



Young Parents
College
FOR THE WHOLE OF LIFE

Annual Report 2024

St Philip's Christian College
Young Parents





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1. Context

Message From 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 Gutung 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.

Graeme Irwin AM

Chief Executive Officer

June 2025

Directors’ Report
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.

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.

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.

Message From Michelle Cairelli

EXECUTIVE PRINCIPAL
DYNAMIC LEARNING AND YOUNG PARENTS COLLEGES



At SPCC Young Parents, all of our students have had or are expecting a baby before the age of 20 (some as young as 13) and have not yet completed their secondary education. The teenage years are challenging enough with the pressures of HSC and navigating post school options, but for our students who are juggling all of this and raising a child, it is exceptionally challenging.

Our heart at SPCC is that all of our students will be equipped to leave school with a hope and a plan for their future. We have adjusted timetables where needed, to accommodate the life challenges that so many of our students face. We have incredibly dedicated and talented teachers in our school, who are highly skilled at working around the many individual needs of our students and at any given time can have students all at different levels and stages of the program in one class. They do everything they can to make learning accessible to the students.

Our aim is that students graduate with a full HSC, (non-atar and no exams). Many of our students after they graduate are the first in their families to be engaged in the workforce or in tertiary education.

There are learning and wellbeing assistants in classes to give further support to students; and social workers at each campus to assist in teaching crucial life and parenting skills. They also work with external providers to ensure that our students are getting support with solutions to significant life challenges like homelessness.

Some of our senior students are engaged in our leadership program and they help to encourage and support some of our younger students. They are wonderful advocates for our College.

Our theme for 2024 this year has been 'Tenacity', and the scripture for the year is:

'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'. Matthew 7:7NLT

What a perfect theme for our students who demonstrate tenacity every day as they get themselves and their children to school so that they can create a better future for themselves and their family. I always tell them that when they graduate, they have way more than a certificate, but a proven capacity to push through incredibly difficult circumstances, remain focused and still achieve their goals.

Our teachers are daily praying for our students and our dear hope is that when they come to our school, they will experience and know the love of God; that He has a plan and a purpose for their lives and for their children's lives; and they have a great future ahead of them.

It is a joy and a privilege to be a part of this college and to witness the transformed lives of our amazing young parents.

Every blessing,

Michelle Cairelli
Executive Principal



Message From Amanda McInnes

DIRECTOR
YOUNG PARENTS COLLEGE

At Young Parents' College we believe every student should have equal access to education. Many of our Young parents have had negative school experiences before coming to our College and we see this as a fresh start for them. A place where our young people feel that they belong, where they have a voice and where they have opportunity.

Our focus for 2024 has been building community, building partnerships and raising awareness of the school in both Central Coast & Newcastle communities. Working with community organisations is important in what we do to enable us to support our young parents and their children to engage with education.

We were thrilled to have 6 of our young people graduate this year. Each one of these students has grown in resilience and tenacity. Having done 3 years of our program many are breaking cycles of welfare dependence, are working to establish careers and to create stable homes for themselves and for their children.

We believe that regardless of life's circumstances, each one of our young people has incredible potential and they will leave us with a bright future, and that their time with us will be transformative.

Over the years the heart of the program remains unchanged that every young parent deserves a future filled with hope and purpose, grounded in the truth that they are loved by God.

Amanda McInnes
Director



Contextual Information About The School

As part of St Philip’s Christian College Tailored Education, the daily operation and delivery of education within our school is distinctively geared to meet the needs of Young Parents.

The needs of teenage mothers and fathers are complex. Many experience homelessness, domestic violence and have encountered a range of traumatic experiences. The importance of education for teen parents and their children in breaking cycles of disadvantage is well documented and is a significant health and social issue.

Some associated risks include long-term psychological, educational, social and economic consequences for both young mothers and their children.

Based on Christian beliefs and values, applying a non-judgmental, trauma informed approach, we recognise the importance of student wellbeing, a warm and inviting environment, flexible curriculum and learning programs, providing an on-site Early Learning Centre, and the ongoing training and specialised development of staff.

We offer teenage/young parents the opportunity to experience generational change through education in an inclusive, culturally safe space with a focus on social, emotional, spiritual and academic development.

Our environment is unique, with both the School and Early Learning Centre on-site to conjointly support teen parents to re-engage with their education while their children are cared for and educated in a rich and nurturing environment.

