



ST STANISLAUS' COLLEGE BATHURST

ANNUAL REPORT 2022



As required by the NSW Education Standards Authority (NESA)
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1.0 A Message from Key School Bodies**From the Board of Directors**

The Board of Directors sets out to support the mission of the College and ensure that good governance is being undertaken. As such, 2022 has been a year of review, planning and growth for the College.

In 2022, the Board of Directors met a total of five times to conduct its business. The Finance Audit and Risk Committee met six times and the Governance Committee met five times.

The Board Committees support the work of the Board of Directors by providing advice and guidance on financial and governance matters. Significantly, the work of the Governance Committee has focused on a number of policy and procedures documents in preparation for NESA Registration and Accreditation in 2023. Meanwhile, the Finance Audit and Risk Committee has focused on the financial health of the College as the Master Plan project progresses. I am grateful for the support of these Committees who are ably led by their respective Committee Convenors.

As reported in 2022, the College has embarked on a Master Plan project. Significant funding has been allocated to the College to help bring this project to life, and it is anticipated that works will commence in 2023. These works will be staged and completed over a number of years, and will allow the College to grow with its enrolment and provide modern learning spaces for students as the College focuses on 4Cs Transformative Learning practices.

In December 2021, we welcomed Mrs Jenny Allen to the College Board of Directors. Jenny has significant experience in the education sector and it has been a pleasure working with her throughout 2022. At the conclusion of 2022, the Board consisted of nine directors, each bringing substantial professional experience and perspective to the work of the Board.

We will see an increase in enrolments at the College in 2023, and I commend Head of College, Mr Luck, and the College staff for their work in creating engaging teaching and learning programs for boys. The increase in enrolment reflects the work being undertaken by the College and also affirms the pastoral care processes in place, which aim to ensure that every student is known and cared for within the school community.

At the end of 2022, I will formally retire from the College Board of Directors after serving for seven years, including four years as Board Chair. This decision is made with a deep sense of gratitude to my colleagues for carrying out the work of the Board and to the current Head of College, for his support and leadership over the last three years. I am also grateful to the former Head of College, Dr Anne Wenham, for her leadership and support of the College and the Board. My time on the Board included the retirement of long-serving Board Directors, a major revision of the Board Constitution, a systematic upgrade of Board Policies and Procedures, a growth in female Board Directors, two successive excellent Heads of College, a demographic study and the development of a new architectural Master Plan for 21st-century education. This has led the College to apply and receive approval for significant capital funding of \$12 million over the next 10 years, with local contributions that at least match the grant amount. This work reflects positively on the Board and the two Heads of College.

I wish the Board of Directors all the best for the future and have every confidence in the Board and the leadership of the College to grow and live out the mission of St Stanislaus' College. As the College continues its work in the spirit of St Vincent de Paul: "Let us love God, but let it be with the strength of our arms and with the sweat of our brows".

Br Anthony Whelan cfc
Board Chair

A Message from the Head of College

Much loved and valued members of our St Stanislaus' College community, members of the Congregation of the Mission, members of the Board, Old Boys, our staff, our students, their families and friends – I add my welcome to our Annual Speech Day.

I make particular mention as we begin this morning of Fr Alan Gibson, the Provincial of the Vincentian Fathers. Your presence here this morning affirms the enduring connection and affection we have for “the Vins” as we all attempt to follow the path of Vincent towards Christ. I humbly acknowledge the great trust and confidence you place in us to carry on the very special work of the Vincentian Fathers in this place for more than 150 years. I thank our local missionaries, Peter, Greg and Ditia, for your presence, your challenge and your hope in our community.

Each day most of us walk past these words of St Vincent de Paul. They are the words I highlighted during our Opening Mass in February, “Let us love God, but let it be with the strength of our arms and the sweat of our brows”.

The Vincentian charism requires us not only to sit in prayer but to get up and do things because of our prayer. Being Vincentian calls us to work. It calls us to commit. It calls us to bring about change in ourselves and the world.

