



# LAKES GRAMMAR

AN ANGLICAN SCHOOL

## 2023 ANNUAL REPORT

**Lakes Grammar - An Anglican School**

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THEME 1

# CONTEXT



21 June 2024

2023 has been another exciting year for Lakes Grammar an Anglican School which is part of the Anglican Diocese of Newcastle (Newcastle Anglican).

We began the year with an increased focus on pedagogy. Alongside the authorised curriculum we are using the principles of the *Learning Power Approach*. Students experience common language about learning dispositions from their teachers. Students need the skills for lifelong learning across disciplines. We have also been investing in *Schoolbox*. We celebrate that education is a partnership between schools, parents, and students in which effective communication is essential. There will be further improvements in these areas in 2024.

Each of the Newcastle Anglican schools uses a common curriculum for Christian Religious Education. Our approach is centred on students developing an age-appropriate approach to values, ethics, and belief informed by an Anglican Christian approach. We anticipate that our students will be global citizens in a world of many religions and philosophies. We want them to be strong contributors to society as well as knowing the contribution that spirituality makes to personal wellbeing.

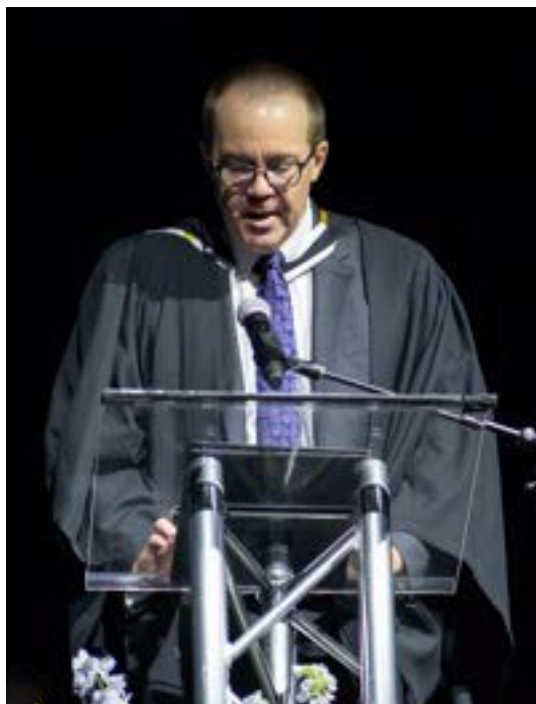
Another distinctive of Newcastle Anglican schools is our commitment to inclusion. It is a privilege for parents to entrust their children to us. We want staff and students to know their journey with us will be marked by hospitality and welcome.

I am delighted to chair the school board and to see the school thrive. We are looking forward in 2024 to approving an Integrated Facilities Master Plan.

I commend Deborah Clancy and staff for their tireless efforts and commitment to seeing every student and every staff member flourish.

Yours sincerely in Christ,

Bishop Peter Stuart  
**BISHOP OF NEWCASTLE**  
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## MESSAGE FROM THE EXECUTIVE DIRECTOR

Thanks to the collaborative spirit, professionalism, and cooperation demonstrated by our four principals and their exceptional teams, the Newcastle Anglican Schools Corporation (NASC) has successfully aligned with our shared vision, values, and service philosophy. This achievement highlights the power of collaboration in several key areas:

Professionally advancing the Learning Powered Approach philosophy through joint efforts.

Cooperatively refining systems and policies for ongoing improvement.

Through their collective dedication, our schools have significantly enhanced the educational experience, wellbeing and pastoral care for our students. Together, they have also played a vital role in improving school amenities and expanding educational opportunities, setting the stage for future growth.

The achievements of our 2023 graduates are a testament to the collaborative, professional, and cooperative ethos within our school communities. Collectively, we are fostering environments where young people flourish not only academically but also in their transition beyond the school gates, with impressive academic achievements and high rates of

tertiary education admissions and full time employment.