Our partnerships with community organisations are key for offering the blended, integrated support that these young people need.

Our on-site Early Learning Centres are uniquely designed to support both parents and children through early education, to strengthen parenting skills and attachment. Providing wrap-around parenting support, the Early Learning Centres provide a positive, holistic education environment which further breaks cycles of education disengagement.

Through education, training and activities we seek to empower our young parents and to help them to gain skills for life, providing them the opportunity of generational change through education.

Characteristics Of The Student Body

- Typical Student Profile of a young parent enrolling at Young Parents College
- Usually educated to Year 9 or 10, with low levels of literacy and numeracy, often with a history of poor school attendance and limited school engagement.
 - Pregnant or with a second child / children
 - History of unstable housing, unstable and unhealthy relationships, history of abuse / domestic and family violence.
 - Unstable / complex mental health.
 - Often have significant anxiety and struggle to regulate emotions.
 - Generational welfare dependence and low levels of education.
 - Reliant on public transport.
 - Limited or no family support / dysfunctional family network. The family is often known to DCJ.
 - Resilient, but not able to advocate for themselves and often have low expectations of achievement for themselves.
 - Wants a better life for their child.
 - Has experienced generational disadvantage.
 - **Aboriginality:**
 - Newcastle Campus – 44% of students and 70% of their children.
 - Central Coast Campus – 14% of students and 38% of their children.



2. Outcomes And Results

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 & 9 in 2024. 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 2024 as in previous years our young parents were withdrawn from NAPLAN testing due to pregnancy or maternity leave and as such there are no results to demonstrate.

Post School Destinations

NEWCASTLE

Samantha – double degree in criminology and psychology

Jessica – parenting

Charlee - parenting

CENTRAL COAST

Jess – is studying Community Services at TAFE

Brooke – parenting

Drew – has her own cleaning business

Results Of The HSC

Prelim	No. Students	A	B	C	D	E	N
English Studies	4	25%	25%	25%	25%	0	
Visual Arts	7	0	71.43%	28.57%	0	0	
Community & Family Studies	6	33.34%	33.34%	16.66%	16.66%	0	
Numeracy	9	0	33.34%	22.22%	33.34%	11.10%	
Sport, Lifestyle & Recreation Studies	9	0	11.10%	44.45%	44.45%	0	
Business							
Retail							
Exploring Early Childhood	10	0	60%	20%	20%	0	

HSC	No. Students	A	B	C	D	E	N	Average Mark
English	12	33.34%	25%	33.34%	8.32%	0	-	
Numeracy	7	0	28.58%	57.14%	14.28%	0	-	
Sport, Lifestyle & Recreation Studies	8	0	0	50%	25%	25%	-	65.11%
Business								
Retail								
Exploring Early Childhood	12	25%	33.33%	16.67%	16.67%	8.3%	-	78.7%

Senior Secondary Outcomes VET Or Equivalent

Prelim	Competencies Achieved	Total Competencies
Business	16.66% 8 Achieved	13 Competencies
	8.33% 6 Achieved	
	8.33% 5 Achieved	
	33.33% 3 Achieved	
	16.66% 2 Achieved	
	8.33% 1 Achieved	
Retail	14.3% 1 achieved	13 Competencies
	28.5% 3 Achieved	
	14.3% 6 Achieved	
	14.3% 7 Achieved	
	14.3% 8 Achieved	
	14.3% 9 Achieved	

HSC	Competencies Achieved	Total Competencies
Business	50% 13 Achieved	13 Competencies
	50% 9 Achieved	
Retail	20% 13 achieved	13 Competencies
	20% 7 Achieved	
	20% 9 Achieved	
	20% 1 Achieved	
	20% 0 Achieved and withdrawn	



3. Staffing

Accreditation Status

At Young Parents College, 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.

Workforce Composition

Young Parents College Staff	FTE
Teaching Staff	14
Full-time Equivalent teaching staff	6.6
Non-Teaching Staff	24
Full-time equivalent non-teaching staff	6.8



4. Attendance

Student Attendance Rates For Each Year Level And The Whole School

CENTRAL COAST AND NEWCASTLE ATTENDANCE RATES COMBINED

Year	Head Count	Full Year Equivalent	Full Days	Absence	Attendance	Attendance %
9	2	1.201087	221	19	202	91.4%
10	1	1	184	40	144	78.3%
11	50	35.26087	6488	2184	4304	66.3%
12	13	10.06522	1852	557	1295	69.9%
Total	66	47.52717	8745	2800	5945	68.0%

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.

