



Preschool
& Primary
Co-
education



Frensham
JUNIOR SCHOOL

EDUCATIONAL AND FINANCIAL REPORT 2023

1 July 2024

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



Frensham Schools

WINIFRED WEST SCHOOLS LIMITED

ABN 14 000 025 267

Theme 1: A Message from the Key School Bodies

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

Congratulations to the student Leaders, the student body and the devoted staff, all of whom have, in true Frensham fashion, stepped up to lessen the impact of the departure of our former Head, Ms McGarry, embrace the arrival of Interim Head Ms Julie Gillick OAM and welcome our new Head, Mr Geoff Marsh who becomes our 8th Head of Frensham and 3rd Head of Frensham Schools.

On the weekend of 2-3 June, Frensham Schools celebrated its 110th Birthday with our new Head Mr Marsh in charge and normality resumed with the Board's desire of a 'Renewed Focus' preeminent boarding school in Australia. Mr Marsh is committed and remains focused on the education, wellbeing, and preparation of your daughters for their ever-challenging times ahead.

During 2023 we have undertaken and completed a number of projects including:

- At the Senior School – resurfacing of four of our outdoor sports courts with the remaining courts due for completion over the coming Christmas break.
- An upgrade/resurface of the Games Field entrance road.
- The commencement of Stage 1 refurbishment of the North Wing classrooms.
- The replacement of all mattresses in the Boarding Houses.
- The replacement of the roof in Clubbe Hall with the last section due for completion over the Christmas break.
- The construction of our magnificent two-court Sports Hall – due for completion early next year and ready for use in Term 2 2024.

We continue to await the decision from the Land and Environment Court regarding our proposed student accommodation in the Lower Holt.

At the Junior School (Gib Gate Campus), now known as Frensham Junior School:

- An upgrade and refurbishment of the Kindergarten to Year 5 classrooms through Building Fund donations.
- Stage 1 of the playground upgrade has commenced and will be completed over the Christmas break.

Other major events of 2023 include:

- WWS Legacy Lunch at Bendooley Estate
- Lunch, hosted by the Board, with members of Company, Foundation Directors and the Fellowship Committee called 'A Renewed Focus' to hear from our new Head Mr Geoff Marsh.
- Foundation Dinner in the Frensham Dining Room
- Iris Country Fair

On-going assistance from Foundation under the leadership of Mr Scott Staniforth directed funds for student support through scholarships and bursaries.

Mrs Pook Austin retired as President of Fellowship earlier this year and we welcomed Ms Samantha Kennedy as Fellowship's new President.

The Board of Governors thanks the Foundation, Fellowship and Company. Thank you also to the Advisory Committees and teaching staff.

Winifred West Schools Foundation Ltd

Foundation aims to foster a culture of generosity at Frensham Schools, emphasising the rewards of philanthropy, which we define as 'Love of People' and 'Voluntary Service & Action for the Common Good'. In collaboration with interim Head of Frensham Ms Julie Gillick, and newly appointed Head of Frensham, Mr Geoff Marsh, the culture of philanthropy at our schools continues to flourish.

The Winifred West Legacy, our bequest program, has seen a 175% increase in participants since its inception in 2019. An annual lunch, held at Bendooley Estate in 2023, allows us to thank our Custodians and discuss future plans. We were saddened by the passing of Custodian Dr Ruth Fitzhardinge, whose generous bequest of \$1.257 million will support future students who travel from interstate.

Two major fundraising events were held in 2023. Our Foundation Dinner, attended by nearly 200 individuals, raised over \$60,000 for our new Sports Hall. The Iris Country Fair raised an astounding \$100,000, showcasing the Frensham community's unity and generosity.

Support for Foundation's Bursary Fund remains exceptionally strong. Named Scholarships and Bursaries have continued to grow, with the Livestock Enterprise project also raising funds to support rural girls who would not otherwise have the opportunity of a Frensham education.

The Foundation Scholarship for Professional Learning supported Frensham English teacher Rebecca Theodore's studies at The University of Cambridge's International Summer Program. This Scholarship empowers our teachers to elevate their expertise and nurture personal growth, which in turn helps our students to thrive.

