

# St Philip's Christian College Young Parents

# ANNUAL REPORT 2022



*You are the salt of the earth...  
You are the light of the world*

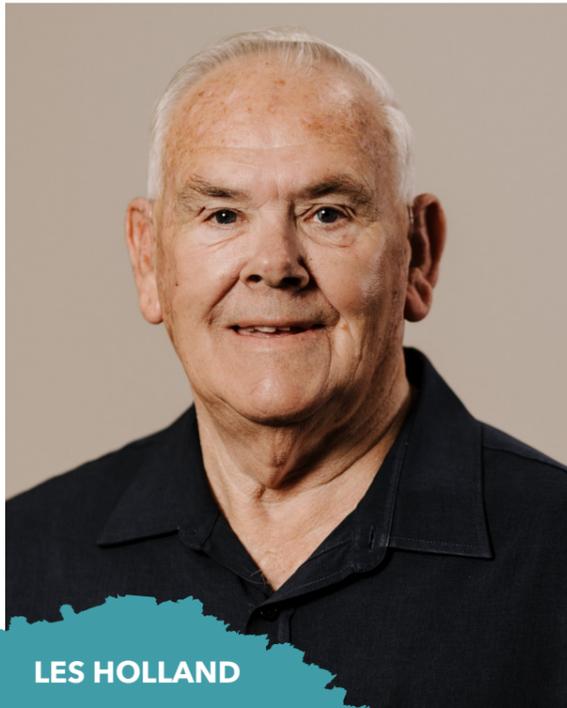
MATTHEW5:13-16

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# 01. A Message From Key School Bodies

## Message From The Chairman Of The Board



LES HOLLAND

*"I am the way, the truth and the life"*  
John 14:6

Greetings,

It is my privilege to be able to present this report to the Foundation for the year ended December 2022

Over the many years of my involvement with St Philip's I have always been intent on growing our resolve to maintain our place as leaders in education for the "Whole of Life." This means quality education for every student, right from pre-school to year 12 and beyond. When students are presented with holistic Christian education and values, they are better equipped to have considerable impact for good in their communities.

Our Vision, Mission and Core values underpin all that we do. St Philip's is a Christ-centered community, living out our core values of:

- Christ First** - we want to honour Christ in all things.
- Serve One Another** - we want to appreciate the God-given potential of each person.
- Strive For Excellence** - we want to aim to do our best all the time.
- Do What Is Right** - we want to always behave in a Christian manner.
- Build Community** - we want everyone to feel they belong.

It is essential that the six vision statements, the mission statement and the five core values are daily affirmed. The importance of maintaining strong commitment to these ideals cannot be overstated.

2022 has been arduous in many ways, affected in part by the ongoing challenge of operating in a Covid-affected environment, especially in the first half of the year, and I thank all staff for the way in which their respective roles have been consistently carried out. Student learning and outcomes are enhanced and strengthened by their expertise and Christian example. I appreciate that our leaders take seriously their responsibility to guide staff and students in the "culture" of St Philip's.

I extend my sincere thanks and appreciation to Mr Graeme Irwin, our Executive Principal/CEO who continues to lead the St Philip's organisation with Godly intent, vision and resoluteness. Thanks also to the Principals and Senior Leaders of our schools, Narnia and the Teaching School, Foundation Office staff; the leadership of Mrs Michelle Cairelli, creating new initiatives and effectiveness for DALE and Young Parents schools. The new venture of the "Saints After School Academy" under the leadership of Mr Paul Welham is an exciting new endeavour and an investment into young people's lives which, no doubt, will enhance and add to their experience and life skills.

A special thank you to Mr Craig Harvey, Locum CFO for the latter part of 2022 after the resignation of Mr Matthew Gray in July. Craig assisted our new CFO Mr Jaques Cronje as he "comes to grips" with, and understands the workings of St Philip's. I welcome Jaques to St Philip's and know that his expertise and dedication will be valuable to our organisation.

The building program is moving along nicely, with the Foundation Central office in Bridge Street and the ALC at Newcastle school to be completed and occupied during 2023. The new Junior School building at Port Stephens is also underway as are many important smaller projects around the organisation. We are ever thankful to God for his provision.

My thanks to the Board of Directors, whose abilities, experience and knowledge are greatly appreciated. It is a pleasure to work alongside you all in ensuring that St Philip's remains a powerful entity at the forefront of Christian education in this region and beyond.

*"The steadfast love of the LORD never ceases, his mercies never come to an end; they are new every morning; great is your faithfulness." Lamentations 3:22-23*

Grace and Peace,

*Leslie J Holland*

CHAIRMAN, BOARD OF DIRECTORS, SPCCF LTD,  
AGM 25 May 2023



## Message From Our Executive Principal



GRAEME IRWIN AM

This annual report focuses on the achievements of the school community during 2022 and so I encourage you to read through the report to see the many positive outcomes for students and staff. This particular section, being my CEO report, provides a general overview of the year regarding the wider school group, senior staff matters, board matters plus infrastructure projects.

But firstly, I offer my congratulations to each and every student who make up our schools and centres. We have babies to pre-schoolers in Narnia, children across our Junior Schools, emerging adolescents in our Middle Schools and young adults in our Senior Schools. Well done for the hard work and effort you have put in during 2022. Thank you for helping build a great culture within our schools where everyone flourishes. Remember, if you put in the effort, the rewards will be there for you.

Secondly, my appreciation to all our staff, including our Teacher Trainees, for your hard work and contribution during 2022. A school is nothing without good staff and with brilliant staff is able to achieve much for students and the community. The quality of our staff at St Philip's is impressive, and at a time when there are staff shortages across the education sector, we have maintained a high-quality workforce. Thank you!

2022, as everyone reading this is probably aware, was a significant year for St Philip's, being our 40th Anniversary. The 4th February, 1982 was the very first day of school for St Philip's Christian College for our very first school at Waratah. When SPCC Waratah first opened its doors within the St Philip's church building in 1982, there were two teachers and 26 students. Now in 2022 we have grown to over 4,600 students and 850 staff across, 4 x K-12 schools, 6 x Early Learning Centres, 4 x Dynamic Learning Schools, 2 x Young Parents schools as well as providing Tertiary education through the St Philip's Teaching School.