2023 highlights included: Bishop Tyrrell Anglican College: 76% of BTAC students received offers from UAC for a variety of degrees at universities across Australia, while two students completed School Based Apprenticeships in Construction and Childcare. Increased parent and community collaboration resulted in excellent college culture with a culture of continuous improvement at the forefront.

Lakes Grammar - An Anglican School: The top ATAR for 2023 was 93.9 with one student finishing 2nd in state for English Extension 2 and one student was selected for ONSTAGE. 5 students were nominated for major works. The students achieved Band 6 results in visual arts, Engineering studies, industrial technology, mathematics advances, English Ext 1 and 2 and Music 1.

Manning Valley Anglican College: MVAC continues to grow in stature as the school of choice in the Manning Great Lakes region. This is due to their focus on educating the whole child. The Learning Power Approach to teaching is gaining great traction across our whole school.

Scone Grammar School: 83% of Scone Grammar School students achieved Early Entry into courses at university. Two students progressing into traineeships and two directly into the work force. The high quality of the graduating class as people of character and distinction was an important celebration for the school.

These accomplishments underscore the strength of Newcastle Anglican Schools, solidifying their position as the preferred choice in our regions. With a culture of continuous improvement, continued collaboration among our schools, supported by NASC, under Bishop Dr Peter Stuart's leadership, continued success awaits.

I extend my sincere appreciation to the principals and staff, for their collaborative, professional, and cooperative endeavours throughout 2023. I also extend my congratulations to the students, parents, and school communities on their outstanding achievements.

Newcastle Anglican  
EXECUTIVE DIRECTOR EDUCATION



## MESSAGE FROM THE PRINCIPAL

2023 marked the 19th year of the Lakes Grammar – An Anglican School community. It was a year of many highlights, where our students showcased their enthusiasm, dedication, and positive attitudes across a myriad of areas.

Our Schoolbox project continued to grow across the school. In 2023, Years 5-12 parents had access to continuous reporting data about their child's achievements – in real time. Each assessment task (with individual feedback) was released to both students and parents when marking was complete, rather than our parents/carers having to wait for a semester report. This process allows for deep parent engagement with student learning for each and every task. K-4 students made use of 'learning moments' on Schoolbox where they showcased the highlights both in and out of the classroom.

Our middle school program began in earnest, with our Years 5 & 6 students engaging in a newly structured program. The middle school program includes an independent learning class, vertical academic care groups, teacher mentors for English and mathematics, and use of a variety of specialist rooms on the upper campus. It has been wonderful to see our students 'stretch' in their learning and display a renewed sense of excitement in their approach to school and activities.

**Achievements:** Our NAPLAN and HSC results in 2023 were remarkable. The Year 3, 5, 7 & 9 students who sat NAPLAN demonstrated the growth in their literacy and numeracy skills, and it was pleasing to see the impact of the school's programs, including a focus on explicit instruction, be reflected in student results.

Our 2023 Year 12 students performed strongly with some outstanding results across a wide variety of subjects. Of particular note was one of our Year 12 students achieving 2nd place in the state for his English Extension 2 major work.

Our sporting and cocurricular teams continued to perform well, including the Da Vinci decathlon teams finishing 3rd overall in both the Year 7 and Year 9 divisions. Lakes was well represented at a number of team sporting events including hockey, netball and touch football. We also had students represent the school and receive place medals at the Australian Allschools Swimming Championships and Australian Age Diving Championships.

I continue to be grateful for the support and connection provided by Newcastle Anglican. As one of 4 Newcastle Anglican schools, we work together to share the best practice, provide new opportunities for our students, access outstanding practitioners in the classroom and to receive expert support and advice from the diocese. We continue to be committed to enabling young people to flourish and achieve their aspirations for life in an inclusive, diverse, supportive and safe environment.

*Deborah Clancy*

Lakes Grammar – An Anglican School  
PRINCIPAL



Lakes Grammar - An Anglican School is a coeducational K-12 school which is a member of the Newcastle Anglican Schools Corporation (NASC). Lakes Grammar opened in 2004 with 150 students and has grown to over 800 students in 2023.