5. School Policies

Policies

OUR POLICIES ARE LOCATED ON OUR WEBSITE:

- [Enrolment Policy](#)
- [Child Protection Policy](#)
- [Anti-Bullying Policy](#)
- [Suspension Policy](#)
- [Expulsion Policy](#)
- [Grievances Policy](#)



6. Stakeholder Satisfaction

Parent, Student And Teacher Satisfaction

STUDENT TESTIMONIAL

“ Donna's Story

I grew up in East Maitland, a place that holds both good and painful memories for me. My early years were tough – filled with challenges and trauma that shaped who I became as a young adult. At 18, life threw me a curve ball, I found out I was pregnant. At first, I was shocked and scared, but soon, a sense of excitement took over. I realised that this moment would change everything, and it did.

Up until then, I had been on a path that wasn't leading anywhere good. I had dropped out of school in Year 12, and my lifestyle was filled with substance use and risky choices. But finding out I was going to be a mum made me rethink everything. I knew I needed to make some major changes – not just for myself, but for the little life growing inside me. So, I quit using substances cold turkey, determined to give my child a better life.

Joining the SPCC Young Parents program was a turning point. The program became my lifeline, providing me with the support I desperately needed as both a mum and student. The setup allowed me to continue my education while also having access to on-site childcare, which took a huge weight off my shoulders. It was a place where I felt understood, where I could learn without being judged, and where I built friendships with others who were going through similar experiences. With the program's support, I found the strength to leave an abusive relationship – a step I'm not sure I could've taken on my own.

With the help of my family, I managed to complete my secondary education, but balancing studies with being a single mum was overwhelming. Still, I was determined to build a future for myself and my child, so I turned to vocational training in early childhood education through TAFE. That decision opened the door to a rewarding career in childcare.

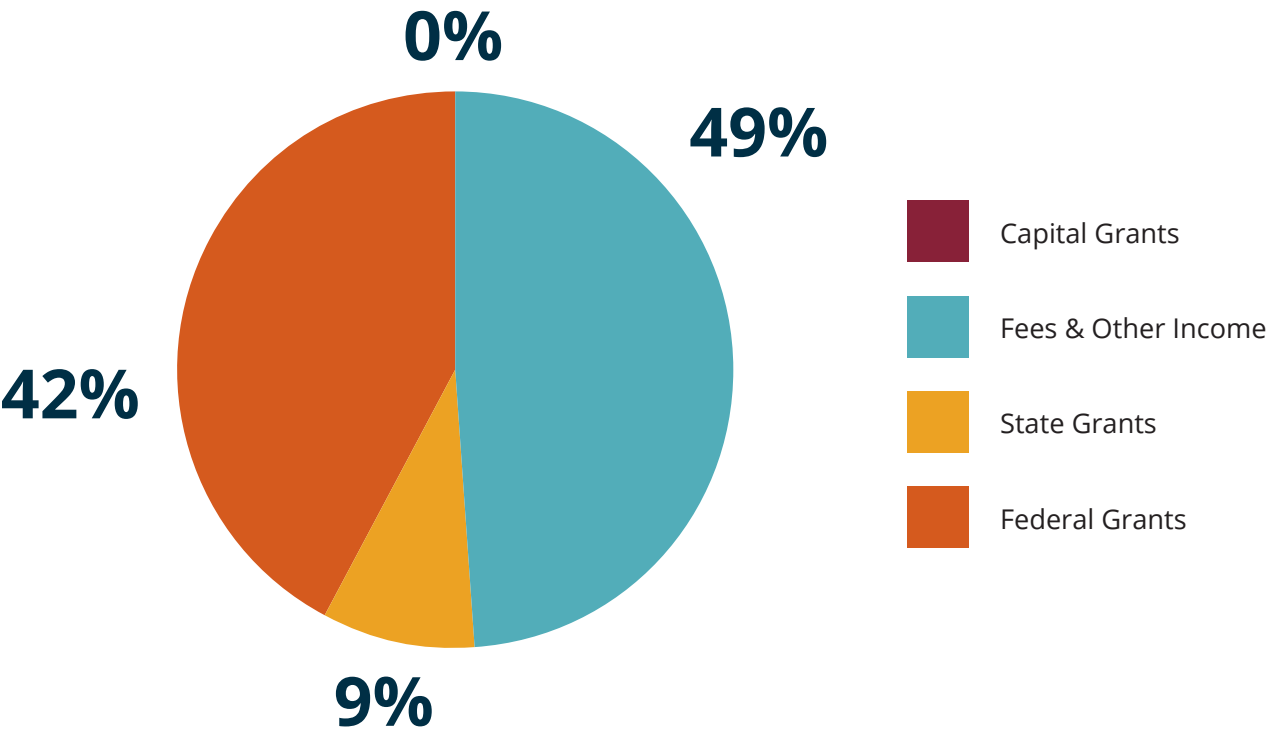
Over the years, life evolved in ways I couldn't have imagined. I got married, had more children, and grew professionally. Eventually, I found my way into social services, specialising in out-of-home care assessments. Now as a mature-age student, I'm close to finishing my bachelor's degree – a milestone that seemed impossible at one point.

