



ST STANISLAUS' COLLEGE

2023 ANNUAL REPORT

As required by the NSW
Education Standards
Authority (NESA)



©st. 1867

TABLE OF CONTENTS

	Page No.
1. A message from key school bodies (Board of Directors, Head of College, P&F Association, Student Representative Body)	1
2. Contextual Information about the school	8
3. Student outcomes in standardised national literacy and numeracy testing (NAPLAN)	8
4. Granting of Record of School Achievement (ROSA)	9
5. Higher School Certificate Results	9
6. Senior Secondary Outcomes	11
7. Professional Learning	11
8. Teacher Accreditation & Qualifications	11
9. Workforce Composition	12
10. Student Attendance	12
11. Management of non-attendance	12
12. Retention of Year 10 to Year 12	13
13. Post School Destinations – Year 12, 2023	13
14. Enrolment Policy	14
15. Student Body	24
16. School Policies	24
17. Priority areas for improvement	25
18. Actions undertaken to promote respect and responsibility	26
19. Parent, student and teacher satisfaction	27
20. Summary of financial information	29



Year 8 Art

1.0 A Message from Key School Bodies

From the Board of Directors

The College Board is charged with supporting the mission and vision of the College. This is guided by our College Constitution, which provides the governance guiding light by which we aspire to.

Our College aims to impart a knowledge of God and God's activity in the world which through Jesus' teachings will lead all our students to a life of deeper purpose. We encourage and wish to impart a pursuit of excellence in all areas of human endeavour in our students. Above all though, we aim to foster the Vincentian spirit as an integral part of a Vincentian College life. Manifestations of this spirit being:

- A trust in God's providence;
- Unpretentiousness;
- A generous, gentle and unwavering care for the weak and marginalised;
- Transparency and loyalty in one's relationships;
- A friendliness to all, staff and students alike.

As a College Board we entrust the leadership and management of the College to our Head of College, Mr Lindsay Luck, and his Leadership Team. The role of the College Board, in doing so, is to support the mission and vision of the College and ensure that good governance is undertaken. The Board is served by eight Directors all of whom have significant and diverse experience in their professional lives that supports the mission of the College. In May 2023, we welcomed Mr Justin Enright as a Director following his contribution as a member of the Board Finance Audit and Risk Committee. In September 2023, we farewelled Mr William Walker who retired from the Board after five years of faithful service.

In 2023, the Board of Directors met six times, with the Board Finance Audit and Risk Committee also meeting six times. The Board Governance Committee met five times.

A significant milestone in 2023 was the NESAs Registration and Accreditation process. Every five years this process takes place and the school is audited on its compliance with NESAs guidelines. Pleasingly the College has been re-registered for a further five years. I commend the staff on the work undertaken to achieve this.

The College Board remains committed to the renewal of our historic and unique facilities through the Master Plan project. This has undergone significant consultation, receiving positive support from all groups within our College Community. Our challenge now is the sequencing of these investments at a time of significant construction cost increases and general inflationary pressures which has resulted in delays to when we had hoped to commence these works.

As a Vincentian College Community, an essential consideration in how we operate the school is to do so in a financially fiscal manner, we do not operate as a *'for profit school'*. As a Board we have been measured in how much we can invest at a time of rising costs, and how we balance the delivery of education excellence, maintaining comparatively lower fees relative to our independent school peers, and investing in the future.

The Board will continue to work with the Head of College and Leadership Team on the development and implementation of an investment in our learning environment. This plan will be measured and coincide with a renewal of the College Strategic Plan that will provide a broader strategic blueprint for St Stanislaus' College, not only a strategy for our facilities, but more holistically across all aspects of College life. This work will be undertaken in the first half of 2024.

I am grateful to all members of the College Board and its Committees for their commitment, generosity of time and expertise in carrying out their work as Board Directors and Committee Members. We look forward to continuing to work with the College and its Leadership Team in 2024 to progress the mission of the College and undertake its strategic renewal.

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 the with the sweat of our brows.*

Mr Angus Benbow
Board Chair

BOARD OF DIRECTORS



Angus Benbow, Board Chair
Convenor Finance Audit & Risk
Committee



Jenny Allen, Deputy Board Chair



Lena Danaia, Board Director



Justin Enright, Board Director



Bronwyn Hession, Board Director,
Convenor Governance Committee



James Horsburgh, Board Director



Fr Peter Reedy, Board Director



Fr Greg Walsh, Board Director



Lindsay Luck, CEO



Liz Christian, Company Secretary

A Message from the Head of College

As the year ends, I reflect on the growth we have experienced in 2023. At the beginning of the school year, we warmly welcomed 166 new students, including 148 Year 7 students and 18 students from Years 8 to 12. This increase in students positively impacted every corner of the College, from the Quad to the classroom to the PAC, enriching the overall life of the College.

Throughout the year, students have achieved in their academic and co-curricular pursuits, and developed their wellbeing and resilience skills. A common theme for this year was 'respect'. Respecting ourselves and those around us. Our community strives to achieve this on a daily basis. We don't always get it right, but we work towards this every day in every interaction. In addition to respect, excellence was at the forefront of all that the College did in 2023. Could we achieve what we set out to with excellence? Were our students meeting their goals with excellence? Were our staff meeting their goals with excellence? The pursuit of excellence is an ongoing journey and one which will continue into 2024.

Life at St Stanislaus' College is busy and full. Students have had the opportunity to participate in camps, excursions, sporting activities, Cattle Team, Duke of Edinburgh, combined Musical, Mass and Liturgies, primary school support and connection, work experience and work placement. These are but a few of the opportunities offered to our students throughout the year.

Staff have also enjoyed the opportunity to engage in professional development activities throughout the year. In particular, the work in building 4Cs teaching and learning strategies continued with all new staff undertaking professional development in this area. The 4Cs teaching and learning strategies are now well embedded across all Academic Care areas and all students are familiar with these strategies, which enhances the way in which they learn.

A highlight of the year was the New Zealand Rugby tour in the July school holidays. The students had a wonderful time and fully immersed themselves in the opportunity. Many stories were shared with students and staff on their return.