## PURPOSE

To educate and enable young people to flourish and achieve their aspirations for life.

As a school our core purpose is to educate young people. Our students spend up to 13 years with us, and over this time, we aim to not only give students access to academic excellence but we also aim to help students develop the skills needed to navigate their lives and flourish beyond the school gates.

Our spiritual wellbeing and academic care programs provide a framework for our students to be reflective, respectful, and supportive of one another. We aim to ensure our students feel valued, recognised, and have a voice within school and the broader community.

## VISION

*Building Better Futures*

## VALUES

The values of Lakes Grammar reflect the values of Newcastle Anglican:

Faith – relating with God and finding meaning and purpose

Courage – engaging uncertainty and difficulty with dignity

Wisdom – acquiring and applying knowledge and insight

Compassion – recognising, serving and supporting all who are suffering

Justice – pursuing healthy communities and enabling the common good

Integrity – promoting honesty and equity



## STUDENT POPULATION

In 2023 the school had 861 students on Census Day in August. There were 446 girls and 415 boys from Kindergarten to Year 12. Six percent of students identified as Aboriginal and fifteen percent had a language background other than English. As Lakes Grammar is a non-selective coeducational school, our students come from a wide range of backgrounds and include a number of students with special needs.

## JUNIOR SCHOOL

We follow an explicit teaching model which ensures students will have the best opportunity to learn the foundational skills, strategies and habits required to be successful learners. Our junior school has a range of staff members who are involved in each child's education including the classroom teacher, coordinators who oversee the different stages, a team of learning support staff as well as specialist teachers for a variety of subjects.

Throughout their time in the junior school, students have access to a wide range of curriculum, cultural, sporting and wellbeing opportunities. We encourage our youngest learners to explore the opportunities available to find their strengths and passions.

## MIDDLE SCHOOL

The middle school is a place where students are encouraged to explore new interests, develop their talents, and grow into responsible young adults. With a comprehensive curriculum that includes a wide range of academic subjects, elective courses, and cocurricular activities, our students are given the opportunity to discover their passions and pursue their goals with determination and perseverance.

As a middle school, we recognise that this is a unique and important time in your child's life. We pride ourselves on creating a safe and supportive learning environment where every student can endeavour and prosper. Our faculty and staff work tirelessly to help students achieve their full capacity by providing personalised attention, academic support, and mentorship. We work closely with families to ensure that every child has the tools and resources they need to succeed.

## SENIOR SCHOOL

We believe that the senior years of education are a pivotal phase in shaping young minds, preparing them for the challenges of tomorrow and guiding them towards a bright and successful future. Our students have access to a variety of learning pathways and numerous cocurricular options that develop a well-rounded student who is ready to face the challenges of the HSC and further study or employment. From access to academic mentors, to study hall and a dedicated and expert staff, our senior school students are supported while they navigate the complexities of adolescence and senior studies, while also preparing themselves for future jobs and study that may look very different to what we see today.

Our commitment is to provide a supportive and inclusive environment where every student feels valued, respected and inspired to reach their full potential. In partnership with parents and carers, we foster a strong sense of community, including continuous reporting on achievements both in and outside of the classroom.



THEME 2

# OUTCOMES AND RESULTS

Below is the NAPLAN assessment summary of results for the Years 3, 5, 7 and 9 2023 cohorts.