It was fitting then that the theme for 2022 was **Thankfulness**, and the associated Bible verse directed our attention to the need to live like we are thankful. If we are thankful to God for his blessings, we will live like thankful people ensuring that what we say and what we do represents him well.

*"And whatever you do or say, do it as a representative of the Lord Jesus, giving thanks through him to God the Father." Colossians 3:16-17 NLT*

We chose this theme because we have been greatly blessed! We saw the year as an opportunity to pause and spend time reflecting on what God has done and to learn to be grateful and give the credit to Him. Thankfulness is very much key to health and wellbeing within any community and a thankful person and a thankful community are positive and strong!

Our 40th anniversary celebrations took many forms. A significant number of events were held throughout the year including, a gala dinner, art-gallery showcase, cross school musical The Little Mermaid, open day and alumni activities. Thank you to Pam and the team at Waratah for hosting these events and going above and beyond to include our alumni and our other schools. It was a wonderful time to reflect on God's blessing over the years and to see the growth of Christian schooling in the hunter region and beyond.

I am always grateful for the amazing team of professionals I get to work with. They are skilled and dedicated and together we achieved much in 2022. In particular, I want to acknowledge the members of 'SPELT'. This group is made up of the most senior executive in St Philip's and the acronym SPELT is an abbreviation for St Philip's Executive Leadership Team. The significant changes within this group follows.

In January 2022, following Michelle Cairelli's appointment to Principal, of what is now the Dynamic Learning College and Young Parents College, Cameron Johnston was appointed as acting Principal for SPCC Gosford. Cameron had been serving in the role of Deputy Principal of Welfare and Operations prior to this appointment and had been employed at SPCC Gosford since 2013.

In September 2022 Cameron's permanent appointment to the role of Principal was announced following a process to confirm this appointment. Cameron is a capable leader, who has faithfully empowered his staff to deliver on the commitment given to all families in pursuit of the College's mission: to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice. He is passionate about seeing every child reach their God-given potential and has a proven record of engaging students through innovative and inclusive education pathways. He is committed to developing educational leaders who will inspire students and change communities.

In July 2022, Mr Matthew Gray resigned from his role of CFO. Matthew commenced with the organisation in 2019 and provided significant support and guidance over the ensuing challenging time of COVID. To allow us time to conduct a thorough recruitment process for this significant role, Craig Harvey from Resolve Consulting was appointed Interim CFO Consultant until such time as a new CFO was appointed.

In November 2022, following a national advertising campaign, Mr Jacques Cronje was appointed as CFO. Jacques is a man of outstanding character and brings with him a wealth of knowledge and experience in the finance sector as well as a passion for Christ and a desire to pursue a vocation which enables him to utilise his God-given skills for Kingdom purposes.

At the Staff Conference in July 2022, we took some time to honour three Board Members for their contribution to St Philip's over significant time periods. Firstly, Paul Dorrity served as a Board Member from 2010 to 2022 (12 years). Paul was originally a parent and also a member of the SPCC Port Stephens School Council.

Secondly, Tony Urquhart served from 2001 to 2022 (21 years). Tony along with his wife Jenny were parents at Waratah and always great supporters. Tony is probably best known at Waratah as the parent who first went with his children to the famous Year 6 Coachwood outdoor camp, and then continued to attend every year afterwards as a volunteer leader. Lastly, Edna Dobson served from 1994 - 2010 and then from 2013 - 2020 (23 years). Edna and husband Gordon are parents of a teacher (Susan Bartlett) and grandparents of now ex-student Sam and Josh (Waratah). Edna was on the Board and involved in the decision to commence every new school we have started from Port Stephens in 1995 to the St Philip's Teaching School in 2018.

Being a St Philip's Board Member is a volunteer role that is taken on to support and further the vision of Christian education through the St Philip's Christian Education Foundation. Board Members are now known as Board Directors and we would be amiss if we didn't acknowledge the work of our current directors over 2022. Thank you to our Chair, Les Holland and each of our non-executive directors Ben Picton, Stephen Clarke and Robert Fogg.

Infrastructure works during 2022 included the commencement of three major projects. The Active Learning Centre (ALC) at Waratah, the Central Office at Waratah and a new Junior School building at Port Stephens. Planning for future infrastructure projects was also undertaken and includes upgrades at Gosford, Cessnock and Dynamic Learning at Waratah. In addition, planning continues for new school projects including Charmhaven and Maitland.

The new Central Office facility was commenced during 2022 and this building will provide a permanent home for the Central Office staff and will celebrate our schools and students and be the location for many current group activities and new activities to come. It is symbolically located on the site where the school first started and it also physically links to the St Philip's church from where the organisation derives its name. I hope to see you in this space soon!

Grace and peace to all,

*Graeme Irwin*  
CEO  
June 2023

## Message from St Philip's Christian College Young Parents Principal



MICHELLE CAIRELLI

*Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.*

*1 Thessalonians 5:16-18.*

Being a parent is the hardest job in the world! Working out how to feed your baby, what sleep schedule should they be on, are they warm enough, will I have enough money to put food on the table this week? These are just some of the biggest concerns we face as parents.

SPCC Young Parents exists, to help break down these barriers and more for expecting teens or existing young parents. We know how hard it is to be a parent and even harder when there are barriers in the way of you getting an education.

We've partnered with Narnia Early Learning centres so there is a safe place for students and their children to come, be cared for and educated while attending classes to gain an HSC. The Young Parents' Hub supplies low-cost pantry items so parents can buy food to put on the table at an affordable price. Individual plans are created for each student to ensure they have a flexible, learning environment and personal circumstances are considered. Students are challenged, empowered, and encouraged because we know they are capable of succeeding in our environment.