As the College grew in student population, so did the staff population. We welcomed the following staff to the College throughout 2023: Mrs Nina Calveley, Ms Bethany Carter, Ms Barbara Daniels, Mrs Ruth Fletcher, Mr Michael Fox, Mr Scott Hansen, Ms Rachel Hughes, Mr Donald Kay, Mr Sam Lew, Mrs Joanne Lynch, Miss Isabella McIntosh, Mr Grant McKenzie, Mrs Kirstin McKenzie, Ms Kylie Mulholland, Mr Steven Roberts, Mrs Aimee Rossler, Ms Sheree Schmidt, Mrs Antonia Suthers, Mrs Tanya Tolken, Mr Nicholas Whitmore, Mrs Kimberley Van Zyl, Mr Xander Van Zyl, and Ms Amanda Wylie.

Of course, the College also farewelled staff, including Ms Julie Allwood, Ms Donna Bloomfield, Ms Tracey Borg, Ms Shannon Clayton, Mrs Sourabhi Debnath, Mr Scott Gilbert, Mr Donald Kay, Mr Mason Martinez, Mr Rowley Moore, Mr Shinya Nagaïke, Miss Courtney Sainsbury, Ms Kate Willoughby, and Ms Amanda Wylie. We wish all of these staff, new and departing, all the best.

I am most grateful to Mark Elliott and Victoria Hughes, who stepped in as Acting Heads of College and allowed me the opportunity to travel and to take some personal time during Term 3. Vic and Mark are Stannies to their cores. It is an enormous blessing for our community to be led by such efficient, effective leaders whose hearts are formed, and for, Vincentian education. Living the mission in a crazy and sometimes resistant world is tough, but they have it in spades.

As our Year 12 cohort embarks on their next chapter of life, we wish them all the best for their future endeavours. May they all know that they hold a special place in the corridors of the College.

As we look toward 2024, let us fully embrace all Stannies is and will be.

Mr Lindsay Luck, Head of College

A Message from the Parents and Friends Association

It's my pleasure to provide the St Stanislaus' College Parents and Friends (P&F) Association Report for 2023.

The P&F agreed to bring forward the 2023 Annual General Meeting and election for office bearers to allow a new P&F Executive sufficient time to respond to a program of events to support the College and to continue with the solid foundation created by the outgoing team. The outgoing President Mrs Nicole Twohill-Scott, outgoing Vice-President Mrs Margot Cantrill and Secretary Mrs Rosemaree Kemp left a lasting legacy for the association with their service, for which we will be forever grateful.

Stannies Community

The aims and objectives of the P&F are to build community. Community building begins by developing a sense of togetherness. The P&F contributes to the Stannies calendar of events by organising volunteers and resources so that the community can contribute, connect and support each other – and have some fun. Fundraising is a possible outcome of these connections. The community's generosity towards these activities was evident in several events throughout 2023, with a wonderful result that the P&F can use to support Stannies students. P&F meetings are held monthly in the Senior Ref in person and simultaneously via Zoom videoconferencing, allowing as many people as possible to share their views and ideas.

Welcome Barbecue

During Term 1, the traditional welcome function and barbecue included new students, returning boarding students and their families. It was a great success and the initiatives of the College Leadership Team to ensure as many parents, students and staff could attend was most welcome. The P&F also supported the information evening for Year 6 students with a barbecue.

Home Rugby Games – P&F Barbecue and Support for the Canteen

The P&F looked to expand food offerings to provide community connections at home rugby games, with simple additions to the barbecue and canteen. P&F volunteers added tea, scones, sandwiches and soups for the cold winter days. Tables and chairs were provided inside the PAC for spectators to sit, chat, connect, watch some great rugby games and support their sons. These activities will be built on in coming years as a significant enhancement to community building. They foster connection among people and offer a collective space for experience sharing.

It's a testament to the volunteers and their work behind the scenes for these events when teams visiting from Sydney often make generous comments about how welcome they feel at our games and how hospitable the barbecue and canteen offerings are. Mrs Chris Tobin organises and manages the volunteers, and her help and support are highly valued and sincerely appreciated.

Stannies Trivia Night

The Stannies P&F 2023 Trivia Evening was held in Term 2 and was a great success. Over 180 guests attended the evening. The western theme for the evening inspired some amazing cowboy and cowgirl outfits. A big thank you to the organising committee of Mrs Kellie Borland and Mrs Sonia Nunan, supported by Mrs Jane Conroy and Mrs Nadine Schoenmaker. They secured over \$5000 in prizes and gifts.

We also recognise the contribution of Mrs Van Gend, Mrs Clements and the students from the Stannies Ag Team, who volunteered their time. The school should be proud of the wonderful coming together of the community for the fun-filled night and the funds raised for Stannies.

Group 10 Junior Rugby League Carnival

During the July school holidays, P&F volunteers ran the barbecue and canteen for the Group 10 Junior League Carnival. The carnival is an excellent opportunity to showcase the College to the region. The success of the carnival was a measure of the effort and assistance the P&F received from numerous parents, friends and students who gave

up their time (some both Saturday and Sunday) to contribute to this event by serving in the canteen at the barbecue or with the soup and hotdogs stand.

Thirty-two teams competed at the carnival and the P&F volunteers provided outstanding hospitality. The weekend's fundraising allowed the P&F to donate the surplus food to Bathurst StreetHeart for local families in need.

Working Bee for the Graduation – Garden Beds

There has been a long tradition to contribute via a P&F working bee to provide potted plants with colour for upcoming events at the College, including the graduation and end-of-year celebrations. Volunteers gave up their time on a very cool September Saturday morning, and their contribution is acknowledged.

Melbourne Cup Spectacular

In 2023, a Melbourne Cup function was held at Paddy's Hotel as a new initiative from the P&F. This event was possible due to the support of generous sponsors. The event allowed parents and friends to gather outside school and enjoy the Melbourne Cup together. Thank you, business, sponsors, volunteers and donors!

The events of 2023 have generated a welcome surplus of funds. It's a fantastic outcome when the P&F can come together and contribute to the ongoing success of staff and students. The generosity of our community in donating prizes, gifts and their time has been phenomenal, and we are very grateful. We would like to thank the volunteers at all of our events. Thank you Mr Luck, supported by Deputy Heads of College Mr Elliott and Mrs Hughes, for your considerable support and guidance at our meetings.

I would like to thank the 2023 P&F Executive for their tiresome work and their support during the year.

