

2023 *Annual Report*



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THEME 1

Board Chair's Report

'Excellence in Education' and 'Christianity in Action'

We are delighted to continue to grow our reputation within the community as a school where students love learning across the whole of their school life. 2023 was characterised by achievement and growth and we are very proud of the achievement of our students. We are also keenly aware of the opportunities that each child experiences across the breadth of offerings at NBCS. Students continue to engage in and beyond the curriculum in ways which stretch and challenge them, in which they perform well and by which they grow.

Academic results were very pleasing across the school, notably, but not only, in HSC results, with students demonstrating significant growth in their learning. There is clear evidence that students have embraced our vision, 'love learning'. We are encouraged by each student who sets out to achieve their best and in so doing to grow into those who make a difference in the world around them.

The Board continues to hone its focus on the NBCS mission of 'Excellence in Education' and 'Christianity in Action'. While this is an ongoing process, we are very pleased with the impact and growth we have seen in these two key elements of school life.

Mr Tim Watson has now led the school for five years and continues to be very well supported by a dedicated team of capable and professional educators. We are thankful for the Senior Leadership Team, and the way they perform their individual roles and support the staff and each other in such a productive and collegial manner.

Board stability has provided the opportunity to focus on how best the Board can serve the school and support its staff in providing the highest quality education possible. School finances remain strong enabling investment in infrastructure. We are delighted to have a new STEM building under construction and at the same time to be able to continue to improve current facilities.

Board meetings provide the opportunity for members of the Senior Leadership Team along with the Principal and Business Manager to share their work, giving Directors helpful insight into the breadth of school operations.

The Board has also focused on the issue of cyber security as a major threat to the school, as it is to all organisations. We continue to take steps to ensure, as best as we are able, protection from external threats, with confidence in our processes and staff capabilities.

We remain encouraged by strong levels of enrolment, confident that our vision, mission, and values resonate within our local community. Our desire to retain an open enrolment and provide a quality education in a Christian context remains paramount. We are grateful for the commitment of staff and parents as we join with them in partnership for the education of our students.

Eric Bernard
NBCS Board Chair



THEME 1

Principal's Report

2023 saw NBCS move into the first year of its next Strategic Plan

As we moved into our new Strategic Plan we were delighted to do so focusing on completion, continuity, context, and congruity.

At heart, education is a deeply human concern. Education is about the growth of individuals and communities; it is about the process of preparing people for the future that is, by definition, unknown. It remains our belief that the best way to do that is to focus on learning. We define learning as the process by which the unknown is connected to the known and thereby incorporated into and made sense of through the expansion of the known. Learners are those who are equipped to deal with the unknown and the uncertain. They have a mechanism for doing so via the ability to integrate new information, ideas and circumstances into schema or ways of organising knowledge or practices that make sense of the world.

Our Vision, Love Learning, remains, as do our Strategic Goals.

Academic:
pursuing and celebrating academic excellence

Christian:
living and sharing the beauty of faith in Jesus

Wellbeing:
nurturing and growing our community



Co-curricular:
extending opportunities and enriching lives

Staff:
shaping and engaging talented Christian staff

Infrastructure:
inspiring and invigorating learning

With respect to infrastructure, NBCS is renowned for its facilities and its built environment. We were delighted, in 2023, to commence work on a new Science building, which will be completed by Term 4 2024. It will add 13 new learning spaces into the heart of the school and connect the CSC (sports centre) through to Manhattan (senior student study space) and provide on grade access to main reception and the entrance to the school.

I congratulate students and staff for the way they have managed and worked around the matter of having a building site in the middle of campus. I am grateful to the staff who have worked closely with builders, project managers and architects to bring vision to fruition, to move from the page to physical reality.

We congratulate the class of 2023 on the way they shaped school culture and contributed to the first four of our strategic goals. The measure of a great school culture is when students are happy to be involved and give things a go, and when they are as delighted for the success of their peers as they are of their own. This was certainly true for the class of 2023. We congratulate them on their corporate success and on all the individual successes and stories within it. They have been our most academically successful year group to date. They did it together, with camaraderie, collaboration, unity, enjoyment, and strong care and support of each other. We are delighted for them and excited for their prospects as they make their way in the world.

Tim Watson
Principal



THEME 1

Student Leadership Report

Northern Beaches Christian School's Student Leadership Team of 2023 has strived to build a sense of community where individuals work together towards shared goals based on the NBCS Values.

Courage, gratitude, respect, compassion, and our new value of commitment, have been central to the leadership team's growth as well as playing a critical role in the team's duties to the school. In doing so, we have been able to improve student wellbeing by focusing on creating support networks between students across grades. These relationships are essential to a student's growth in not just academics, but in their ability to form meaningful relationships. As leaders, we have looked to tackle this by creating environments where students and teachers can support and encourage each other to become the best version of themselves. Through collaboration, problem solving and communication, the Student Leadership Team was able to create new and innovative ideas that built upon previous leaders' goals to build community action and enhance students' time here at Northern Beaches Christian School.

Our Student Leadership Team of 24 is structured in a way that all key areas of the school are supported by leaders with portfolio areas. The portfolios include Captains, Vice Captains, Wellbeing, Service, CRU (our



Christianity-focused role), Academic, Sport, Co-Curricular and House Captains. Each portfolio is supported by a portfolio coach, with whom they have weekly meetings. However, the portfolios do not act alone, we encourage the crossover and teamwork among leaders to bring the best outcome to projects.

A strong community amongst our Student Leadership Team has allowed ideas to be shared and grown as they are discussed in leadership meetings with the whole team. They are then brought to fruition by balancing the load among multiple leaders and working towards a clear and achievable goal. No voice was unheard and as result events like the trivia competition ran smoothly and the preparation for the talent show is underway.