After two years of COVID-19 restrictions, we were certainly ready to get back in rhythm and do things. Ours is a comparatively small regional boys' school, but it is incredible how many things we have done and achieved throughout 2022. Since our last Speech Day we have:

- Celebrated the outstanding academic achievements of the class of 2021 including 21 Band 6 results across 10 subjects. William van Gend was the joint winner of the VET Student of the Year Award across the Bathurst Diocese.
- We welcomed 126 new Year 7 young men to the Stannies community.
- Implemented new school management and teaching and learning support systems, Synergetic and SEQTA, to increase our real-time monitoring of student performance and communication with our families.
- We have served our community through fundraising and the Matthew Talbot Appeal, the Green Team, Youth Ministry and Year 5 Leadership Days.
- Our students have had mountainous opportunities to learn and demonstrate their learning outside the classroom such as Unleashing Brilliance, Project Inspire, Generation Entrepreneur, Duke of Edinburgh, CWA Public Speaking, the Chess Nuts, Debating, Bathurst Eisteddfod, *Legally Blonde* the musical and *The Chocolate War* play, Music Man competitions as well as VET work placement and Year 10 work experience.
- Our students travelled to retreats, camps, shows and excursions; to places local and internationally in France, Paris and Belgium.
- We were blessed to play a full season of ISA and local sporting competitions and hold our swimming and athletics carnivals. Many of our students went on to representative honours.
- We have improved our facilities by placing a big screen TV in every classroom; refurbishing Science Lab 4; painting and replacing the carpet in two dorms in the John Hall Wing; developing the plot outside the Ag rooms, and adding sandstone seating into the hill outside the PAC. These coming holidays we will create a new space for the teaching of Auto and Metals, and also replace the PAC stage floor and enhance sound and lighting.

It is little wonder that we have come to the end of the year more than a little tired, and I am sure there are a hundred other things not mentioned here that are important to our community.

But it must be acknowledged that none of this success occurred by happenstance. It is the result of a highly skilled team of staff that is attuned to the needs of each boy, each day, each lesson, each moment. Everyone works hard, but none work harder than the Stannies team. They are generous and gracious to a fault. They are a remarkable gift of people to learn with and to work beside.

I thank our families who give us the privilege of sharing in the education of their sons and, rightly, the trust to do it when things are tough or imperfect. I thank our Stannies men for your “buy-in” and willingness to step into the uncertainty of learning and the challenge of improvement.

For all that was wonderful about our year, there was also pain. We grieved and continue to mourn the loss of those we love. The loss of Year 12 student Will Brown during the mid-year break was sharp, deep and disorientating. We still struggle to understand why a son, a mate and a Stannies man we knew as bright, cheeky and loving is no longer with us. I am enormously grateful for the instant love and care wrapped around our community by our staff, our families, Beyond Blue, Headspace, Bathurst Catholic schools and their schools' Office, the Department of Education, NESA, NSW Police and so many more. It wasn't ever going to bring Will back, but it assured us that we could begin our struggle to understand and reach a forever uneasy peace.

So at the end of the year, when we sit back and reflect on what has been accomplished, we should ask ourselves, was it a successful year? To what end? What difference did it make? Was it at all worth it?

Well, the answer is definitely no if it all stops here with us. If we do leave it here, we have expended strength and sweated, but it has not been for the love of our God. It has all got to come together to be something that is beyond us. That's a tough one to define. We speak of developing the Stannies man, and in that, I think we find the answer. It's not a “what” but a “who”. Fr Peter regularly reminds us, “A Stannies Man is a man for others”.

This is but one of my many favourite moments of the year.

- It's not our home ground.
- It's not one of our players in the ambulance.
- It's not planned or directed.
- It's not our job!
- It sums us up.
- It is strength and sweat but in service of something more.

We know it when we see it. We know it when we feel it. This is but one moment where I know that we are Vincentian.

I am blessed and humbled to be a member of this wonderful Vincentian College community. May we continue to achieve together - trusting in the name of our Lord.

Mr Lindsay Luck
Head of College
Speech Day, 2 December 2022



A Message from the Parents and Friends Association

After the past few tumultuous years, the Parents and Friends (P&F) Association decided that there was need for a focus this year. The focus came by way of the motto, "We do in 2022".

The P&F Association endeavours to achieve the following:

- connect with all families;
- provide hospitality;
- listen to and advise the Head of College on important matters;
- raise funds to enhance the learning of the Stannies students.

After the past two years of restricted activities, we were pleased with the opportunity to return to normal. As well as our regular monthly meetings, here's a snapshot of the happenings in 2022.

P&F WELCOME BARBECUE

In Term 1, we hosted the Welcome Barbecue for our newest students – our Year 7s – and their families. A lovely evening was held in February for all in attendance.

YEAR 7 INFORMATION NIGHT BARBECUE

Doing what we do best – hospitality – we also hosted the prospective 2023 Year 7s and their families before their Information Evening.

