



**Gilibaa**  
FOR THE WHOLE OF LIFE

ST PHILIP'S CHRISTIAN COLLEGE GILIBAA

# Annual Report 2024

**Gilibaa – *The Place of Light***

**A place where Aboriginal and  
Torres Strait Islander students  
develop not just in education but  
in local Worimi culture founded  
on a Christian ethos.**



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## A Message from Key School Bodies

### Chief Executive Officer *Report*



**GRAEME IRWIN**

Chief Executive Officer,  
St Philip's Christian Education Foundation

2024 has been a truly exceptional year.

To our staff, parents, and, of course, our amazing students, I extend my heartfelt gratitude. Your dedication to this community is the foundation of what makes St Philip's such a unique and thriving place. We are deeply thankful for every one of you.

In 2024 our theme has been **Tenacity**, a quality we've seen so powerfully displayed across our community—students, staff, and families alike, and woven through so many of the new pursuits undertaken this year.

One of the significant achievements for 2024 was the launch of **SPCC Gilibaa, our Bilingual Worimi College**. Gilibaa has been a phenomenal success, bringing an innovative, bilingual approach to education as students learn in both English and their native Gathang language. Since its launch in January, it has truly flourished. In November, we were thrilled to be recognised as a **5-Star Innovative School for 2024** — a testament to the courage and innovation behind Gilibaa's mission. The Kindergarten class for 2025 is already at capacity, and in just a year, we are expanding from one K-2 class to five K-4 classes.

This year we also launched our Pioneer magazine. Pioneer is a biannual publication from St Philip's Christian Education which highlights groundbreaking educational initiatives. The magazine connects with current and prospective partners, alumni, and stakeholders, fostering a vision for future transformative growth. In September we were honoured to receive the **Alumni or Community Publication of the Year for 2024 at the Educate Plus Awards** for our inaugural edition.

We also had remarkable success in the realm of construction and design. At the **Master Builders Association of NSW Newcastle Excellence in Building Awards**, three of SPCE's recent projects received top honours. These awards celebrate the incredible work done to create environments that support learning and growth across our campuses, including our Junior School at Port Stephens, Central Office, and Active Learning Centre at Waratah.

As a multi-school group, we continue to find exciting ways for students to connect and grow across campuses. This year our students have had the opportunity to be involved in our Ministry Camp, HSC Study Camp and Student Leadership Symposium along with many cross-campus subject-based intensives, workshops, sporting initiatives and debating days. These events draw from the depth of expertise that we have across our organisation and our students benefit from their knowledge and wisdom as well as building community and connections with students from across the group of schools.

We also had the joy of hosting our 2nd Annual St Philip's Golf Classic in November, a day filled with camaraderie and fundraising. Thanks to our generous donors, we are moving forward with our transformative Young Parents College at Wyong, which will offer incredible support to young parents in our community.

This year is also special as we honour and bid farewell to a truly valued leader. Mrs Pam O'Dea is stepping down from her role as Principal of our Newcastle College. Every student currently in the Newcastle school and those that have graduated over the years, have benefited from Pam's passionate and dedicated leadership. We thank you, Pam, for everything you've contributed, and we wish you blessings in all that is to come.

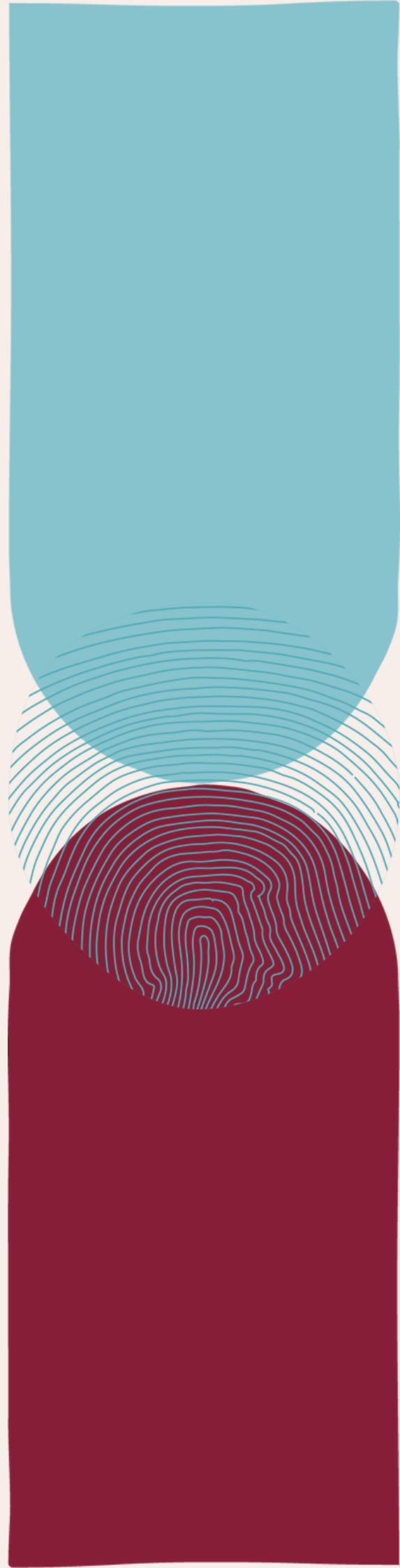
In Matthew 7:7, Jesus tells us:

