

Area of Work	Full-time	Part-time	Casual
Administration	8	3	-
Boarding	1	-	20
Cleaning	4	-	-
Infirmary		1	2
Maintenance	5		
Catering	1	3	2
Learning Support	2	-	-
Aboriginal Education Officer	1	1	-

10.0 Student attendance

Year	Attendance Rate
Year 7	93%
Year 8	92%
Year 9	92%
Year 10	91%
Year 11	90%
Year 12	91%
Whole School	91%

Note: Attendance data sourced from Edumate Student Management System.

11.0 Management of non-attendance

Continued use of the Edumate system, which records attendance for each period of the day, provides easy access under password protection to details of students' attendance to both staff and parents. Staff and

parents are thereby informed and empowered to promptly follow up instances of partial non-attendance or for full day non-attendance. The College also maintains Roll books for attendance records. In the first instance, Tutors monitor attendance and report absences in Edumate and College Rolls. Any identified areas of concern are followed up by phone calls to parents from the Tutor and later by Year Co-ordinators if required. In addition to these procedures, there is a weekly collection of Roll data by the Director of Administration and when adequate reasons for absences are not provided within seven days students are referred to the Student Behaviour Committee and formal communication made to parents.

12.0 Retention of Year 10 to Year 12

Apparent retention rates are influenced by the number of students who choose to enrol into Year 11 from other schools; in 2018 there were three new students enrolled into Year 11 at the College. The number of enrolments continues to fluctuate from year to year. Actual retention rate reflects the reality of some Year 10 students choosing to study at another educational institution for their HSC and also the number of students being offered apprenticeships and full-time employment before HSC completion.

Year 10/ HSC	Year 10 Total Enrolment	Year 12 Total Enrolment for the Higher School Certificate	Year 10 Enrolment Remaining in Year 12 to Complete the HSC	Apparent Retention Rate	Actual Retention Rate
2000/2002	130	117	99	90.0%	76.2%
2001/2003	121	92	78	76.0%	64.5%
2002/2004	120	98	80	82.3%	67.2%
2003/2005	132	96	85	72.7%	64.4%
2004/2006	146	115	102	78.8%	69.9%
2005/2007	129	97	87	75.2%	67.4%
2006/2008	120	87	81	72.5%	67.5%
2007/2009	140	111	98	79.3%	70.0%
2008/2010	107	84	65	78.5%	60.7%
2009/2011	104	84	70	80.8%	67.3%
2010/2012	126	107	96	84.9%	76.1%
2011/2013	96	82	71	85.4%	73.9%
2012/2014	93	86	71	92.4%	76.3%
2013/2015	115	90	79	78.2%	68.7%
2014/2016	110	96	89	87.3%	80.9%
2015/2017	117	101	99	86.3%	84.6%
2016/2018	100	81	75	81.0%	75.0%
2017/2019	93	86	80	92.4%	86.0%

Note: Data sourced from Edumate Student Management System.

13.0 Post School Destinations – Year 12, 2019

University	41
Apprenticeships/Traineeships	17
Armed Services	1
Full-time employment	15
Part-time employment/part-time sport	9
Unknown	3

14.0 Enrolment Policy**POLICY STATEMENT****Introduction**

St Stanislaus' College is a Catholic day and boarding school for boys, enrolling students in Years 7 to 12. The College is registered and accredited by the NSW Education Standards Authority (NESA).

St Stanislaus College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of its students. As a Catholic school in the Vincentian tradition its focus is on excellence in education for boys, underpinned by Vincentian values and supported by the *Vincentian Philosophy of Education*.

Purpose of Policy

The purpose of this Policy is to ensure that the Mission and Vision of the College is understood and supported by prospective and current Parents/Carers and their sons and those leaders responsible for enrolment decisions at the College.

Policy Principles

- The College welcomes day and boarding students across Years 7 - 12 and their Parents/Carers from diverse faith traditions.
- The College through its Board of Directors, Head of College and Accountant, reviews fees and charges on an annual basis to ensure they remain affordable and accessible.
- The College has a particular outreach to Parents/Carers experiencing disadvantage and as such financial support is considered for Parents/Carers unable to meet full payment of fees and charges.
- Acceptance of enrolment implies acceptance of enrolment conditions by parents/carers:
 - Support of the College commitment to its religious ethos including full participation by students in Religious Education and attendance at College Liturgies and Retreats.
 - Support of all College student expectations and policies including Uniform Expectations, Use of Social Media and ICT, Student Attendance, Wellbeing/Pastoral Care, Student Management and Student Responsibility and Behaviour.
 - Meeting payment obligations for fees and charges.
- Where a student breaches College expectations, the College Student Management policy is invoked and parents/carers are expected to work in partnership with the College in mutual support. In serious cases, the College may be obliged to invoke Suspension or Termination of Enrolment.