RUGBY BARBECUES AND COFFEE

It was a highlight to get back to normal and run our home game rugby barbecue and coffee. We are so blessed with a great band of volunteers, including parents, students and past parents. All these days are well-organised by our Volunteers Coordinator, Chris Tobin. New aprons were also purchased this year for our volunteers to wear.

TRIVIA NIGHT

This year the P&F staged a Trivia Night after a break of over 10 years. A fantastic night was had by all. With over 100 people in attendance, our brains were stretched by our comperes, Ms Tory Roth and Mr Paul McDonald.

Everyone had lots of fun in-between rounds with games and competitions. Thanks to John and Kate Welsh for running these. The Trivia Night Committee — Chris Tobin, Sonia Nunan, Kate Lynch and Kellie Borland — were undoubtedly pleased with the night and hope to make it an annual event on the school's calendar.

GROUP 10 RUGBY LEAGUE CARNIVAL

What a tremendous joint effort between the P&F and our Year 12 students and their families during the July school holidays. Over the weekend of the carnival, we provided a barbecue and coffee to the many hungry players and their supporters. The funds raised have been shared with the Year 12s for their gift to the school and the P&F.

GOLF DAY

Our final social event for the year was our Golf Day. Over 40 players enjoyed a lovely afternoon of golf and other competitions after enjoying a lovely BBQ lunch. Many thanks to Margot Cantrill, who coordinated this fantastic event.

EVENT SPONSORS AND DONATIONS

We were incredibly humbled by the generosity of the many businesses, families and friends who donated prizes and other items to our events during the year. Many thanks to those who contributed to make each of our events a great success enabling us to raise funds to help our students' learning.

Lastly, thanks goes to all who have volunteered at the events that the P&F have been a part of during 2022. I would especially like to thank our P&F Executive for their hard work and dedication to the P&F Association.

Vice-President: Margot Cantrill
Secretary: Rosemaree Kemp
Treasurer: Keith Hogan
Volunteers Coordinator: Chris Tobin

Mrs Nicole Twohill-Scott
P&F Association President



P&F Welcome BBQ, Term 1, 2022

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

Our class of 2022 has grown into a confident, hard-working group of young men who are able to stand on their own two feet going forth out into the world.

Arriving at Stannies as a boarder in Year 9, I was welcomed by a dorm of boys, including some I'd known for years and others I came to know very quickly.

Before I knew it, my first night in the open dorm was over, and I was warmly greeted by Thomas Lynch, who would grow to be one of my closest friends. After giving James Champion, Harrison Corke, Archie O'Mally and me a quick tour of the school, we were all off to class.

Arriving at Stannies was a wonderful experience which I will forever cherish and be grateful for as it has enabled me to meet all of you amazing people seated in front of me this evening as we celebrate the graduation of Year 12, 2022.

The first moment I truly realised that Stannies was where I belonged was during my very first boarding Mass. At the conclusion of this Mass, I heard my first Vincentius, and it blew me away. The sound of all the boys singing in unison and echoing words I was yet to learn throughout the Chapel gave me goose bumps, reassuring me of the strong tradition and culture of which I was becoming a part.

This spirit and passion which the boys originally exemplified to me in the Chapel continued to grow as the rugby season came around. I fell in love with the chants the instant I heard them, joining in and cheering on the 1st XV. This love for the traditions of Stannies has never faded over my time here and instead has strengthened, as made evident by our cohort's particular emphasis on school-wide participation in chants ranging from classics such as *Hey Barbaruba* and *Father Finn* to now many new additions. This tradition and culture, which shines through spiritually within the Chapel and socially on the rugby field, truly accentuates the unity and rich heritage entrenched in the blue and white.

Without the wonderful and inspiring staff who work within the College, this incredible community and its traditions and culture would fail to exist. So to all staff of the College, on behalf of the class of 2022, we thank you for making our time at Stannies some of the richest, most rewarding and fun-filled years of our lives.

Your years of effort and dedication have not gone unnoticed. From spending countless late nights drafting assignments, to early morning classes, to Zooms throughout COVID-19, again, we thank you for your contribution to our character and our education.

I'd like to give a special thanks to Mr Luck as Head of College. You have guided me and my cohort through the most difficult and uncertain of times over the past three years, supporting us through thick and thin and pushing us to be better versions of ourselves. We sincerely appreciate all that you have done for us.