SPCC Young Parents is about generational change, for the whole of their life. This starts with our students and their child. We provide clean, safe, stable facilities for students to come and learn. Where they can build strong friendships and surround themselves with a village of support. Young Parents is a judgement free zone, and we want students to know that they were created for a plan and a purpose.

My name is Michelle Cairelli and I have the best job in the world being the Principal of St Philip's Christian College Young Parents. I was raised by a young parent, and I know how hard it is. 2 adult children, 5 adult step children and 14 grandchildren. Kids are the best, but they're hard work. We want our students to know that they're not alone. That they can change their little one's life and that they can be what they want to be.

I pray that as students consider SPCC Young Parents as a place of education that they will be open to all of the possibilities for themselves and their family's future.

*Mrs Michelle Cairelli*  
PRINCIPAL



# 02. Contextual Information about the School and Characteristics of the Student Body

SPCC Young Parents has been operating since 2000, initially as a Young Mothers' Program, designed to meet the need of young mother's wanting to complete their education while parenting, but found the barriers too challenging to continue.

In 2016, the DALE Young Mothers' Program transitioned to SPCC Young Parents and became a registered and accredited Special Assistance School for young mums and dads.

We have two campuses located in Newcastle and on the Central Coast, providing flexible learning environments.

Narnia Young Parents Early Learning provides onsite early education for the children of our young parents. We partner with several organisations to provide support to our Young Parents. This collaborative model of dual generational, holistic education and parent support, ultimately results in a confident and school-ready child and a confident HSC graduate, with the skills and qualifications to continue to tertiary education or on to a career pathway.

In 2022 our combined numbers were 69 (42.8FTE) students and 44 (18.5FTE) staff.

## OUR VISION

St Philip's Christian College seeks to be a leading provider of quality Christian schooling within our nation, where:

1. Every student develops a personal faith in Jesus Christ and is empowered to live with purpose, integrity and joy.
2. Every student achieves their God-given potential and is well equipped to make a significant contribution to society.

3. Every student benefit from innovative and effective learning experiences taught by skilled and dedicated teachers.
4. Every student enjoys a safe and secure learning environment wherein they feel connected and affirmed.
5. Every student contributes to a culture of respect, dignity, care and concern for others.
6. Every student has access to excellent learning resources and is taught in the best learning facilities we can provide.

## OUR CORE VALUES

Our Vision is based around our five Core Values:

**Christ First** - we want to honour Christ in all things.

**Serve One Another** - we want to appreciate the unique God-given potential of each person.

**Strive for Excellence** - we want to aim to do our very best all the time.

**Do what is right** - we want to always behave in a Christian manner.

**Build Community** - we want everyone to feel they belong.

## THE SCHOOL CONTEXT

SPCC Young Parents is based on the belief that each student is designed by God to live a fulfilling life, they need to come to an understanding of their value as a person. We also focus on each student developing an appreciation and value of others.

SPCC Young Parents seeks to offer students a new beginning in an atmosphere where they are accepted and not judged. The environment is much more intimate and holistic, compared to mainstream schooling. SPCC Young Parents passionately fosters a holistic dual generational approach to supporting young parents and their children. As the young parent studies in their classroom, their children are also learning and developing skills in a stimulating and nurturing environment. We offer an educational service for Years 9 to 12 students, providing them with the opportunity to gain a RoSA and/or a non-ATAR HSC.

The way SPCC Young Parents puts this philosophy into practice is as follows:

- The educational programs are aimed at viewing each student as a whole person - spiritually, academically, relationally, and physically - while they undertake their accredited educational

program (moving towards the RoSA certificate and non-ATAR HSC).

- We also work closely with the home and other support agencies who may be involved in the young person's life.
- We endeavour to know our students as whole people and adjust our classroom structures accordingly.
- We involve the students in creative co-curricular and wellbeing programs that are relevant to their overall development.

The school aims to create an environment where everyone in the community is respected and free of stigma, and where Christian beliefs and values are communicated through relationships in a community that is safe and that cares. It is a place where students experience understanding, acceptance, clear boundaries, compassion and forgiveness.



# 03 • Student Outcomes in Standardised National Literacy and Numeracy Testing

The National Assessment Program - Literacy and Numeracy (NAPLAN) data, shows current levels of achievement in Literacy and Numeracy for students enrolled in Years 3, 5, 7 and 9 in 2022. Although there is a significant need for literacy and numeracy intervention for our young parents, it is rare that our students sit the NAPLAN tests due to leave relating to their pregnancy.

SPCC Young Parents is not compared to other schools on the MySchool website because its cohort is so particular. In 2022, as in previous years, our young parents were withdrawn from NAPLAN testing due to pregnancy or maternity leave and such there are no results to demonstrate.



*This is the day that the Lord has made: We will rejoice and be glad in it.*

PSALM 118:24

# 04. Senior Secondary Outcomes (Student Achievement)

## STUDENT ACHIEVEMENT

We follow the NESA requirements and each student graduated Year 10 with a ROSA.

The Higher School Certificate (HSC) is the credential awarded to secondary school students who successfully complete senior high school level studies (Years 11 and 12 or equivalent) in New South Wales.

Our students achieve a non-ATAR HSC. They do not complete examinations; therefore, we do not compare student performance data to statewide trends. We consider the attainment of the Certificate itself, as a wonderful achievement for our students.