## Lakes Grammar compared to all Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	433	441	444	442	444
Year 5	497	512	508	500	491
Year 7	562	566	565	562	560
Year 9	597	611	588	593	591

## Lakes Grammar compared to students with similar background

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	433	441	444	442	444
Year 5	497	512	508	500	491
Year 7	562	566	565	562	560
Year 9	597	611	588	593	591

NAPLAN participation for this school is 98%

NAPLAN participation for all Australian students is 95%

### Interpreting the table

■ Well above

■ Above

Close to



## ROSA

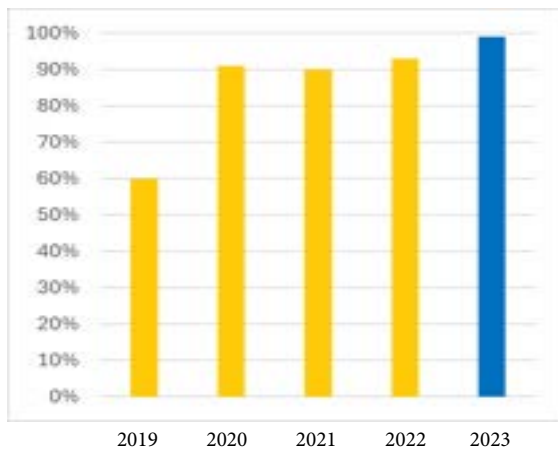
In 2023, 8 students were granted the Record of Student Achievement (ROSA).

## COMPARATIVE PERFORMANCE OVER TIME

### Higher School Certificate Results

In 2023, 42 students sat for the Higher School Certificate examinations in 26 courses. Of these, 100% of the students were full-time Year 12 students completing their HSC studies.

Performance for our students remains strong with 99% of students achieving at least one band 4, 5, 6, or E4. A summary of comparative performances over the past 5 years, showing the percentage of students achieving these bands is shown in the graph below:



During 2023 several students were listed in The Merit Lists of Top Achievers and Distinguished Achievers in the state.

Top Achievers	
English Extension 2	1
Distinguished Achievers	
Engineering Studies	1
English Extension 1	1
English Extension 2	1
Industrial Technology	1
Mathematics Advanced	1
Music 1	2
Visual Arts	3



## COMPARISONS WITH STATE-WIDE PERFORMANCE

A summary of achievements by our HSC students for 2 unit courses in 2023 is shown in the table on the following page: A summary of achievements by our HSC students for extension courses in 2023 is shown in the table following.

### Notes:

1. Students also studied construction and English Studies, however, there are no compulsory examinations for these courses
2. State percentages might not add to 100% as the examination for this subject is optional.

A summary of achievements by our HSC students for 2 unit courses in 2023 is shown in the table below:

Course	Included	Band% 3-6	Band % 1-2	School Average	State Average
Ancient History 2 unit	6	School: (100)	School: (0)	73	71
		State: (81)	State: (19)		
Biology 2 unit	16	School: (94)	School: (6)	70	73
		State: (89)	State: (11)		
Business Studies 2 unit	25	School: (92)	School: (8)	71	74
		State: (88)	State: (12)		
Chemistry 2 unit	8	School: (87)	School: (13)	65	74
		State: (86)	State: (14)		
Design and Technology 2 unit	8	School: (100)	School: (0)	79	77
		State: (95)	State: (5)		
Drama 2 unit	14	School: (100)	School: (0)	80	81
		State: (99)	State: (1)		
Engineering Studies 2 unit	6	School: (100)	School: (0)	75	74
		State: (95)	State: (1)		
English Advanced 2 unit	20	School: (100)	School: (0)	78	82
		State: (99)	State: (1)		
English Standard 2 unit	36	School: (97)	School: (3)	70	70
		State: (90)	State: (10)		
Food Technology 2 unit	10	School: (100)	School: (0)	77	73
		State: (89)	State: (11)		
Geography 2 unit	5	School: (100)	School: (0)	75	76
		State: (93)	State: (7)		
Industrial Technology 2 unit	8	School: (100)	School: (0)	77	71
		State: (86)	State: (14)		
Legal Studies 2 unit	11	School: (82)	School: (18)	69	75
		State: (90)	State: (10)		
Mathematics Advanced 2 unit	12	School: (100)	School: (0)	74	78
		State: (93)	State: (7)		
Mathematics Standard 2 2 unit	37	School: (84)	School: (16)	69	72
		State: (82)	State: (18)		
Modern History 2 unit	7	School: (100)	School: (0)	71	73
		State: (84)	State: (16)		
Music 1 2 unit	3	School: (100)	School: (0)	91	82
		State: (96)	State: (2)		
Personal Development, Health and Physical Education	16	School: (100)	School: (0)	71	73
		State: (90)	State: (10)		
Physics 2 unit	10	School: (70)	School: (30)	67	75
		State: (89)	State: (11)		
Retail Services Examination 2 unit	1	School: (100)	School: (0)	62	70
		State: (86)	State: (14)		
Visual Arts 2 unit	11	School: (100)	School: (0)	86	81
		State: (99)	State: (1)		

