

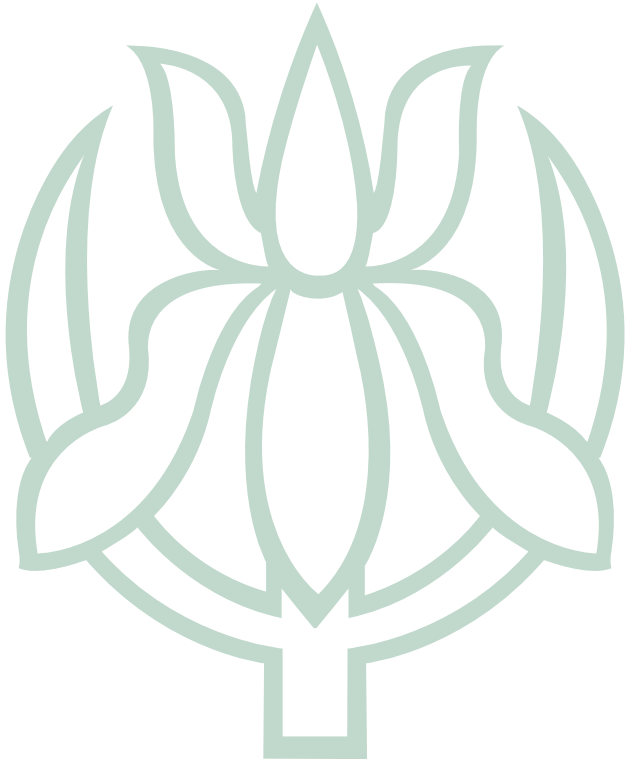


GIB GATE

Educational & Financial Report 2022 (1 July 2023)

This report is prepared for the purpose of compliance (Education Act)





Theme 1: A Message from the Key School Bodies

Board of Governors of Frensham Schools – Message from the Chair of Governors

This time last year, Ms Elizabeth Stuart (Chair, May 2017 - March 2022) reported to Members about the challenges that we faced, not only in 2020, but more so in 2021 as a result of the COVID-19 pandemic.

That scenario continued into the early part of 2022. It wasn't until the School's Birthday weekend in June that we were able to return to some semblance of normality, where many parents and friends for the first time in several years were able to join in activities and celebrations.

The staff of Frensham Schools are to be commended for their continuing efforts and support in managing the ongoing challenges during this most difficult period.

In addition to this dilemma, Ms McGarry rebuilt her Executive team with new appointments, notably the Deputy Head of Frensham Schools, Head of Gib Gate, Director of Student Life (Boarding), Director of ICT as well as recruiting a Director of Teaching and Learning and a Director of Wellbeing and Character Education for 2023 commencement.

Strategic Priorities – the Board, Frensham Schools Executive and the Frensham Executive participated in a workshop facilitated by Dr Robert Kay, discussing emerging developments in education and industry, and focussing on how we best prepare our students for their future in learning, work and life.

2035 Master Plan – significant progress was made with regard to three major capital projects:

- Two-court Sports Hall – Tendering occurred during October and November 2022 and the construction contract for this major project was executed on 9 January 2023. Construction has now commenced, and we expect completion by the end of 2023.
- Holt Student Accommodation (Holt) – Work continued towards gaining planning approval of this project. As was noted last year, an appeal was made to the Land & Environment Court to obtain approval for this strategically important project. We are still awaiting the Court's decision.
- Staff Accommodation – Continuing our strategy of offering on-site accommodation to staff wherever possible, five houses on the corner of Range Rd and Railway Pde are now occupied by staff members and their families. Late in the year an opportunity arose to acquire a house adjacent to Dunsfold in Waverley Pde. The Board and Executive continue to develop plans to expand the number and range of accommodation available for staff as we believe this is necessary to attract and retain the best available teachers.

Gib Gate – Ms McGarry reported that, after 18 years of leadership, the Head of Gib Gate, Ms Sally Robson had resigned. Mrs Anne Graham (Head of Gib Gate, Acting) and Mr Gregory Hannah (Acting Coordinator of Administration) went on to lead Gib Gate throughout 2022, providing stability and reassurance to the staff, students and parents of Gib Gate. From 2023, Mrs Anne Graham's title will change to *Deputy Head of Gib Gate* to better reflect her role and responsibilities. After an extensive recruitment process, Mrs Lucy Gregory was appointed Head of Gib Gate, commencing in January 2023.

The Head presented the Board with her assessment of 'what next' for Gib Gate, with strategic focus including increased marketing and communications resources, which have been employed to raise the profile of Gib Gate; continued opportunities for students to enjoy the broader facilities of Frensham and Sturt; development of a strong collaboration programme between Year 6 and Year 7 at Frensham to consolidate the place of Gib Gate in the future of Frensham Schools; Gib Gate Advisory Committee and Families of Gib Gate (FOGG) are in strong support to help reconnect the GG community after two very disjointed years of the COVID-19 pandemic.

Winifred West Schools Foundation Ltd

Following two comparatively difficult years, 2021 was a year of rebuilding for Foundation's Livestock Enterprise. During 2022 we have seen the results of this investment. As of 31 December 2022 the value of the Livestock Enterprise had grown to over \$285,000 and Foundation had 36 cattle and 25 sheep 'in the paddock'.

The Winifred West Legacy (WWL), Foundation's bequest group, continues to grow and serve its purpose to acknowledge the long history of bequests to the School. The WWL was officially launched in 2021 at a lunch well-attended by members of the Frensham Schools community and brought its Custodians together for the first annual lunch in 2022.

Foundation's inaugural 24-hour Giving Day was held on Tuesday 20 September. A fundraising target of \$250,000 was set and this was achieved in two hours. Over \$493,000 was raised on the day, and the proceeds will support Educational Grants for both Frensham and Gib Gate students in 2024, the first time this type of support has been created at Gib Gate. Five students will be the recipients of a '353 Grant', with 353 recognising the total number of donors who helped to create these new Grants.

The Board of Governors extends its acknowledgement and sincere thanks to Mr Scott Staniforth and his Board of Directors for their time and commitment in serving the Frensham Schools community.



The Gib Gate (Parent) Advisory Committee, chaired in 2022 by Mrs Crista Beckhaus met four times during the year and worked with the Head of Frensham Schools to discuss policies and procedures within the School. Major areas of focus included but were not limited to:

- Recruitment of new Head of Gib Gate – resignation of Ms Sally Robson at end of Term 1 after 18 years of service; Acting Head of Gib Gate for 2022 Mrs Anne Graham
- School community re-engagement and celebrations
- Parent survey – Use of Schoolbox communication platform, Parent Information sessions, possible bus trial, Preschool feedback

The Acting Head of Gib Gate attended all meetings at the invitation of the Head of Frensham Schools and Minutes of Advisory Committee Meetings were provided to the Board of Governors of the School.