## Year 11 Grades - Both Campuses - 2022

SUBJECT	NO. OF STUDNETS	GRADES %					
		A	B	C	D	E	N
ENGLISH	8	25%	25%	50%			
NUMERACY	11	10%	45%	45%			
SPORT, LIFESTYLE & RECREATION	6		66%		34%		
VISUAL ARTS	10		50%	40%		10%	
EXPLORING EARLY CHILDHOOD	2			100%			

## HSC Grades - Both Campuses - 2022

SUBJECT	NO. OF STUDNETS	GRADES %						AV MARK
		A	B	C	D	E	N	
ENGLISH	11	10%	54%	27%	9%			
NUMERACY								N/A
SPORT, LIFESTYLE & RECREATION	4		0					68%
VISUAL ARTS								N/A
EXPLORING EARLY CHILDHOOD	11							65.8%

## VET Subject Grades - Both Campuses - 2022

PRELIM	COMPETENCIES ACHIEVED	TOTAL COMPETENCIES
BUSINESS	14% 1 Achieved 86% 0 Achieved	13 Competencies
RETAIL	21% 3 Achieved 28% 2 Achieved 21% 1 Achieved 21% 0 Achieved 9% 6 Achieved	13 Competencies
EDUCATION SUPPORT	100% 0 Achieved	15 Competencies
PRELIM	COMPETENCIES ACHIEVED	TOTAL COMPETENCIES
BUSINESS	14% 6 Achieved 14% 4 Achieved 14% 3 Achieved 14% 2 Achieved 28% 1 Achieved 16% 0 Achieved 8	13 Competencies
RETAIL	22% 2 Achieved 22% 5 Achieved 11% 8 Achieved 11% 6 Achieved 11% 4 Achieved 11% 3 Achieved 12% 0 Achieved	13 Competencies
EDUCATION SUPPORT	25% 8 Achieved 25% 7 Achieved 25% 6 Achieved 25% 5 Achieved	15 Competencies

# 05. Teacher Professional Learning, Accreditation and Qualifications

Expenditure on Professional Development: \$15,320.18

In addition to the professional learning listed below all staff attend two St Philip's Christian College Conferences during the year. As we are a multi campus school our staff meetings, prayer and worship and some training is done online.

**\*All teachers have teaching qualifications from a higher education institution within Australia.**

## DESCRIPTION OF PROFESSIONAL LEARNING ACTIVITY

- ASBA Annual Conference
- Future Education Forum
- Risk Management and management in schools
- Training to deliver information about unhealthy relationships to students
- AISNSW Curriculum Leadership Conference
- Stage 6 Blending Learning Experiences
- Empowering teachers to navigate trauma
- MEA Interpretation Workshop
- Bus Driver Course
- WHS Training
- Signs of Safety
- Accidental Counsellor

## DESCRIPTION OF PROFESSIONAL LEARNING ACTIVITY

- In Young Parents, we do not have any staff seeking Proficient Teacher Accreditation.
- All staff are in a Maintenance Period and tracking well with hours.
- There are currently no staff seeking a higher level of accreditation in Young Parents.



# 06. Workforce Composition

SCHOOL STAFF 2022	NO. OF STAFF
Teaching Staff	12
Full-time equivalent teacher staff (included above)	6.4
Non-teaching Staff	31
Full-time equivalent non-teaching staff (included above)	11.5
Full-time equivalent indigenous	0

For characteristics of the workforce please see My School website:  
[www.myschool.edu.au](http://www.myschool.edu.au)



*The Vision:  
 Changing lives by  
 inspiring young people.*

# 07 • Student Attendance and Retention Rates and Post-School Destinations in Secondary Schools

## STUDENT PROFILE

There were 42.8 FTE students enrolled at the August census in 2022

The students come from a wide range of socio-economic backgrounds and a wide geographic area. All students have experienced difficulties in a mainstream school prior to becoming pregnant due to being disengaged. Many of the students have been 'non-attendees' for periods ranging between 1 month and 2 years prior to enrolling at SPCC Young Parents.

Due to our students managing parenthood and school, most students follow a part time attendance pathway to complete their HSC. As a result of part time attendance, SPCC Young Parents is exempt from completing the STATS report.

The mechanisms for recording the many and varied type of absences are consistent with the state attendance codes.

## HOW THE SCHOOL MANAGES STUDENT NON-ATTENDANCE

The SPCC Young Parents attendance policy identifies processes that ensure compliance with the NSW Education Amendment (School Attendance) Bill 2009. This legislation requires school Principals to keep in the register of enrolments and attendance, particulars about absences of children from school for medical or other reasons, and particulars about any unsatisfactory school attendance by children of compulsory school-age.

The school's Attendance Policy also describes processes to inform parents/carers of students under the age of 17 about absences. For chronic absences the school notifies the Home School Liaison Officer and Community and Justice Services.

The details of this information are given to prospective students and their parents (where applicable) by supplying a Student Handbook as part of the enrolment package. Ongoing students are each supplied with an updated handbook at the start of each year and a PDF copy is made available on the school's website.

The rate of student attendance is difficult to attain as we are exempt from creating STATS reports due to our students following a part time attendance pathway.

## WYONG AND WARATAH ATTENDANCE RATES COMBINED

YEAR LEVEL	ENROLMENT	ABSENCE	FULL DAYS	ATTENDANCE	ATTENDANCE %
Year 9	2	83	251	168	66.93%
Year 10	7	146	690	544	78.84%
Year 11	49	1864	6766	4902	72.45%

## RETENTION OF YEAR 10 TO YEAR 12

Most students arrive at our school in Year 11 but for those students who commence at SPCC Young Parents in Year 10, they are able to make a smooth transition to the 3-year HSC pattern of study. Our retention rate for 2022 was 100% at Waratah. Wyong had no Year 10 students in 2022.

SPCC Young Parents Wyong had 6 graduating students in 2022.

The Year 12 Graduating cohort of 2022 consisted of 6 females

Post Year 12 destinations included:

- Workforce or seeking employment 5 students
- Other study 1 student

SPCC Young Parents Waratah had 10 graduating students

The Year 12 graduating cohort of 2022 consisted of 10 females. Post Year 12 destinations included:

- Workforce or seeking employment 3 students
- Other study 7 students

The networking with organisations that provide post-school support for students has been beneficial. We continue to grow and develop in this area as we recognise the importance of supporting our Alumni students beyond their season at Young Parents.

# 08. Enrolment Policies

SPCC Young Parents is a co-educational, Special Assistance School providing an education underpinned by Christian values and operating within the policies of NESAs. All applications are processed in order of receipt. To attend our school, students must be an expecting teen or a young parent. Sometimes our students realise that they want to further their education when their children are a couple of years old. We accept enrolments from any young parent, male or female, who have had a baby during their teen years and are wishing to complete their HSC.