***"Keep on asking, and you will receive what you ask for. Keep on seeking, and you will find. Keep on knocking, and the door will be opened to you."***

This verse is a reminder to never give up. Be persistent, keep seeking the truth, and keep striving to make a difference.

Thank you all and may God's grace and peace be with each of you as we journey into the new year. I am excited and expectant for all that God has in store for us in 2025.

Blessings to you all.



## A Message from Key School Bodies

### Chief Financial Officer *Report*



**JACQUES CRONJE**

Chief Financial Officer,  
St Philip's Christian Education Foundation

We want to thank our families and community for their continued support through the uncertain economic landscape in the country. We are committed to responsible stewardship to ensure we maintain and develop strategies to keep tuition fees as low as possible and to ensure a strong future for our organisation.

During 2023 we appointed new external auditors and they have given us a good report for the 2024 Financial Year. We are pleased that this in-depth audit has provided the Board the necessary confidence in our operating practices, but we also welcome some of their recommendations to further enhance our operations.

The Independent Education sector is seeing record number of enrolments, and SPCEF had significant enrolment growth during 2024 across all of our schools and entities.

Unfortunately, this growth in enrolment revenue was offset by a substantial increase in staffing and operating costs. There is a compounding effect from our 2025 financial year into the future, that will see additional cost outlay in our organisation with the adoption of the new Multi Enterprise Agreements for our staff, that has increased year on year salary costs by approximately 9%.

Parents might be familiar with the CTC or DMI score funding arrangement the government put in place in 2020. Below is a brief background to further explain the significant impact of government funding on independent schools, whilst appreciating that government funding equates to approximately 51% of our total revenue.

There have been many independent school funding models in Australia with the Gonski report very influential in 2014. In 2020, the government introduced the Capacity to Contribute (CTC) model relating to the capacity of a school community to contribute to the cost of education. This means that the government looks directly at each individual school's parent community's socio-economic ability to contribute to education costs of that specific school. The Direct Measure of Income (DMI) score provides indexation against the national benchmark and where a school community seems more likely to contribute, the less recurrent government funding is made available for that school.



This unfortunately puts indefinite upward pressure on a school's tuition strategy in order to compensate for the reduced government funding.

We share this information with our community, to enable transparent communication in building community trust and for our partners to understand the pressures of a school's operating landscape, whilst wanting to reassure our community that we are committed to responsible stewardship of our resources.

In order to ensure future sustainable operations, SPCEF also has several significant strategic projects currently being developed that will enhance and protect our Financial and Commercial sustainability into the future.

We trust God to guide us and direct our paths in navigating the future of SPCEF, and we are very appreciative of our community's support along this journey.



# A Message from Key School Bodies

## Directors' Report



**LESLIE HOLLAND**

Chairman of the Board,  
St Philip's Christian Education Foundation

### 2024 SPCEF OBJECTIVES

#### SHORT TERM OBJECTIVES

The Foundation's short-term objectives are to:

- Maintain annual enrolment projections for each school;
- Develop effective and engaging learning experiences for all students;
- Increase achievement levels in public exams across all schools;
- Maintain strong pastoral care programs based on Christian values;
- Recruit and maintain high quality teaching staff in all schools;
- Complete major capital improvement projects annually in line with each school's master plan

#### LONG TERM OBJECTIVES

The Foundation's long-term objectives are to:

- Double overall enrolments by 2030;
- Position all schools within the top quartile in the region according to performance;

- Develop effective succession plans to ensure good leadership and expertise is retained;
- Complete long-term capital development programs for each school.

#### STRATEGY FOR ACHIEVING THE OBJECTIVES

To achieve these objectives, the Foundation has adopted the following strategies:

- Bolster early learning and prep school services as a major entry point;
- Maintain the edge with the introduction of effective educational innovation;
- Build a 'Schools of First Choice' reputation;
- Seek out and secure grants, donations and support for development goals;
- Ensure continuous improvement is achieved across all programs;
- Support and challenge staff through effective performance appraisal processes;
- Pursue strategic property acquisition and capital works programs;
- Establish new schools as demand and opportunity arises.