Families of Gib Gate (FOGG) chaired in 2022 by Mrs Alison Kingsley, comprises all parents of Gib Gate. FOGG plays a major role in support of School fundraising and in special School events. In 2022 these included Working Bees to improve Land for Wildlife bushland, special lunch days, Easter Egg hunt, Farewell Assembly for Ms Sally Robson, Parent Drinks evening, Book Week, Whole school musical costumes, inaugural initiative of a Whole School Art Exhibition, Christmas celebrations.

Year 6 Monitors

Year 6 students propose, apply for and are appointed to positions of leadership and service within the School, roles through which they can make a personal contribution to the School. In 2022, Monitor positions included responsibility for Library, Kindergarten, House Sport, Preschool, Music, and Visual Arts. All Year 6 students have a shared responsibility for Charity events supporting Wires, School for Life and Anglicare in 2022. In preparation and ongoing support for their leadership experience, all Year 6 students participated in a Young Leaders programme implemented by the Head of Gib Gate.

Theme 2: Contextual Information About the School & Characteristics of the Student Body

Gib Gate is the co-educational preschool and primary school of Frensham Schools: Gib Gate, Frensham and Sturt.

The School's values and educational ethos are founded on the philosophical position that our moral purpose in life is to develop our talents and use them for the common good - to make a contribution to the world. A non-denominational, independent school based on Christian principles, Gib Gate offers an education that emphasises the need to build the spirit as well as the intellect.

- Core to daily life is the encouragement of students to strive to achieve their potential, nurtured by staff working in accordance with best teaching practice.
- Gib Gate offers a strong academic focus on Literacy and Numeracy, with individualised programmes and a whole-school approach to Gifted and Talented Education. Teachers track individual student progress, supporting and extending students to achieve specific learning goals.
- Individualised learning programmes include differentiation of the core programme, individual learning support in Literacy and/or Numeracy, extension and partial acceleration or full-grade acceleration.
- Performance skills are practised through the staging of a Whole-school Musical Production, weekly Assemblies, Choirs and Concerts.
- Technology-rich classrooms facilitate the development of information and communication skills.
- For senior students, the Legacy of the Leaders Project and the Young Australia Scientist Awards are key aspects of the Human Society and Its Environment and Science curriculum involving all students in a long-term inquiry

Gib Gate's state-of-the-art Preschool, based on the Reggio Emilia philosophy of Early Childhood Education enrolls children from 4 to 5 years of age, offering a programme that is directly linked to the primary school.

Building on a strong tradition in the Creative and Performing Arts, specialist staff teaching complements core studies:

- Purpose-built facilities for Visual Arts, Music, Drama and Dance include classrooms for Music and Visual Arts, a Ceramics Studio, a Woodwork Workshop and Music Tuition Studios, where students attend individual instrumental sessions taught by professional tutors.
- Performance skills are practised through the staging of an annual Whole – School Musical Production, weekly Assemblies, Choirs and Concerts.
- Richness of the curriculum is also highlighted in the Preschool to Year 6 Outdoor Education Programme where students develop skills in bush walking, orienteering, canoeing, abseiling and mountain biking and in the opportunities to participate in a wide variety of sports including Soccer, Hockey, Basketball, Netball, Cricket, Water Polo, Tennis, Gymnastics, Swimming, Athletics, Cross Country, Snowsports and Equestrian.
- Unique to Gib Gate is an international exchange linked to the teaching of Japanese

For additional information please see: <https://www.gibgate.nsw.edu.au> and <https://www.myschool.edu.au>

Characteristics of the Student Body

A small number of students come from backgrounds with languages other than English and a small number of students have special needs. The majority of students come from the local area of the Southern Highlands.

For additional information please see <https://www.myschool.edu.au>

Theme 3: Student Performance in National and State-wide Tests and Examinations

For NAPLAN information please see: <https://www.myschool.edu.au>

In 2022, programmes which added value to student performance were:

- Gib Gate Science Fair & First Lego League Challenge presentation
- Swimming Development Programme K-6
- Parent Information Evenings
- FOGG (Families of Gib Gate) Term Meetings
- Community Sport in: Hockey, Basketball, Tennis, Cricket, Soccer, Waterpolo
- K-6 Outdoor Education Programme
- Music Tuition – Cello, Clarinet, Drums, Flute, Guitar, Piano, Saxophone, Singing, Viola, Violin
- Visiting Author programme and writing workshops K-6
- MULTILIT Reading Support Year 3 - Year 6
- MINILIT Literacy Support Kindergarten – Year 1
- MacqLit Literacy Support – Year 2-4
- InitialLit-F Reading Programme
- InitialLit-1 Reading Programme
- InitialLit-2 Reading Programme
- Fathers' Day, Grandparents' Day
- Class Assembly Performances
- Chromebook Laptop Programme Years 3-5/Google Classroom & Ipad Programme K-1
- Year 6 BYOD Programme
- Year 6 Legacy of the Leaders Presentation
- K-6 Bounce Back Anti-Bullying Awareness Programme
- Peer support – Year 6 leaders
- Annual P-6 Whole School Musical
- Visiting Cultural Performers and Artists including Book launch, Indigenous performers and groups, OzOpera and Musica Viva
- Interrelate Years 3-6 Family Information evening – via Zoom
- Year 6 Monitors Roles and Leadership programme
- Year 5 and Year 6 Parent Camp briefing – via Zoom
- Gib Gate Open Day
- Gib Gate School and Hokuriku Gakuin School, Kanazawa, Japan – Weekly Zoom sessions
- Preschool to Kindergarten Orientation Programme
- Wellbeing Days incl Land for Wildlife activities
- Sample High School Day for Year 5 students
- Bike Education K-2
- Gib Gate Orchestra
- Book Week – Dress up and Book Fair
- Tournament of Minds Team Competition
- da Vinci Decathlon Team Competition
- KidsLit Quiz Competition, online
- Young Scientist Awards (selected students Year 5)
- Cambridge Global Perspectives programme
- Learning Walks between classes, including inviting parents
- Art Exhibition – all K-6 students had work represented

Theme 4: Senior Secondary Outcomes

Not applicable to Primary Schools.