The role of Student Leaders has varied across the year. One of the main roles includes running fortnightly meetings with the rest of our leadership group. In these meetings, there is a discussion on issues within our school, areas of school life that we are focused on improving, as well as some general admin and logistics.

Another major component of the leadership meetings is our spotlight on leadership, where one leader each meeting will create a short speech about how a leader should conduct themselves whether that be using initiative to combat problems or listening to others with their feedback. One of our favourite roles as leaders has been the opportunity to host and attend different Prefect Afternoon Teas. At the NBCS Prefect Afternoon Tea, our team created a scavenger hunt as an icebreaker game to encourage communication between different schools. As a result, we were able to gain important insight into the way that different leadership teams operate and their roles in their own school. Alongside running an afternoon tea for leaders, we have also hosted many NBCS events such as the Year 7 Introduction Day.

It has been a great learning opportunity to have these events as it has taught us how to delegate tasks as well as learn to manage tasks and others. Every week we have assemblies which are sectioned off with the Years 7 to 9 one week and Years 10 to 12 in the other. These assemblies are run by the Captains and Vice Captains and feature a talk by one of the other leaders on one of the school's values.

The goal of the leadership team this year was to “build community throughout the school, especially between different grades”. To achieve this, we have organised events that incorporate diverse teams to build connections across different grades. We believe our older grades can serve as role models and a point of contact for the younger grades if they have any questions or are seeking advice in school life. One way in which we have brought together different grades is through our Year 12 Leadership Team, running Year 7 Mentor Groups throughout the year. The Mentor Group space is an intimate group of people where the Year 7 students can ask questions and get involved while the Year 12 Leaders can get to know the Year 7 students. The events run throughout the year have also allowed students of different grades to get involved whether participating or in the audience. We have made significant progress towards our goal of building community as grades have bonded together through these events.

The CRU Prefects have aimed to create and open an inclusive environment where people can explore faith and ask questions about Christianity. Our main understanding is that everyone is at a different point on their faith journey. We hope that by providing the tools necessary, we can help students grow in their journeys, no matter what point they are on in their journey. This is supported by our Student Leadership Team through Friday Lunchtime CRU and student run Chapel Services throughout the year. The Friday Lunchtime CRU allows students of all grades to come together to play games and listen to a short talk or interview from the leaders, providing a space where people can come to ask questions or find others, in different grades, who share the same faith as them. Further to this, the CRU Prefects help run Chapel Services on Wednesday where they can share something about their faith or interview another person on their faith. These leaders set an incredible example for the Secondary students and provide a safe and welcoming point of contact if anyone has any questions.

Alongside the structure of our portfolios with their specific roles, our roles as Captains have been nothing short of rewarding. With this in mind, we have created goals that we aim to achieve and be able to pass on to future leaders. One specific goal that we have had is to continue improving school culture by eliminating the barriers between grades.

We are extremely grateful for the opportunity to become leaders and we hope we have inspired future leaders to carry on the legacy that has been left behind.

NBCS Captains

THEME 1

Contextual Information about the School



NBCS is an independent co-educational school, for students in Kindergarten to Year 12, based in Terrey Hills on the Northern Beaches of Sydney.

NBCS is registered and accredited by NESA and offers courses from Kindergarten to Year 12, leading to the award of the NSW Higher School Certificate.

Our hope is that together we can build an enriching school community that inspires a love of learning and the growth of our students.

Within our world class facilities, we expect a positive learning culture, a safe, welcoming environment, wise use of technology, positive communication and a nurturing Christian community. Our aim is to offer consistent and high expectations for our students and provide them with the resources to meet these expectations.

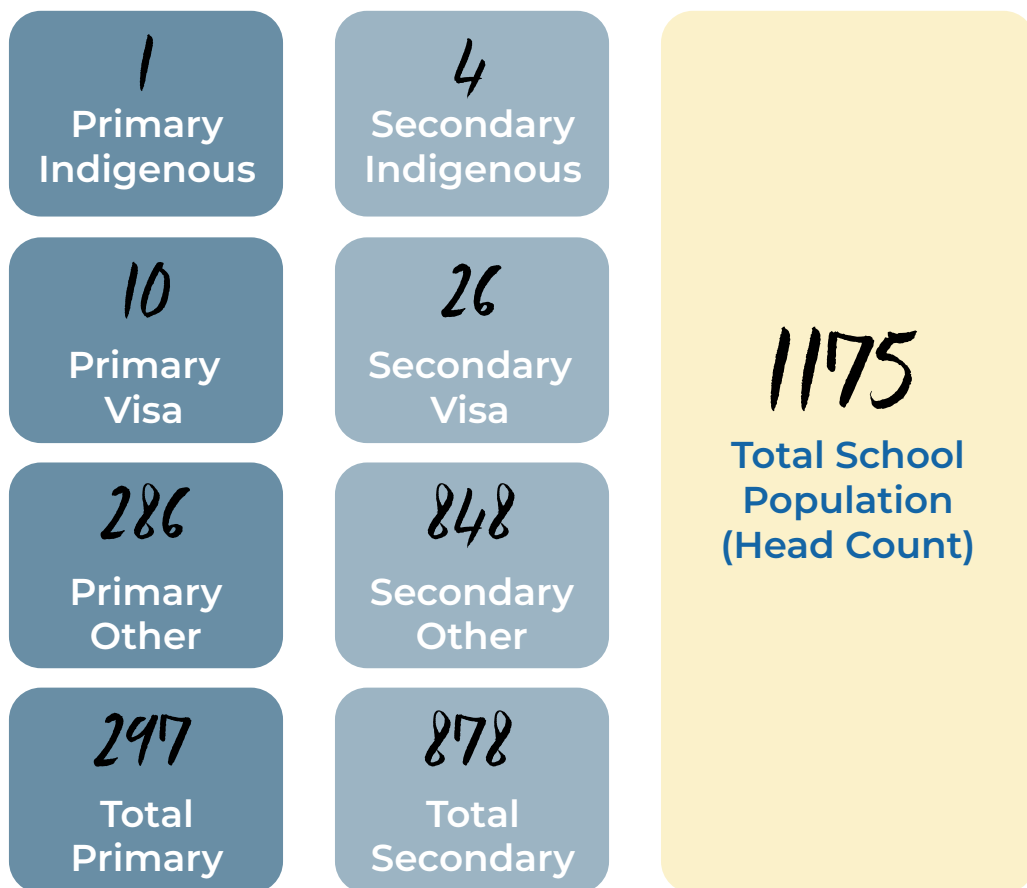
At the heart of NBCS is the pursuit of academic excellence. We recognise that this will look different for every student, whether they are in Primary or Secondary, but our hope is that each individual learning journey will be shaped by curiosity and a love of discovery.