A summary of achievements by our HSC students in Extension courses for 2023 is shown in the table below:

Course	Included	Band% 3-6	Band % 1-2	School Average	State Average
English Extension 1 1 unit	2	School: (100)	School: (0)	43	42
		State: (94)	State: (6)		
English Extension 2 1 unit	2	School: (100)	School: (0)	40	40
		State: (86)	State: (14)		
History Extension 1 unit	2	School: (50)	School: (50)	34	40
		State: (85)	State: (15)		
Mathematics Extension 1 2 unit	3	School: (34)	School: (66)	69	78
		State: (72)	State: (28)		
Science Extension 1 unit	8	School: (63)	School: (37)	36	37
		State: (78)	State: (22)		

The table below shows subject averages over the past 5 years for those courses that have been studied by 5 or more students during that period.

Subject	School/ State	2019	2020	2021	2022	2023
Biology	School	66	65	72	69	70
	State	72	72	73	70	73
Business Studies	School	68	67	74	72	71
	State	72	72	73	73	74
English (Advanced)	School	80	78	79	77	78
	State	81	81	80	81	82
English (Standard)	School	65	72	71	67	70
	State	69	70	70	69	70
Food Technology	School	72	70	89	73	77
	State	74	72	73	71	73
Legal Studies	School	60	72	75	70	69
	State	74	71	74	73	75
Mathematics (General/ Standard 2)	School	68	74	73	72	69
	State	71	79	69	70	72
Modern History	School	73	74	67	71	71
	State	73	73	73	73	73
PDHPE	School	71	69	72	69	71
	State	73	72	72	69	73
Visual Arts	School	83	83	78	82	86
	State	81	81	81	81	81

## VOCATIONAL EDUCATION AND TRAINING

Four Year 12 leaver's obtained VET qualifications in their final year of study in 2023.

Three Year 11 students obtained VET qualifications in 2023.

The table below provides a summary of qualifications achieved by our Year 12 students.

Year 12	Qualification/ Certificate	Percentage of Year 12 Students
2023	HSC	100%
2023	VET qualification	7%



THEME 3

# STAFFING



## TEACHER ACCREDITATION STATUS

Teachers in NSW must be accredited to teach by the NSW Education Standards Authority (NESA). New teachers are accredited by NESA at Provisional Teacher level. Teachers must then meet the Australian Professional Standards for Teachers at the level of Proficient Teacher within three years of commencing full-time teaching. At Lakes Grammar the number of teachers at each level in 2023 is shown in the table below.

Level of Accreditation	Number of Teachers
Conditional	0
Provisional	5
Proficient Teacher	69
Total Number of Teachers	74

## TEACHER QUALIFICATIONS

Three categories of qualifications have been identified by NESA. The categories and the number of teachers employed either full-time or part-time at Lakes Grammar in 2023 in each category are shown in the table below.

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEINOOSR) guidelines.	74
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
Teachers who do not have qualifications as described in (a) and (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context.	0

## WORKFORCE COMPOSITION

Information regarding workforce composition is available at [myschool.edu.au](https://myschool.edu.au)

In 2023 Lakes Grammar employed 17 male and 44 female full time teaching staff.

There were 3 male and 10 female part time teaching staff.

The school employed 3 male and 15 female full time support, administration and ancillary staff.

There was 1 male and 7 female part time support, administration and ancillary staff.