Theme 5: Teacher Professional Learning, Accreditation and Qualifications

Professional Learning/Professional Development Activities

Professional development activities undertaken by Frensham Schools staff throughout 2022 are noted below:

No of Staff Involved	Course and Focus
80	Child Protection 2022 Mandatory training: Legislation Update: <i>Creating Safer Independent Schools – Professional Responsibilities and Boundaries</i> Delivered by Kathryn Element (Senior Child Protection Advisor/Investigator) AIS NSW Child Protection Unit.
14	The ClickView platform – how to access the platform and use the resources for planning units of work across KLA's.
2	<i>Provide First Aid in an Education and Care Setting</i> (course includes HLTAID011 and HLTAID009: <i>Provide CPR</i>). Delivered by Highlands First Aid Moss Vale Services Club. An all-day course including: Provide CPR in the morning session; Dealing with medical emergencies and trauma in the afternoon session
1	AIS webinar. Briefing to provide insight into the current position of the court, risks and ongoing uncertainties in regard to engaging contractor and peripatetic contractors.
1	Modern Teaching Aids: <i>LEGO® Education – SPIKE™</i> . Explanation of new hardware and software to replace resources used at Gib Gate for Robotics programmes.
1	Two day conference. Australian Primary Health Care Nurses Association (APNA) Conference, Canberra. Focus: Learn the latest clinical guidance, gain new knowledge to grow scope of practice and discover new ways to provide better patient care.
3	NESA Highly Accomplished and Lead Teacher Webinar. This workshop was for HALT applicant teachers to develop a module.
1	Term 4 Network Meeting NCCD Reflection 2022 and Planning for 2023. AIS NSW Webinar
80	Strategic Priorities 2023 workshop. Facilitated by Dr Robert Kay
1	<i>Future Focus: A Gifted Education Paradigm Shift</i> . The Australian Association for the Education of the Gifted and Talented 2022 virtual conference and Annual General Meeting.
2	<i>Inquiry Learning: What, Why and How?</i> Presented by Kath Murdoch at Waterview Convention Centre Homebush. This workshop is designed for teachers who are newer to inquiry or those who wish to refresh their understanding of the inquiry approach and update their pedagogy.
1	Term 4 NCCD Network Meeting. AISNSW online via Zoom; Facilitated by Education Consultants in the Student Services Team
80	Frensham Schools Professional Learning Day Session 1: Strategic Priorities 2023-2028 presented by Dr Robert Kay Session 2: Final TLC meetings for all groups 2022 Session 3: Frensham Teachers 7-12 Moving forward with Data 2022 – 2023. How standardised data fits into our professional view of how students learn; key trends for our gifted and talented and high potential students; key trends for students who require support (QDTP) and ILPs; identifying each student on ILP's for Term 4 and identifying G&T students who continue to learn best using a variety of strategies including extension and enrichment; ability grouping, subject acceleration, grade skipping etc. Gib Gate Teachers K-2: IntiliaLit Extension course provided by MULTILIT continued from 6 September. Gib Gate Teachers 3-6: Reading and responding to the new English K-6 Syllabus for implementation 2023
20	<i>Emergency Care EC101 and Cardiopulmonary resuscitation – HLTAID009</i> Course provided by Surf Lifesaving Australia. (Mandatory certification for all staff working in Preschool, Boarding and Health Centre.)
3	NESA [online]. Highly Accomplished Teacher Information Session

No of Staff Involved	Course and Focus
2	SchoolBox Conference 2022 Melbourne. Presentation given by Mrs Lucy Dalleywater on <i>The Strategic Implementation of a School-Wide Platform</i> alongside the Director of Students at Scots, and the Head of Digital Learning and Practice at Wesley College. Information gathered at a variety of presentations to develop our system at Frensham Schools P-12.
3	INITIALIT Extension Programme – Session 1 of 3 one-hour sessions MULTILIT online PL session to familiarise teachers of the InitialLit programme K-2 with the new resources available for students working above ‘class level’.
1	<i>The Science of Language & Reading: Secondary School Perspective</i> online. LaTrobe University School of Education. Session 2: The professional learning is targeted towards providing research backed strategies to assist all students improve their reading within a secondary context, with a specific focus on students with reading disadvantages.
1	Using the ACER PAT (Progressive Achievement Tests) suite. Update knowledge with regard to the suite of tests available to all teachers at Frensham Schools for Years 1-10.
1	Alliance of Girls Schools Australasia Live webinar. <i>The legal implications of gender issues for schools</i> . Presented by David Ford (Carroll & O’Dea Lawyers). Reasonable steps should be taken to fulfil a school’s duty of care to transgender students, and what are its obligations under discrimination and privacy laws.
7	Middle Leaders Programme AIS NSW Leadership Centre. Bespoke programme developed for Frensham Schools and presented by Robyn Edwards and Michael Bignall AIS NSW Leadership Centre on campus Frensham.
3	2022 International Boarding Forum: ‘A Chance to Reconnect’ – a networking and discussion-based conference for those working in Boarding. Plenary speakers Dr Kate Hadwen; Chris Mills; Keith Abrahams; Li Cunxin; Michael Carr-Gregg. Brisbane Convention and Exhibition Centre
1	ABSA Certificate Course. This Certificate Course certifies Boarding Staff to understand, analyse and apply risk management techniques within their roles in a boarding environment.
80	FS Professional Learning Day 7 and including TLC 6 for all teachers P-12
1	Alliance of Girls Schools Australasia Live webinar. <i>L-Platers: How to help our girls on the road to adulthood</i> . Madonna King: the struggles older girls shared with her, as she researched her latest book, <i>L-Platers</i> .
1	<i>The Science of Language & Reading: Secondary School Perspective</i> . Session 1: The professional learning is targeted towards providing research backed strategies to assist all students improve their reading within a secondary context, with a specific focus on students with reading disadvantages. La Trobe University School of Education
1	<i>Teaching Classical Languages Symposium</i> Full day programme delivered by the Classical Languages Teachers Association The 3rd Teaching Classical Languages Symposium showcases approaches to the teaching and assessment of ancient Greek and Latin developed by secondary, tertiary, and online adult-education instructors from Australia and New Zealand. Conference speakers share and discuss a diverse range of classical language teaching strategies to assist 21st century learners in a range of educational contexts.
2	<i>Character Leaders in Education Research Workshop</i> . Notre Dame University Sydney Professor Nancy Hill and the Character Leaders in Education convenors, unpacking the first Character Leaders in Education research project, ‘Formed for Flourishing: Towards a new measure of school success’. Included Professor Hill’s Clark Lecture and meetings with Professor Hill and Dr Ian PM Lambert.
3	NESA: <i>HSC Disability Provisions: The why, how and what happens</i> .
1	AIS NSW Student Services COMPASS Programme. Information Session: 2023 Whole-school Wellbeing Initiative