- Vice-President: Sonia Nunan
- Secretaries: Rosemaree Kemp and Kellie Borland
- Volunteer Coordinator: Chris Tobin
- President and Treasurer: Keith Hogan

Mr Keith Hogan

P&F Association President

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

I would like to welcome the distinguished guests, College Leadership Team, our families and friends, and the graduating class of 2023 here tonight.

There is no doubt that the young men of Stannies are at the heart of what makes the College tick.

- They are intelligent.
- They solve equations, weld trailers, rip guitar riffs, score buzzer beaters and wrangle livestock.
- They are loud and boisterous. Soft and gentle.
- They are witty.
- They are strong and fast, slow and steady.
- They are forgiving.
- They are authentic.
- They are diverse, and they find their place here.

For those of you who attended the Opening Mass this year, you may recall Mr Luck's speech, where he listed the qualities of the Stannies Man. Mr Luck took an alternative approach to an address that we were used to and captivated the attention of everyone in attendance.

His speech depicted the nature and characteristics of this year group. The Year 12 cohort of 2023 were all of those traits and more, such as the musical exuberance of Jenson Brown to excite the crowd during his rendition of "Sweet Caroline", the hard-hitting tackles of Connor Wilkin and the ability of Sam Egan to own the stage during this year's musical. Throughout the year, this year's group exhibited resilience and determination in completing their secondary studies. We saw individuals achieve excellent academic results, others excel in their respective co-curricular fields, individuals gain early entry into their desired university courses and others who have successfully obtained a job or apprenticeship. With all the success individuals boasted throughout the year, the whole cohort's success collectively stands out as our legacy.

Before I touch on the legacy we have left the school, there are many people here tonight who deserve our recognition and appreciation. Mr Greet, our Year Coordinator for the entirety of the cohort's schooling. Your friendly face, your odd visits to our classrooms for no particular reason other than showing off your intellectual ability and your drive to help our year group and facilitate various events for us haven't gone unnoticed and will be missed dearly. You were a stranger we met six years ago, but you have become a mentor and friend to all of us.

Mr Luck, Mr Elliott, Mrs Hughes, Mrs Lang and Mrs Van Gend, your unwavering support of our cohort throughout our time at Stannies is greatly appreciated and won't be forgotten. Your embodiment of leadership led our Deputies, Jenson and Isaac, and our Prefect Team to enhance the student experience at Stannies and exemplified the model of leadership we aspire to be. As the Leadership Team, the guidance you showcased to our Year 12 cohort throughout all aspects of our schooling life helped develop the boys we were into the men we are.

To the teachers and support staff at the College, you were our mentors, our tutors and the people who make the College tick. You allowed us to excel in our studies, providing us with all of your knowledge and had a hand in coaching us in our school sports and co-curricular. It's the simple "good morning" in the hallways and the slight head nod as we walked past each other that will be missed.

On behalf of all my peers in front of me, I'd like to offer our gratitude to our families. The people who have been there for us. The people who supported us through our losses and kept us humble during our wins. You're the reason we are who we are today.

As we begin reflecting on our time at Stannies and the near completion of our secondary studies, I invite you all to look back on the memories we have created among the year group, among our mates and the school.

We began the year at a retreat, sharing wholesome moments between staff and students. We had a last inaugural Stannies swimming carnival, full of banter and slight digs at one another, Charles House showing off their superiority in winning the tug-of-war competition and ending with Mr Greet getting swamped in the pool during the Ric at the end of the day.

We enjoyed our last Mother's and Father's Day Masses with our motherly and fatherly ones, and our last athletics carnival, well supported by the teacher and student race and, of course, another win in the tug-of-war competition by the Charles House, showing off our superior size across all grades. We enjoyed participating in and watching our last musical. This week, we enjoyed Brain versus Brawn rugby, student versus teacher netball (despite some crucial decisions going in favour of the teachers), our final assembly together, our final mass and now our graduation, and I'm sure we are still yet to enjoy our final "Ric" and our final rendition of the Vincentius. We enjoyed our last times playing sports for the College, our last times taking the field with our mates wearing the Stannies colours. We celebrated our last House feast, our last Cantor Group and our last classes with our peers and teachers. We also enjoyed the last of the little things. Our last lunchtime together, our last walk down the Stannies corridors as students and our last chance to see one another day after day.

We now look forward to enjoying the presence of Stannies. The castle on top of the hill, seeing it in the distance will remind us that we belong to a community. We have a place to celebrate the endearing generations that have gone before us and those that will follow. We have a place to come back to, to watch the 1st XV Rugby, to enjoy the College musicals, and to be reunited with one another.

At the beginning of our time in Year 12 – back in Term 4 last year – we were asked what we wanted to achieve as a year group and what we wanted to leave as our legacy. In all honesty, it is what I'm most proud of with all of you. Each and every one of you contributed in one way or another throughout the year to the rebuilding of the wellbeing sessions, the importance of the school's culture and the newest addition to the school uniform... the House ties. It's important to elaborate on how proud we are as a year group to have introduced House ties.

Something that embodies us as Stannies men and unites us all as brothers, something that will last generations and will be worn and celebrated by many in the years to come. We did that ... but it isn't to outshine the presence we had around the school, the impact we made on the staff and students and the memories we created in these halls. That's our legacy, that is what we achieved and that's what we will be remembered for.

Blake Kreuzberger
Head Prefect 2023



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 2023, the College had an enrolment of 657 students at the August Census date. Of these 657 students, 91 were boarding students. The College had a total of 33 indigenous students enrolled, nine of whom were boarders.

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

Following the completion of the 2023 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 99% with NAPLAN participation for all Australian students at 95%.

Year 7 NAPLAN Results 2023

	Reading	Writing	Spelling	Grammar	Numeracy
School	549	547	552	543	558

Year 9 NAPLAN Results 2023

	Reading	Writing	Spelling	Grammar	Numeracy
School	567	567	566	555	583

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

2023 Higher School Certificate

- Top three achievers included:
 - Mitchell Peters, College Dux;
 - Angus Lang;
 - James Pucci.
- Band 6 results were achieved across the following subjects:
 - Ancient History;
 - Industrial Technology;
 - Music;
 - Primary Industries;
 - Studies of Religion 2;
 - Visual Arts.
- Two-thirds of ATAR eligible students received early entry to university for courses including:
 - Agriculture;
 - Computer Science;
 - Cybersecurity and Criminology;
 - Nursing;
 - Pharmacology;
 - Physiotherapy;
 - Radiography;
 - Sports Media.
- 86% of non-tertiary pathway students secured apprenticeships and full-time work in fields including:
 - Auto Electrical;
 - Automotive Mechanics;
 - Business Administration;
 - Carpentry;
 - Electrical;
 - Heavy Diesel Mechanics;
 - Metal Fabrication.