PRINCIPAL ACTIVITIES

The principal activities of the Foundation during the financial year was the provision of education to school-aged and early childhood education via the administration of St Philip's Christian College (Newcastle, Port Stephens, Gosford and Cessnock schools) as well as St Philip's Christian College's Dynamic Learning College (DLC), Young Parents College, Gilibaa, Teaching School, Saints Academy, and Narnia Christian Preschool (Newcastle, Port Stephens, Wyong, Cessnock and Gosford campuses).

CONTRIBUTIONS ON WINDING UP

St Philip's Christian Education Foundation Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member while they are a member, or within one year after they cease to be a member, is \$50.

The total amount that members of the School are liable to contribute if the School is wound up is \$350 (2023: \$250).

MEETINGS OF DIRECTORS

The number of meetings of the School's Board of Directors ('the Board') held during the year ended 31 December 2024, and the number of meetings attended by each director were:

Director	Attended	Held
Leslie Holland	7	7
Graeme Irwin	7	7
Robert Fogg	6	7
Benjamin Picton	5	7
Stephen Clarke	7	7

**Held:** represents the number of meetings held during the time the director held office.

AUDITOR'S INDEPENDENCE  
DECLARATION

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

INFORMATION ON DIRECTORS



**Leslie Holland**  
*Chairman*  
B. Ed Dip Teach



**Graeme Irwin AM**  
*Executive Principal*  
Dip. Teach, Dip Bus

**Stephen Clarke**

JP, MRMIA, Dip In Theology (Hons)

**Benjamin Picton**

BBus / BCom (Combined), Dip Fin M

**Robert Fogg**

BEng (Mechanical)  
MOccHS&EM  
MErgo

COMPANY SECRETARY

**Garry Paget** held the role of secretary during the year.



## A Message from Key School Bodies

### College Principal *Report*



**MARTIN TELFER**

College Principal,  
St Philip's Christian College Port Stephens

It is with much excitement, humility and gratitude that I write the very first annual report for St Philip's Christian College Gilibaa. Following an extensive application process through the NSW Education Standards Authority (NESA) in 2023, the school was successful in opening to Aboriginal and Torres Strait Islander students in January 2024. We began with one class of 14 students across Years K-2. The school operates and exists in close partnership with St Philip's Christian College Port Stephens and meets each day for learning in their Junior School building.

The idea for this school began in 2019 when the Yadha Muru Foundation, led by prominent Aboriginal community leader, Sean Gordon and UNSW's Deputy Vice-Chancellor Indigenous, Prof Leanne Holt proposed the idea of the establishment of an Aboriginal school-within-a-school as part of the St Philip's Christian Education group. It quickly became evident that due to the multi-school nature of the St Philip's group of schools, the structures in place would provide a foundation conducive to success in this venture.

From this time, St Philip's developed an Aboriginal Education Team who worked alongside the Worimi Community to begin a journey toward the establishment of an Aboriginal school which would address both the academic and cultural need for our Aboriginal students. Our prayer was to provide students with a quality Christian education in partnership with Aboriginal communities which would develop cultural confidence and strong foundations in literacy and numeracy.

When we appointed our Director of Aboriginal Education, Mr Jonathan Lilley, it also became clear that this school would be able to provide students with learning in Gathang, the language of the Worimi people. This language is now central to their days learning, taught by those that have formal study and personal context in Aboriginal languages.

We named the school 'Gilibaa', which in Gathang means 'The Place of Light'. The image of light reflects the hope we have in Jesus as the one true light of the world. As our students develop in their learning, we pray that God will also work to grow their families and communities. This educational partnership will also benefit the entire SPCC Port Stephens community as we learn from each other about our national history and identity, appreciating and celebrating Aboriginal and Torres Strait cultures, languages and contributions to Australian society.

St Philip's Christian College Gilibaa has adopted an evidence informed model of schooling that is designed specifically to cater for the needs and interests of Aboriginal and Torres Strait Islander students. Beyond an excellent education, our approach fosters self-awareness and wellbeing, spiritual formation, authentic relationships and personal excellence within a values-based, faith-filled community.

Each student has an individual cultural plan that allows them to set various goals with their teacher, parents and/or caregivers while following the NSW curriculum relevant to their stage of learning.

In order to promote strong academic growth, class sizes are small, taught by a fulltime teacher and a teacher's aide. The classroom programs emphasise cultural identity and understanding, with an opportunity to regularly learn on country. A strong cultural foundation is built through immersion, focusing on the Four Pillars of Land, Language, Story, and People. The curriculum incorporates Gathang, the language of the Worimi people, into everyday classroom use, with designated language sessions to introduce new concepts.

Our new school has been well supported by the Aboriginal community reflected by our weekly time of sharing together with elders, parents, grandparents and friends. During this coming together in circle time, our students explain what they have been learning on country, they display deep listening to the stories of the elders and they share together in songs.