I'd also like to thank our amazing Year Coordinator, Mrs Tilley. Your ongoing dedication to our cohort since Year 8 is deeply appreciated and valued. You have continually encouraged each and every one of the boys to strive to be the best versions of themselves, celebrating achievements and calling us out on our blunders, shaping us into the best Stannies men we can be. Mrs Tilley has not only been an amazing Year Coordinator but also an outgoing and supportive tutor to me since I began my journey here at Stannies. So again, I thank you.

I would also like to thank Mr Elliott, or as we all know him, Ripples, as my mentor. You have taught me so much about being a strong leader since beginning my journey here at Stannies, even more so in Years 11 and 12 as a

member of the Stannies St Vincent de Paul Conference and the 2022 Prefect Leadership Team. You have been an inspiring role model to not only me but the entire cohort, being deeply respected for your integrity, kindness and humility.

Being a boarder of the College since 2019, Stannies has been my home away from home for almost four years now. I believe that boarding is the heart of our College and without it, Stannies wouldn't be Stannies.

Being with your mates 24/7 is by far my favourite part about boarding, especially moving into the senior years when everybody becomes so close. I know all of you boarding boys have loved being here just as much as I have. Living here with all of my brothers, we each have a deepened connection with the school, which we will carry with us forever.

Boarding couldn't have been made possible without the hard work of two individuals, Mr Bradford and Mrs Bringolf. I would like to thank Mr Bradford, as the Head of Boarding, for working hard to ensure that we all had the best boarding experience possible. Being our home, you ensured we always had what we needed and attended to any problems we were facing. You also guided us as young men because you set high expectations for us, especially within our final year of schooling as the leaders of the College.

Furthermore, I'd like to thank Mrs Bringolf, as our Houseparent. You have been our rock since Year 10, constantly encouraging us to take responsibility for ourselves and always put in our best effort. You really are like a second mother to us all, taking us under your wing. We sincerely appreciate everything you have done.

Stannies is blessed to have such beautiful grounds and buildings. They have provided the physical foundation on which the school rests. However, the College's true foundations have been laid and will continue to be built upon by the students who have walked these halls making this the special place it is today. Boys, we have formed part of this ongoing legacy. We should be proud of this brotherhood that we have formed at Stannies, and I am confident that it will be sustained as we move into the next chapter of our lives.

While there are many aspects of my schooling for which I am grateful, it's the relationships that I've developed over the past four years are truly what will stay with me. I'm sure many of you hold a similar view, and will forever be thankful for each and every individual in our cohort, as every person has brought something unique to the table, improving the diversity and unity of the College and our class.

I would also like to give a special thanks to the Prefect and Staff Leadership Teams, as together we have worked to continue to improve the Stannies experience. Introducing wellbeing sessions, bringing back chanting following COVID-19 and ongoing lunchtime hot chips. I am thankful for all of your hard work and dedication that ensured we reached our goal of creating widespread unity and culture among all students at the College from Years 7 to 12.

A special thank you to my family, who have supported me unconditionally through my schooling journey. I am incredibly grateful for your love, wisdom and understanding. I would like to extend this thanks to all College families and caregivers.

My fondest memories at the College are with many of you boys at rugby, both throughout the week at training and on game day. Simply doing something we all love every week during winter has most definitely brought many of us closer together and is something that I will value forever. Those boys who didn't play rugby but were involved in other co-curricular at the College, whether it be soccer, cricket, Drama or any of the other opportunities Stannies offers, I have no doubt that you feel the same way. To all of you, I thank you for taking part because I truly believe that this involvement exhibits the brotherhood we have with each other.

This love for rugby is shared among many of us, but it was truly loved by our beloved Brownny. He loved being with the boys at every training (of course, as long as it wasn't fitness) and every game to show off his phenomenal natural talent. Will is not here to graduate with us, but his spirit will forever rest with us all, giving us courage and guidance as he looks over us. The qualities and values that were invested in Will by his beautiful family – Meg, Steve and Molly – have ultimately shone through to us all and will continue to do so. From the classroom to the rugby field, Brownny was loved by all and will continue to be deeply loved for his kindness, generosity and humour.

Losing Brownny was hard this year, but the brotherhood our cohort formed has given us all a support network which has made it that little easier as we have people to fall back on. Every day I'm amazed at how close our entire year has become over our time at the College, all willing to support, encourage and congratulate.

To conclude this evening and send us forward on our life journey, I would like to leave you with these words.

Breathe in courage, confidence and compassion. Breathe out fear, anxiety and anger. The things that excite you are connected to your path, passion and purpose in your life. Be honest with yourselves about what these things are and follow them.