We believe that giving students a sense of belonging and connection fosters their wellbeing and motivates them to engage with school and learning. Motivated by God's love, we are intentional about nurturing and growing young people who will make a positive impact on Australian society as its future leaders. We aim to support and bring out the best in each student, opening for them a wide and wonderful future that they can face with confidence.

Characteristics of the Student Body

At census date in 2023 there were 1175 students attending NBCS. Students at NBCS come largely from English speaking families.

Student population breakdown at the Census Date 2023.



In 2023, 94% of Year 6 2022 students continued to Year 7 at NBCS. Of the total Year 7 2023 students 49% were new to the school.

Just over half of the student population reside on the Northern Beaches with the remainder coming from the Lower North Shore to the upper North Shore and Forest District.

THEME 2

Student Outcomes

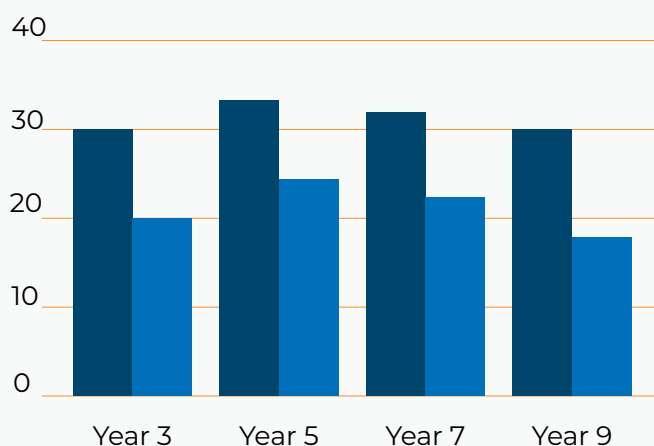
In Standardised National Literacy and Numeracy Testing

In 2023, students at Northern Beaches Christian School participated in NAPLAN testing at Year 3, Year 5, Year 7 and Year 9 levels. NBCS uses NAPLAN in order to assess students' learning and to compare performance against National and Regional benchmarks. NAPLAN results are also studied for the information they yield on student improvement between tests. Literacy and Numeracy are taught in accordance with the NESA syllabuses in all Stages. The results of NAPLAN are available at <http://www.myschool.edu.au>.

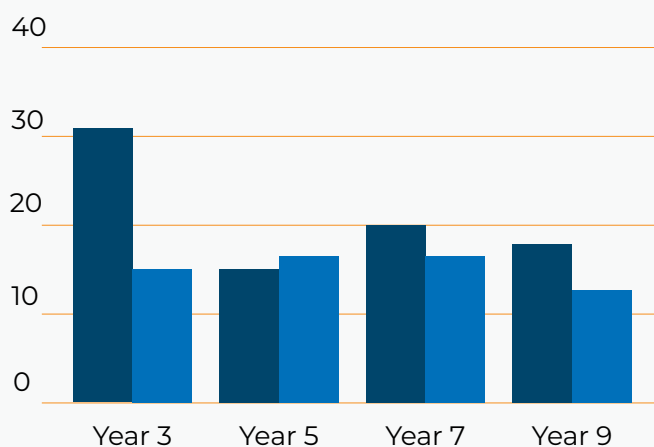
Percentage of Students in the Top Band

		NSW	NBCS
Year 3	Numeracy	15.4	31.0
Year 5	Numeracy	15.6	14.6
Year 7	Numeracy	15.8	20.3
Year 9	Numeracy	12.7	17.1
Year 3	Grammar and Punctuation	11.4	13.8
Year 5	Grammar and Punctuation	16.0	14.6
Year 7	Grammar and Punctuation	16.1	22.2
Year 9	Grammar and Punctuation	14.8	20.0
Year 3	Spelling	20.7	20.7
Year 5	Spelling	24.5	15.9
Year 7	Spelling	25.8	29.1
Year 9	Spelling	20.2	14.7
Year 3	Reading	20.1	30.0
Year 5	Reading	23.7	32.9
Year 7	Reading	21.5	31.8
Year 9	Reading	18.0	29.6
Year 3	Writing	11.8	16.7
Year 5	Writing	14.0	7.3
Year 7	Writing	16.5	19.6
Year 9	Writing	18.0	27.6

Reading



Numeracy



■ NBCS
■ NSW

From 2023, student achievement in NAPLAN is reported against four levels of proficiency. This replaces the previous numerical NAPLAN bands and national minimum standards, and means NAPLAN achievement prior to 2022 cannot be compared to that from 2023 onwards.

Senior Secondary Outcomes (Student Achievement)

In 2023 114 students sat for the NSW Higher School Certificate in 35 courses. Of these, 18.3% of exam results were 90% (Band 6) or higher, with an overview of all results provided below.