Once enrolled, students and their families are expected to support the school's ethos and comply with the school policies and normal procedures to maintain the enrolment. Any interested young person is given a school tour and then provided with an enrolment pack, including a copy of the Student Handbook which outlines the relevant school policies and how they are implemented at the school. The Student Handbook is also on the website.

## PRINCIPLES

1. All applications should be processed within the school's enrolment protocol (see the Enrolment Process).
2. Consider each applicant's supporting statement/ interview responses regarding their ability and willingness to support the school's ethos.
3. Consider each applicant's educational needs. To do this, the school gathers information and consults with the parents/family/carer and other relevant persons (e.g. the previous school or caseworker).
4. Identify any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.
5. Inform the applicant of the outcome.

## ENROLMENT PROCESS

In line with the enrolment principles outlined, the following is normally the procedure for enrolment at SPCC Young Parents:

### Application Process

- Contact the school to book in a time with a Head of Campus.
- Attend the meeting, have a tour of the school including the Early Learning Centre and complete the application form. During the meeting, educational expectations and the possible pattern of study are discussed.
- A Student Handbook is given at the second enrolment interview.
- The following information must be included with the application form:
  - Student Birth Certificate must be supplied with the application form or other photo identification
  - Any medical or psychological plans (if applicable)
- When the application process is completed, a position is offered and a letter of offer is issued.

## Continued Enrolment

Ongoing enrolment at SPCC Young Parents is dependent on satisfactory attendance and student capacity to function appropriately within the support structure offered at the school. The suitability of student placement is assessed each semester during Individual Planning processes in consultation with the students and parents or carers where applicable.



# 09 • Other School Policies

SPCC Young Parents is structured to support our students in a holistic way.

The school is committed to providing a safe and supportive environment by having in place policies and procedures that provide a “caring, secure and challenging learning environment” which supports our Mission Statement and our legislative requirements.

## WELLBEING POLICY

The Wellbeing Policy was reviewed during 2020 and can be found on our website.

The Vision and Mission statements of St Philip’s Christian College commit to providing a safe and caring environment where students can discover the gifts the Creator has given to them. Beyond this, these foundation statements of the College commit to inviting students to discover the good to which they are called in the use of these gifts, through reconciliation in Christ.

Our shared commitment:

- Maintaining a supportive environment, which is inclusive of all its members.
- Promoting clear and open communication within all groups in the school community.
- Developing a climate in which mutual respect is valued, acknowledged and experienced.
- Providing a safe and happy learning environment in which children and staff experience success, are respected and celebrate their talents.



## ANTI-BULLYING POLICY

Any behaviour where one takes advantage of another is not in accordance with the Biblical principles of:

- being made in the image of God and thus worthy of respect at all times; and
- loving God and loving each other.

This policy recognises that because we are human, bullying may be evidenced in our community, in varying degrees, at various times.

### Policy

Staff, students and parents support a climate of respect and care for others. DALE actively promotes respect and acceptance for individual differences.

- At DALE bullying in all its forms: physical, social, psychological and verbal, is unacceptable.
- The school is committed to minimising all forms of harassment.
- DALE has systems of pastoral care, reporting and discipline which respond immediately to cases of bullying when they arise.
- While recognising that the school’s first priority is to support victims of bullying, DALE will also provide support for the bully.

This policy can be found in our Student Handbook and on our website.

## DISCIPLINE POLICIES

### Suspension Policy

Suspension of a student for a school matter, should not be used in the first instance of undesirable behaviour unless the Head of Campus recommends to the Principal that such behaviour could cause emotional, psychological and/or physical harm to other persons.

The length of the suspension will be determined by the Head of Campus in consultation with the Principal.

Students may be suspended, provided the Head of Campus is satisfied that such action is warranted, if a student:

- Demonstrates consistent and wilful non-compliance;
- Acts violently or threatens violence;
- Threatens good order; and/or
- Disrupts own learning or that of other children.

Procedural fairness involves:

- Provision of relevant policies and procedures to involved parties;
- Provision to these parties of the details of any allegations;
- Provision to these parties of the right to respond to allegations and, if appropriate, to appeal any decision; and
- The right to an impartial decision.

Based on principles of procedural fairness we ensure parents (or carers, or case workers where relevant) are involved in the processes of procedural fairness for Suspension and Expulsion. The school does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons.

The full Suspension Policy can be found on our website.

## Expulsion Policy

In cases where suspensions have proved ineffective and where consultations with the parents/students or other procedures and supports have produced no improvement in the student's behaviour, the Deputy Principal recommends to the Principal the permanent removal of the student from the school.

In instances of gross misconduct, for example extreme acts of abuse or violence, the Deputy Principal may recommend the immediate expulsion of the student.

Based on principles of procedural fairness we ensure parents or the students are involved in the processes of procedural fairness for Suspension and Expulsion. The school does not permit corporal punishment of students, or sanction corporal punishment of students by non-school persons.

The full Expulsion Policy can be found on our website.