I'm incredibly blessed to call you not only my Stannies mates, but also my Vincentian brothers, for we will forever be bonded together. Wishing you all, my brothers, my teachers, executives and the College and Parish community much appreciation for your kindness, love and support. God bless and thank you.

Bede Smeallie
Head Prefect 2022



Year 12, 2022 Graduation

2.0 Contextual Information about the School

St Stanislaus' College – In the Vincentian Tradition

St Stanislaus College Bathurst is a day and boarding school for boys in Years 7 to 12. The College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of our students and all associated with the school in a welcoming, caring environment where all our students are encouraged to do their best. The College is a world where boys can find their place, 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. The College is a very special place from where our graduates enter the world as Vincentians, firm in their conviction that together they will change the world by their being "a man for others".

As a Catholic school in the Vincentian tradition, education at the College is underpinned by the below College Values.



In 2022, the College had an enrolment of 594 students at the August Census date. Of these 594 students, 87 were boarding students. The College had a total of 29 indigenous students enrolled, 12 of whom were boarders.

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

Following the completion of the 2022 NAPLAN testing, the College has continued to work with teachers and staff in utilising this data to analyse patterns in group and individual performance.

The following data has been extracted from the *My School* website and is based on a comparison to students with a similar background. NAPLAN participation for the College was 98% with NAPLAN participation for all Australian students at 95%.

Year 7 NAPLAN Results 2022

	Reading	Writing	Spelling	Grammar	Numeracy
School	542	517	542	522	554

Year 9 NAPLAN Results 2022

	Reading	Writing	Spelling	Grammar	Numeracy
School	580	565	579	573	595

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 Dean of Curriculum, Compliance and Analytics monitors the progress of students in Year 10 to ensure they are satisfying eligibility requirements for the ROSA.

5.0 Higher School Certificate Results

2022 Higher School Certificate

- Top three achievers included:
 - Tom Lynch, College Dux, ATAR 96.15;
 - Cody Hall, ATAR 95.55;
 - Tyler Sharwood, ATAR 93.95.
- Thirteen Band 6 results were achieved across the following subjects:
 - Automotive;
 - Biology;
 - Drama;
 - English Advanced;
 - Mathematics;
 - Studies of Religion
- 80% of ATAR-eligible students received early entry to university;
- 80% of non-tertiary pathway students secured apprenticeships and full-time work in fields including carpentry, electrical, flooring technology, heavy diesel mechanics, metal fabrication, painting, and plumbing;
- 25% of the Legal Studies cohort achieved Band 6 results;
- Year 12 students across the Bathurst Diocese were acknowledged at the Diocesan HSC Awards Ceremony on 8 February 2023.

Performance band achievement by %						
	2021			2022		
Subject	No. of students	Bands 4 – 6		No. of students	Bands 4 – 6	
		School	State		School	State
Agriculture	8	50	54	10	20	52
Ancient History	-	-	-	17	41	54
Automotive	5	80	30	4	75	31
Biology	18	67	66	10	60	53
Business Studies	22	72	65	7	43	64
Chemistry	6	-	66	10	30	64
Construction	5	100	51	6	67	57
Design and Technology	12	58	82	3	66	82
Drama	4	100	82	7	100	88
English – Advanced	31	93	93	20	85	93
English – Standard	42	45	57	37	49	55
Food Technology	8	50	61	8	37	56
Geography	8	75	76	-	-	-
Hospitality (Food & Beverage)	-	-	-	1	100	58
Industrial Technology	12	42	52	14	50	51

Legal Studies	29	73	68	20	80	65
Mathematics Standard 2	43	49	51	36	36	54
Mathematics Advanced	19	53	78	21	62	76
Modern History	36	61	64	25	84	67
Music 1	2	100	89	1	100	89
PD, Health & PE	20	65	60	18	33	50
Physics	10	60	71	15	33	68
Primary Industries	5	100	60	5	60	59
Software Design & Development	8	75	66	1	100	69
Studies of Religion 1	55	65	69	27	74	80
Studies of Religion 2	23	56	72	15	60	79
Visual Arts	4	100	90	-	-	-

Performance band achievement by %						
Subject	2021			2022		
	No. of students	Bands E3, E4		No. of students	Band E3, E4	
		School	State		School	State
English Extension 1	4	100	93	4	100	92
English Extension 2	4	100	84	-	-	-
History Extension	-	-	-	9	66	83
Mathematics Extension 1	7	43	74	14	21	73
Mathematics Extension 2	3	100	86	4	25	85