The table below represents NBCS achievement for all courses in 2023, showing the percentage of students achieving scores in each band in comparison with the State.

Scores are represented as follows:

Bands 5-6: represents scores 80-100

Bands 3-4: represents scores 60-79

Bands 1-2: represents scores 59 or below

		Number of NBCS students	Bands 5-6		Bands 3-4		Bands 1-2	
			NBCS (% of total students)	NSW	NBCS (% of total students)	NSW	NBCS (% of total students)	NSW
Ancient History	2023	14	79	32	21	48	0	19
	2022	10	30	33	70	49	0	7
	2021	14	57	34	43	45	0	21
	2020	16	50	34	50	52	0	13
Biology	2023	34	47	32	53	57	0	11
	2022	27	11	27	74	53	15	19
	2021	32	22	31	78	60	0	9
	2020	22	27	31	73	56	0	11
Business Studies	2023	34	53	36	41	52	6	12
	2022	26	31	35	69	55	0	10
	2021	43	30	36	70	51	0	13
	2020	32	53	35	47	47	0	17
Chemistry	2023	24	46	38	54	47	0	14
	2022	15	40	33	53	51	7	15
	2021	18	50	40	50	48	0	12
	2020	9	33	43	67	47	0	9
Design and Technology	2023	13	54	47	46	48	0	5
	2022	19	53	47	47	50	0	3
	2021	18	50	55	50	42	0	3
	2020	16	63	47	38	51	0	2
Drama	2023	8	50	60	50	39	0	1
	2022	15	87	58	13	40	0	1
	2021	7	43	46	57	53	0	2
	2020	9	67	47	33	50	0	2
Earth and Environmental Science	2023	14	64	33	29	39	7	10
	2022	11	73	32	27	60	0	8
	2021	5	40	28	60	59	0	13
	2020	7	71	29	29	55	0	14

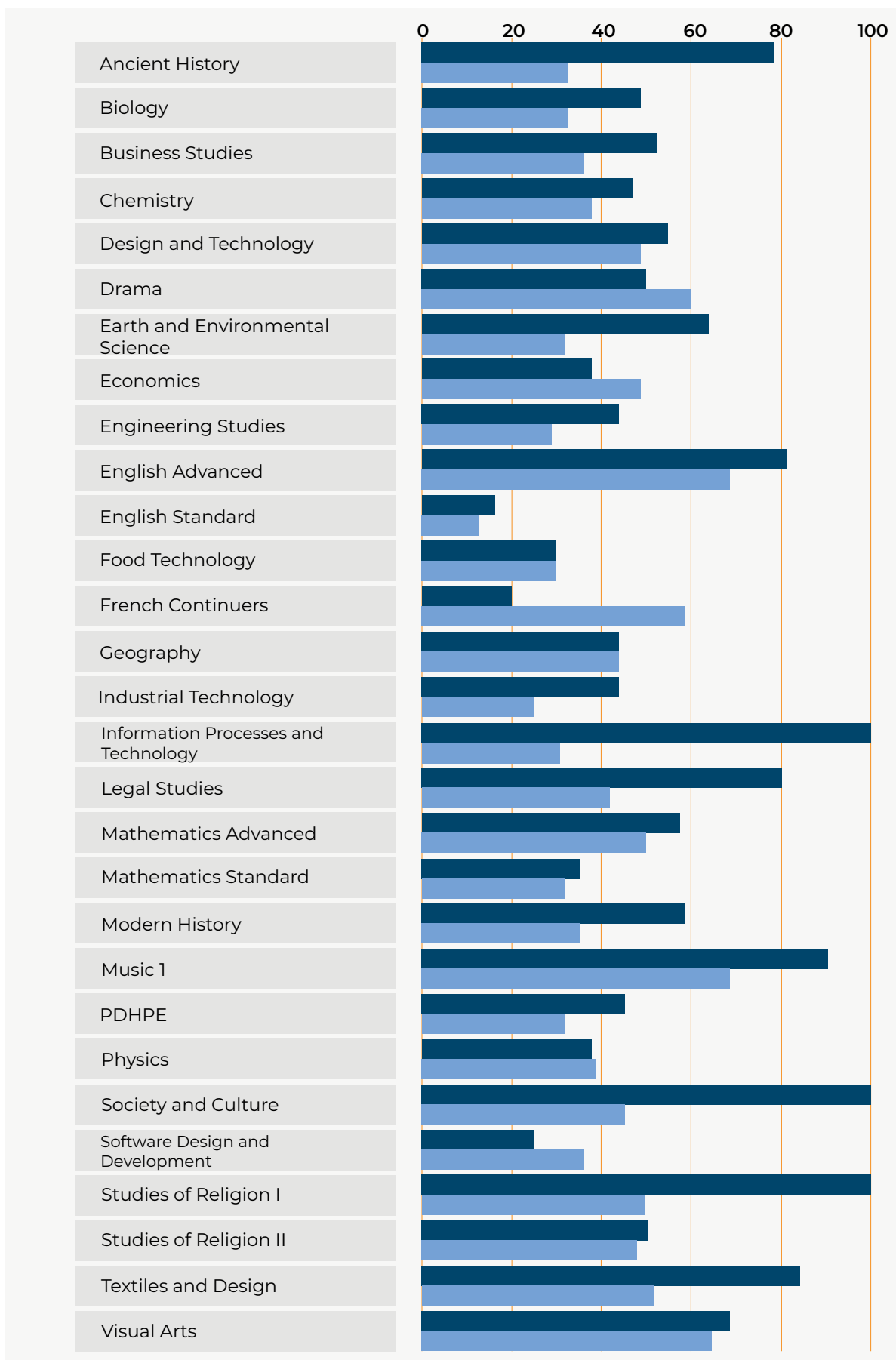
		Number of NBCS students	Bands 5-6		Bands 3-4		Bands 1-2	
			NBCS (% of total students)	NSW	NBCS (% of total students)	NSW	NBCS (% of total students)	NSW
Economics	2023	8	38	48	63	44	0	8
	2022	5	60	49	40	44	0	7
	2021	15	20	50	80	44	0	6
	2020	13	62	51	23	40	15	9
Engineering Studies	2023	18	44	29	56	65	0	5
	2022	17	29	30	71	56	0	14
	2021	20	70	36	25	56	5	7
	2020	12	58	34	42	58	0	8
English Advanced	2023	72	82	67	18	32	0	1
	2022	72	67	67	33	32	0	1
	2021	102	61	69	39	31	0	1
	2020	64	58	63	42	36	0	1
English Standard	2023	42	17	13	76	76	7	10
	2022	41	22	15	73	72	5	12
	2021	16	0	17	100	74	0	9
	2020	31	10	11	84	77	6	11
Food Technology	2023	10	30	30	70	57	0	11
	2022	10	40	30	60	55	0	15
	2021	7	57	36	43	50	0	13
	2020	8	50	29	50	54	0	15
French Continuers	2023	5	20	59	80	40	0	1
	2022	No students in 2022						
	2021	6	50	63	33	34	17	3
	2020	3	67	64	33	33	0	3
Geography	2023	7	43	42	57	51	0	7
	2022	5	40	42	60	47	0	11
	2021	8	25	44	75	48	0	8
	2020	8	25	42	63	45	13	13
Industrial Technology	2023	14	43	24	57	62	0	14
	2022	14	0	22	100	64	0	14
Information Processes and Technology	2023	3	100	31	0	49	0	19
	2022	6	83	28	17	56	0	16
	2021	No students in 2021						
	2020	11	64	32	36	49	0	18
Legal Studies	2023	5	80	42	20	47	0	10
	2022	19	26	41	63	43	11	16
	2021	18	56	42	44	44	0	14
	2020	9	44	39	56	49	0	18
Mathematics Advanced	2023	38	58	50	39	43	3	7
	2022	52	60	49	38	45	2	6
	2021	40	43	50	57	44	0	6
	2020	29	72	52	28	43	0	4