## Complaints & Grievances Policy

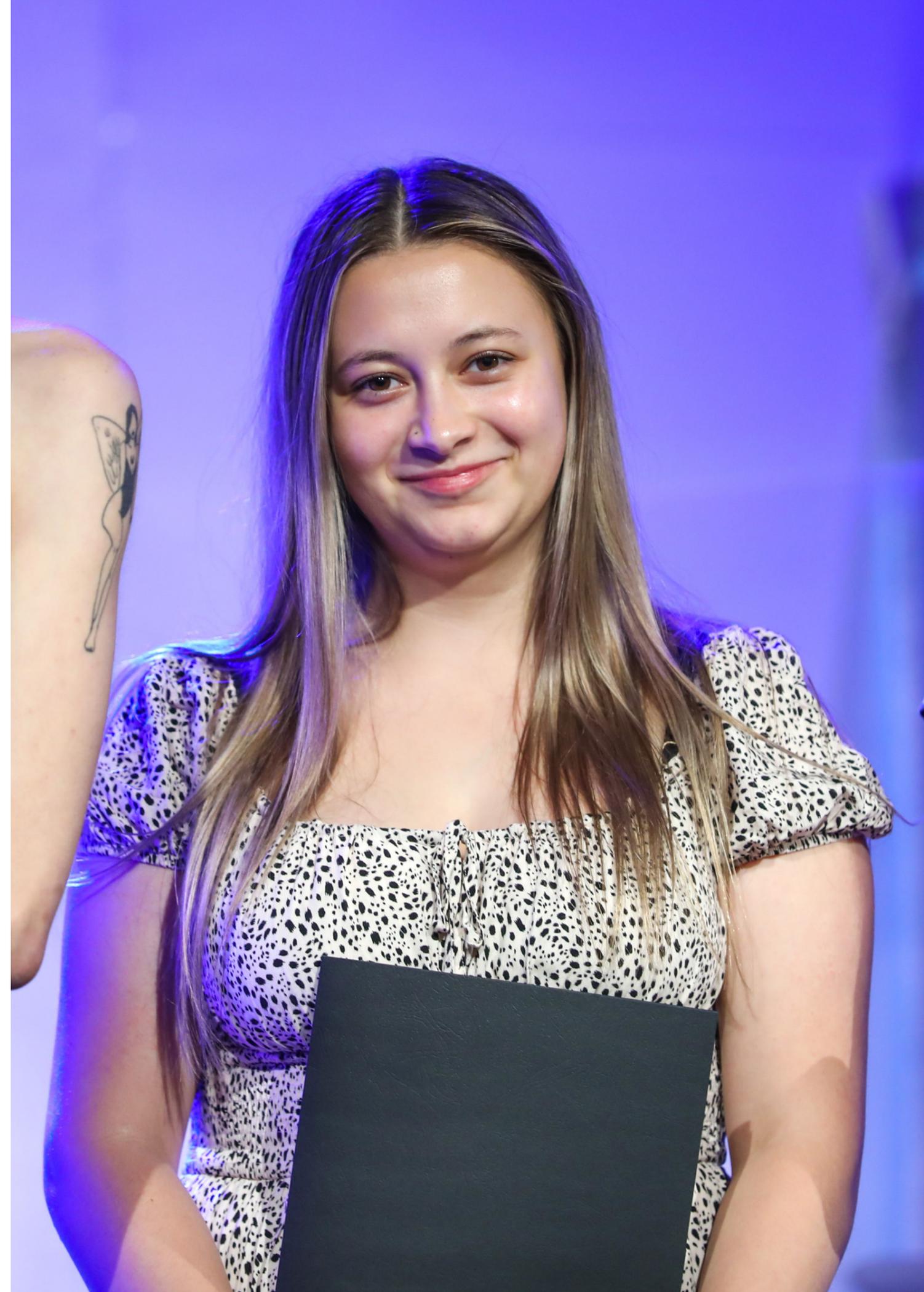
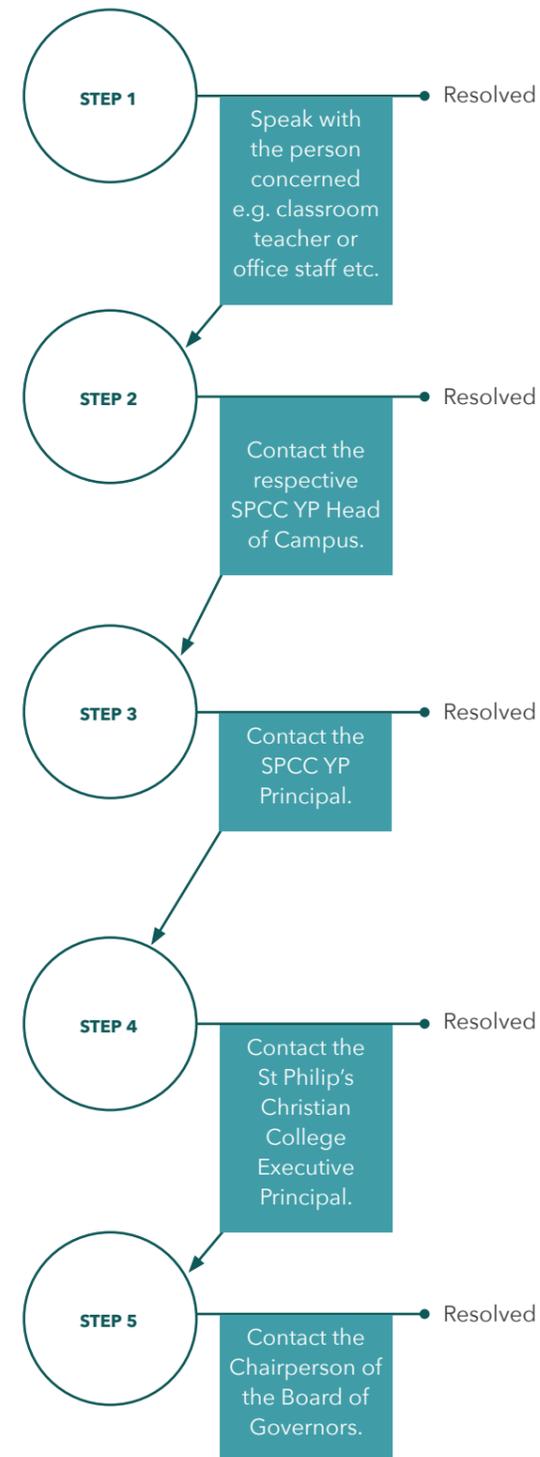
The school's policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students. These processes incorporate, as appropriate, principles of procedural fairness. These principles of procedural fairness, including appeals, are included in the Student Handbook.

In 2019, the College added a Confidential Informing (Whistleblowing) Policy to the Grievance Policy suite.

These policies are found on our website.

A summary of the procedure for handling concerns and complaints is represented by the following diagram.

