



HUNTER  
CHRISTIAN  
SCHOOL



# 2023 Annual Report

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[www.hunterchristian.nsw.edu.au](http://www.hunterchristian.nsw.edu.au)

# Contents

<b>School Overview Information</b>	5
Messages from Key Bodies	6
– Hunter Christian School Board	6
– Parent & Friends (P&F) Report	10
<b>Student Information</b>	
Student Body	14
Student Attendance	14
Summary of Procedures for Non-Attendance	15
Retention Rates in Secondary School	16
Post School Destinations	16
<b>School Policies</b>	
Links to School Policies	16
<b>Staff Information</b>	
Workforce Composition	18
<b>School Outcomes and Performance</b>	
NAPLAN	20
Record of School Achievement (RoSA)	20
NSW Higher School Certificate	21
<b>Financial Information Summary</b>	24
<b>Confession of Faith, Vision, Mission &amp; Values</b>	
Confession of Faith	26
Vision, Mission and Values Statements	27

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We acknowledge the traditional custodians of this land, the Awabakal people. On this land, they taught their children their beliefs, knowledge, and culture. We pay our respects to elders past, present and emerging as we seek to do the same. As we gather on these lands, we acknowledge God our Heavenly Father who made the heavens and the earth. He entrusted this land to the traditional owners, and it is to Him that we are responsible for its current stewardship.



# School Overview Information

## School Context

Commencing in 1981 and located in the inner Newcastle suburb of Mayfield, Hunter Christian School is an independent Christian school. The school is a member of the Australian Association of Christian Schools, the Association of Independent Schools in NSW and Christian Schools Australia.

Hunter Christian School has over 40 years of experience catering for students from Pre-Kindergarten through to Year 12. Hunter Christian School students come from a broad geographic area within the Newcastle LGA, Maitland LGA, Port Stephens LGA and Lake Macquarie LGA.

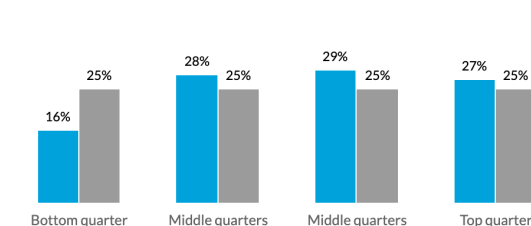
## Student Background

### Student background

#### Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1053
Average ICSEA value	1000
School ICSEA percentile	70

#### Distribution of Socio-Educational Advantage (SEA)

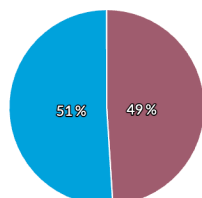


■ School distribution  
■ Australian distribution  
*Percentages are rounded and may not add to 100*

### Students

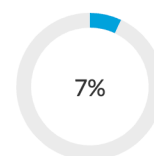
Total enrolments: 318

- Boys 163
- Girls 155



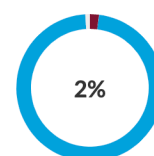
Full-time equivalent enrolments: 318.0

Indigenous students



Language background other than English

Yes	(2%)
No	(97%)
Not stated	(1%)



Data collected from [myschool.edu.au/school/44020](https://myschool.edu.au/school/44020)

# Message from Key Bodies

## Hunter Christian School Board

The Board are encouraged by God's steadfastness amongst what has been a number of turbulent years, firstly the stretch and strain of COVID on the community, and then a change of leadership in 2022. I am reminded of Luke 8:23-24 where Jesus stood up on the rocky boat on that stormy night and calmed the storms, we know and trust that God will calm the turbulence as we seek His direction in all things.

In 2023 the Board continued to journey with the school's executive in setting and embedding a strategic plan to implement the outcomes of the determined vision, mission & values. This plan sets to give measurable focus areas for the school in a number of improvement goals over the period 2023 to 2028. From the Board's perspective, two priority areas in this plan include Christian Life & Service, and Academic Innovation & Excellence. The other three, being Quality Leadership, Resourcing & Investment and Entrepreneurship are equally viable for focus and measurement, however these leading two define the purpose of Hunter Christian School which is encapsulated in the mission statement – Hunter Christian School ignites learning through Biblical foundations and grows young people in a life of hope, purpose and influence. The Board sees that 2024 will be a year of measure and assess, whilst we pray that 2025 to 2028 will be the years of harvest of this new plan.