		Number of NBCS students	Bands 5-6		Bands 3-4		Bands 1-2	
			NBCS (% of total students)	NSW	NBCS (% of total students)	NSW	NBCS (% of total students)	NSW
Mathematics Standard 2	2023	63	63	31	57	50	8	18
	2022	69	69	29	61	52	14	19
	2021	62	62	25	60	54	15	21
	2020	57	57	25	60	50	7	24
Modern History	2023	22	22	35	41	49	0	15
	2022	29	29	34	52	54	0	12
	2021	25	25	38	40	46	8	16
	2020	13	13	37	77	47	0	15
Music 1	2023	10	10	69	10	29	0	2
	2022	10	10	70	10	28	0	2
	2021	8	8	64	12	34	0	2
	2020	9	9	64	33	34	0	2
Music 2	2023	No students in 2023						
	2022	3	3	86	0	14	0	0
PDHPE	2023	28	28	31	54	5	0	10
	2022	19	19	26	37	53	0	20
	2021	33	33	31	42	56	0	14
	2020	24	24	34	38	51	0	14
Physics	2023	26	26	39	62	50	0	11
	2022	20	20	61	70	45	0	12
	2021	25	25	41	60	50	0	9
	2020	15	15	40	53	45	7	14
Society and Culture	2023	1	1	45	0	50	0	5
	2022	9	9	43	44	50	0	7
	2021	8	8	45	62	48	0	6
	2020	12	12	44	17	50	0	6
Software Design and Development	2023	4	4	35	75	52	0	12
	2022	3	3	38	0	48	33	14
	2021	5	5	36	40	53	20	11
	2020	3	3	37	0	50	0	12
Studies of Religion I	2023	5	5	49	0	48	0	3
	2022	5	5	40	20	55	0	5
Studies of Religion II	2023	2	2	46	50	49	0	5
	2022	5	5	46	60	46	0	8
Textiles and Design	2023	14	14	51	14	43	0	6
	2022	10	10	54	10	39	0	6
	2021	10	10	57	0	37	0	7
	2020	5	5	57	0	39	0	4
Visual Arts	2023	16	69	65	31	33	0	1
	2022	17	94	66	6	33	0	1
	2021	15	80	63	20	20	0	2
	2020	6	83	65	17	33	0	2

		Number of NBCS students	E4		E3		E2		E1	
			NBCS	NSW	NBCS	NSW	NBCS	NSW	NBCS	NSW
			(% of total students)		(% of total students)		(% of total students)		(% of total students)	
Science Extension	2023	3	0	7	100	71	0	21	0	1
	2022	5	20	8	60	71	20	20	0	1
	2021	3	0	10	67	62	33	27	0	1
	2020	2	0	7	0	67	100	25	0	1
Mathematics – Extension 1	2023	26	12	34	46	38	38	24	3	4
	2022	20	30	35	35	39	25	20	10	6
	2021	23	13	37	35	37	52	20	0	6
	2020	9	22	38	44	36	33	20	0	5
Mathematics – Extension 2	2023	6	0	38	83	48	17	13	0	1
	2022	7	57	40	43	45	0	11	0	4
	2021	9	0	43	89	44	11	12	0	1
	2020	2	0	36	100	48	0	13	0	3
English – Extension 1	2023	9	67	41	25	57	0	5	0	0
	2022	3	67	40	33	53	0	7	0	0
	2021	10	20	41	70	53	10	6	0	0
	2020	7	29	39	71	54	0	7	0	1
English – Extension 2	2023	4	75	29	25	57	0	14	0	1
	2022	2	100	29	0	55	0	14	0	1
	2021	4	75	25	0	59	25	15	0	1
	2020	5	0	25	80	57	20	17	0	1
History Extension	2023	7	43	26	43	59	14	13	0	2
	2022	6	17	25	67	58	17	14	0	2
	2021	3	0	23	100	54	0	20	0	2
	2020	3	33	21	33	56	33	22	0	2