Our *Impact of Giving* publication continues to receive extremely positive feedback across our community. The 2023 edition once again highlights the transformative impact of philanthropy on all our students at Frensham Schools.

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.

Frensham Junior School Parent Advisory Committee

Chaired in 2023 by Mrs Crista Beckhaus, the Frensham Junior School (Parent) Advisory Committee 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:

- The improvement of the outdoor learning area and playground
- The acquisition of a bus for morning and afternoon transport and cross campus access
- The review of a name change from Gib Gate to Frensham Junior School (Gib Gate Campus)
- The introduction of a school support dog
- The development of a new Frensham Schools uniform

Minutes of Advisory Committee Meetings were provided to the Board of Governors of the School and the school community via Schoolbox.

Families of Gib Gate (FOGG)

Chaired in 2023 by Mrs Alison Kingsley, the Families of Gib Gate (FOGG) comprises all parents of the school. FOGG plays a major role friendraising and fundraising. In 2023 these included Working Bees, special lunch days, Easter Egg hunt, Family Fun Fete, Parent Welcome Drinks, Book Week, Whole school musical costumes and the Frensham Schools Iris Country Fair. In June the inaugural FOGG Winter Dinner was held and classwork devised artworks were auctioned.

Year 6 Leaders

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 their community. In 2023, Monitor positions included responsibility for Library, Preschool, Music, Office, Environment, Assembly, Playground and Visual Arts. All Year 6 students had a shared responsibility for House Sport and charity events supporting *WIRES*, *School for Life* and *Anglicare* in 2023. Our leaders were presented with an early opportunity to grow their leadership capacity taking part in a full-day course presented by Burn Bright. Burn Bright supports students to become strong and resilient leaders, delivering key leadership messages through an interactive approach, which allows ideas to be put into action to create impactful leaders and role models.

Theme 2: Contextual Information about the School

Frensham Junior School (Gib Gate Campus) is the co-educational preschool and primary school of Frensham Schools. Gib Gate's Preschool, based on the Reggio Emilia philosophy of Early Childhood Education enrolls children from 3 to 5 years of age, offering a programme that is directly linked to the primary school.

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.
- There is a strong academic focus, 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, extension and partial acceleration or full-grade acceleration.
- Embedded into the HSIE program, classes engage in Cambridge Global Perspectives each semester. Cambridge Primary Global Perspectives® is a unique, transformational program that helps students at every stage of school education.
- Frensham Junior School's culture of 'learning to learn' through adventure, belonging, challenge, excellence and service, nurtures the development of the whole child.
- Purpose-built facilities include classrooms and studios for Music and individual instrumental sessions, a Visual Arts and Ceramics Studio, a central Library and a Japanese room.
- Performance skills are practised through weekly Performance Assemblies, Choirs and Concerts, and the staging of an annual whole School Musical Production.
- Outdoor Education Programme allows students to develop skills in bush walking, orienteering, canoeing, abseiling and mountain biking.
- Sport participation in a wide variety of sports including Soccer, Hockey, Basketball, Netball, Cricket, Water Polo, Tennis, Gymnastics, Swimming, Athletics, Cross Country, Snowsports and Equestrian.
- Our sister school arrangement with Hokuriku Gakuin Elementary School in Kanazawa, Japan has been in operation since 1990, and is linked to the teaching of Japanese and an international exchange.

For further information 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 Outcomes in Standardised National Literacy and Numeracy Testing

NAPLAN 2023

For results in NAPLAN for Years 3 and 5 please see: <https://www.myschool.edu.au>

Data collected from Cambridge BASE (Kindergarten) and PAT Maths and English (1-6) provide teachers with formative information to develop individualised learning programs.

Theme 4: Senior Secondary Outcomes

Not applicable to Primary Schools.