6.0 Senior Secondary Outcomes

2022 HSC Vet Students

Number of Participating Students (total number in course)	VET Course Name
5	Automotive
6	Construction
7	Primary Industries

7.0 Professional Learning

All College staff are encouraged to be life-long learners and as such the College promotes a range of ongoing professional activities to staff and in accordance with NESA Teacher Accreditation requirements. The College supported staff throughout 2022 in a range of professional learning and development areas. The following table outlines professional learning opportunities across a number of key areas. NB: an instance refers to the session and may have included multiple staff at each session.

Professional Development Activity	Number of Instances
Wellbeing	8
Curriculum	35
Co-Curricular	2
4Cs Teaching and Learning Focus	4

Inclusion Support	3
Legislative Requirements (Child Protection, Workplace Bullying and Harassment, Work Health and Safety)	All Staff
Professional Commitment Activities	All teaching staff
Leadership Team Development	8
First Aid/CPR	All teaching staff
Vincentian Formation	All Staff

* All teaching and support staff of the College complete 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).



2022 Staff Vincentian Formation Day

8.0 Teacher Accreditation & Qualifications

Teacher Accreditation Information as at 31 December 2022

Level of Accreditation	Number of Teachers
Conditional	4
Provisional	6
Proficient Teacher	41
Highly Accomplished Teacher	-
Lead Teacher	-
Total number of teachers	51

Qualifications of St Stanislaus' College Teachers in 2022

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	50
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.	1

9.0 Workforce Composition

School Staff 2022 as at August Census	
	FTE
Principal (Head of College)	1
Teaching Staff	48
Specialist Support	19
Building Operations	3
Administrative and Clerical	11
Boarding Staff	25

Three staff members identify as Indigenous, two of whom are employed as Aboriginal Education Officers.

10.0 Student attendance

Year	Attendance Rate
Year 7	88%
Year 8	87%
Year 9	86%
Year 10	85%
Year 11	82%
Year 12	86%
Whole School	86%

Note: Attendance data sourced from SEQTA Student Management System.

11.0 Management of non-attendance

The College moved to SEQTA as its Student Management System in 2022. Attendance is recorded at Tutor Group each day. Any identified areas of concern are followed up by phone calls to parents from the Tutor and later by Pastoral Care Coordinators if required. In addition, any student who is absent from Tutor Group will be marked as absent in SEQTA with an absentee SMS sent to parents/guardians to advise their son is absent from school.

Teachers are expected to take attendance at the beginning of each class period using SEQTA and are also responsible for recording attendance when undertaking a Variation to Routine (VTR) activity. Boarding

students who are on approved leave during the school day will be signed out via REACH and SEQTA by either boarding staff or reception staff, whomever is processing the approved leave.

12.0 Retention of Year 10 to Year 12

Actual retention rates reflect the reality of some Year 10 students choosing to study at another educational institution for their HSC and also a 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%
2018/2020	81	66	62	81.48%	76.54%
2019/2021	113	82	83	72.56%	73.45%
2020/2022	100	77	88	77%	88%

13.0 Post School Destinations – Year 12, 2022

University	44
Apprenticeships/Traineeships	9
Armed Services	2
Full-time employment	18
Part-time employment/part-time sport	1
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 2022 Commonwealth Census date, the College had 594 students enrolled.

Year Group	Day Students	Boarding Students	TOTAL
7	114	11	125
8	109	7	116
9	89	19	108
10	72	18	90
11	64	14	78
12	59	18	77
TOTAL	507	87	594



Year 8 Science

16.0 School Policies

St Stanislaus' College Policies and Procedures reflect our 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.

To facilitate the College discharging its mission in the area of student welfare, the following policies and procedures were in place during 2022.