No of Staff Involved	Course and Focus
5	<p>NESA Introduction to the Years 3-6 English and Mathematics Draft Syllabuses webinar.</p> <p>The information sessions: provided a clear rationale, including evidence base and link to reform objectives, for the basis of the draft outcomes and content; an clarity regarding what to expect in the syllabuses when they are released for consultation.</p>
15	<p>Anaphylaxis Training update 2022. Delivered by Darrya Foster RN Coordinator of Frensham Health Centre.</p> <p>Objectives of the training: Explore risk minimisation strategies; Identify allergic reactions and anaphylaxis; Use an ASCIA action plan; Practice using an adrenaline auto injector.</p>
60	TLC 5
1	<p>HALT Accreditation Update: new policies and procedures 2022 NESA. Information for Principals and Directors</p>
1	<p>Briefing NCCD Census 2022: Aus. Govt DoFE Webinar (via Microsoft TEAMS). Information for Principals and Directors</p>
10	<p>Learning Consent Presentation by Dr Joy Townsend via ZOOM. This masterclass stepped FS educators through the latest research on young people's lived experiences of sexual consent and sexual learning. Using real-life case studies, participants were enabled to better understand the complexities surrounding young people's navigation of consent and become familiar with best practice for comprehensive consent education.</p>
80	<p>FS Professional Learning Day 6 and including TLC 4 for all teachers P-12</p> <p>Teachers 7-12 in Faculty under the direction of Faculty Heads</p> <p>Boarding staff: Youth Mental Health Certificate via ABSA Webinars as directed by Head of Student Life, Ms Sally Edwards</p> <p>Health Centre: Strapping Course by specialist Physiotherapist</p> <p>Gib Gate Teachers K-6 AIS NSW Consultant L Woodley: Legislation & NCCD Requirements for Meeting the Needs of Children with Disability</p>
60	Mid Term TLC 3
2	<p>Character leaders in Education Symposium. SMC Conference Centre Sydney. Engaging with some of the finest scholars and practitioners in philosophy, psychology, theology and leadership from Australia and overseas, the Character Leaders in Education National Symposium provides a unique professional learning opportunity. Three themes in Plenary sessions and Masterclasses: Understanding Character and the virtues; Connecting character with care and Fostering character for leadership</p>
1	<p>ALIA Schools - Staffing Obligations. Delivered online.</p>
7	<p>Middle Leaders Programme AIS NSW Leadership Centre bespoke programme developed for Frensham Schools and presented by Robyn Edwards and Michael Bignall AIS NSW Leadership Centre on campus Frensham.</p>
1	<p>Leading the Implementation of the new English K-2 Syllabus delivered in person by specialist AIS NSW consultants. AIS NSW York St Sydney.</p>
1	<p>Careers Advisors Accreditation & Training Day (for Frensham Year 10 programme 2022). Ryde Parramatta Gold 1-Day Course. Presented by Dr Marian Kratzing; Principal Careers Psychologist: Careers Avenue.</p>
2	<p>Highly Accomplished and Lead Teacher (HALT) Summit at the Hilton Hotel in Adelaide, South Australia.</p>
4	<p>Skills Acquisition Theory of Language Learning (session 2 continues from 2021). Webinar presented by Dr Gianfranco Conti.</p>
80	<p>Teachers 7-12 Frensham: Understanding the new Academic Assessment Services Data: Presented by Robert Allwell & using the data for planning and programming</p> <p>Teachers P-6 Gib Gate: Using data effectively K Chauncy; Working towards the implementation of New English & Maths Syllabuses K-6 2022 K Chauncy</p> <p>Boarding Staff: Planning for Individual student Health Care Plans Term 2: Darrya Foster</p> <p>Health Centre Staff: Supporting Neurodiverse students in Boarding: R Phillips</p> <p>All Teachers P-12 spent Session 3 working in their TLC groups.</p>

No of Staff Involved	Course and Focus
7	<i>Middle Leaders Programme</i> AIS NSW Leadership Centre bespoke programme developed for Frensham Schools and presented by Robyn Edwards and Michael Bignall AIS NSW Leadership Centre on campus Frensham.
1	<i>Annual NSW Suzuki Teachers Online PD Programme</i> : Keynote address, General PD sessions and instrument specific repertoire sessions by 13 international and national guest tutors. 6-day programme.
80	Teachers P-12: Day 3 of <i>Mini Certificate of Gifted Education</i> (GERRIC UNSW) – postponed event from 2021. House and Health Centre Staff: Anaphylaxis Training
1	Webinar by Samantha Coates of Blitz Books with 4 guest speakers: ‘One More Time: Preparing your best live or recorded performance.’
1	Science Teachers Association (STA) Meet the Markers 2022: Chemistry - Exam Analysis [online via webinar]
60	TLC 1 Frensham campus groups. Gib Gate campus group: POSTPONED due to continuing TELSTRA internet connection difficulties and staff shortages at Gib Gate
1	Suzuki PD presented by the Suzuki Association of Ontario, Canada [via Zoom]. ‘The History and Philosophy of Tonalization’ by Fumiyo Kuramochi. (75 mins.)
1	Presenter at AIS Conference for music teachers – AIS NSW Conference Centre York Street Sydney.
1	NSW Japanese Teachers’ Conference 2022: Novotel Parramatta. Presentation at Conference by Lisa entitled: Maximum impact in limited time – making the most of short lesson times. Session outline: The presentation introduces teachers to Project Zero’s Making Thinking Visible routines and how to apply these to a language classroom. Teachers will also develop an understanding of how to structure short lessons to maximise the effectiveness of teaching time and the benefits of song to aid with pronunciation and vocabulary retention.
3	IPSHAA Curriculum Coordinators Meeting via Webinar AIS NSW. Exploring the new K-2 Mathematics Syllabus with Dr Jake Little (NESA Senior Education Officer - Subject Matter Expert Numeracy).
2	English Extension 2 workshop: English Teachers Association (ETA NSW). Literature Review; Critique of the Creative Process; The Reflection Statement. Separate sessions on each form Experienced EE2 teachers will share their insights and ideas on their specific form. Separate sessions for each medium: Short Fiction; Creative Non-Fiction; Poetry; Critical Response; Script – short film, television, drama; Sound medium/podcasts – drama, storytelling, speeches, performance poetry; Digital media.
2	Induction session AIS NSW: Policies and Procedures for beginning teachers working towards Proficient Teacher Accreditation. Workshop conducted by AIS NSW/ISTAA consultant Catherine Manalili on campus, Frensham.
1	Alliance of Girls Schools Australasia. <i>Mental Health and Wellbeing</i> webinar. Wellbeing strategies for leaders and school communities. Dr Adam Fraser – Peak performance researcher, speaker and author and Dr Joe Thurbon – Chief Technology Officer, Educator Impact.
8	PZ Perspectives – Education that Matters International Conference [interactive online]. Plenary sessions include <i>Cultures of Thinking in Action</i> – Ron Ritchhart and <i>From Vision to Action: Enabling Complex School Change</i> – Flossie Chua and David Perkins. Participants chose a variety of workshops to attend throughout the 2 days.
1	Alliance of Girls Schools Australasia. Teach us consent – How schools can champion consent education webinar. Madonna King in conversation with activist Chanel Contos
2	MULTILIT Training for delivery of programmes Year 7 to Year 9 targeted students 2022. Online via videoconference.
2	AIS NSW: <i>A Whole-school Approach to Health and Respectful Relationships</i> . Regional workshops. Berida Hotel, Bowral.