Theme 5: Teacher Professional Learning, Accreditation and Qualification

Professional Learning/Professional Development Activities

A summary of professional development activities undertaken by Frensham Schools staff throughout 2023 are noted below:

Professional Learning Activities	Number of Staff Participating
Key Learning Area (KLA) Specific Course – Pedagogy	25 teachers
New Syllabus Implementation Programming	<ul style="list-style-type: none"> All Frensham Junior School teachers – workshop with Dr Ruth Phillips 9 teachers – offsite workshops English and Maths had workshops with Dr Ruth Phillips English Faculty – onsite workshop with AIS All Frensham teachers completed a workshop on programming and assessment requirements for the new syllabuses
Wellbeing/Pastoral	<ul style="list-style-type: none"> All Frensham Year coordinators completed online mental health modules (AIS) 6 teachers – off site workshops/conferences All teachers attended workshops by Lorraine Cushing-Kleber – promoting positive mental health
Accreditation	3 teachers

Professional Learning Activities	Number of Staff Participating
Compliance	<ul style="list-style-type: none"> All teachers who were new or had not attended end of year (2022) completed an online AIS module All teachers completed their First Aid or updated their CPR qualifications All teachers attended seminar by Sarah Tynan on risk assessment completion for excursions
Network Meetings and Conferences	2 teachers
Leadership Conferences	5 teachers
Data and assessment	All Frensham teachers
Schoolbox (LMS) workshops – variety of uses/aspects	3 teachers
Disability and inclusion	<ul style="list-style-type: none"> 4 teachers All teachers attended a workshop on NCCD moderation (Frensham and FJS)
Teacher Learning Communities (TLCs)	ALL teachers - Using the Spiral of Inquiry to investigate a puzzle of practice in one of the areas of focus – assessment, feedback, agency, wellbeing, environment, cultures of thinking
IT	4 teachers
Other All teachers attended a workshop by AIS on Courageously Navigating Difficult Conversations	2 teachers

Teacher Standards

	Teaching Standards Category	Number of Teachers
(i)	Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National office of Overseas Skills Recognition (AEI-NOOSR) guidelines.	15
(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

Teaching Standards Category	Number of Teachers
Conditional	0
Provisional	0
Proficient Teacher	13
Highly Accomplished Teacher (voluntary accreditation)	2
Lead Teacher (voluntary accreditation)	0
Total number of teachers	15

Theme 6: Workforce Composition

School Staff 2023	Number of Staff
Teaching staff	15
Full-time equivalent teaching staff	12.5
Non-teaching staff (includes House Staff)	6
Full-time equivalent non-teaching staff (includes House Staff)	3.5

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 and Retention Rate and Post School Destination

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 or email from the School on the first day of the absence.
- All absences require a response from parents or guardians.
- Follow-up continues until justification for the absence(s) is received.
- All records of correspondence are kept on file.

Attendance Rates 2023

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

Frensham Junior School is a co-educational school for students from Preschool to Year 6* providing an education based on the School's ethos and operating within the policies of the NSW Education Standards Authority (NESA). The application process takes into account siblings already attending the School, former-student and family connections and date of registration with the School. Once enrolled, students are expected to adhere to the School's ethos and comply with the School rules to maintain their place in the School.

**Frensham can accommodate girls in Years 4-6 as Weekly Boarders who travel to and from Frensham Junior School daily. Currently no boarders are enrolled.*

Once enrolled, students are expected to adhere to the School's ethos and comply with the School rules to maintain their place in the School.

Policy

1. All applications are processed in accordance with the School's Enrolment Policy, with the student and family invited to interview. A guided tour is also offered to provide a first-hand view of the campus.
 2. Each applicant, with a parent or guardian, is interviewed by the Head of Frensham Junior School 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 sources.
 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 tuition fees as and when they become due and payable.
-

Theme 9: Other School Policies

Student Welfare

Frensham Junior School 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 Frensham Junior School's mission for providing for a student's welfare are implemented, the following **Policies and Procedures** were in place during 2023:

Policy	Changes in 2023	Access to full text
<p>Child Protection Policy encompassing</p> <ul style="list-style-type: none"> • definitions and concepts • legislative requirements • preventative strategies • reporting and investigating 'reportable conduct' • investigation processes • documentation 	Reviewed and amended	Staff Handbook Parent Information Book available on School Portal (Schoolbox)
<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 positive relations by managing and eliminating unacceptable behaviour 	Reviewed by all Staff	Staff Handbook Parent Information Book available on School Portal (Schoolbox)
<p>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.</p>	Reviewed and amended	Staff Handbook Parent Information Book available on School Portal (Schoolbox)
<p>Studies Policy is prepared as a guide for Staff regarding policy and practice at Frensham. It encompasses</p> <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 and amended	Studies Policy available to parents on request by contacting the School and available on School Portal (Schoolbox)