Policy	Changes in 2022	Access to full text
Alcohol, Tobacco & Illicit Drugs	Policy newly developed and implemented.	- College Website - Via contacting the College
Boarding	Nil changes in 2022. To be fully reviewed in 2023.	- College Website - Via contacting the College
Enrolment	Nil changes in 2022. To be fully reviewed in 2023.	- College Website - Via contacting the College
Child Protection	Revisions made in 2022 to include provision of Child Safe Standards requirements.	- College Website - Via contacting the College
Code of Conduct for Staff	Fully reviewed and updated in 2022.	- Staff Policies Drive
Complaints and Grievances	Nil changes in 2022. To be fully reviewed in 2023.	- College Website - Via contacting the College
Student Anti-Bullying	Nil changes in 2022. To be fully reviewed in 2023.	- College Website - Via contacting the College
Suspension and Termination of Enrolment	Fully reviewed in 2022.	- College Website - Via contacting the College
Wellbeing / Pastoral Care Policy	Nil changes in 2022. To be fully reviewed in 2023.	- College Website - Via contacting the College

17.0 Priority Areas for Improvement

Achievement of Priorities Identified for 2022

Area	Priorities	Achievements
A Safe Connected Vincentian Community	Our charism is enhanced through our vibrant sacramental, liturgical and prayer life; our traditions, social justice initiatives, citizenship and ways of working.	<ul style="list-style-type: none"> Regular year group Masses. Regular attendance of boarding students at local Catholic Mass. Continued engagement of the St Vincent de Paul Student Conferences and fundraising to assist various appeals including Green Team, Winter Appeal and Matthew Talbot Hostel, and donations to local charities following Mothers Day and Fathers Day fundraisers.
	We build capacity in the College and each other.	<ul style="list-style-type: none"> Staff formation programs in what it means to be Vincentian. Increased focus on connection between teaching and non-teaching work areas.
	We honour and care for each other through our relationships	<ul style="list-style-type: none"> Focus on being respectful and honourable across the community.

	built on the command of Christ to love one another as he loved us.	
High Performance Pedagogy and Outcomes	Our students' outcomes are a measure of our success.	<ul style="list-style-type: none"> • Continuous review of student data and progress. • Thorough analysis of HSC and NAPLAN results.
	Our staff are recognised as contemporary, innovative and responsive.	<ul style="list-style-type: none"> • Continued engagement in professional learning for all staff, teaching and non-teaching. • Non-teaching staff encouraged to engage in professional learning.
	We educate as a community, families and staff, to enact a plan for every student.	<ul style="list-style-type: none"> • Head of College meets with every new student and their family enrolling at the College. • All students meet daily in Tutor Group where their Tutor monitors their progress from a pastoral care and academic perspective. • Inclusion Support Team further expanded in 2022.
Stewardship – Care of People and Place	We are collegial, creative and service orientated.	<ul style="list-style-type: none"> • Staff provided opportunities to collaborate and come together. • Focus on service to our school community.
	Our College is the school of choice for boys education.	<ul style="list-style-type: none"> • Increased enrolments in 2022 resulting in additional streams in junior year groups.
	Our resources, human and physical, enhance the provision of holistic Vincentian education.	<ul style="list-style-type: none"> • Focus on ensuring that the College facilities are adequate to meet the enrolment growth.

2023 goals, priorities and achievements will be directed by the Strategic Framework 2021 – 2023 and will be in line with the above priority areas.

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 2022, some of the particular actions taken by the school to promote respect and responsibility among our staff and students included:

- Student led celebrations for International Women's Day;
- Acknowledgement and celebration of occasions including Harmony Day, Reconciliation and NAIDOC Weeks;
- Continued focus on culture for indigenous students and strengthening of the work undertaken by the College Aboriginal Education Officers;
- The Inclusion Support Team was further expanded in 2022 to ensure that the College ably responds to students with learning needs and supports them and their families to achieve their goals and reach their potential;
- Continued commitment to social justice outreach including support of CARITA Australia Project Compassion, St Vincent de Paul Winter Appeal and Matthew Talbot Hostel Christmas outreach;
- Student participation and engagement in Year 11 Retreat and Years 7 and 9 Camps;
- Staff reflection day in Term 4 to focus on the Vincentian Charism of the College and the role of staff in promoting these values;
- 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. The feedback from the Association is very positive.

The school held two sets of Parent/Teacher/Student interviews during the course of the year and encouraged all parents to attend these meetings with their sons. In 2022, these continued via Zoom to maximise parent engagement with these opportunities. Feedback from parents on these occasions has also been very positive and in particular boarding families have appreciated the online format enabling them to connect with their son's teachers.

In 2022, the Head of College and Head of Boarding continued meeting with boarding families via Zoom each Term. This provided boarding families the opportunity to connect with each other, and discuss and share concerns/ideas impacting the boarding community. This has been a well-received addition to the College calendar and will continue in 2023. In addition, community visits to boarding areas were undertaken along with engagement at Boarding Schools Expos.