The following graph highlights the excellent results in a wide range of courses in comparison with the State when considering Band 5 and 6 achievement:

■ NBCS (% of total students)
■ NSW (% of total students)



THEME 2

Post-school destinations

Of the Class of 2023, based on data provided by UAC and early offers reported by universities and students, 81% of the year group aspired to go to university after school and 73% of students in the grade were successful in getting an offer to a bachelor's degree.

The most popular areas for further study were society and culture, followed by health, and thirdly, natural and physical sciences.

An increasing number of students are receiving multiple offers to courses over various offer rounds including early entry schemes. At least 133 early offers were made to students amongst 93 applicants from the Class of 2023. (The University of Notre Dame declined to provide this data).

Of the students that applied for university through UAC, 7.5% received an offer from a university to a pathway course (diploma or undergraduate certificate) rather than a bachelor's degree.

Four students completed a full vocational education qualification while undertaking their HSC:

- 2 students achieved the Cert II in Construction Pathways
- 1 student achieved the Cert III in Design Fundamentals
- 1 student achieved Cert III Performance Horse

Post-school destinations for the Class of 2023 (115 students)

Students entering the workforce	11/115	9.6%
Students continuing with further study (Uni, pathway, VET)	99/115	86%
Unknown	5/115	4.3%

ATAR HSC students	113/115	98.3%
Non-ATAR HSC students	2/115	1.7%

Further study at university

Number of students who applied for university	93/115	81%
Number of students who received an offer to a bachelor's degree at a university	84/115	73%
Offer success rate – percentage of students who wanted to go to a university that received an offer to a bachelor's degree at university	84/93	90%
Number of students who received an offer to a pathway course at a university (diploma or undergraduate certificate)	8/93	9%

Vocational Education

Students undertaking vocational education as part of their HSC	6/115	5%
Students who completed a full vocational education (VET) qualification while in Year 12.	4/115	3.5%
Offer success rate – percentage of students who wanted to go to a university that received an offer to a bachelor's degree at university	2/115	1.7%

Early offer schemes and criteria other than ATAR

SRS applicants (School Recommendation Scheme)	70
Successful SRS applications	41
Macquarie Leaders and Achievers offers	36
ACU Guarantee	16
UTS Early Entry offers	41
University of Notre Dame Young Achievers offers	Unknown
EAS applications (adjustment factors to change selection rank)	31/93

THEME 3

Staff

Accreditation status of all staff delivering curriculum

Permanent staff

Proficient	97 staff members
Conditional	4 staff members
Provisional	1 staff member

Casual staff

Proficient	7 staff members
Conditional	1 staff member



Workforce composition

Teaching (including Principal)	96
Full-time equivalent teaching staff	89.9
Non-teaching staff	54
Full-time equivalent non-teaching staff	47.1
Total	150
Full-time equivalent total	137

None of our staff members have identified as Aboriginal or Torres Strait Islander, but we encourage applications from First Nations teachers and other staff.

THEME 4

Attendance

2023 Attendance

Kindergarten	90.5
Year 1	90.8
Year 2	91.7
Year 3	90.0
Year 4	91.6
Year 5	91.2
Year 6	89.0
Year 7	91.3
Year 8	89.9
Year 9	88.7
Year 10	88.5
Year 11	87.3
Year 12	87.2

How NBCS manages student non-attendance

- Attendance is checked every lesson in Secondary and twice a day in Primary and automatically uploaded to school database software.
- Summary data is produced daily.
- Parents/Guardians are requested to contact the school if their child will be, or is, absent.
- Parents/Guardians are contacted by phone, SMS or email if a student is absent without notification or if there is uncertainty as to a student's whereabouts.
- Regular group mail-outs occur for any unexplained absences.
- Mentors (Secondary) or Class Teachers (Primary) maintain close contact with families and monitor attendance from a pastoral perspective.
- In extreme cases of non-attendance, family interviews are arranged and legalities explained.

Overall 2023 student attendance rate: 89.8%. This is a small increase from the overall daily attendance in 2022. Attendance rates were steady or showed an increase in every year group compared to 2022.

THEME 5

School Policies

School Policies

The overarching intended goals of NBCS Policies relating to student welfare, anti-bullying, discipline and complaints and grievances is to comply with legislation and to ensure that the best academic, physical and emotional interests of the students are at the forefront of practices at NBCS. Staff employment is dependent upon compliance with all NBCS Policies and Procedures concerning student welfare, anti-bullying, discipline, and complaints and grievances.

Link: [all online Policies](#)

Anti-bullying

NBCS recognises the importance of a positive and supportive community. All students are expected to be respectful and to tolerate individual differences in all people. NBCS seeks to provide a safe environment, with clear guidelines for behaviour in the Primary and Secondary 'Student Expectations' displayed around the campus. NBCS also seeks a clear anti-bullying commitment from families, both at enrolment and thereafter.

Link: [Anti-bullying Policy](#)

Child Protection

The NBCS child protection policy applies to all NBCS employees, contractors and volunteers and is based on the four key pieces of child protection legislation in New South Wales.