Year 12 Science

Performance band achievement by %						
Subject	2022			2023		
	No. of students	Bands 4 – 6		No. of students	Bands 4 – 6	
		School	State		School	State
Agriculture	10	20	52	8	75	57
Ancient History	17	41	54	11	63	60
Automotive	4	75	31	7	28	32
Biology	10	60	53	9	78	63
Business Studies	7	43	64	10	50	63
Chemistry	10	30	64	8	-	66
Construction	6	67	57	9	100	57
Design and Technology	3	66	82	2	100	78
Drama	7	100	88	-	-	-
English – Advanced	20	85	93	14	100	95
English – Standard	37	49	55	46	61	59
Food Technology	8	37	56	8	62	64
Hospitality (Food & Beverage)	1	100	58	-	-	-
Industrial Technology	14	50	51	25	60	54
Legal Studies	20	80	65	10	90	69
Mathematics Standard 1	-	-	-	1	-	43
Mathematics Standard 2	36	36	54	37	54	57
Mathematics Advanced	21	62	76	16	37	75
Modern History	25	84	67	28	43	64
Music 1	1	100	89	7	86	89
PD, Health & PE	18	33	50	24	71	63
Physics	15	33	68	5	40	67
Primary Industries	5	60	59	4	75	57
Retail Services	-	-	-	1	100	42
Software Design & Development	1	100	69	5	100	65
Studies of Religion 1	27	74	80	44	86	84
Studies of Religion 2	15	60	79	16	62	82
Visual Arts	-	-	-	10	100	91

Performance band achievement by %						
Subject	2022			2023		
	No. of students	Bands E3, E4		No. of students	Band E3, E4	
		School	State		School	State
English Extension 1	4	100	92	-	-	-
History Extension	9	66	83	12	33	85
Mathematics Extension 1	14	21	73	5	20	72
Mathematics Extension 2	4	25	85	2	50	86

6.0 Senior Secondary Outcomes

2023 HSC Vet Students

Number of Participating Students (total number in course)	VET Course Name
7	Automotive
9	Construction
5	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 NESAs Teacher Accreditation requirements. The College supported staff throughout 2023 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
Academic Care	25
Boarding	1
Careers	4
Curriculum	46
First Aid/CPR	All teaching staff
Inclusion Support	4
Leadership Team Development	4
Legislative Requirements (Child Protection, Workplace Bullying and Harassment, Work Health and Safety)	All Staff
Pastoral Care	16
Professional Commitment Activities	All teaching staff
Vincentian Formation	All Staff
4Cs Teaching and Learning Focus	2

* 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).

8.0 Teacher Accreditation & Qualifications

Teacher Accreditation Information as at 31 December 2023

Level of Accreditation	Number of Teachers
Conditional	1
Provisional	6
Proficient Teacher	48
Highly Accomplished Teacher	1
Lead Teacher	-
Total number of teachers	56

Qualifications of St Stanislaus' College Teachers in 2023

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	56
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.	-

9.0 Workforce Composition

School Staff 2023 as at August Census	
	FTE
Principal (Head of College)	1
Teaching Staff	53
Specialist Support	22
Building Operations	8
Administrative and Clerical	11
Boarding Staff	25

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

10.0 Student attendance

Year	Attendance Rate
Year 7	89%
Year 8	88%
Year 9	89%
Year 10	90%
Year 11	90%
Year 12	91%
Whole School	89.5%

Note: Attendance data sourced from SEQTA Student Management System.

11.0 Management of non-attendance

Attendance is managed through SEQTA, the Student Management System utilised by the College. The College *Attendance Policy and Procedures* outlines how the College manages student attendance on a daily basis.

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 are 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%
2021/2023	97	73	70	75.2%	72.16%

13.0 Post School Destinations – Year 12, 2023

University	37
Apprenticeships/Traineeships	19
Full-time employment	15
Unknown	2

14.0 Enrolment Policy



ST STANISLAUS' COLLEGE

Enrolment Policy & Procedures

Intended Audience: College Employees, College Community

NESA Reference: Registered and Accredited Individual Non-Government Schools (NSW) Manual 3.6.3

Distribution: College Policies and Procedures Manual, College Website

Responsibility for Policy Implementation	Head of College
Policy Date	August 2022
Policy Revision Due	August 2024

1. Introduction

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 supported and challenged to do their best.

As a Catholic School in the Vincentian tradition, education at the College is underpinned by the below College values and supported by the Vincentian Philosophy of Education (Appendix A).



1.1 Policy Statement

St Stanislaus' College Bathurst is committed to providing education and care to children and young people to assist them to develop into high-achieving, supported young adults, positively connected to each other and to the communities in which they live and which they will serve.

Catholic social teaching and our Vincentian charism call to show special care of the poor in material or spirit.

1.2 Policy Purpose

The purpose of this policy is to ensure that the mission and vision of the College is understood and supported by prospective and current families, and their sons, and leaders responsible for enrolment decisions at the College.

1.3 Policy Principles

Key principles underpin enrolment at the College, including:

- A process that enables the integrity of each enrolment to be judged on its own merits;
- A willingness for parents/guardians to accept and support:
 - the mission and values of the College and the Catholic Vincentian traditions in which the school is grounded including supporting full participation by students in Religious Education and attendance at College Masses, Liturgies and Retreats;
 - shared responsibility for the formation and development of students;
 - the conditions of enrolment;
 - the position of the College in relation to attendance, illicit drugs, digital citizenship, uniform, co-curricular participation and other established policies and procedures.
- The College welcomes day and boarding students across Years 7 to 12 and their families from diverse faith traditions;
- The College through its Board of Directors, reviews fees and charges on an annual basis to ensure they remain affordable and accessible;
- The College has a particular outreach to families who are experiencing disadvantage and as such financial support is considered for families unable to meet full fees commitments;

- Where a student breaches College expectations, the College expects parents/guardians to work in partnership with the College, in mutual support, regarding decisions related to student discipline. In serious cases, the College may be obliged to suspend a student from school or consider termination of enrolment;
- Adherence to the College Parent Code of Conduct is explicit to enrolment at the College.