POLICY PROCEDURES

Enrolment Information Packages, including Application for Enrolment and College contact details are available at the College Office and via the College website.

Year 7 Enrolment Applications

- The formal enrolment period for the following year opens in February of the year preceding enrolment.
- Applications must be fully completed, including copies of all required documents, full disclosure of all required information and receipt of enrolment application fee.
- Applications are generally processed as follows:
 - Applications for Year 7 students currently enrolled in Year 6 in Catholic Primary Schools in the Bathurst district will be automatically accepted.
 - Cathedral School
 - Assumption School
 - Holy Family School
 - St Philomena's School
 - St Josephs Oberon
 - St Josephs Blayney
 - Students enrolled in the above Schools have priority of consideration up to the end of the formal enrolment period which normally concludes at the end of May each year.
 - All other applicants will be invited for an enrolment interview and generally an offer of enrolment, where all enrolment conditions are met, will be in order of application.
 - A waiting list will be established if applications exceed the number of enrolments to be accepted.

Boarding Applications

- Parents/Carers who submit an Application for Enrolment for Boarding will be invited to the College for an extended visit with their son. This will entail a meeting with the Head of College and with the Head of Boarding and a tour of College facilities including the Boarding House. Discussion will focus on the circumstances behind the application for boarding and the readiness of the student to reside away from home, either as a full-time boarder or as a weekly boarder.
- A meeting with the College Accountant will be organised at the time of this visit to discuss management of payment of boarding fees and charges.
- All new boarders will be invited to an orientation 'sleep over' in November prior to the year of commencement. This is generally held on the evening prior to the Year 7 Experience Day.

Applications for Years 11 and 12

- All Year 10 students, currently enrolled at the College and those enrolled at other schools, participate in the Preparation for Entry into Year 11 Process which commences with the requirement to complete an Application for Enrolment into Year 11.
- The enrolment conditions are also acknowledged and signed by all Stage 6 Applicants and their parents/carers.
- Interviews are conducted with those students for whom further discussion, decision making and goal setting for Stage 6 are required.

Applications for Other Year Groups and Outside the Enrolment Period

- The College accepts and processes applications for enrolment for other year groups within and beyond the enrolment period and places will be offered if enrolment conditions are met and if places are available.

Scholarships

- The College accepts applications for two year Scholarships for students entering Year 7, 9 and 11.
- Full and partial Scholarships are awarded to successful applicants across the following three areas:
 - Academic

- Creative and Performing Arts
- All Rounder
- The application process varies according to the intended year group of the two year Scholarships (Year 7, Year 9 and Year 11).
- Scholarship criteria vary, however one essential criterion for all Scholarships is a pre-determined academic standard.

NB: Students eligible for ABSTUDY are granted an Indigenous Scholarship.

Fees Payments Obligations

One enrolment obligation is that fees are due to be paid in advance at the beginning of each school term. The College reserves the right to withdraw enrolment of students whose parents/carers incur a significant debt due to non-payment of fees and an unwillingness to engage with the College in negotiating a repayment arrangement.

Parents/Carers unable to fully meet fees obligations should in the first instance complete an Application for Fees Relief and submit this to the College Accountant. All applications are reviewed by the Accountant and Head of College. Parents/Carers are asked to discuss this application with the Accountant and where appropriate, to organise an appropriate payment arrangement. Such agreements will be formalised in writing and are strictly confidential.

Conditions of Enrolment

Conditions of enrolment are printed on the enrolment form and parents/carers are required to sign an acceptance of these conditions as part of their application for the enrolment of their son at the College.

Continuing enrolment is subject to the student's adherence to and parent/carers support of the College ethos and enrolment conditions and meeting all school fees and charges commitments.