We are very thankful for the many people involved who have enabled this new educational venture to begin and we look forward to see how God will work to bring about positive outcomes for our students and their families.



## A Message from Key School Bodies

### Director of Aboriginal Education *Report*



**JONATHAN LILLEY**

Director of Aboriginal Education,  
St Philip's Christian College Gilibaa

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#### WIYABU,

What an incredible first year it has been for St Philip's Christian College Gilibaa. It has been a true honour to walk alongside our community as we brought to life a vision rooted in culture, faith and learning. Gilibaa, meaning 'the place of light', was founded as a place where Aboriginal and Torres Strait Islander students are empowered to thrive both educationally and culturally within a nurturing Christian environment.

Throughout 2024, we have remained deeply committed to creating a culturally rich and supportive learning space — one where every student feels seen, valued and inspired to grow. At Gilibaa, culture is not an addition to education; it's woven into its very fabric.

Guided by the Four Pillars of Culture, 'Land, Language, Story and People', we have provided a bicultural learning experience that allows students to connect meaningfully with Worimi

Country, engage with the Gathang language, and embrace their cultural identity, all while building strong foundations in literacy and numeracy.

This approach has not only resonated within our school community, but has also been recognised nationally, with **Gilibaa named one of Australia's Most Innovative Schools for 2024 by The Educator**. This recognition reflects the heart, resilience and dedication of our students, staff, families and Elders — the people who make Gilibaa a unique and special place.

We are deeply grateful to every student, family, staff member and Elder who has contributed to this remarkable first year. To our families — thank you for entrusting us with your children's education. To our Elders — thank you for your wisdom and guidance. And to our students — thank you for showing us what it means to learn, lead and live with pride in who you are.

As we look ahead, our vision remains clear and unwavering: to continue building a school where students grow in academic excellence, cultural strength and Christian character, becoming confident leaders, proud of their heritage and equipped to shape a better future.



In 2025, we are delighted to announce the growth of St Philip's Christian College Gilibaa from a Kindergarten to Year 2 school to a Kindergarten to Year 4 school. This expansion marks a significant and exciting milestone in our journey, allowing us to continue walking alongside our students and families as they grow and thrive in an environment that **honours culture, nurtures faith and champions educational excellence**. It is a reflection of the trust placed on us by our community and the growing desire for a culturally grounded, Christ-centred education that supports students well into their primary years.

We look forward to welcoming new families, deepening relationships and continuing to provide a place of light where every child feels valued, empowered and equipped for the future.



# Contextual Information About the School and Characteristics of the Student Body

## OUR HISTORY

St Philip's Christian Education Foundation was first approached in 2019 by the **Yadha Muru Foundation**, led by prominent Aboriginal community leader, **Sean Gordon** and **UNSW's Deputy Vice-Chancellor Indigenous, Prof Leanne Holt** to propose the idea of the establishment of an Aboriginal school-within-a-school as part of the St Philip's Christian Education group. It quickly became evident that due to the multi-school nature of the St Philip's group of schools, the structures in place would provide a foundation conducive to success in this venture.

St Philip's developed an Aboriginal Education Team who worked alongside the **Worimi** Community to begin a journey toward the establishment of an Aboriginal school which would address both the academic and cultural need for our Aboriginal students.

**In partnership with the Worimi community and its organisations, St Philip's Christian College Gilibaa was launched at SPCC Port Stephens in January of 2024.**

**Gilibaa means 'The Place of Light'** and the desire of the community at St Philip's is that the school will be a place where Aboriginal and Torres Strait Islander students will have the opportunity to develop not just in education but also in their understanding of local Aboriginal culture. Students will learn in both English and the Gathang language (the language of the Worimi people) and be embedded within the broader community at St Philip's Christian College Port Stephens.

## EDUCATIONAL PHILOSOPHY

SPCC Gilibaa aims to bridge the gap by offering a culturally supportive environment where Aboriginal students can learn both academic subjects and their heritage, including the Gathang language. With small class sizes and intensive programs in literacy and numeracy, SPCC Gilibaa emphasises cultural identity and aims for its students to continue thriving in their education beyond primary school.

The classroom programs are systemic and intensive, with an emphasis on literacy and numeracy, delivered in a **culturally supportive** and enriching environment. Our goal is for Aboriginal and Torres Strait Islander students to reach high school having achieved personal success, maximising their opportunities both in high school and beyond. Our hope is that every student who graduates from SPCC Gilibaa in Year 6 will continue their secondary education at St Philip's Christian College Port Stephens.

In order to promote strong academic growth, class sizes are small, between 12 and 16, and are taught by a fulltime teacher and a teacher's aide.