1.4 Policy Scope

This policy applies to all prospective and current families of the College.

1.5 Related Policies

- *Suspension and Termination of Enrolment Policy*
- *Parent Code of Conduct*

2. Enrolment

The College works with parents/guardians in the task of education, creating an environment which reflects the spirit of Christ in a strong and faithful way, and calls forth the best in those who are part of the school community.

The College is committed to developing young boys into Stannies Men through:

- Developing positive relationships through generosity, gratitude and understanding the needs of others.
- A positive and enthusiastic attitude.
- The ability to be resilient, tolerant, flexible and responsible.
- Engaging positively in the community and being part of our 'community'.
- Being open to new experiences and participating with enthusiasm in the range of activities on offer.
- Being considerate and courteous.
- Developing effective study habits.
- Always striving to achieve personal best.
- Treating each other with respect.

At the College, we aim not only for high performance pedagogy and outcomes but also to educate the whole person. Our Transformative Learning Philosophy is about building individual strengths in our students. A keystone to our learning culture, and embedded in all teaching faculties, is the 4Cs Learning Disposition commonality of creativity, critical reflection, communication and collaboration.

Enrolment at the College provides students with the opportunity to engage in a diverse curriculum and co-curricular program.

3. Year 7 Enrolments

The College accepts enrolment applications for students entering Year 7 from a diverse range of schools. The College has a particular relationship with the Catholic Primary Schools in Bathurst, Oberon and Blayney. As such, where possible, these students will be given priority consideration for enrolment until the end of the Round One enrolment offer period, usually the end of Term 2 in the year preceding enrolment.

Families from non-Catholic Primary Schools who submit an enrolment application will be considered based on when the completed application is received.

A waiting list will be established if applications exceed the number of enrolments to be accepted.

The College also considers enrolment applications for students in Year 7 throughout the school year who wish to change secondary schools.

4. Years 8 to 11 Enrolments

The College accepts enrolment applications for students entering Years 8 to 11 within and beyond the enrolment period. Enrolment will be considered in line with established enrolment procedures.

5. Inclusive Learning Students

The College caters for a broad range of abilities and accepts students who have learning needs. The Inclusive Learning Services Team is specifically designed to assist students who have learning needs, however the resources of the Team are finite and a formal assessment of each student's application will need to be made in the context of the school's capacity. Notwithstanding this, all students have equal access to the educational opportunities provided by the College.

The *Disability Standards for Education 2005* describes the legislative requirements of schools to support students with disability to equitably access and participate in education. Under these Standards, schools have an obligation to make reasonable adjustments. Adjustments are determined based on the functional impact of the disability on the student's learning, rather than a particular diagnosis of disability.

6. Reserved Rights

The College reserves the right not to offer any student a place at the College or to defer the offer of a place in its discretion, particularly when parents/guardians, having been aware of their son's specific educational needs, decline to declare those needs or to withhold information pertinent to their application.

The College also reserves the right to terminate an enrolment where there are not sufficient resources to adequately deal with a student's needs and/or where the parents/guardians have withheld knowledge or information pertinent to those needs.

7. Enrolment Procedures

7.1 Enrolment Application

To submit an application for enrolment, parents/guardians are required to complete the online enrolment application form at: <https://enrol.stannies.com/student/enrolment/>

The following information will be required to complete the enrolment application:

- Enrolment fee: \$150 day student; \$300 boarding student (non-refundable).
- Birth certificate
- Two most recent school reports
- NAPLAN test results
- Learning needs specialist documentation (if applicable)
- Medical documentation (if applicable)
- Copies of any Family Court or Court orders (if applicable)
- Any other relevant documentation (if applicable)

7.2 Enrolment Interview

All prospective students and their parents/guardians will be required to attend an interview at the College with the Head of College, or a member of staff appointed by the Head of College. Interviews will be conducted as soon as practicable following receipt of the completed enrolment application and usually within four weeks.

Not all students will receive an offer of an interview and not all students interviewed will necessarily receive an offer of enrolment. Follow up interviews and consultation with specialist staff may be required to justly respond to an application for enrolment.

7.3 Confirmation of Enrolment

After a successful interview with the Head of College, the College Registrar will forward an offer of enrolment for acceptance. Once this offer is accepted, there will be other documentation including a medical consent form to be completed.

8. Withdrawal of Enrolment

Withdrawal of enrolment is to in accordance with the College Terms and Conditions of Enrolment. Parents must give the Head of College at least one full term's prior notice in writing of the intention to withdraw. Completion of the Withdrawal of Enrolment Form (Appendix C) is required to finalise a student's enrolment at the College.

Where a student is under the age of 17 years, the Head of College cannot approve a withdrawal of enrolment without documentary evidence of their destination. If a student under the age of 17 years has been absent from school for a period of time, there have been no explanations provided and the College is not aware of the student's whereabouts or destination, the College will withdraw the student's enrolment and make the appropriate notifications to the Department of Education and Department of Communities and Justice.

9. Fees Payments

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

A key principle of this policy is a response to families who are experiencing difficulty in relation to financial circumstances. Parents/guardians who are unable to fully meet fees commitments should in the first instance complete an Application for Fees Assistance obtained through the College Accountant. This process is confidentially handled by the College Accountant and Head of College. Any agreement in relation to fees assistance will be formalised in writing.

10. Conditions of Enrolment

As a commitment to enrolment, parents/guardians must accept the conditions of enrolment (Appendix B) at the time of submitting an application for enrolment. Continuing enrolment is subject to the student's adherence to and parents/guardians support of the College ethos and enrolment conditions (as varied from time to time), and meeting all school fees and charges commitments.

11. Appendices

Appendix A – Vincentian Philosophy of Education

(a) PREAMBLE

The Vincentian Philosophy of Education seeks to proclaim the Gospel in the spirit of St Vincent de Paul and in so doing to form people that they may bring the Good News to the poor and stand with them in solidarity.

The following principles are regarded as fundamental to the task of assisting young people to develop a synthesis of faith and culture and a personal integration of faith and life.