College Enrolment Information Processes

- Information regarding processes for the annual enrolment period are communicated and publicised in various media:
 - College Newsletter, Website, Facebook
 - Bathurst region Catholic Primary Schools Newsletters and Facebook
 - Local and regional Newspapers
 - Bathurst and regional Radio
 - Enrolment Information Packs issued to all Year 6 boys in Bathurst region Catholic Primary Schools
 - Visits to Boarding community towns and schools in Central West NSW
- Enrolment events held at the College include:
 - Year 7 Experience Day (February)
 - Parent Learning Expo and College Tours (February)
 - Open Day, including Tours (March)
 - Year 7 Experience Day for all enrolled Year 6 students (November)
 - New Boarders' Sleepover (November)
- Out of School Enrolment Information Events
 - Attendance at Boarding Expos
 - Information Stand at Bathurst Agricultural Shows and regional Field Days

15.0 Student Body**Student Population**

As at the 2019 Commonwealth Census date, the College had 554 students enrolled.

Year Group	Day Students	Boarding Students	TOTAL
7	67	11	78
8	89	10	99
9	82	22	104
10	88	25	113
11	60	14	74
12	74	12	86
TOTAL	460	94	554

16.0 School Policies

St Stanislaus' Policies and Procedures reflect its Vincentian commitment to ensure every student is respected, cared for, challenged and supported. Teachers and other professionals share appropriate responsibilities for the wellbeing of students. The school seeks to establish strong and appropriate relationships between teachers, the students and their families.

The commitment to student wellbeing underpins College life. Pastoral Care is central to career advice, counselling, discipline, curriculum and classroom practice.

The Tutor System underpinned by Tutor Groups at the College is a significant avenue for the provision of Pastoral Care. Its success depends on the relationships of care, respect and support between the Tutor and the students which in turn are developed between the students themselves. Each student is allocated a Tutor Group and Tutor when he commences at the College and remains with the same Tutor Group and Tutor for the duration of his time as a student. Brothers are allocated the same Tutor Group. Each Tutor Group consists of students across Years 7 to 12.

The Tutor System, animated by the spirit of St Vincent de Paul, is closely monitored to ensure its pastoral goals are being achieved.

2019 Student Welfare Initiatives

The following staff are members of the Wellbeing Team:

- College Counsellor (Committee Chair)
- Head of College
- Deputy Head of College
- Head of Learning Support
- Careers Coordinator
- Year Coordinators (Year 7 – 12)
- Vincentian Priest on Staff

The focus of the Committee over the 2019 school year can be summarised as follows:

1. Focus on RESPECT.
2. Building the Positive School Culture.
3. The College Tutor System and Role of the Tutor – Evaluation and further development.

4. Student Personal Learning Plans – developed twice per school year, containing explicit goals developed by the student in consultation with parents, Tutor, teachers.
5. The College Positives Program – focussing on acknowledging students for effort, achievement, improvement, embodying the College ethos.
6. Specific directions/support for students at risk.
7. Response to/support of students with mental health/emotional wellbeing issues.
8. Review and development of the Student Wellbeing Survey – an important tool for evaluation of Pastoral Care initiatives as well as a vehicle for students to report any areas of concern, particularly bullying matters.
9. Support of Indigenous students particularly through work of College Aboriginal Education Workers. This appointment has provided support to boarding students particularly through evening study. Support initiatives for all indigenous students have focused on learning culture and learning support, particularly for boarding students during evening study.

To facilitate the College discharging its mission in the area of student welfare, the following policies and procedures were in place during 2019. These Policies were submitted to the NESA Inspection Panel for the Inspection Process in 2018.

Policy	Changes in 2019	Access to full text
Boarding	Fully reviewed and amended sections with specific instructions regarding Boarding Supervision 2018 and reviewed by the College Board of Directors.	- Full text available on College intranet. - College Website
Enrolment	Reviewed in 2019.	- Full text available on College intranet. - College Website
Child Protection	Fully reviewed by Head of College and College Board of Directors with specific reference to Royal Commission Findings and Recommendations. Staff undertook online training in Child Protection and Bullying and Harassment in 2019. Incorporated into College Policy.	- Full text available on College intranet. - College Website
Code of Conduct - Code of conduct for staff	Reviewed and developed in 2018.	- Full text available on College intranet. - College Website
Wellbeing / Pastoral Care Policy - overview of the pastoral care system in operation at the College - availability and access to special services outlined - critical incident response	Reviewed and rewritten in 2018.	- Full text available on College intranet. - College Website

- academic policies cover aspects of this area (Learning support, Tutor system, class structures, homework) - infirmary and other health related procedures.		
Student Anti-Bullying	Policy reviewed annually.	- College Website.
Complaints and Grievances	Updated in 2019.	- College Website.