Looking at my children, especially my eldest daughter Kiana, who is now 15 and dreams of becoming a child psychologist, I can see the impact of the choices I made. My dedication to education didn't just change my life; it created a positive environment for my kids, showing them that hard work and personal growth are the keys to success.

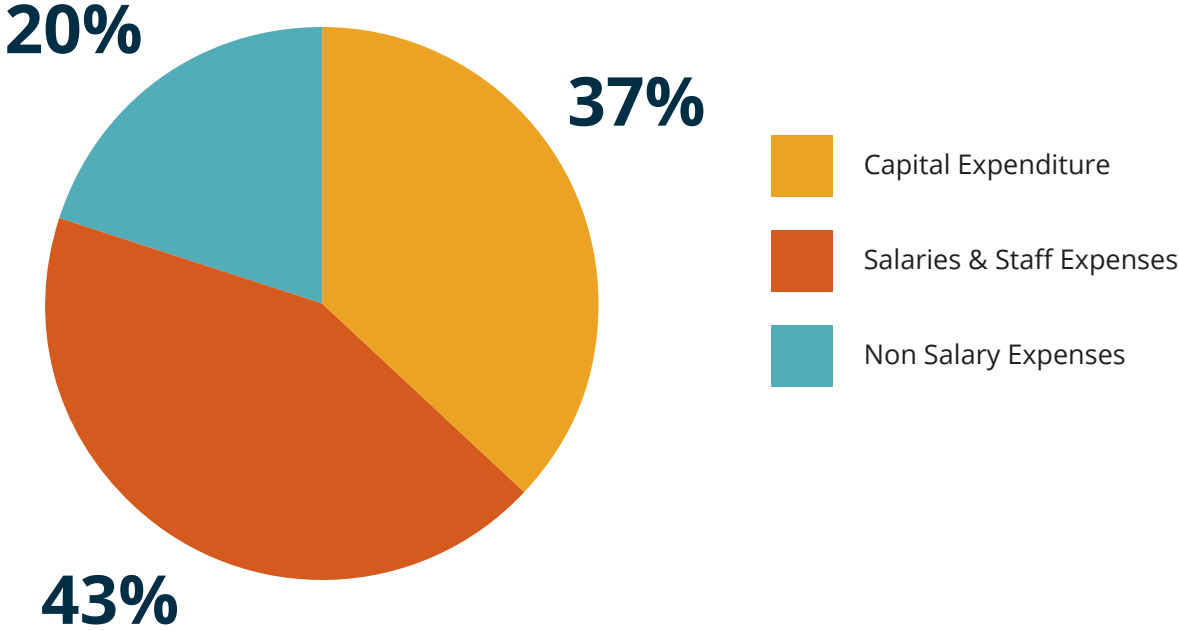
When I reflect on my journey, I see how education played a crucial role in breaking the cycles of adversity that once defined my life. It gave me the tools to build a meaningful career and make a positive impact on society. My story is proof that with the right support, anyone can overcome their challenges and create a better future of themselves and their families.

7. Financial Information

Income 2024



Expenses 2024





**Young
Parents
College**
FOR THE WHOLE OF LIFE

ST PHILIP'S CHRISTIAN COLLEGE YOUNG PARENTS

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