In addition to promoting numeracy and literacy, the classroom programs emphasise cultural identity and understanding. **The Worimi community and its organisations actively participate in teaching Aboriginal practices, history, language, and culture.** This partnership gives all St Philip's students the opportunity to understand and celebrate the contributions of Aboriginal and Torres Strait Islander people to our society. **A strong cultural foundation is built through immersion in culture, focusing on the Four Pillars of Culture Land, Language, Story, and People.** The curriculum **incorporates Gathang, the language of the Worimi people, into everyday classroom use, with designated language sessions to introduce new concepts.** Learning Gathang systematically lines up with components of English grammar as students learn how to build language sentences.

Director of Aboriginal Education, Mr Jonathan Lilley, believes this deep immersion into Aboriginal culture within the classroom is a key to the success of the program.



"This is a great thing for our community. *Our kids will be receiving the best of both worlds.* To be able to learn in both English and our Gathang language is truly special. Our kids will grow up speaking our language and then teach their family at home, *our language begins to thrive again.* My hope for this school is to instil in our kids the sense of cultural strength and high educational morals. *We are teaching the next leaders in our community* and I fully support what they are trying to achieve. *I know our old people would be proud.*"

**NADINE RUSSELL**

**Worimi Registered Owner,**

**Worimi LALC Board Member and Knowledge Holder**

*"It is incredible to see the students becoming bi-lingual; the other day a Year 2 girl was reading a story about catching fish. Without being asked she scanned the word 'fish' in her head but instead of saying fish aloud, she used the Gathang word 'makurr.'"*

**MRS REBECCA FERGUSON,**

**Teacher,**

**St Philip's Christian College Gilibaa**



## THEME 2

# Student Outcomes in Standardised National Literacy and Numeracy Testing

### NAPLAN

St Philip's Christian College Gilibaa commenced in 2024 with Kindergarten, Year 1, and Year 2. Therefore there are no NAPLAN results to report on for this annual report.

## THEME 2

# Senior Secondary Outcomes (*Student Achievement*)

### HIGHER SCHOOL CERTIFICATE

St Philip's Christian College Gilibaa commenced in 2024 with Kindergarten, Year 1, and Year 2. Therefore there are no Higher School Certificate results to report on for this annual report.



## THEME 3

# Staffing

### WORKFORCE COMPOSITION

**3**  
TEACHING STAFF

**1** TEACHING STAFF  
(INDIGENOUS)

**3.1** TEACHING STAFF -  
FULL TIME  
EQUIVALENTS (FTE)

**12**  
OPERATIONAL STAFF

**4** OPERATIONAL STAFF  
(INDIGENOUS)

**3.29** OPERATIONAL  
STAFF - FULL TIME  
EQUIVALENTS (FTE)

**15**  
TOTAL STAFF

**6.39** TOTAL STAFF - FULL  
TIME EQUIVALENTS  
(FTE)

### OPERATIONAL STAFF CONSISTS OF:

- Administration
- ICT
- Maintenance
- Finance
- Human Resources
- Marketing, Communications, & Enrolments
- Co-curricular (Sport Related)
- Student Support Services
- Health Car
- Technicians (Library, Science, TAS, and Visual Arts)
- Wellbeing Staff

### TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	0
Provisional	1
Proficient Teacher	3
Highly Accomplished Teacher (Voluntary Accreditation)	0
Lead Teacher (Voluntary Accreditation)	0

### TEACHER STANDARDS / QUALIFICATIONS\*

**4**

Teachers having teacher education qualification from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines.

**0**

Teachers having Bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacks formal teacher qualifications