17.0 Priority Areas for Improvement

Achievement of Priorities Identified in the 2018 Annual Report for 2019

2019 Priorities for Goal 1: Catholic Identity in the Vincentian Tradition

- Early planning for Vincentian Staff Day (offsite) - Formation in Vincentian charism – both teaching and support staff, seen as a high priority as experienced staff are replaced by new staff.
- Staged construction scheduled for completion of Reflection Garden by 30 April 2019 (amended to October 2019).
- Support for two St Vincent de Paul Conferences – particularly growing membership.
- Ongoing review of Fees Assistance application process – part of new Accountant induction.
- Issue of ABSTUDY eligibility and application processes to be canvassed with Commonwealth Government.
- Next steps:
 - Vincentian Pedagogy.
 - New images of St Vincent de Paul in College Buildings.
 - Vincentian formation to be more formally integrated into Induction of new support staff including all Boarding staff.
 - Plan for Vincentian formation for staff meetings.

2019 Priorities for Goal 2: Student Wellbeing

- Ongoing staff Professional Development in Child Protection – ensure Policies and information from SALT Training are understood and that all staff know how this is to be implemented.
- Affirmation initiatives for all staff.
- Understanding of and commitment to Boarding House policies and procedures to be major focus for Boarding House staff induction and ongoing Professional Development.
- Building connections between teachers, support staff, boarding staff and families.
- Wellbeing focus for Support Staff.

2019 Priorities for Goal 3: Excellence in 21st Century Education

- Commencement of evaluation of new Year 7 curriculum structure.
- Mentor / support newly appointed Head of Faculty.
- Induction and mentoring of new teaching staff
 - Visual Arts
 - Mathematics
 - Head of Library Services
- Ongoing work with development of student profiles (in conjunction with review of format of student Semester Reports).

2019 Priorities for Goal 4: A Sustainable Future for the College

- Induction of new College Accountant, Creditors Clerk and Marketing/Public Relations Officer.

- Review, development and implementation of enrolment promotions and marketing plan.
- Review of all current enrolment processes including advertisements, prospectus documents, online presence.
- Use of precise demographic data to inform future planning.
- Development and implementation of 2019 major maintenance and minor capital works schedule.
- Meticulous attention to the 2019 budget both income and expenditure to ensure a balanced budget for 2020.
- Network Security Audit.

18.0 Actions Undertaken to Promote Respect and Responsibility

Actions to promote respect and responsibility are central to the Mission of St Stanislaus' College as a Vincentian Catholic School. The specific section of the Vincentian Philosophy of Education relevant to this area centres on our specific goals in the area of Moral and Social Formation. The Philosophy Statement in this context notes:

"In the area of Moral and Social Formation we aim

- a) to develop in students a spirit of solidarity, particularly with respect to the weak, the fragile and the outcast*
- b) to assist students to reflect critically on our society's values and foster in them the courage to oppose its elements of materialism, pragmatism, hedonism and technocracy*
- c) to enable students to become self-disciplined, to take progressive responsibility for their lives and actions and to work with others for the betterment of our world*
- d) to assist students to embrace a set of coherent values centred on love, justice, truth and fidelity*
- e) to develop leadership and community building skills in students and to provide opportunities to exercise those skills*
- f) to develop in students an appreciation of how their work shares in God's creative activity and to foster in them a respect for the environment and an attitude of care for our world."*

In 2019, some of the particular actions taken by the school to promote respect and responsibility among our staff and students included:

- The celebration of such occasions as Harmony Day, Reconciliation and NAIDOC Week continued in 2019.
- Continued support for Indigenous students. The work of the two Aboriginal Education Workers is essential for these students.
- The continuation of the College commitment to social justice outreach. Students supported appeals for CARITAS Australia Project Compassion, St Vincent de Paul Winter Appeal and Matthew Talbot Hostel Christmas Hampers. Works of social justice outreach involved Day and Boarding St Vincent de Paul Conferences, involving students from Year 9 to Year 12.
- Organisation of a number of reflection days, retreats and orientation days to further enhance relationships between members of our community and the broader community. Year 11 participated

in a three day Retreat, Year 7 and 9 were involved in a three day camp and an orientation program for new students was conducted at the school.