- (i) Jesus Christ sent by God, the Person in Whom all human values find their fulfillment and unity, is the Model of authentic human life which we offer.
- (ii) In the certainty that the Holy Spirit is at work in every person who seeks the truth we offer our catholic faith and culture to all, non-christians included.
- (iii) Since faith is a gift of God and cannot be imposed, we proclaim the Gospel and offer a formation based on the values of that Gospel while respecting the religious freedom and personal conscience of individual students and their parents.
- (iv) Formation for living according to the Gospel message is continually fed and stimulated by its Source of Life, the Saving Word of Christ. This is expressed in the Scriptures, in tradition, especially liturgical and sacramental tradition, and in the lives of people, past and present who bear witness to that Word. Mary the mother of God is a singular model and excellent example of that which we as Christians desire and hope wholly to be in faith, charity and union with Christ.
- (v) The justification for a catholic college is its sharing in the evangelizing mission of the Church; as such the mandate for our apostolic undertaking is given by the Bishops to whom we are responsible in the person of the local Bishop.
- (vi) The promotion of the fundamental equality and dignity of all persons is the basis for our preferential option for the poor, for those who, regardless of the reason, are marginalised in our society, and for those who are deprived of family help and affection.
- (vii) Since parents are primarily and principally responsible for the education of their children a Vincentian College community forms and fosters a partnership with them in the context of the local ecclesial community.
- (viii) Witness to the integration of faith and vocation in life takes place in a genuine community of faith in which the complementary vocations of lay and religious women and men are recognised, welcomed and fostered.
- (ix) A good educational environment is one where young people gradually learn to open themselves continually to life as it is and to create in themselves a clear meaning of life; hence students are to be active agents in their own formation and in the formation of their peers.
- (x) Ongoing formation of all involved in the apostolate of educating young people is necessary prerequisite for maintaining the self-criticism needed to evaluate and improve the formation that is offered. Such ongoing formation will seek to develop the educator humanly, professionally, religiously and spiritually in the tradition of Vincent de Paul.

- (xi) The educational program is directed to the integral formation of each student so that he, whatever his ability, is extended to the fullest degree possible in all areas of his formation.

(b) AIM

To proclaim the Gospel in the spirit of St Vincent de Paul and to offer an integral human formation for living according to that same Gospel with due emphasis given to the spiritual, intellectual, psychological, physical, moral and social growth of each person in order that students may reach the maturity and inner-directedness required for meeting the commitments of their vocation within and for the larger community.

This formation is offered to all via the provision of an environment that contributes to the wholeness of each in a Vincentian College community. We aim, furthermore, to give special attention to those who are disadvantaged and poor.

(c) GOALS

(i) General Goals

We aim:

1. To impart a knowledge of God and of God's activity in our world.
2. To deepen each person's relationship with God, and with others.
3. To take the Gospel of Jesus Christ as our charter of life and in accordance with it to promote the dignity and worth of each person.
4. To lead all to a deeper life, of worship.
5. To be a people of prayer both as individuals and as a community.
6. To bear witness to our personal integration of faith and life in our daily lives.
7. To sustain and foster a community in which people are responsible and inner-directed, capable of choosing freely in conformity with their informed conscience.
8. To encourage the pursuit of excellence in all areas of human endeavour.
9. To foster the Vincentian spirit as an integral part of the Vincentian College life. Manifestations of this spirit are: a trust in God's providence; unpretentiousness; a generous, gentle and unwavering care for the weak and marginalised, transparency and loyalty in one's relationships; a friendliness to all, staff and students alike.

(ii) Specific Goals

1. In the area of Spiritual Formation we aim:
 - (a) To assist each student to come to a personal commitment to the Lord Jesus and to preserve in that commitment.
 - (b) To provide a thorough and reflective knowledge of the catholic faith and the opportunities to practice it.
 - (c) To develop in students a reverence for the presence of Christ in the Sacred Scriptures, in the Sacraments, especially in the Eucharist, and in the Community gathered together to pray in Christ's name.
 - (d) To assist students to discover in themselves meaning for their lives and hope for the future.
 - (e) To develop in students a sense of belonging to the universal Church and to the local church community.
2. In the area of Intellectual Formation we aim:
 - (a) To instill in students the desire and the will to search for the truth at all times.
 - (b) To develop each student's intellect to its fullest academic, creative and aesthetic potential.
 - (c) To foster an appreciation for cultural values and for learning in all its forms.

- (d) To encourage students to see the knowledge that they acquire as a call to serve, to be responsive to others, responsible for others and to work together in fulfilling that responsibility.
3. In the area of Physical Formation we aim:
- (a) To provide an environment which is healthy and conducive to good health.
 - (b) To provide an experience of physical activities not simply as an exercise for the body, but as an opportunity for the development of moral and social virtues.
4. 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 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.

Appendix B – Enrolment Terms and Conditions



ST STANISLAUS' COLLEGE

ENROLMENT TERMS

1. THE APPLICATION PROCESS

- 1.1 By signing this application I/we request St Stanislaus' College Bathurst (the "College") to accept the student identified in this application (the "student") for enrolment as a student at the College on these terms.
- 1.2 Before the College determines whether or not to accept this application:
 - I/We must provide the College with the following information:
 - two recent school reports for the student;
 - the student's most recent NAPLAN report;
 - a copy of the student's birth certificate;
 - Learning Needs Specialist documentation (if applicable)
 - copies of any Family Court or Court orders (if applicable)
 - medical documentation (if applicable)
 - the College may require additional information from me/us or meetings with the Head of College or other staff; and
 - the non-refundable enrolment fee to cover the cost of processing this application must be paid to the College.
- 1.3 If the College accepts this application it will notify me/us in writing.
- 1.4 The College has absolute discretion to determine whether or not to accept this application and need not give any reasons for its decision.
- 1.5 By signing the Enrolment Application, I/we acknowledge that if any relevant information is not provided or is inaccurate pertaining to my/our son's enrolment at the College, then the enrolment may be withdrawn or terminated by the College at its absolute discretion.

2. CONSENT TO ACCESS DOCUMENTS

- 2.1 Medical Treatment
If the student should require urgent medical treatment, I/we authorise the College staff to seek medical attention and I/we agree to meet all costs.
- 2.2 Use of student information
I/We consent to the College contacting the student's previous school(s) in order to collect information relevant to this application. I/We consent to the student being identified (including being named, photographed, recorded in audio, video or other digital media) used to promote the College unless a written direction to the College is included in this application or submitted prior to commencement of enrolment.