In 2023 we had 1 staff member who identifies as Indigenous.

Workforce Composition	Number of Staff
Teaching staff	74
Full-time equivalent teaching staff	68.5
Non-teaching staff	27
Full-time equivalent non-teaching staff	23.9

## TEACHER PROFESSIONAL LEARNING

The Principal, Deputy Principal and Executive regularly attend conferences held by their professional associations. These conferences regularly involve professional learning on matters such as pedagogy, information technology, student wellbeing and school leadership.

### **K-12 Professional Learning**

The school underwent a series of professional development activities over the course of the year. These included Schoolbox, file notes and policy updates, child protection and reportable conduct.

Junior school staff as a whole also took part in a number of PD sessions during staff meetings and professional learning days. These focused on programming, the new syllabus and Schoolbox.

Senior school teachers as a whole took part in many in-school professional learning sessions during the year, led by senior staff at the school, including Schoolbox, compliance and programming.

A sample of external professional learning courses undertaken by senior school and/or junior School teachers and the number of teachers participating are listed on next page.



Professional Development 2023	No. of staff attending	Professional Development 2023	No. of staff attending
EduTECH 2023	2	Trauma informed practice in education	1
HICES conference	1	Duke of Ed award leader	1
Peer support training	2	School policy writing workshop	1
Managing separated families & family law issues ins schools	1	IPSHA Term 2 meeting	1
Mini COGE Course - UNSW gifted GERRICS	1	Lawsense - recruitment, probation, redundancy, termination	1
The Sydney Morning Herald schools summit	1	RoSA/HSC curriculum requirements for registration & accreditation	1
AHISA Branch meeting	1	Shining a light on deep learning - twilight networking event	1
Executive Personal Assistants	1	Yarc webinar 2 & 3	1
Lawsense - school employment law 2023	1	Clinical supervision	1
Schoolbox - intensive course A	1	Preparing for random inspection in	1
Provide first aid	1	TASScon	1
Lawsense - managing student disability	1	Primary requirements for school registration	1
New business managers day	1	School rego policy requirements	1
English 7-10 syllabus implementation	1	Navigating Workers compensation in schools	1
Financial Acumen for Principals & Directors	1	Programming the new 7-10 english syllabus	1
AICD: Governance Foundations for NFP directors	1	Navigating Workers Compensation in schools	1
SCHOOLBOX - CONSULTING & TRAINING	1	AHISA Meeting	1
Teacher assistant online course 1 & 2	1	The future of governance in independent schools	1
Accelerating your physics teaching - blended learning exp	1	IPSHA Maths differentiation	2
Executive leadership summit 2023	1	ASA Conference	1
Strategic planning	12	Lawsense - school enrolment workshop	1
Meet the markers of 2023	1	Reviewing school enrolment contracts & complaints policies	1
Preparing for the 2023 HSC Chemistry exam - CrookED	1	Graduate certificate in Theology	1
Managing separated families & family law issues in schools	1	Designing differentiation for 7-10 English	1
Term 1 HICES meeting	1	On-country learning and workshop	1
2023 ABODA & ANCA conducting	1	Waratah project workshop	1
English 7-10 syllabus implementation	1	IPSHA term 3 meeting	1
Leading the implementation of the new English 3-6 syllabus	1	Computer Aided Drawing and Manufacture using Autodesk Fusion 360	1
Leading the implementation of the new Maths 3-6 syllabus	1	EBE NSW Economic update	1