Policy	Changes in 2023	Access to full text
<p>Stage Handbooks</p> <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	Available on School Portal (Schoolbox)
<p>Sexual Discrimination Policy</p> <p>Frensham is committed to providing all staff and students with a working environment free of sexual harassment.</p>	Reviewed	Staff Handbook Summary and explanatory notes of the Act are available from the Head.
<p>Policy on School Uniform</p> <p>School uniform is worn for all daily lessons/activities and at most school functions.</p>	Reviewed	Parent Information Book available on School Portal (Schoolbox)
<p>Dealing with critical incidents</p> <p>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	Parent Information Book available on School Portal (Schoolbox)
<p>Accident Management Procedures</p> <p>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	Staff Handbook available on School Portal (Schoolbox)
<p>Fire Regulations Policy</p> <p>Information and instruction sessions are held once per semester.</p>	Reviewed	Staff Handbook Fire Log available on school portal (Schoolbox)
<p>Lockdown Policy</p> <p>Information and instruction sessions are held once per year.</p>	Reviewed	Staff Handbook available on School Portal (Schoolbox)

Policy	Changes in 2023	Access to full text
<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 • Schoolbox • Year group emails • Online parent surveys <p>Protocol for communications is outlined in the Parent Information Book.</p>	Reviewed and amended	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	Staff Handbook
<p>Security Policy Outlines the security arrangements for the campus.</p>	Reviewed	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 and amended	Parent Information Book and Studies Policy available on School Portal (Schoolbox)
<p>Daily Routines including</p> <ul style="list-style-type: none"> • Student absence • General movement • Maintenance • Standby lessons • Prep supervision and Lunch supervision 	Reviewed and amended	Staff Handbook available on School Portal (Schoolbox)

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.

Frensham Junior School provides processes for responding and managing unacceptable behaviour including allegations of bullying. 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 Parent Information Book.

Policy	Changes in 2023	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 and amended	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 positive relations by managing and eliminating unacceptable behaviour 	Reviewed by all Staff	Staff Handbook Parent Information Book available on School Portal (Schoolbox)

Complaints and Grievances

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

The full text of Frensham Junior School’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 on the School Portal (Schoolbox).

Policy	Changes in 2023	Access to full text
<p>Grievances and Disputes Policy This document sets out the procedures to be followed at Frensham 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. 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)

Policy	Changes in 2023	Access to full text
<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>	<p>Reviewed and amended</p>	<p>Staff Handbook available on School Portal (Schoolbox)</p>
<p>Privacy Policy This policy outlines how Frensham Schools uses and manages personal information provided to or collected by it. Frensham is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.</p>	<p>Reviewed</p>	<p>Staff Handbook available on School Portal (Schoolbox)</p>
<p>Complaints Handling Policy and Procedure This policy and procedure applies to Frensham Schools in handling complaints made in respect of services provided by the School or against staff members, which includes employees, contractors and volunteers.</p>	<p>Reviewed</p>	<p>A-Z of Frensham Staff on School Portal (Schoolbox)</p>
<p>Statement on Discrimination, Harassment and Bullying for Employees, Contractors and Volunteers This statement outlines the legal obligations of staff, the behaviour expected and what constitutes discrimination, harassment, and bullying in the workplace.</p>	<p>Reviewed</p>	<p>A-Z of Frensham Staff on School Portal (Schoolbox)</p>