- A Staff Formation Day was held during Term 2 to reflect on the Vincentian Charism of the College and the role of staff in promoting Vincentian values.
- The College community participated in various charitable appeals, works of social justice and information sessions focussing on the disadvantaged.
- Various teaching programs promoting respect and responsibility were taught throughout the school to all students. Specific themes were addressed across many subjects including Religious Education, Personal Development Health and Physical Education, HSIE and English, particularly emphasise the importance of promoting respect and responsibility.
- Year Group meetings were held regularly, often with a guest speaker, with a focus on age – appropriate themes of respect and responsibility.

19.0 Parent, Student and Teacher Satisfaction

Parent Satisfaction

The school provides a number of channels for parents to express their responses to the operation of the school. On the last Monday of each month, the Parents and Friends Association meets and provides one of a number of avenues for parents to express their level of satisfaction. Special input sessions are organised in response to parent suggestions or when they are considered to be topical and relevant. The feedback from the Association is very positive. In 2019, presentations were given on Teenagers and Social Media and Parenting Teenage Boys.

Parents are regularly advised that they are welcome to email the Head of College on general matters of interest or concern and other nominated staff in relation to specific issues. A number of parents, for example, contact the Director of Curriculum in relation to educational issues and significant numbers of parents have interviews with the Director of Curriculum about these matters. Year Coordinators and the College Counsellor regularly meet with parents. The school also conducts a number of information seminars to parents on topics such as preparing for the Higher School Certificate and in connection with course selection into Years 9 and 11. In addition, the Tutor is an important contact person for parents for all Wellbeing matters involving their sons.

The school also organises two sets of Parent/Teacher/Student interviews during the course of the year and encourages all parents to attend these meetings with their sons. The school organises interview times in afternoons, in evenings and also on Sundays for the convenience of parents who live close to and distant from the school. Feedback from parents on these occasions has also been very positive. Parental interaction with the school also takes place on weekends during co-curricular activities. Throughout summer and winter, close to 400 students are regularly involved in Saturday competitions and many parents also attend these occasions and support the school in various ways.

There is regular use by parents of the College Website and Facebook page. The number of parents utilising the Edumate portal continues to grow.

Head of College and senior staff prioritise visits to boarding parents in regional NSW. They are appreciative of this personal contact and provide valuable feedback on their sons' boarding experiences. In 2019, boarding tours were conducted in the following regional towns:

- Dubbo
- Gilgandra
- Walgett

- Brewarrina
- Bourke
- Cobar
- Nyngan

Student Satisfaction

Students have the opportunity to provide feedback through a variety of means:

- Tutor Group/Tutor
- College Counsellor
- Year Coordinator
- Head of Boarding/House Parent
- Prefect Leadership Group