2023 national inclusion & disability conference	2	Risk assessment & management in schools: child protection & mental health	1
Advanced Practitioner Training	1	Micro-credentials in school library setting-certificate of global competency	1
Preparing for Implementation - Stage 6 Geography	1	Bus licence	1
The Waratah Project schools workshop	4	Lawsense - managing student behaviour & avoiding media fallout	1
The Waratah Project -Term 1 on-country learning	4	Work Health and Safety in schools	1
Unpacking HSC exam	1	HSC marking - ext 2	1
Laser Training	3	2024 Geography planning new curriculum	1
Schoolbox & Middle School research	1	Schoolbox	2
Educate plus advancement practitioner - marketing & comm.	1	Clinical supervision	1
Completing & submitting 2023 experienced teacher accreditation	1	FORUM	1
Head of inclusive education/support for students with disabilities	2	AHISA Biennial conference	1
Personalised learning process for aboriginal students	1	HICES - Term 3 meeting	1
Clinical supervision	1	MITIE Term 3 meeting	1
Delivering value by leveraging data platforms: inaugural date forum	1	Music teacher umbrella group - Term 3	1
Planning & Programming for classical & modern languages 7-10	1	Accidental counselling - TAFE	1
Planning and Programming for the New Mathematics 7-10 Syllabus	1	Personalised learning processes for aboriginal students	1
School refusal & attendance improvement planning	1	Head teacher Maths conference	1
IPSHA TERM 1 MEETING	1	Stansw Stage 6 conference	1
Stage 6 Geography conference	1	Rethinking resistance webinar	1
Advanced thinking through writing	1	HRIS Heads dinner/meeting - Term 4	1
Teaching strategies & behaviour support	1	The Waratah Project - Term 4 on-country learning at camp Wollemi	3
HSC Visual Arts marking experience	1	Teaching strategies & behaviour solutions	1
HRIS Teacher Librarians annual meeting	1	TASS - attendance	6
AHISA Branch meeting - lindisfarne anglican Grammar	1	Clinical supervision	1
HICES conference	1	ASBA NSW networking	1
The Waratah Project - Term 2 on-country learning	2	Minilit sage bridging workshop	1
Presenting Schoolbox	1	Spellex	1

THEME 4

# ATTENDANCE

## ATTENDANCE

The overall average daily attendance rate in 2023 was 85%. The average daily attendance rate (% in attendance) per year group was:

YEAR	%
K	86
1	89
2	89
3	85
4	85
5	84
6	83
7	81
8	83
9	79
10	83
11	83
12	87

The school monitors attendance and informs parents via SMS if their child has been marked absent and we have not received notification from a parent. Parents who do not respond to the SMS are called by admin staff. If no response the year advisors or class teachers (junior school) follow up with the parent/caregivers.

### Managing student absences

The school follows the procedures in the school's attendance policy. Each day attendance reports are generated, and any unexplained absences are contacted by SMS and then by phone. At the end of each week a further summary is sent to director of academic care and junior school leaders to further follow up and analyse for trends or patterns.

The weekly report highlights:

- Students who have unexplained absences from school for more than 10% of the time expected to be at school.
- Students who have been late for more than 10% of the time expected to be at school.
- Students who have more than 20 days absences from school in the year.

If attendance or punctuality is of concern, the head of junior school (K-6) or the director of academic care (K-12) follow up with the family and put in place any necessary procedures to try and rectify the situation.

## RETENTION

68.7% of the 2022 Year 10 cohort completed Year 12 in 2022. Students who left before completing Year 12 did so for a variety of reasons including: financial circumstances of the family, moving from the area, leaving to study at TAFE or to gain work and changing schools in order to access specific courses.

## POST-SCHOOL DESTINATIONS

Of the students who completed Year 12 in 2022 most were offered and accepted places at universities, including Newcastle University, Macquarie University, Australian Catholic University and the University of Wollongong. Degree courses included teaching, medical sciences, psychology, law, arts, science, business, information technology, nursing and others. Several students left at the end of Year 10 to pursue apprenticeships or other non-school training courses.

THEME 5

# SCHOOL POLICIES

The following school policies are publicly available on the website:

<https://www.lakes.nsw.edu.au/about-us/our-policies/>

**Enrolment**

**Child Protection**

**Anti-bullying**

**Discipline**

**Complaints**





THEME 7

# STAKEHOLDER SATISFACTION



## TEACHERS

All teachers have regular meetings to facilitate sharing of information. There are fortnightly coordinators meetings, year advisor meetings, student wellbeing, and regular whole school staff meetings. Staff have the opportunity to join the staff social group and are encouraged to attend school activities. New staff attend an induction day and are mentored by their line managers. Our NASC group of schools have a biannual commitment to participating in the AIS Perspectives survey. Results from this survey are shared with our school communities.