No of Staff Involved	Course and Focus
60	TLC Meeting 1 2022. Teachers selected from 7 options: Creating a Culture of Thinking; The Power of Making Thinking Visible; Formative Assessment; Deliberate Practice; Academic Writing; Introduction to Gifted Learners OR Working Towards Teacher Accreditation.
1	NSW Early Years Nature Connection 2022 Conference. <i>Nature Play – Not a Passing Fad</i> . Representing Gib Gate & presenting a workshop: <i>Nature Influencing Curriculum – using Making Thinking Visible Routines</i> (Harvard PZ).
1	AIS NSW & ISTAA: Supporting Teachers through Accreditation at Experienced Teacher [online webinar]. New timeframes; new Handbook [digital only] and all ISTAA links and resources; advice re descriptors that are challenging to meet including diverse cultural community/imputed disability, putting data together, writing effective annotations (applicants) and testimonials (supervisor).
1	APSMO [Maths Olympiad Years 5&6 Gib Gate] <i>Building Confidence in Maths Problem Solving</i> .
1	Alliance of Girls Schools Australasia. <i>Boost your enrolments by cultivating highly engaged parents</i> . Webinar
1	AIS NSW <i>Working Towards the Digital Portfolio for Experienced Teacher 2022</i> . The course had three key focus areas: 1. The Testimonial (observations by school appointed supervisor) 2. References (if used for allowed descriptors) 3. Annotations – further discussion and examples. Also discussed was how to demonstrate descriptor 7.4.
3	IPSHAA Curriculum Coordinators Umbrella Group. Introduction to the new K-2 English Syllabus Webinar
1	Alliance of Girls Schools Australasia. Mental Health and Wellbeing webinar. <i>Putting student wellbeing in the spotlight – Practical strategies implemented by schools in Australia and New Zealand</i> . Presenters: Dr Nicole Archard – Principal, Loreto College Marryatville, Adelaide; Rachel McMillan – Year 12 Dean, St Hilda’s Collegiate School, Dunedin; Liana Gooch – Deputy Principal, Korowa Anglican Girls’ School, Melbourne; Jennifer Oaten – Principal, Santa Maria College, Perth.
80	Plenary session held for all Frensham Schools Staff by Sarah McGarry. Sessions included: Frensham Staff: Schoolbox 2022: Lucy Dalleywater; Learning Profiles 7-12: Kate Chauncy and Medical Health alerts: Darrya Foster; AIS NSW Online course Refresher: Disability Legislation and the Standards including a case study: Leanne Woodley AIS NSW - Manager: Student Services; House Staff Meetings: Sally Edwards and Health Centre Meetings: Darrya Foster. Gib Gate Teachers: New students 2022 P-6: Sally Robson; Smart Board Training: Visionext; Schoolbox 2022 Lucy Dalleywater.
20	Plenary sessions held on each day by Sarah McGarry; Heads of Faculty sessions led by Janene van Gogh analysing 2022 HSC Results; Year Coordinators led by Wendy Fawbert. New Staff Induction: 10:30am-3:30pm on each day led by Kate Chauncy covering Philosophy of the School, Code of Ethics, ICT and Business Management, Staff Handbook, Studies Policy, classroom routines and protocols and 2022 student learning profiles.
1	Sturt Summer School. <i>Wood project: Dai-uchi – Japanese plane making</i> with Hiroshi Yamaguchi.

Teacher Qualifications

	Teacher Qualifications Category	Number of Teachers
(i)	Teachers who have teacher qualifications from a higher education institution within Australia or as recognised within the National office of Overseas Skills Recognition (AEI-NOOSR) guidelines.	14
(ii)	Teachers who have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications.	0

Teacher Accreditation

Teacher Accreditation Level	Number of Teachers
Conditional	0
Provisional	0
Proficient Teacher	12
Highly Accomplished Teacher (voluntary accreditation)	2
Lead Teacher (voluntary accreditation)	0
Total number of teachers	14

Theme 6: Workforce Composition

School Staff 2022	Number of Staff
Teaching staff	14
Full-time equivalent teaching staff	12.2
Non-teaching staff	7
Full-time equivalent non-teaching staff	4.5

Aboriginal and Torres Strait Islanders on staff (NIL)

Details of workforce composition can be found on the MySchool website: <https://www.myschool.edu.au>



Theme 7: Student Attendance

For student attendance rates please refer to the school data on the *MySchool* website: <https://www.myschool.edu.au>

Policy and Procedure re Non-Attendance:

- Unexplained absences result in a phone call from the School on the first day of the absence.
- All absences require written documentation from parents or guardians.
- Follow-up continues until written justification for the absence(s) is received.
- All records of correspondence are kept on file.

Attendance Rates 2022

Year	Rate
K	94.89%
1	93.21%
2	92.33%
3	95.30%
4	96.71%
5	97.30%
6	94.47%
Whole School	94.74%

Theme 8: Enrolment Policies

Gib Gate is a co-educational School for students from Pre-Primary to Year 6* providing an education based on the School's ethos and operating within the policies of the NSW Board of Studies, Teaching & Educational Standards (BOSTES) [NSW Education Standards Authority (NESA) from 2017]. The application process takes into account siblings already attending the School, former-student and family connections and date of registration with the School.