Link: [Child Protection Policy](#)

Discipline

The NBCS philosophy on Behaviour Management is overwhelmingly positive. Behaviour expectations are high and are documented clearly in the Primary and Secondary 'Student Expectations' visible around the campus. NBCS Policy is based on principles of

procedural fairness and NBCS involves parents/guardians in all processes of behavioural management, including the processes of procedural fairness for suspension and expulsion. NBCS complies with the Education Reform Amendment Act 1995 (NSW) Act and expressly prohibits corporal punishment. In no way does NBCS explicitly or implicitly sanction the administering of corporal punishment by NBCS employees or non-school persons, including parents/guardians, to enforce discipline at school.

Link: [Discipline \(Behaviour\) Policy](#)

Enrolment

Northern Beaches Christian School is a comprehensive co-educational K-12 school providing an education underpinned by Christian values and operating within the requirements of the NSW Educational Standards Authority (NESA). Students can come from a wide range of backgrounds, and the school is guided by legislation that makes it unlawful to discriminate against a person on the grounds of their race, sex or disability. In situations which are not specifically covered by the Policy, it is the Principal's responsibility to decide the appropriate course of action.

Enrolment Policy Link: [Enrolment Policy](#)

Managing Complaints

Parents/guardians can raise a concern by following the procedure outlined in the NBCS 'Complaint Management for the NBCS Community - Procedure', found on the website in the Download Centre (Parent/Guardian log-in required). In undertaking its legislated responsibilities, NBCS operates according to the principles of procedural fairness and natural justice. This means that in decisions made by the School, its staff are unbiased and act in an unbiased way, give relevant parties an opportunity to be heard, and act on factual evidence or information that can be proven.

Link: [Complaint Management Procedure for the NBCS Community](#)

Student Welfare

A dedicated NBCS Wellbeing Team exists to assist with student wellbeing matters. The team is led by the Assistant Principal – Wellbeing and includes an Assistant Principal – Welfare, School Counsellors (2.4 FTE) and a 7-12 Wellbeing Adviser. To support the Wellbeing Team, Community Leaders are allocated to each grade in Secondary and the Deputy Head of Primary has a focus on student wellbeing in Primary.

Link: [Student Welfare Policy](#)

THEME 6

Stakeholder satisfaction

Parent and Student Satisfaction

Evidence of Parent Satisfaction is indicated in growing waitlists and the high retention of students into senior years.

Northern Beaches Christian School is committed to listening to the views and expectations of key stakeholders and commissions independent surveys to provide performance feedback on a wide range of related education topics.

The feedback from these surveys greatly assists the School with both its operational and strategic planning and its determination to continually improve the educational experience offered to the students.

In 2023, 200 parents and 453 students from selected year groups participated in surveys and provided views on such areas as academic performance, wellbeing program, Christian education, co-curricular music, sport, communications, reputation and facilities.

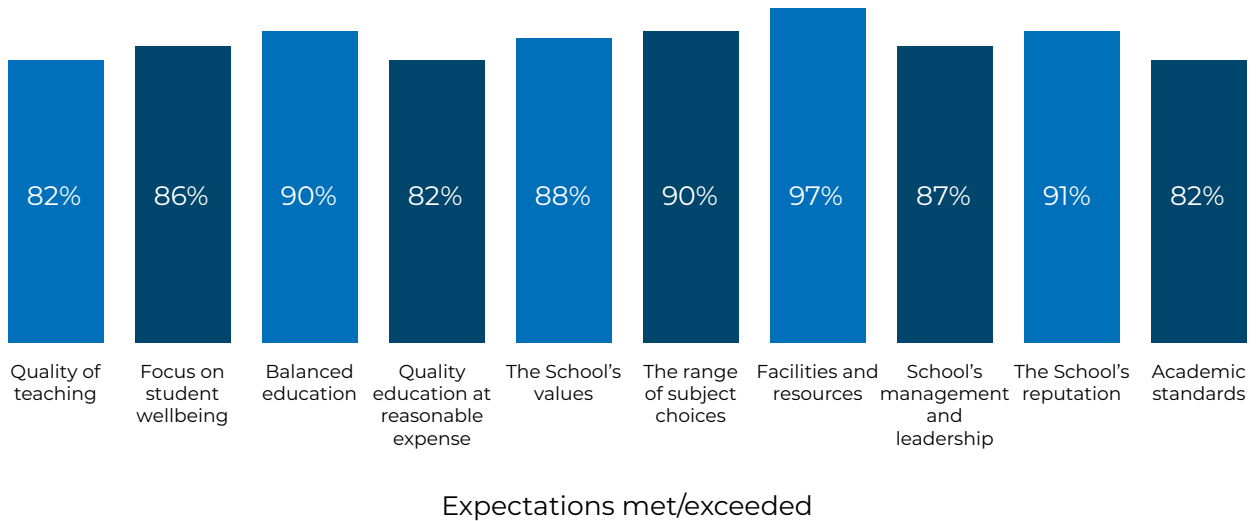
Parent

A selection of the parents' top-level findings are detailed below, ranked in order of the importance the parents placed on reasons for choosing a school for their children.