Theme 10: School Determined Areas for Improvement

Area	Priorities	Achievements
<p>Teaching and Learning</p>	<ul style="list-style-type: none"> • Implementation of New 3–6 English and Mathematics Syllabus’s • Consistency of Scope and Sequences across all KLAs K–6 • Consistency of Teaching and Learning Programs • Review of Learning Support provisions and NCCD process • Continued implementation of Cultures of Thinking 	<ul style="list-style-type: none"> • Scope and Sequences revised and delivered K–6 • New resources and reporting outcomes • Scheduled staff meeting sessions to collaboratively review and refine all KLA scope and sequences K–6. • Developed a consistent scope and sequence template. • Scheduled staff meeting sessions to collaboratively review and refine programs. • Developed a consistent program template. • Identified required interventions for 1:1 and small groups • Learning Support Teacher PL on NCCD process • Staff team moderation sessions to internally moderate NCCD data • Ongoing ‘Teacher Learning Community’ PL sessions each term to share and learn from each other around an action research project.
<p>Student Welfare</p>	<ul style="list-style-type: none"> • Provision of increased support for student wellbeing. • Parent Information Sessions • Cross Campus opportunities to reflect our P–12 approach. • Continue to build community connection. 	<ul style="list-style-type: none"> • Employed a School Counsellor across Frensham Schools and developed a referral system. • Employed a Teacher’s Aide/Dog Handler to implement a school support dog. • Session presented by Child Psychologist about Student wellbeing and Family support • Webinar session on Cybersafety • First Aid for Families • Increased opportunities for students to access resources on High School campus and for High School students to support with events at Frensham Junior School • Families of Gib Gate Family Fun Fete and Winter Dinner • Frensham Schools Iris Country Fair • Weekly Performance Assembly morning teas • Regular opportunities to view student learning. • Family involvement in Working Bees

Area	Priorities	Achievements
Staffing	<ul style="list-style-type: none"> • Grow the Frensham Junior School Leadership Team • Continue Japanese lessons • Support individual staff in their relevant level of Accreditation 	<ul style="list-style-type: none"> • Employed a new Head of Frensham School • Restructured the role of Coordinator of Administration to Deputy Head of Frensham Junior School. • Re-established and filled the role of PDHPE/Sport Coordinator • Establish additional Coordinator roles for 2024. • Appoint a new Japanese teacher • Adjusted lesson structure to be a shared teaching model • 1 staff member achieved Proficient Teacher Accreditation • 1 staff member maintained Proficient Teacher Accreditation • 2 staff commenced HALT applications
Facilities and Resources	<ul style="list-style-type: none"> • Classroom improvements • Transport assistance for existing and prospective families. • Improve outdoor learning area and playground 	<ul style="list-style-type: none"> • All classrooms K-5 refurbished throughout the year. • Purchased a 39-seater bus for morning pick-up, afternoon drop-off and between campus transport. • Employed a bus driver • Planned Stage 1 installation over the Christmas holiday period.

Theme 11: Initiatives Promoting Respect and Responsibility

At Frensham Junior School, 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.

Aligned with the Frensham Schools Strategic Priorities 2023-2027, we remain committed to providing an educational experience where every student is known individually, and where we exceed expectations in meeting the professional needs of future-oriented teachers. Our four Strategic Themes are:

1. Teaching and Learning:

- Excellence in standards and growth – extend benchmarking of our growth nationally and internationally
- Boarding – enhance and expand our unique residential experience for students – locally, nationally and internationally
- Best-practice teaching – deliver professional learning alongside leading researchers and practitioners from around the world

- Data analysis and access – embed advanced use of data to inform our teaching, learning and reporting
- Curriculum – enhance creative pathways for learning that increase personalisation and flexibility for our students

2. People:

- Highly professional Staff – prioritise recruitment and retention acknowledging that truly great schools are underpinned by outstanding teachers
- Parent Partnerships – work with parents to apply the enduring values that shape our character as a School
- Leadership capacity – embed our leadership framework for students and staff, through the development of skills, confidence and willingness to serve
- Growth – underpin our commitment to academic rigour and personalised learning with a culture of growth and excellence

3. Culture:

- Innovative ways to deliver learning – create a culture designed to inspire intellectual and emotional growth – moving curriculum delivery beyond traditional structures
- The rhythm of daily life – embed gratitude, wellbeing and leadership in all that we do
- Global focus – challenge students to work with and on behalf of others, with respect for diversity a hallmark of success, against global standards
- Breaking new ground – enhance our curriculum through Sturt Studios and Jamieson Program experience, and harness ever – evolving and emergent technologies to inform curriculum development