**Frensham can accommodate girls in Year 4-6 who enrol as Weekly or Casual Boarders and travel to and from Gib Gate daily.*

Once enrolled, students are expected to adhere to the School's ethos and comply with the School Rules to maintain the enrolment.

Policy

1. All applications are processed in accordance with the School's Enrolment Policy, with the student and family invited to interview, which also includes a tour of the campus.
2. Each applicant, with a parent or guardian, is interviewed by the Head of Gib Gate and the responses regarding the student's ability and willingness to support the School's ethos are considered.
3. Each applicant's educational needs are considered at the time of interview through discussion with the student and family and with the student's most recent School Report being made available at the time of interview, if applicable. Further information may need to be gathered from an appropriate source.
4. In some instances, prior to an offer of a place, any necessary strategies which may be required are discussed and considered.
5. A letter offering a place is sent to the parent/guardian with the Enrolment Form. The return of the form with the requisite Enrolment Fee [non-refundable] confirms the place.
6. Continued enrolment is contingent upon payment of all boarding and / or tuition fees as and when they become due and payable.

Theme 9: Other School Policies

Student Welfare

Gib Gate seeks to provide a safe and supportive environment which:

- minimises risk of harm and ensures students feel secure;
- supports the physical, social, academic, spiritual and emotional development of students;
- provides student welfare policies and programmes which develop a sense of self-worth and foster personal development.

To ensure that all aspects of Gib Gate's mission for providing for a student's welfare are implemented, the following **Policies and Procedures** were in place during 2022:

Policy	Changes 2022	Access to full text
Child Protection Policy encompassing <ul style="list-style-type: none"> • definitions and concepts • legislative requirements • preventative strategies • reporting and investigating 'reportable conduct' • investigation processes • documentation 	Policy takes into account current legislation Reviewed by all Staff	Available on request by contacting the School
Positive Peer Relations Policy encompassing <ul style="list-style-type: none"> • all members of the community • promotion of personal growth and self-esteem • building positive relations by managing and eliminating unacceptable behaviour 	Reviewed by all Staff	Staff Handbook Parent Information Book available on School Portal (Schoolbox)
Behaviour Management Policy In accordance with the School motto 'In love serve one another', Frensham aims to encourage students to take responsibility for their own behaviour and assist each other to do the same.	Reviewed by all Staff	Staff Handbook Parent Information Book available on School Portal (Schoolbox)
Studies Policy is prepared as a guide for Staff regarding policy and practice at Frensham. It encompasses <ul style="list-style-type: none"> • Values, Aims, Objectives • Models for teaching practice • Differentiated Learning • Faculty Programming • Standards Policy • Approach to Learning • Assessment Policy 	Reviewed by all Staff	Studies Policy available to parents on request by contacting the School and available on School Portal (Schoolbox)
Stage Handbooks <ul style="list-style-type: none"> • Studies and Curriculum information for Stages 4 and 5 is published in the Information Book and Studies Policy and parents are informed of changes throughout the academic year. • The Stage 6 Handbook is a reference guide for students undertaking Preliminary and Higher School Certificate Courses. 	Reviewed by all Staff	Available on School Portal (Schoolbox)
Sexual Discrimination Policy Frensham is committed to providing all staff and students with a working environment free of sexual harassment.	Reviewed by all Staff	Staff Handbook Summary and explanatory notes of the Act are available from the Head.
Policy on School Uniform School uniform is worn for all daily lessons/activities and at most school functions.	Reviewed by all Staff	Parent Information Book available on School Portal (Schoolbox)

Policy	Changes in 2022	Access to full text
<p>Dealing with critical incidents This policy outlines a procedure to list responses in order of priority and develop an effective management plan to address the immediate, short term and long term needs of those affected by a 'traumatic Incident' involving school staff and students.</p>	Reviewed by all Staff	Parent Information Book available on School Portal (Schoolbox)
<p>Accident Management Procedures This policy grades injuries into categories and outlines the steps to be taken at each level. It is based on the principle that the safety and welfare of students is paramount.</p>	Reviewed by all Staff	Parent Information Book available on School Portal (Schoolbox)
<p>Fire Regulations Policy Information and instruction sessions are held once per semester.</p>	Reviewed by all Staff	Staff Handbook Fire Log available on School Portal (Schoolbox)
<p>Lockdown Policy Information and instruction sessions are held once per year.</p>	Reviewed by all Staff	Staff Handbook available on School Portal (Schoolbox)
<p>Communications Policy Communication with parents is achieved through:</p> <ul style="list-style-type: none"> • Yearly Calendar • Newsletters • Variation to routine forms • Parent Weekends • Reports • Schoolbox • Year group emails • Online parent surveys <p>Protocol for communications is outlined in the Parent Information Book.</p>	Reviewed by all Staff	Parent Information Book and Staff Handbook available on School Portal (Schoolbox)
<p>Work Health and Safety Policy In order to implement the general provisions of the policy, a programme of activities and procedures is in place and is continually updated and acted upon.</p>	Reviewed by all Staff	Staff Handbook
<p>Security Policy Outlines the security arrangements for the campus.</p>	Reviewed by all Staff	Staff Handbook
<p>Policy on the use of ICTs Refers to all computer hardware, software systems, databases, telecommunications and electronic data transmissions used in gaining access to information, locations and people.</p>	Reviewed by all Staff	Parent Information Book and Studies Policy available on School Portal (Schoolbox)
<p>Daily Routines including</p> <ul style="list-style-type: none"> • Student Attendance Procedures • General movement • Supervision between classes • Playground duties 	Reviewed by all Staff	Staff Handbook available on School Portal (Schoolbox)
<p>Human Influenza Pandemic Plan Flexible plan that can be used as a guide during mild, moderate and severe pandemics in order to reduce risk</p>	Reviewed by all Staff	Staff Handbook

Anti-Bullying

Gib Gate provides processes for responding and managing allegations of bullying including a Flowchart for Managing Unacceptable Behaviour and how to the contact local police School Liaison Officers.

The full text of the School’s anti-bullying policy and associated procedures is provided to all members of the school community through the Staff Handbook and the Parent Information Book.