## COMPLAINTS & GRIEVANCES PROCEDURE



# 10. School Determined Priority Areas for Improvement

## SCHOOL IMPROVEMENT PLAN 2022

### Spiritual Growth

PRIORITIES FOR 2022	GOALS FOR PRIORITIES
Deepening Personal Relationship with God	<ul style="list-style-type: none"> <li>All members of the school community will strengthen their personal relationship with God.</li> </ul>

### Student Learning & Achievement

PRIORITIES FOR 2022	GOALS FOR PRIORITIES
Teaching with high impact strategies	<ul style="list-style-type: none"> <li>Employ evidence-informed, innovative and engaging learning strategies inclusive of the needs of all students.</li> </ul>
Promoting a Culture of Professional Learning	<ul style="list-style-type: none"> <li>Provide professional learning employing a range of evidence-informed strategies.</li> </ul>

### Pastoral Care and Wellbeing

PRIORITIES FOR 2022	GOALS FOR PRIORITIES
Promoting Student Voice	<ul style="list-style-type: none"> <li>Enabling authentic agency and responsibility, empowerment and leadership through inclusive engagement of all students.</li> </ul>

### Community and Culture

PRIORITIES FOR 2022	GOALS FOR PRIORITIES
Valuing our School Community	<ul style="list-style-type: none"> <li>Engage effectively and efficiently within the school and externally with the school community.</li> </ul>

### Resources and Facilities

PRIORITIES FOR 2022	GOALS FOR PRIORITIES
Developing Educational Infrastructure	<ul style="list-style-type: none"> <li>Enhance the facilities at each school and develop current and new schools to be innovative future-focussed learning environments.</li> </ul>
Strengthening Reputation	<ul style="list-style-type: none"> <li>Enhance the reputation of SPCC Dale &amp; YP within and externally to SPCC.</li> </ul>



# 11. Initiatives Promoting Respect and Responsibility

Our college mission statement clearly outlines how we endeavour to offer an environment that demonstrates respect and responsibility.

*St Philip's Christian College Young Parents will continue to provide quality education in a caring, secure, and challenging learning environment based on Christian beliefs, values and practice.*

These Christian beliefs, values and practices are expressed further in the College Core Values. These are;

- Christ First
- Serve One Another
- Strive For Excellence
- Do What Is Right
- Build Community

These values of respect and responsibility flow from our love and respect for God and our desire to share this with others.

Our College promotes respect and responsibility among its community both through reinforcement of the school values and throughout specific service activities. We promote respect for self, respect for others, respect for the school and respect for property.

Respectful and responsible behaviour is encouraged and monitored through the implementation of key programs and strategies that work toward building young parents' capacity as a young parent, student and individual. There are multiple components to this and examples of each done in 2022 are listed below.

## Service Activities

- Naidoc Week
- Sorry Day
- Reconciliation Week
- Compassion Fundraiser
- Colour Run
- Careers Day
- Indigenous Literacy Day
- Operation Christmas Child
- Anzac Day
- Mother's Day
- Gift Wrapping Westfield Tuggerah

## Student Programs

- Circle of Security - Parenting Course
- 123 Magic - Parenting Course
- Healthy Relationships Course
- Life Hacks with Dave
- Seasons for Growth
- Sexual Health Workshops
- Graduate Leadership Day
- Graduate Experience Days
- First Steps Parenting - Weekly visits by HNE Health
- Financial Literacy Workshops (weekly) - Partnering with Victory Centre (C3 Victory)
- Name Narrate Navigate (NNN) - Partnering with Newcastle University
- Black Box Parenting - Partnering with The Canopy
- HNE Health Workshops - Youth Health, Mental Health, Infant Sleep, Nutrition
- DBT Workshop
- Stress Management Workshop
- Bullying no way
- R U Okay Day
- Financial Planning with Wyong Neighbourhood Centre
- Baby First Aid
- Raw Challenge
- Nurses
- Nutrition and Healthy Eating
- Gym
- Graduate Mentoring including Post School Transition Meetings
- Child Engagement - Speers Point Park
- Christmas Family Lunch
- Housing Skills Workshop - Uniting
- Terrigal Boardwalk



# 12. Parent, Student and Teacher Satisfaction

At our Young Parents College, the satisfaction of our students is shown by them themselves enrolling and attending class on their allocated days. They are not only the students, but also the parents. Our teacher satisfaction is also highlighted in this speech, the fact that all staff go above and beyond on a daily basis speaks for itself.

We would like to share a speech that was prepared and delivered by one of our 2022 leavers at our Presentation Night: -

*Before I begin, I'd like to acknowledge the Darkinjung people as Traditional Custodians of the land on which we meet today. I pay my respects to the Elders, past, present and emerging. I extend this respect to any Aboriginal people who are here today.*

*For those who don't know me, my name is Rebecca, I am a 25-year-old, mum of 3 having my first born at 18 years old. I am a 3rd year student at DALE Young Parents Wyong. Starting at Young parents at the age of 22 with 2 young children, for me, was the most daunting experience especially since I battle anxiety and struggle to make friends and be social.*

*Little did I know that 3 years later I would have graduated today with my full HSC, a certificate 2 in Business, certificate 3 in Retail, certified for first aid, certificates in various parenting support programs, many memories, a wealth of knowledge & gained some beautiful lifelong friends. Within this journey I was quite torn on what career path I wanted to take with various options being up in the air, that was until I had the door open for me for an Educational Support Traineeship with, I am officially halfway through which in itself has been amazing. I am now striving to finish this and obtain further education to be a Qualified Well-being Assistant at a DALE campus.*

*I completed all this through the heights of covid, online/distant learning, through pregnancy, a newborn, some trauma and even broken bones and surgery in which all resulted in long spouts of time off from studies and all while of course, being a mum.*

*Never in a million years did I ever think I'd achieve something so life changing. Young Parents has been the biggest blessing for not only me, but the hundreds of other young parents who have revolved through this incredible journey.*