## PARENTS

Parents have many opportunities to be involved in the school. This includes attending various functions including sport, music, drama and Mother's and Father's Day breakfasts.

Parents are invited to attend academic information evenings, assemblies, student graduation, speech day and student led parent - teacher interviews.



## STUDENTS

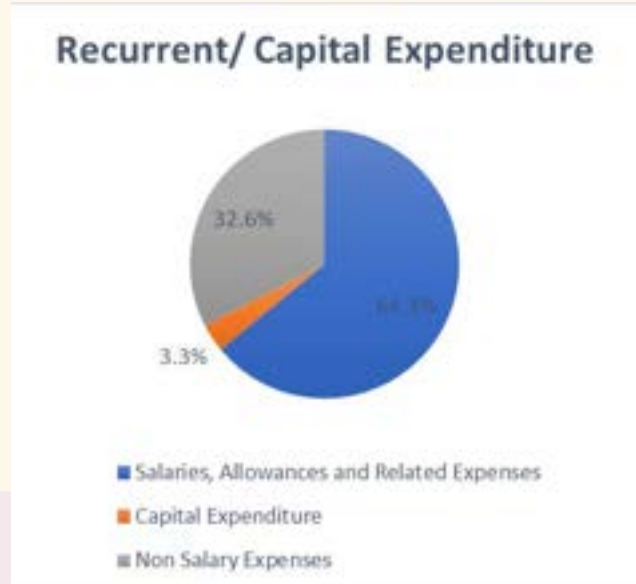
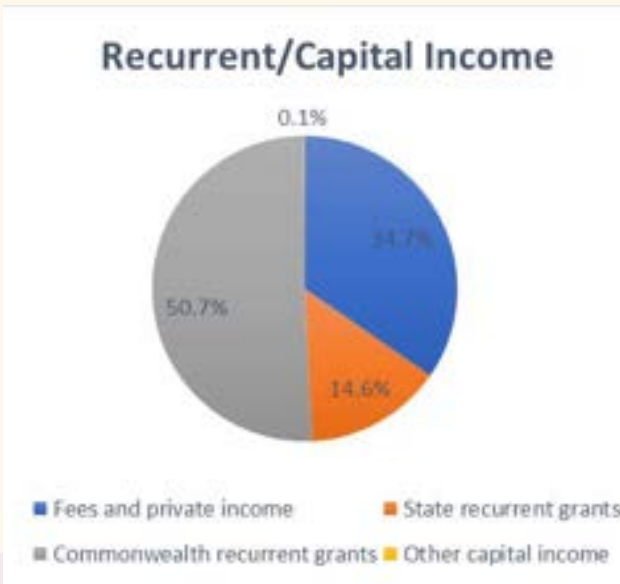
Students have many opportunities to give feedback regarding their satisfaction within the school. Students can liaise with their academic care teacher or year advisor in the senior school or their class teachers in the junior school. All students are encouraged to share feedback with the SRC group. School leaders are visible in the playground and have an open door policy. Year 11 and 12 students have the option of having an academic mentor.


THEME 7

SUMMARY OF  
FINANCIAL  
INFORMATION

Lakes Grammar maintains all relevant data and complies with reporting requirements of the NSW Minister for Education and the Federal Minister of Education. This reporting includes public disclosure of the educational and financial performance measures and policies of the school as they are required from time to time.

The pie charts below show the school’s income and expenditure, both recurrent and capital, in terms of the proportions received from all sources and expended in all areas.





This concludes the 2023 Annual Report for Lakes Grammar - An Anglican School. If you have any questions about the contents of this report please feel welcome to contact the principal.



**LAKES GRAMMAR**  
AN ANGLICAN SCHOOL

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