Policy	Changes 2022	Access to full text
<p>Behaviour Management Policy encompassing</p> <ul style="list-style-type: none"> • A process for managing unacceptable behaviour • A process that aims to develop self-discipline in students: therefore discipline is based on a trust system • A general expectation that students will be polite, punctual and tidy at all times • An understanding that School property will be treated with care 	Reviewed	Staff Handbook Overview included in Parent Information Book
<p>Positive Peer Relations Policy encompassing</p> <ul style="list-style-type: none"> • all members of the community • promotion of personal growth and self-esteem • building of positive relations by managing and eliminating unacceptable behaviour • Flowchart for Managing Unacceptable Behaviour 	Reviewed	Staff Handbook Overview included in Parent Information Book

Student Discipline

Students are required to abide by the School’s rules and to follow the directions of teachers and other people with authority delegated by the School. Where disciplinary action is required, penalties imposed vary according to the nature of the breach of discipline and a student’s prior behaviour.

Corporal punishment is not permitted under any circumstances.

All disciplinary action which may result in any sanction against the student, including suspension, expulsion or exclusion, provides processes based on procedural fairness.

The full text of the School’s discipline policy and associated procedures is provided to all members of the school community through the Staff Handbook and the Information Book.

Policy	Changes in 2022	Access to full text
<p>Behaviour Management Policy encompassing</p> <ul style="list-style-type: none"> • A process for managing unacceptable behaviour • A process that aims to develop self-discipline in students: therefore discipline is based on a trust system • A general expectation that students will be polite, punctual and tidy at all times • An understanding that School property will be treated with care 	Reviewed	Staff Handbook Overview included in Parent Information Book
<p>Positive Peer Relations Policy encompassing</p> <ul style="list-style-type: none"> • all members of the community • promotion of personal growth and self-esteem • building of positive relations by managing and eliminating unacceptable behaviour • Flowchart for Managing Unacceptable Behaviour 	Reviewed	Staff Handbook Overview included in Parent Information Book

Complaints and Grievances Resolution

Gib Gate’s policy for dealing with complaints and grievances includes processes for raising and responding to matters of concern identified by parents and/or students and staff. These processes incorporate, as appropriate, principles of procedural fairness.

The full text of Gib Gate’s policy and processes for complaints and grievances resolution is provided in the Staff Handbook.

An appropriate outline of the policy and processes is also provided in the Parent Information booklet and the student diary and on the School Portal (Schoolbox).

Policy	Changes in 2022	Access to full text
<p>Grievances and Disputes Policy This document sets out the procedures to be followed at Frensham Schools where a problem arises within a teacher’s performance of duties.</p>	Reviewed	Staff Handbook available on School Portal (Schoolbox)
<p>Grievance Handling – Best Practice Policy This policy sets out the procedure for handling discrimination/harassment grievances at Frensham Schools. In summary, grievances are handled</p> <ul style="list-style-type: none"> • confidentially • impartially • fast • according to clear policy/procedure 	Reviewed	Staff Handbook available on School Portal (Schoolbox)
<p>Recruitment Policy Frensham Schools is an Equal Opportunities employer. All staff must consent to employment according to the conditions in the Child Protection legislation.</p>	Reviewed	Staff Handbook
<p>Privacy Policy This policy outlines how Frensham Schools uses and manages personal information provided to or collected by it. Frensham Schools is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.</p>	Reviewed	Staff Handbook available on School Portal (Schoolbox)



Theme 10: School Determined Priority Areas for Improvement

Achievement of priorities for 2022

Area	Priorities	Achievements
Teaching and Learning	<ul style="list-style-type: none"> Implementation of New K-2 English and Mathematics Syllabuses Implementation of New PDHPE K-6 Syllabus Review of Literacy and Mathematics Support K-6 Continued implementation of Making Thinking Visible Routines 	<ul style="list-style-type: none"> Scope and Sequences revised and delivered K-2 New resources and reporting outcomes Scope and Sequences revised K-6 Health lessons delivered by PDHPE specialist teacher Identification and support with 1:1 or small groups; working alongside 7-12 Learning support staff Ongoing PD of P-12 staff with focus on Making Thinking Visible classroom practices
Student Welfare	<ul style="list-style-type: none"> Parent Information Sessions Cross Campus opportunities to build organisational culture Personal Development and Health Community involvement 	<ul style="list-style-type: none"> Sessions presented by Child Psychologist about Student wellbeing and Family support Increased opportunities for students to access resources on High School campus and for High School students to support with events at Gib Gate Health Units delivered by specialist PDHPE teacher Initiatives – Families of Gib Gate Family Fete afternoon and Whole School Art Exhibition Increased encouragement for parents to come on campus for Learning Walks Family involvement in Working Bees within Land for Wildlife area
Staff Development <i>[See summary of professional learning programmes in Area 5 of this Report]</i>	<ul style="list-style-type: none"> Continuation of Teaching Learning Communities (TLCs) across the School Leadership Work with individual staff on the areas of Teaching Standards and Professional Accreditation 	<ul style="list-style-type: none"> TLC Focus: Making Thinking Visible, continuation of implementation. Staff acting in leadership positions Individual staff commitment made to attainment of professional accreditation goals.
Facilities and Resources	<ul style="list-style-type: none"> Classroom improvements Working Bee to improve Wildlife area 	<ul style="list-style-type: none"> Plans for upgrade of Year 3, 4, 5 Classrooms implemented over the End of year break Three Working Bee weekend sessions well attended

Theme 11: Initiatives Promoting Respect and Responsibility

At Gib Gate, the ethos and values underpinning the operation of the School are based on the belief that all have a right to work and live in a secure environment where they are treated with respect, through the development of positive relationships between students, teachers, parents and other members of the School community. Our practices reflect the School motto: *In love serve one another* and *Gib Gate cares*.

Undertaken annually:

- Staff review the Code of Conduct devised by the School (Staff Handbook), detailing the respect that must be observed by teachers in all aspects of their work with students and colleagues.
- Weekly Prayer Assemblies and formal Performance Assembly programmes, provide regular opportunity for promotion of the School's Christian values.
- Students share responsibility for many aspects of the School's operation: Year 6 students are Buddies for Kindergarten and all members of Year 6 share overall responsibility with teachers for special areas of the school and whole-school activities.

Theme 12: Parent, Student and Teacher Satisfaction

Teachers:

Informal feedback from teachers and discussions with Acting Head of Gib Gate indicates that during 2022 staff were generally very satisfied in all areas of their work in the School, including general operation of the School, particularly in terms of professionalism displayed by colleagues, quality of teaching, relationships amongst colleagues, support for and management of students and whole school professional development opportunities.