*The teachers and staff that form DALE, will end up being the reason you want to come every single day. They sit by your side and let us vent, let us cry, pray for us when we are in need, cuddle our babies when we are trying to get through our work and cheer us on for our biggest achievements and aspirations with no judgement - without you all, as well as the amazing support of my family and friends, I wouldn't have made it this far, mentally, physically and emotionally. Young Parent staff have helped me gain so much confidence, opened so many pathways for me & given me a stronger connection to God,*

*I also want to thank NARNIA educators past and current for loving and supporting me and my children and the many other beautiful children who have grown through the centre the last few years. My kids adore you and we are so grateful.*

*To current and future young parents, I'd like to offer a word of encouragement. You are amazing. While I cannot promise it will be easy studying while being a parent - If you show up, I can promise that this will be the most incredible and supportive experience. You will gain so much self-confidence, an awesome handful of qualifications and an incredible church family. You will never feel alone or forgotten you will never be made to feel like just another number - by your 3rd year this will become a second place you call home. The 3 years, however, goes by so fast, so cherish it and enjoy every single adventure, course and excursion DALE has to offer you.*

*Before I wrap up my speech, I just want to read you a bible verse that is relatable and reminded me that God has been one of my biggest supporters.*

*"Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go." Joshua 1:3*

*Thankyou*

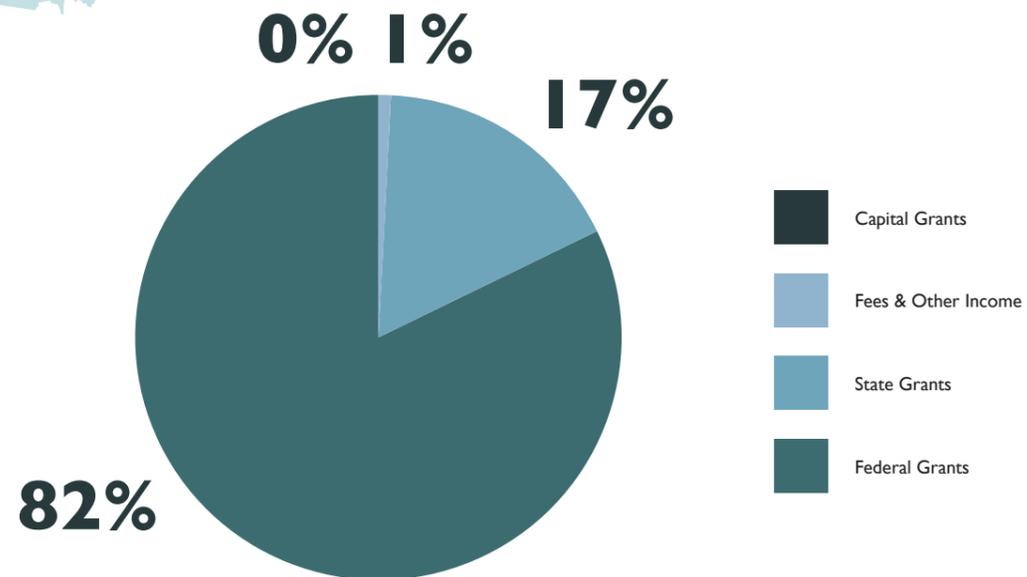


*Be on your guard; stand firm in the faith; be courageous; be strong.*

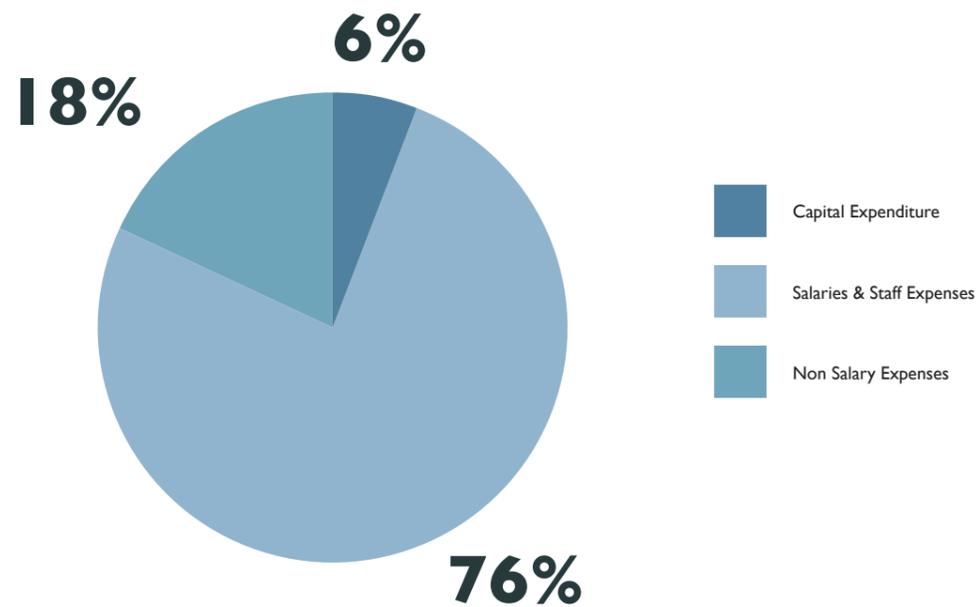
1 CORINTHIANS 16:13

# 13. Summary of Financial Information

ST PHILIP'S CHRISTIAN COLLEGE YOUNG PARENTS INCOME SOURCES 2022



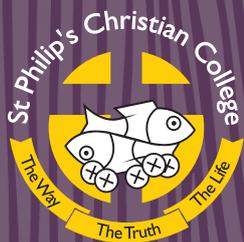
ST PHILIP'S CHRISTIAN COLLEGE YOUNG PARENTS EXPENDITURE SUMMARY 2022



## 14. PUBLICATION REQUIREMENTS

This Annual Report will be made available on NESAs online. It will also be uploaded to our school website and emailed to parents.





*For the Whole of Their Life*

## **St Philip's Christian College Young Parents**

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