Student Satisfaction

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

- Tutor Group/Tutor
- College Counsellors
- Year Coordinators
- 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. The College also has a dedicated email address (pastoralcare@stannies.com) for students to report any bullying concerns or other matters.

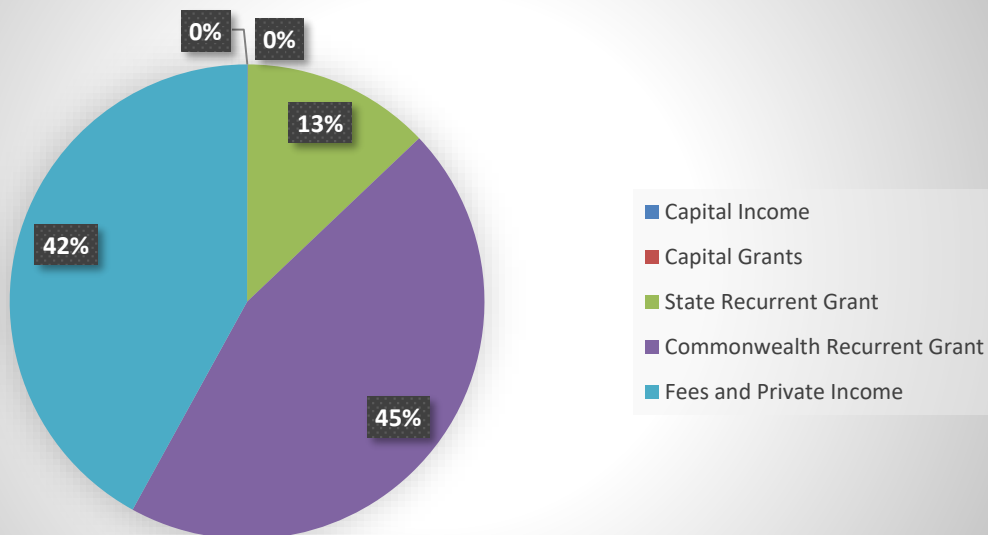
Teacher Satisfaction

Teacher satisfaction is regularly monitored at fortnightly Wellbeing Team meetings, weekly Leadership Team meetings, monthly staff meetings, fortnightly Academic Care Leaders 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.

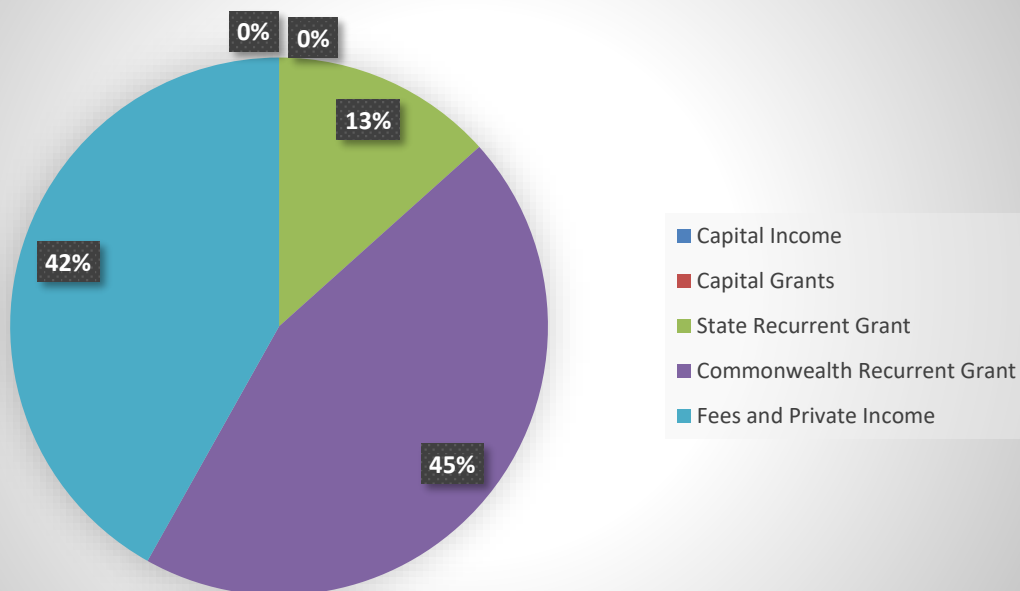
20.0 Summary of Financial Information

Recurrent/Capital Income

Recurrent and Capital Income 2022



Recurrent and Capital Income 2021



Recurrent/Capital Expenditure