The top five areas are noted below, in which parents noted that their expectations were met or exceeded:

1. quality of teaching (82%)
2. student wellbeing (86%)
3. a balanced education (90%)
4. a quality education at reasonable expense (82%)
5. the School's values (88%)

2023 NBCS Years 6/7/10/12 Parents - Expectations met/exceeded - Top 10 Importance (n=200)



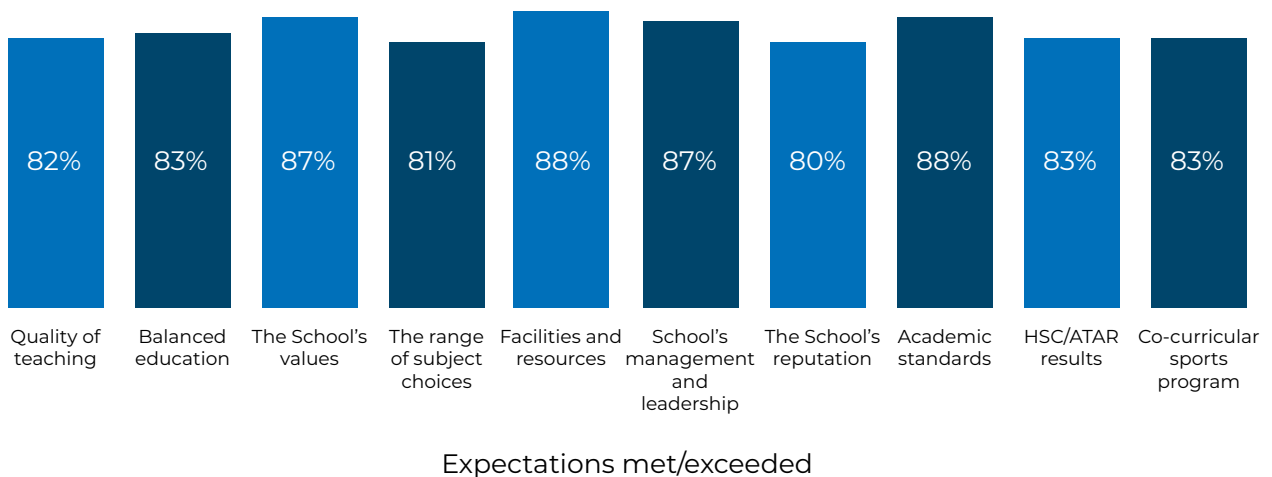
Students

A selection of the students' top-level findings is detailed below, ranked in order of the importance the parents placed on reasons for choosing a school.

The top five areas are noted below in which students noted that their expectations were met or exceeded:

1. quality of teaching (82%)
2. a balanced education (83%)
3. School's values (87%)
4. range of subject choices (81%)
5. facilities and resources (88%)

2023 NBCS Years 10/12 Students - Expectations met/exceeded - Top 10 Importance (n=251)



Parents and students were asked to provide open responses to the most valued aspects of Northern Beaches Christian School. The most frequently nominated aspects were:

2023 NBCS Parents – Most Valued Aspects (Top 5)	2023 NBCS Students – Most Valued Aspects (Top 5)
Safe, caring and supportive environment	My friends
Quality of teachers	High quality teachers
Child's happiness attending school	Academic curriculum and standards
Child's friendships / student-teacher relationships	Sports program
School community	Experience at the school

Parent Quotes on what they value about Northern Beaches Christian School:

I find it a safe space for them to learn and be well-rounded individuals amongst friends.

I have always valued the quality of great teachers and the impact they have on our lives. My child has had some especially great relationships with a few teachers at NBCS who have been instrumental in developing her passions and have no doubt influenced what her career choice will be.

Supportive, caring and approachable teachers. The school is co-ed so doesn't suffer from as many of the 'teenage issues' that other single sex schools do therefore it is more of a friendly, encouraging environment for a teenager.

... that my child has developed a love of learning of that subject due to the teacher's positive attitude to learning, that they have imparted on my child.

The quality of care for my child and her progress.

The opportunities my children have been given outside the classroom.

Wellbeing. Integrity of leadership.

Student Quotes on what they value about Northern Beaches Christian School:

I have valued the relationships that I have gained out of NBCS the most, not only with other students but with staff as well.

I value having so many different experiences to do with friends and having so many opportunities around the school.

That it helps me grow in my Christian faith and that in my year my community of girls that are my friends are accepting and love me for who I am.

The communication and relationships with others. The quality of the time I spend at school.

I value the qualities of the teachers. SOW [camp] week has been great too... very helpful. I learned to dive... awesome learning experience.

I have deeply valued the collaboration and relationship with teachers, particularly in Year 12 and the ability to talk to teachers about the content I am struggling with and knowing they will provide feedback direct to me. Additionally, I have really valued the community here and how much fun me and my friends can have while enhancing our learning.

Staff Satisfaction:

In a context of teacher shortages nationwide, NBCS was again able to fully staff for the year (a situation not enjoyed by many schools) and several of those recruits were made through current staff recommendations indicating their own satisfaction with working at NBCS. New staff were also appointed from those who had previously worked in a casual, or temporary capacity, and who were keen to work on a more permanent basis given their experience with NBCS.

Staff vacancies were created in part by some staff stepping into semi-retirement, moving to part-time or returning from maternity leave in a part-time capacity – the upside being the ability to retain staff and expertise through flexibility. Teams were also expanded to support school growth.

Anecdotally, new staff reported high satisfaction with support received via the Onboarding program, and by the NBCS staff community. In a survey of teaching staff new to NBCS, 100% of the 11 who commenced the NBCS Teacher Mentor program indicated that the quality of the mentoring relationship was 'excellent', and the program was 'helpful' with staff Mentors assisting with goal setting, school systems, and classroom management.

As for Professional Development, NBCS has continued to support teachers to achieve Proficient accreditation at the earliest opportunity. The flow on effect has meant strengthening overall teacher quality, and individuals' professional growth. A number of teachers are also

concurrently undertaking additional tertiary studies, supported by the school. NBCS has also supported internships, with indicative feedback showing their effectiveness:

“The support I’ve received from the NBCS community has been invaluable in shaping my growth as a teacher over the past two years. I am deeply grateful for the opportunity to not only impart knowledge but to also learn and grow alongside such an inspiring community. “

Several NBCS staff achieved external recognition through the Teachers’ Guild Award – including one for ‘Early Career Achievements’.

Non-teaching staff continued with the ‘Professional Discussions’ process to support their progress and development.

THEME 7

Summary Financial Information