Opportunities for staff to convey matters of concern at meetings or through confidential surveys remained core to the Staff Meeting programme, as a formal means of sustaining and building upon the very strong professionalism evident within the Frensham Schools learning community. These included staff surveys following professional development programmes and surveying of attitudes to administrative practices and structures.

Gib Gate staff speak positively to others about the high quality of the School.

Parents:

The **Gib Gate Advisory Committee** met four times during 2022 and discussed issues of policy and procedure with the Head of Frensham Schools. The Acting Head of Gib Gate attended all meetings at the invitation of the Head of Frensham Schools. Practice within the School is that matters of parent concern are directed to the School immediately by the individual parent, for response by staff or by the Acting Head of Gib Gate. Additionally, matters are raised at the Advisory Committee Meetings for discussion or action, including clarification of policies with individual parents, change of procedure and/ or communication of outcomes to the School community. Minutes of Advisory Committee Meetings are provided to the Board of Governors of the School.

The umbrella group of all parents, **Families of Gib Gate** [FOGG] met each term to discuss ways in which parents could support the School. Within this group, Class Parent Representatives for all classes worked energetically with the School throughout the year, in support of special events.

Written Reports documenting student progress were provided at the end of each semester, with an invitation to parents to contact the School for further explanation or to raise a concern.

Parent/Teacher discussions were held for each year group, with full attendance by parents. Subsequent parent meetings were scheduled on request of parents or the School.

From formal and informal feedback, including through surveys, comments to the Head and emails to the School, through very high retention rate and through informal feedback, parents appeared, in general, to be very satisfied with the School.

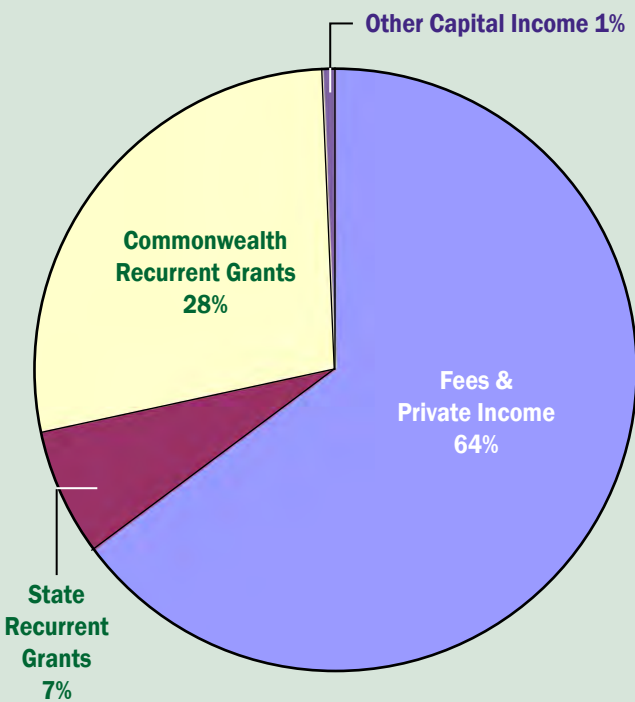
Students:

Student retention rates and overall involvement in School activities and events, in addition to formal and informal feedback from parents and teachers reflect general satisfaction with the School by students.

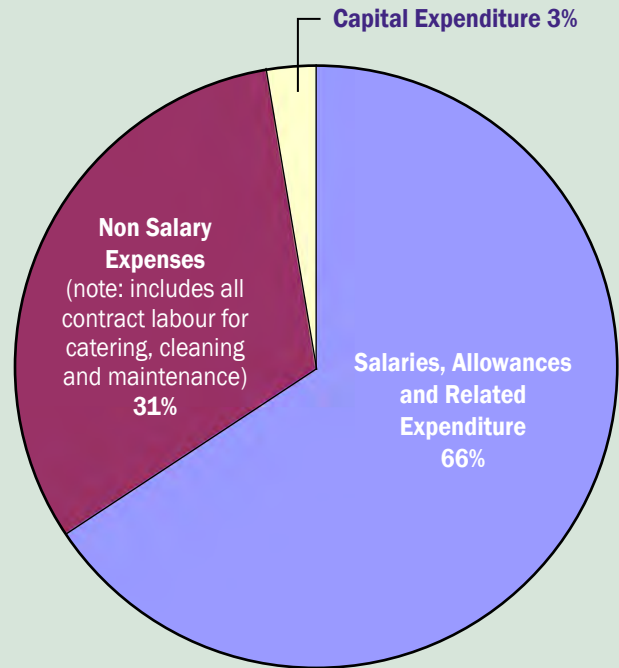
Student reported highlights and learning goals (included in semester reports) reflected strong engagement and a purposeful approach to learning by students at every level – Kindergarten to Year 6.

Theme 13: Summary Financial Information

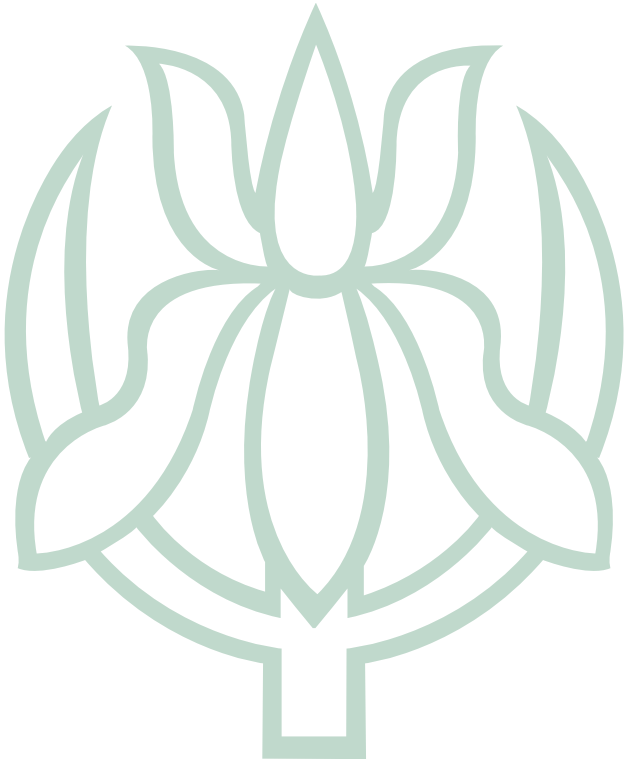
GIB GATE 2022 SUMMARY FINANCIAL INFORMATION



(a) Recurrent/Capital Income



(b) Recurrent/Capital Expenditure





FRENSHAM SCHOOLS
GIB GATE · FRENSHAM · STURT

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