4. Operations and Governance:

- 2035 Master Plan – prioritise and implement the first phases of our Master Plan
- Individual campus goals – align and achieve Frensham, Frensham Junior School (Gib Gate Campus) and Sturt goals in accordance with the overall mission of Frensham Schools
- Operations – optimise all aspects of our administration and business operations, including external partnerships in key areas, to support excellence in achievement in the broadest sense
- Philanthropy – embed a culture of giving to support realisation of the Schools’ vision and strategic priorities, engaging current and past students, parents and staff through the collaborative efforts of the Board and Foundation
- Governance – promote and nurture excellence in all aspects of Governance including the learning and development of our Board

Theme 12: Parent, Student and Teacher Satisfaction

Parents

- **The Frensham Junior School Advisory Committee** met four times during 2023 and discussed issues of policy and procedure with the Head of Frensham Schools and Head of Frensham Junior School. 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 Head of Frensham Junior School. Additionally, matters are raised at the Advisory Committee Meetings for discussion or action, including clarification of policies, 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 and the parent community via Schoolbox.
- **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.
- **Parent/Teacher Interviews** were held during Semester One and Two for each class. Twenty minute sessions provided parents with the opportunity to seek and give feedback. Additional parent meetings can be scheduled on request of parents or the School.
- **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.

From formal and informal feedback, parent surveys comments to the Head and emails to the School, through word of mouth recommendations to others, very high retention rate and informal feedback, parents appeared, in general, to be very satisfied with the School.

Teachers

Informal feedback from teachers and discussions with the Head of Frensham Junior School indicated that during 2023 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.

Satisfaction was communicated by staff regarding the recent appointments of the new Head of Frensham Schools and Head of Frensham Junior School. Teachers completed a 360 review of the new Head of Frensham Junior School, providing them an opportunity to give feedback.

Opportunities for staff to convey matters of concern at meetings remained core to the Staff Meeting agenda each week. Frensham Junior School staff speak positively to others about the high quality of the School.

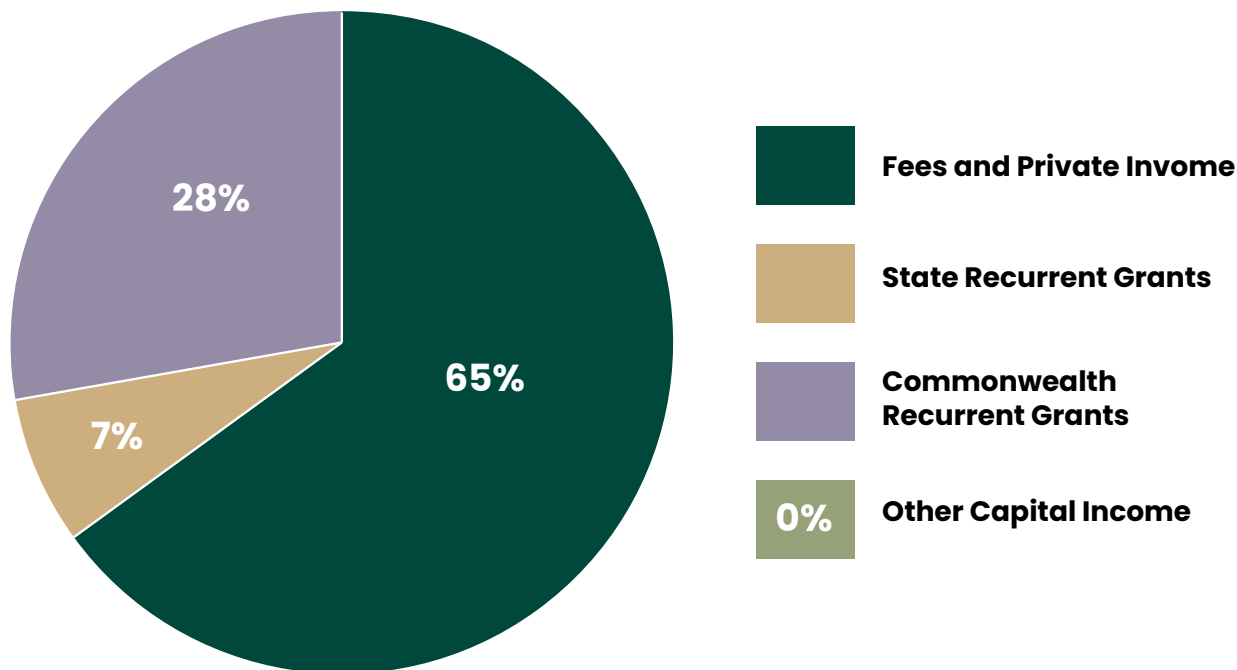
Students

Student retention rates and overall involvement in School activities and events, reflect general satisfaction with and connection to the School by students. Student involvement beyond the classroom context included before/after school and lunch time extra-curricular activities, Sport, Musical, orchestra, choir and outdoor activities.