3. FEES AND CHARGES

- 3.1 I/We accept that enrolment carries an obligation to pay all school fees and charges in accordance with the Fee Schedule for the relevant year.
- 3.2 I/We also agree to pay for all extra goods and services provided by the College to the student as invoiced to us.
- 3.3 I/We understand that an inability to pay fees should not prevent me/us from making an enrolment application. I/we are urged to discuss any hardship circumstances with the College Accountant and/or Head of College, as well as complete the required application for fee assistance.

4. ABSENCE OR WITHDRAWAL OF A STUDENT

ABSENCE

- 4.1 I/We acknowledge that if the student is absent from College, I/we are not entitled to any deduction from or refund of fees.

NOTICE OF WITHDRAWAL

- 4.2 If I/we wish to withdraw the student we must give the Head of College at least one full term's prior notice in writing. If we do not do so we agree to pay the equivalent of a half-term payment as set out in the Fee Schedule for the relevant year.

5. EXPECTATIONS FOR PARENTS

- 5.1 Application for enrolment of your son at St Stanislaus' College, Bathurst means that you are choosing a Catholic education for him. It requires your commitment to support the philosophy, values and aims of the College and a willingness to support their implementation. Specifically it means:
 - religious education is a core subject
 - policies, practices and procedures are developed within a Catholic framework
 - all students participate in the prayer and liturgical life of the College.
- 5.2 Your son is expected to adhere to the high standards of the College for:
 - behaviour and self-discipline including adherence to anti-bullying policies
 - compulsory attendance at school
 - application to course work and study
 - participation in College activities
 - commitment to and involvement in the religious life of the College
 - uniform and grooming

Your support of all College expectations and consequence imposed for any breach is essential to assist your son to attain these goals and an explicit term of enrolment.

- 5.3 At all times during your son's enrolment at the College, it is expected that you communicate to the College any changes to family circumstances/details.
- 5.4 It is expected that you will comply with the College Parent Code of Conduct and uphold the expectations outlined in that Code.

6. COMMENCEMENT OF ENROLMENT

The official enrolment commences with the completion of an Enrolment Application, inclusive of the acceptance of the enrolment terms and conditions, the receipt of the enrolment fee by the school and the issue of an acceptance of enrolment letter.

7. BOARDING ENROLMENTS

All boarders will live in the care and control of St Stanislaus' College in accordance with the care arrangements, procedures and policies as outlined in the Boarding Handbook.

When enrolling your son as a boarder, parents/guardians recognise St Stanislaus' College duty of care for each boarder and that boarding staff are acting "in loco parentis". This responsibility may include the authorisation of transport to and from recreation activities, participation in recreation activities and transport to and from participation in other boarding and day school events. It also may include the authorisation of transport to and from medical and/or psychological appointments, permission to attend school excursions and permission to travel with St Stanislaus' College staff as deemed appropriate by the College.

Duty of Care also extends to St Stanislaus' College having the ultimate decision in approving or denying leave requests.

Appendix C – Withdrawal of Enrolment Form



ST STANISLAUS' COLLEGE

BATHURST

WITHDRAWAL OF ENROLMENT

Student Name and Details			
First Name		Surname	
Date of birth		Year Group (eg: Year 7)	Year of Withdrawal (eg: 2022)
Address			
Parent(s)/Guardian(s) Name			
Parent(s)/Guardian(s) Contact Phone No.		Date of withdrawal	
Withdrawal Details			
Please indicate below the main reason you are withdrawing your son from St Stanislaus College.			
<input type="checkbox"/>	Transfer to another educational institution (please attach proof of enrolment)		
<input type="checkbox"/>	Personal/Family reasons (including medical, travel, relocation, etc)		
<input type="checkbox"/>	Other		
<input type="checkbox"/>	Employment (for students aged below 17 please attach details).		
NB: If student is under 17 years of age, the Head of College cannot approve without documentary evidence of destination details.			
We welcome your comments if there is feedback you would like to communicate.			
Parent/Guardian signature		Date:	
Parent/Guardian signature		Date:	
Head of College Authorisation			
Head of College		Date:	

College Registrar Use Only:	Signed:	Date:
College Staff notified		
Head of Boarding notified (if applicable)		
College Accountant notified		
Synergetic updated		

15.0 Student Body**Student Population**

As at the 2023 Commonwealth Census date, the College had 657 students enrolled.

Year Group	Day Students	Boarding Students	TOTAL
7	134	10	144
8	114	14	128
9	112	11	123
10	88	19	107
11	62	20	82
12	56	17	73
TOTAL	566	91	657

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 2023.

Policy	Changes in 2023	Access to full text
Assessment Policy and Procedures	- Full revision	- College Website - Via contacting the College
Attendance Policy and Procedures	- Full revision	- College Website - Via contacting the College
Board Code of Conduct	- Minor revisions	- Via contacting the College
Board Governance Policy	- Minor revisions	- Via contacting the College
Board Induction Policy	- Minor revisions	- Via contacting the College
Boarding House Policy and Procedures	- Full revision	- College Website - Via contacting the College
Buildings and Facilities Policy and Procedures	- Full revision	- Via contacting the College
Child Protection Policy and Procedures	- Minor revisions	- College Website - Via contacting the College
Complaints and Grievances Policy and Procedures	- Minor revisions	- College Website - Via contacting the College
Critical Incident Policy and Procedures	- Full revision	- Via contacting the College
Emergency Policy and Procedures	- Full revision	- Via contacting the College
Enrolment Policy and Procedures	- Full revision	- College Website - Via contacting the College
External Providers for HSC Courses Policy and Procedures	- Full revision	- College Website - Via contacting the College
Overseas Tours Policy and Procedures	- Full revision	- College Website - Via contacting the College

Parent Code of Conduct	- New document	- College Website - Via contacting the College
Pastoral Care Policy and Procedures	- Full revision	- College Website - Via contacting the College
Student Anti-Bullying Policy and Procedures	- Full revision	- College Website - Via contacting the College
Suspension and Termination of Enrolment Policy and Procedures	- Full revision	- College Website - Via contacting the College

17.0 Priority Areas for Improvement

Achievement of Priorities Identified for 2023

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. • Staff retreat programs to enhance connections and understanding of what it means to be a Vincentian. • Increased focus on connection between teaching and non-teaching work areas.
	We honour and care for each other through our relationships built on the command of Christ to love one another as he loved us.	<ul style="list-style-type: none"> • Focus on being respectful and honourable across the community. • Opportunities for staff to connect through all staff gatherings throughout the school term.
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.