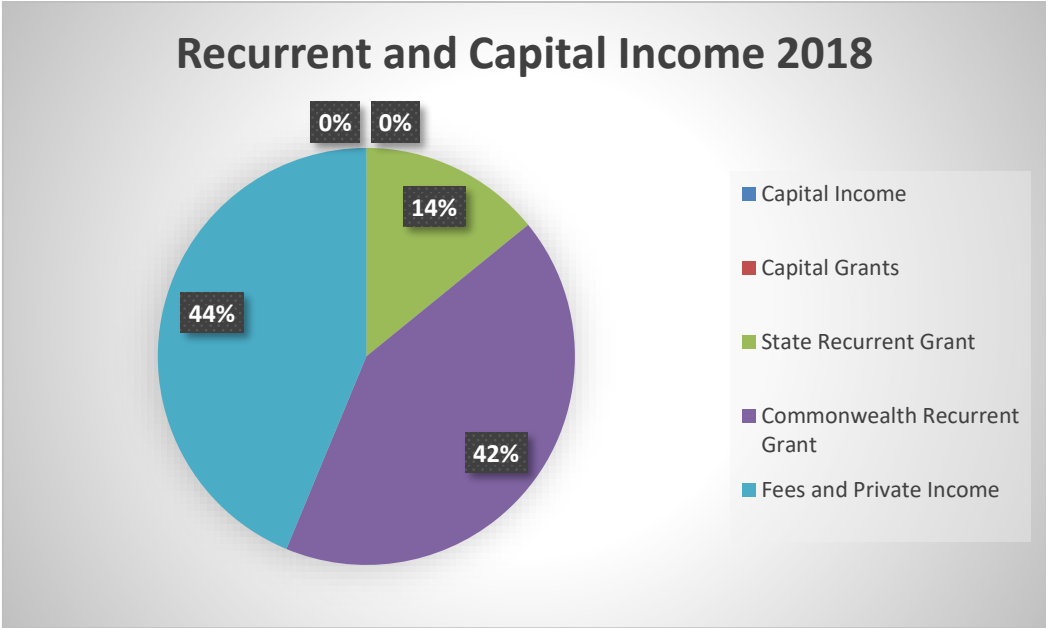
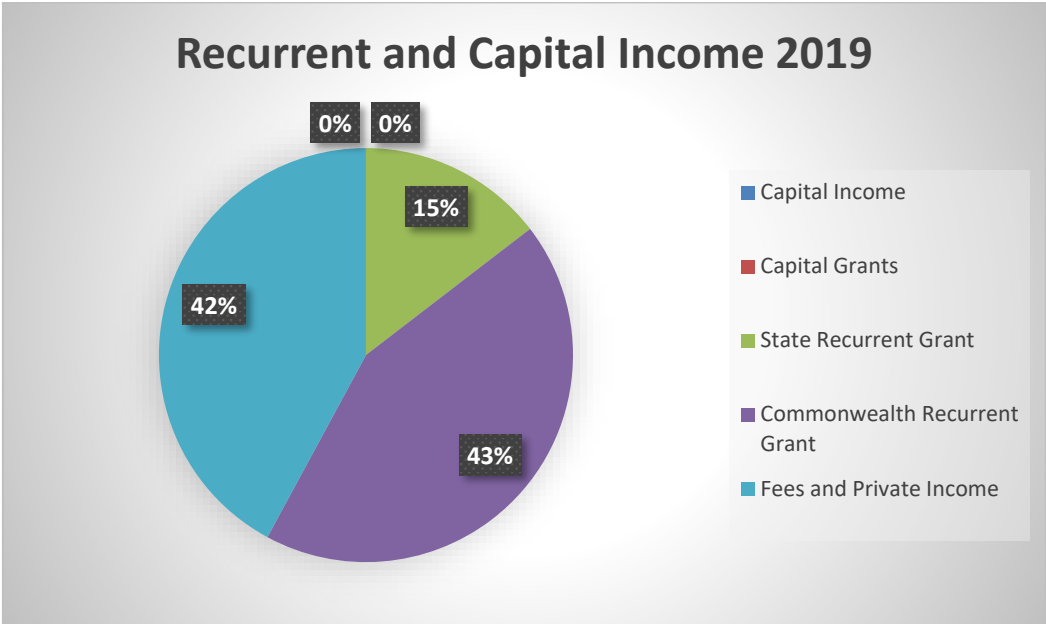
At various times throughout the school year students have the opportunity to complete surveys on various aspects of College life. Student Wellbeing Surveys are issued to students via their Tutor Groups. These Surveys invite student responses to a broad range of school experiences. The responses are monitored by Tutors/Faculty Heads and the Wellbeing Team. All students are issued a Bullying Information and Response card to carry at all times. The College also has a dedicated email address (pastoralcare@stannies.com) for students to report any bullying concerns or other matters.

Teacher Satisfaction

Teacher satisfaction is regularly monitored at fortnightly Wellbeing Team meetings, weekly Leadership Team meetings, monthly Staff meetings, fortnightly Faculty Heads meetings and regular Faculty meetings. On every weekday morning of term time, a staff morning briefing takes place where teachers have the opportunity to raise any issues of interest and concern. These morning briefings allow the school to regularly address issues as they emerge. Wednesday morning meetings focus on Wellbeing matters. The College has high teacher attendance and retention rates. The willingness of staff to become involved in professional development activities which is outlined in Section 7 is further evidence of a positive and supportive group of teachers. The College engages Access EAP as an external agency to support staff wellbeing.

20.0 Summary of Financial Information

Recurrent/Capital Income



Recurrent/Capital Expenditure