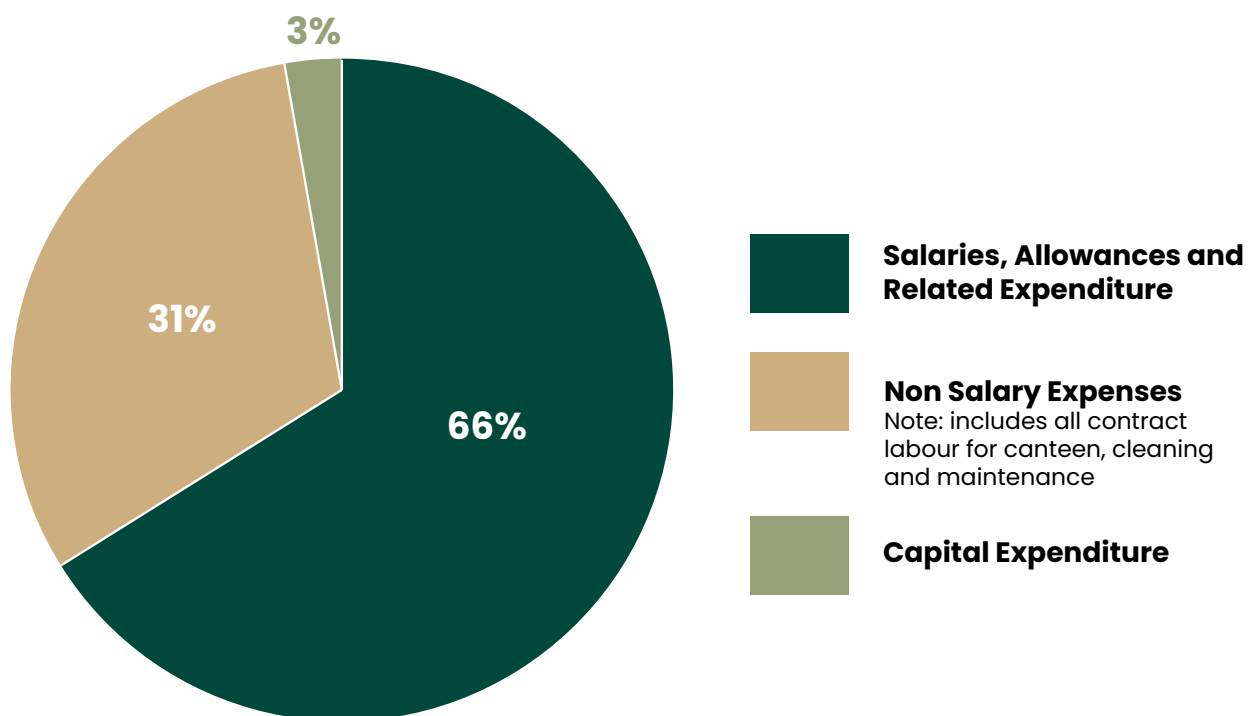
Student reported highlights and learning goals (included in semester reports) reflected strong engagement and a purposeful approach to learning by students at every level - Kindergarten to Year 6.

Theme 13: Summary Financial Information

FRENSHAM JUNIOR SCHOOL – 2023 Summary Financial Information (a) Recurrent / Capital Income



FRENSHAM JUNIOR SCHOOL – 2023 Summary Financial Information (b) Recurrent / Capital Expenditure





Learning to Learn through:

Adventure • Belonging • Challenge
Excellence • Service



Frensham

JUNIOR SCHOOL

Winifred West Schools Limited
ABN 14 000 025 267

Old Bowral Road
Mittagong NSW 2575
+61 2 4860 2000