		<ul style="list-style-type: none"> • Rigorous review of results at reporting times.
	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. • Staff supported to undertake higher education 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.
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 2023 resulting in additional streams in junior year groups and waiting lists across year groups for day student and boarding student enrolments.
	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.

2024 goals, priorities and achievements will continue to be directed by the Strategic Framework 2021 – 2023 as a new Strategic Plan is developed in 2024.

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 2023, some of the particular actions taken by the school to promote respect and responsibility among our staff and students included:

- International Women's Day activities led by senior students;
- Harmony Day, Reconciliation and NAIDOC Week acknowledgements;
- War service and ANZAC recognitions and acknowledgements;
- Indigenous student focus on sharing culture with the community including participating at local indigenous celebrations;
- Continued focus on working with students who have diverse learning needs and encouraging them to reach their full potential;
- Ongoing commitment to social justice outreach including CARITAS, St Vincent de Paul Winter Appeal and Matthew Talbot Hostel Christmas outreach;
- Years 7 and 9 camps and Year 11 retreat encouraging all student participation and new connections amongst peer groups;
- Whole staff day in Term 4 to focus on Vincentian Charism;
- Various teaching programs promoting respect and responsibility were taught throughout the school to all students;
- Regular year group meetings 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 2023, 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 2023, 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 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.

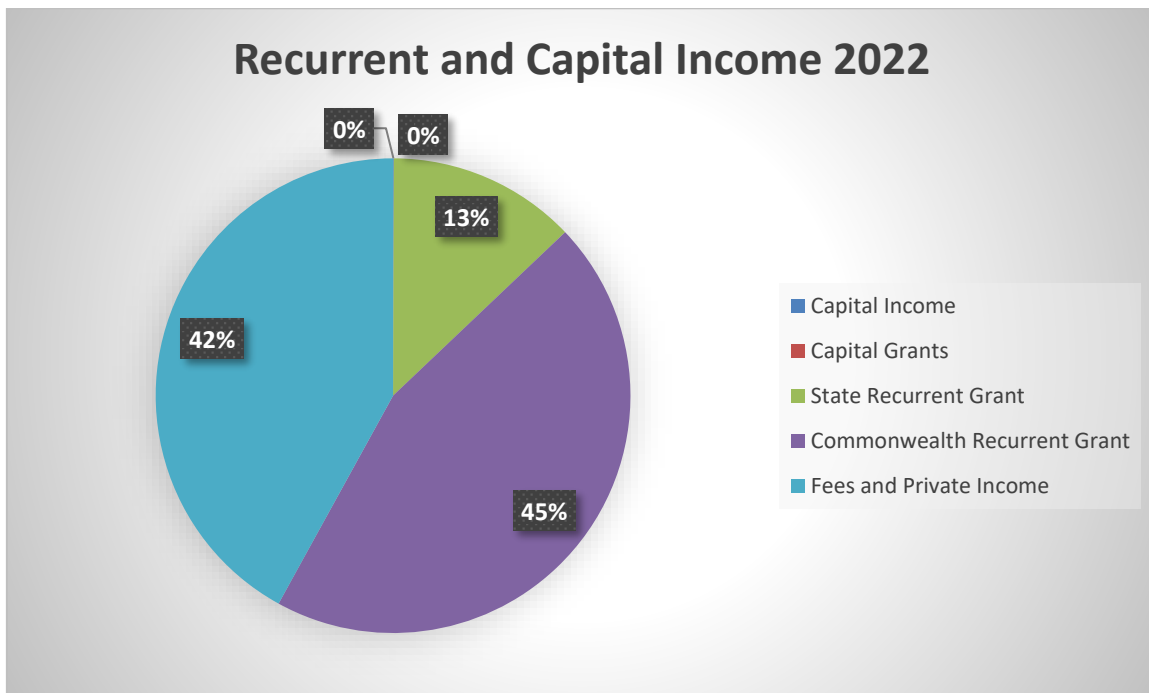
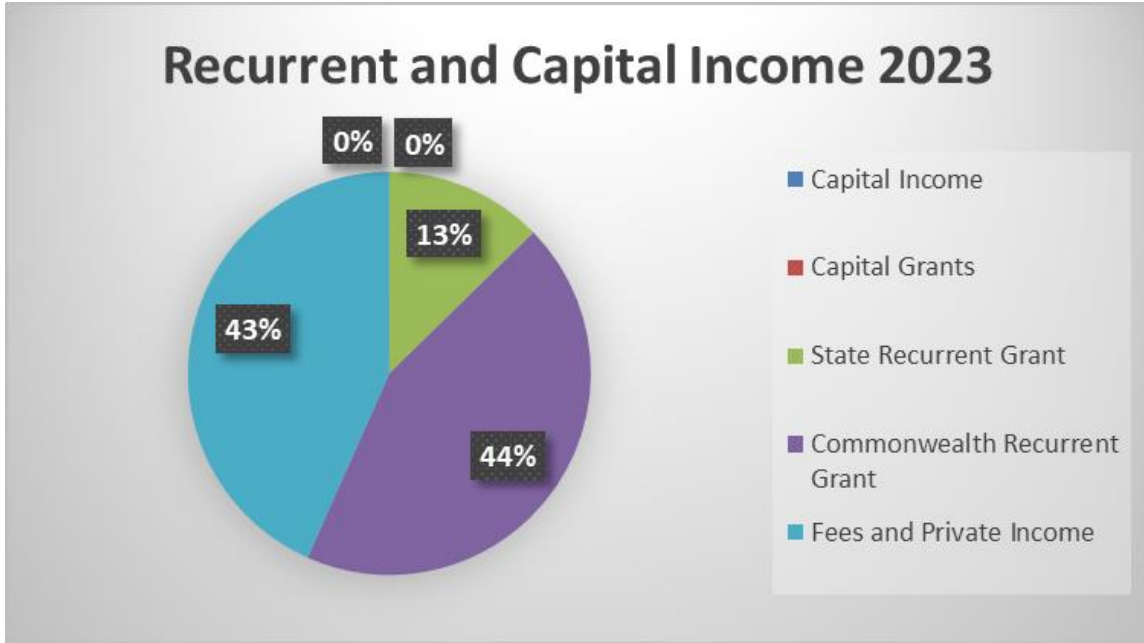
Teacher Satisfaction

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/Capital Expenditure