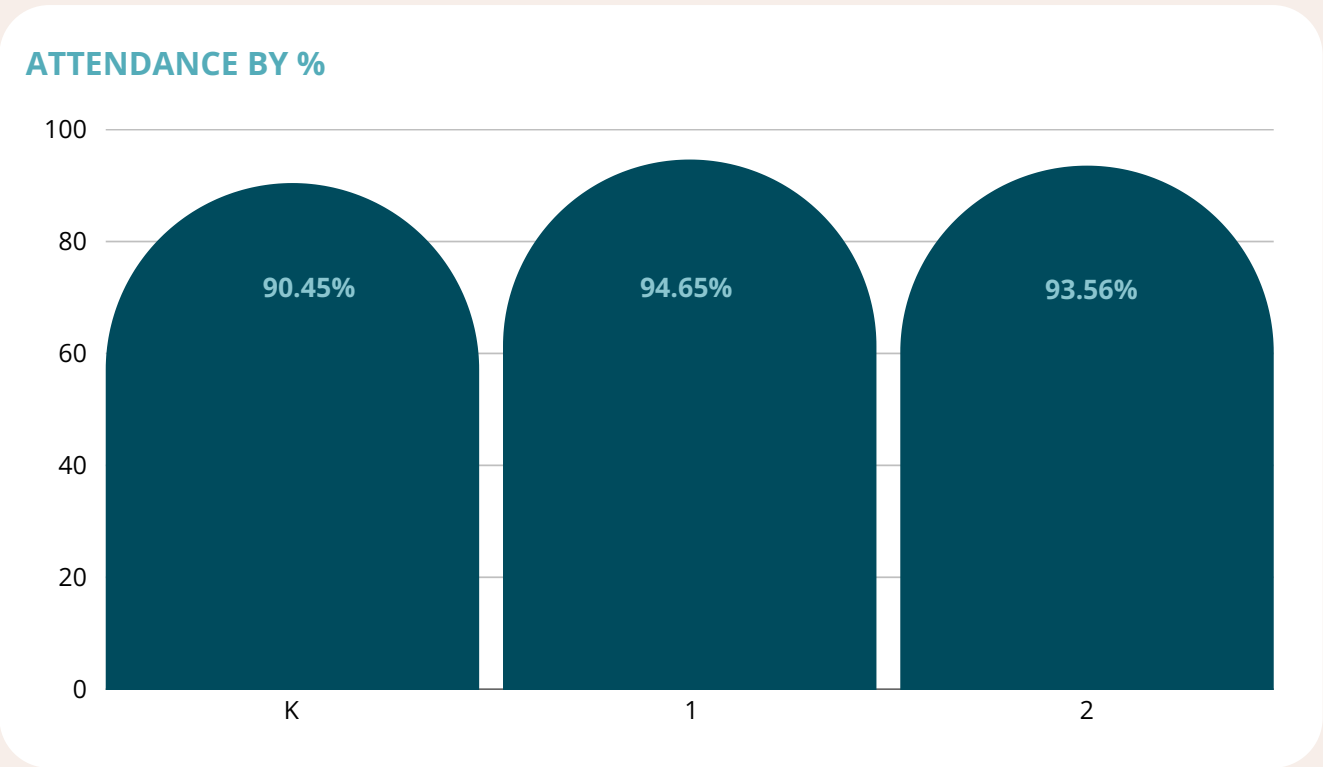
\*Note that the number of teachers falling within these two categories may not sum to the total number of teachers as reported in the previous accreditation table as some teachers with Conditional accreditation may not be included

THEME 4

# Student Attendance Including Retention Rates and Post School Destinations in Secondary Schools

ATTENDANCE BY GRADE

YEAR GROUP	HEAD COUNT	FULL YEAR EQUIVALENT	FULL DAYS
Kindergarten	5	4.71	880
Year 1	1	1.00	187
Year 2	9	7.89	1,475
Total	15	13.59	2,542



RETENTION RATES

St Philip’s Christian College Gilibaa has been operating for one year, therefore retention rates cannot be reported on this year.







## THEME 4

# Enrolment Policies

### 1. INTRODUCTION

- 1.1. St Philip's Christian College Gilibaa (SPCC Gilibaa) is for Aboriginal and Torres Strait Islander students and will commence in January 2024 from Kindergarten to Year 2 with an intention to grow to Year 6 in coming years.
- 1.2. SPCC Gilibaa is proud to have the support of the broader St Philip's Christian College and the Worimi Aboriginal Community and its organisations.
- 1.3. SPCC Gilibaa aims to provide students with an engaging and culturally appropriate education. SPCC Gilibaa has a targeted educational program dedicated to the development of strong foundational skills in literacy and numeracy for Aboriginal and Torres Strait Islander students from Kindergarten to Year 6. Worimi culture (land, language, story and people) will be immersed within SPCC Gilibaa and its programs.
- 1.4. Upon completion of Year 6 at SPCC Gilibaa, St Philip's Christian College Port Stephens (SPCC Port Stephens) will continue to offer enrolment for children through secondary schooling. The decision to enrol at SPCC PS for secondary is made in consultation with the student's family who undertake the commitments associated with enrolment.
- 1.5. St Philip's Christian College has schools within the Hunter and Central Coast and consideration will be made for student placements within these schools if required following parent application.
- 1.6. SPCC Gilibaa – 'The Place of Light' – will be a place where Aboriginal and Torres Strait Islander students will have the opportunity to develop in education and in local Aboriginal culture founded on a Christian ethos. SPCC Gilibaa is focused on developing students who will in turn grow families and communities.

### 2. PURPOSE

- 2.1. The purpose of this policy is to provide clarity on the enrolment process by SPCC Gilibaa as the registered authority with the NSW Education Standards Authority (NESA). Under the NSW Education ACT 1990, SPCC Gilibaa must meet registration and accreditation requirements of enrolment in addition to the safety, curriculum and high-quality teacher accreditation standards.
- 2.2. As an independent Christian college, SPCC Gilibaa has a selective enrolment process. Enrolment to SPCC Gilibaa is an educational agreement and also a financial contract. There are fees associated with enrolment to this College which are outlined below.
- 2.3. For students to be selected to attend SPCC Gilibaa, an application and interview process will be conducted involving the student and their family. Access to this process and associated information is on the College website.

### 3. POLICY

- 3.1 SPCC Gilibaa will accept enrolment applications for prospective students whose families provide evidence of Aboriginal or Torres Strait Islander background (Anti-Discrimination ACT 1977 NSW).

- 3.2.** Provision of a Confirmation of Aboriginality or Torres Strait Islander heritage must be provided by an appropriate community organisation. The organisation must be either:
  - 3.2.1.** An Aboriginal or Torres Strait Islander association incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CASTI Act), or
  - 3.2.2.** An incorporated community organisation where all the members of the governing body are Aboriginal persons or Torres Strait Islanders or both.
  - 3.2.3.** An approved Local Aboriginal Land Council, or a registered Aboriginal or Torres Strait Islander Community Organisation.
  - 3.2.4.** The confirmation needs to be endorsed by an authorized representative on official letterhead.
- 3.3.** Registered and Accredited Individual Non-government Schools Registration Manual (B.7.1) requires:
  - 3.3.1.** The Principal of SPCC Gilibaa to keep a register, in a form approved by the Minister, of the enrolments of all children at the College and,
  - 3.3.2.** SPCC Gilibaa to provide a safe and supportive environment by maintaining a student enrolment register.

#### **4. PROCESSING**

- 4.1.** Please see the SPCC Gilibaa Enrolment Procedures found in Appendix A for further information.
- 4.2.** Parents are to complete an Enrolment Application and provide required documentation and to pay the enrolment fee if relevant before assessment.
- 4.3.** Parents will be invited for an interview, and entry assessments may be performed to ascertain the learning and educational needs of the child.
- 4.4.** The SPCC Director of Aboriginal Education and the SPCC Gilibaa Principal will discuss the application and all other information and make a final decision.
- 4.5.** Consideration of the application for enrolment may include:
  - 4.5.1.** Completion of all documentation required for enrolment;
  - 4.5.2.** A child is Aboriginal and/or Torres Strait Islander;
  - 4.5.3.** If the child will benefit from attending the school;
  - 4.5.4.** The family's support of Christian education and Gilibaa's vision;
  - 4.5.5.** Learning support requirements;
  - 4.5.6.** The school's capacity to support any identified disabilities;
  - 4.5.7.** Class numbers and gender balance;
  - 4.5.8.** Financial considerations;
- 4.6.** The SPCC Gilibaa Registrar will contact successful applications and will issue a Letter of Offer. Upon accepting the offer families will be directed to fill out the enrolment form and to pay the relevant enrolment deposit.

#### **5. COST OF ATTENDANCE AT SPCC GILIBAA**

- 5.1.** There is provision of all books, educational materials, initial compulsory school uniform items, bus transport, excursions, camp costs and access to specialist support while the student is enrolled at SPCC Gilibaa. SPCC Gilibaa covers the cost of providing language and cultural education to the students.
- 5.2.** Families whose children are accepted or enrolled at SPCC Gilibaa acknowledge they must pay an enrolment deposit, tuition fees and other fees as per the Fees and Charges schedule.
- 5.3.** Commencing students will receive a full set of SPCC Gilibaa uniforms for their first year of entry. For continuing students, additional uniforms may be purchased through our uniform store at SPCC Port Stephens.

## 6. ENROLMENTS AND REGISTER OF ENROLMENT

- 6.1 St Philip's Christian College Gilibaa maintains a register of enrolment as per its obligations under the Education Act.
- 6.2 The register is retained for a period of seven years after the last entry is made, and copies of information in the register are stored off-site at regular intervals.

## 7. ONGOING ENROLMENT CONDITIONS

- 7.1. Ongoing enrolment is conditioned on continuing to meet the enrolment requirements, including:
  - 7.1.1. Continued support of the SPCC Gilibaa Christian Ethos and Vision.
  - 7.1.2. Successfully meeting the attendance requirements as per the Attendance Policy.
  - 7.1.3. Meets the expected standards of Gilibaa.
  - 7.1.4. Continuing to meet the fee requirements. Parents in financial hardship can apply for financial assistance or request a review of their current financial assistance if relevant.

## 8. IMPLEMENTATION

- 8.1. The Principal and appointed delegates are responsible for the effective implementation of this policy.

## 9. KEY REFERENCES AND INFORMATION SOURCES:

- 9.1. Registered and Accredited Individual Non-government Schools (NSW) Manual 2021 (3.6.2)

## THEME 5

# Other School Policies

The following school policies are publically available on the website:

- Enrolment Policy
- Child Protection Policy
- Anti-bullying Policy
- Discipline Policy
- Complaints Policy

All these policies can be found here:

<https://www.spcc.nsw.edu.au/schools/tailored-education/gilibaa/our-school/policies>









## THEME 6

# Parent, Student, and Teacher Satisfaction

2024 was a remarkable year — a year that truly reflected the strength, beauty and richness of community.

From the very beginning, the launch of St Philip's Christian College Gilibaa was shaped by partnership. It was built hand-in-hand with our students, their families, our staff, and our wider community. Community isn't just something we value — it's the very heart of who we are. It defines how we learn, grow, and walk forward together.

Each Thursday morning, this commitment to togetherness comes to life through our Community Yarn Circles. These gatherings are a cherished part of our weekly rhythm. Students confidently share their learning, often using words and phrases in the Gathang language — a beautiful expression of their growing literacy and deepening cultural knowledge. Parents, Elders, and local community members are invited to attend, joining in song, listening to stories, and watching our students shine in their element. These mornings are filled with laughter, language and connection — and have become one of the highlights of our week. We're proud that this tradition has continued throughout the year and will carry forward into 2025.

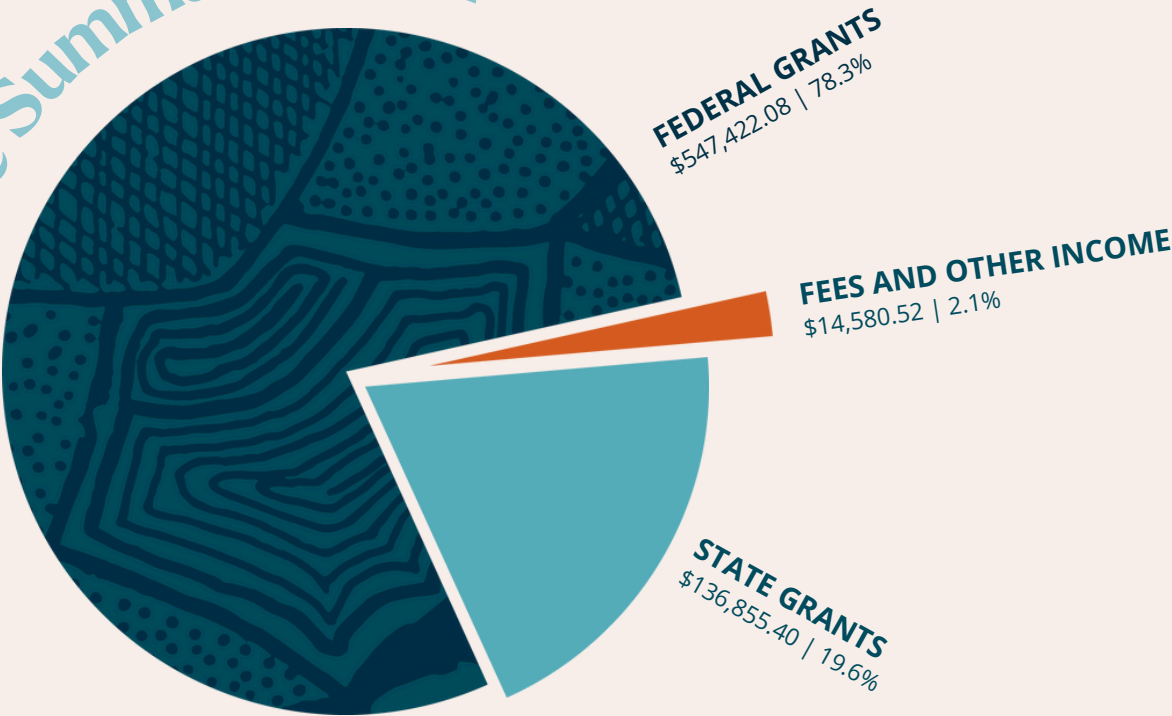
Our sense of community has extended well beyond the classroom too. In 2024, our students spent meaningful time On Country — a vital part of their educational and cultural journey. These experiences are embedded in our curriculum and are central to the way we teach and learn in at Gilibaa.

While On Country, students are immersed in seasonal cycles, hear stories passed down through generations, and connect deeply with the land, waters and skies that hold our shared history. It's here that learning become real, grounded and alive — as students engage with knowledge not only through textbooks, but through lived, cultural experiences.

This year has reminded us that community is not something we do occasionally — it's something we live every day. And as we look ahead to 2025 and the continued growth of St Philip's Christian College Gilibaa, we remain committed to walking this path together.

Summary Financial Information

Income Summary 2024



Expenses Summary 2024