Key actions and changes that the Board supported through 2023 included:

- The Board set aside a retreat to focus on solidifying the strategic plan and risk assessment processes. Thereafter delivered this plan to the staff community with Executive Principal Simon Herd.
- Board makeup self-evaluation continues whereby we review and assess the effectiveness of the Board membership, both in skill set and numbers. We challenged ourselves on discernment, collaboration, awareness, enquiry and spiritual seeking God's will for the school.
- We attended the AIS NSW Governance Symposium where key topics of company risk and Board governance responsibilities prompted focus for the Board in key and critical areas.
- The Board maintained monthly meetings alternating between full report agendas and focus sessions. These focus sessions concentrated on a shared meal with various staff groups to connect and partner, followed by a forum on particular priorities, allowing for strategic exploration rather than repeated business.
- Monthly risk assessment processes were undertaken.
- We continued to work closely with Simon as he sought to implement the changes that continued over from 2022.
- Finance sub-committee continued to meet monthly to fulfill fiduciary governance. This has allowed direct connection with the finance team to streamline financial reporting, with summary recommendations presented to the Board.

- The Board focused on, and continue to track political/social changes in legislation, including gender fluidity and religious freedoms.
- At the 2023 AGM we acknowledged the retirement of Heidrun Blair as Director, and Andrew Pratt as ex-officio Director being Mayfield Baptist Church (MBC) representative. We thank both Heidrun and Andrew for their valuable contributions to the Board during their tenure. Thereafter we welcomed Nathan Holland as the MBC pastoral representative as ex-officio Director. From his background in teaching, youth and chaplaincy, Nathan brings a wealth of experience and passion to focus on the value of Christ Centredness.
- A series of capital improvements were continued in 2023 to “face lift” the school in a number of simple maintenance activities.

The performance of the company from a fiduciary perspective was significantly increased in comparison to 2022 with an operating result in 2023 being \$509k surplus, 2022 was \$503k loss. As covered in the 2023 AGM, the 2022 results were heavily impacted by staffing, predominantly being non-budgeted separation and redundancy costs and other staffing cost increases. The following reasons can be attributed to the 2023 outcome, with others not mentioned being consistent with previous year:

- Operating grants increased from previous year, contributed from accurate NCCD metrics
- Fees were increased from previous year
- Employee benefits decreased, reducing carrying liabilities.

Overall, the turnaround from the previous year is a positive movement but continues to be heavily dependent upon student numbers and we seek continual focus on market awareness, improvement of product and Christ centeredness of culture.

As the school moves into 2024, diligent alignment to the strategic plan whilst continually seeking and assessing market opportunities sets the direction of the school leadership. We appreciate being able to continue partnering with our current family community and look forward to broadening to new student and staff communities. Most of all, we pray and seek God’s guidance and wisdom in all decisions and considerations we make.

On behalf of the Board of Hunter Christian School  
Ben Morris





## 2023 Parents & Friends (P&F) Report

2023 was a year of continued growth, successful fundraising and strengthening our relationship with the school community. We enjoyed starting each meeting with a guest speaker from the school community, and were blessed to hear from Al Westbury, Jo Smith, Stephen Taylor, Ruth Neville, and Nathan Holland from Mayfield Baptist Church. For the second year running, we had six new members join the P&F. We continued to run our meetings on Zoom as well as in person, to allow greater flexibility and access to our meetings.

Throughout the year we ran several successful fundraising events:

- Hunter Schools Mountain Bike BBQ
- Mother's Day Stall
- Athletics Carnival canteen
- Father's Day Stall
- Thompson's Bakery Drive
- Mango fundraiser.

This year we decided to offer families the opportunity to make gift donations for the Mother's Day Stall which was very well received and contributed to the great success of that particular fundraiser. We didn't have quite the same result with Father's Day donations, but perhaps with more notice we may have a better result next year. We ended up with approximately 5 gifts left over from the Mother's Day Stall, and we completely sold out of gifts for the Father's Day Stall.

In addition to these fundraising events, we were also involved in several other events:

- Scholastic Book Fair during Book Week
- Teacher Appreciation Week
- Mother's Day and Father's Day breakfast, providing a welcome gift to guests as well as lucky door prizes.
- Community picnics were another event that was planned for 2023, however bad weather resulted in the first picnic being cancelled, and the second one was cancelled due to another event being on in the same week.

A new addition to the P&F this year has been the Square payment terminal which has allowed an additional method of payment and a higher level of convenience when it comes to payments from the school community.

In closing, I would like to take the opportunity to thank a few people, and groups of people: Principal Simon Herd for taking the time to present at each of our meetings; the HCS staff for always being a wonderful support to everything we do, in particular the staff members who graciously gave up their time to be a guest speaker at our meetings this year. I would also like to thank every P&F member and every volunteer who donated

their time to support the P&F in 2023. We absolutely cannot achieve much without your support and assistance! Thank you to the dedicated P&F members that attended meetings this year – your ideas, contributions and support are truly valued. Finally, I would like to thank the executive committee Mel Graham, Jo Russell and Travis Johnson for your incredible efforts and valuable contribution this year, and it has been an honour working with you all.

I look forward to seeing what 2024 brings for the Hunter Christian School P&F.

Melanie Gardner  
P&F President





# Student Information

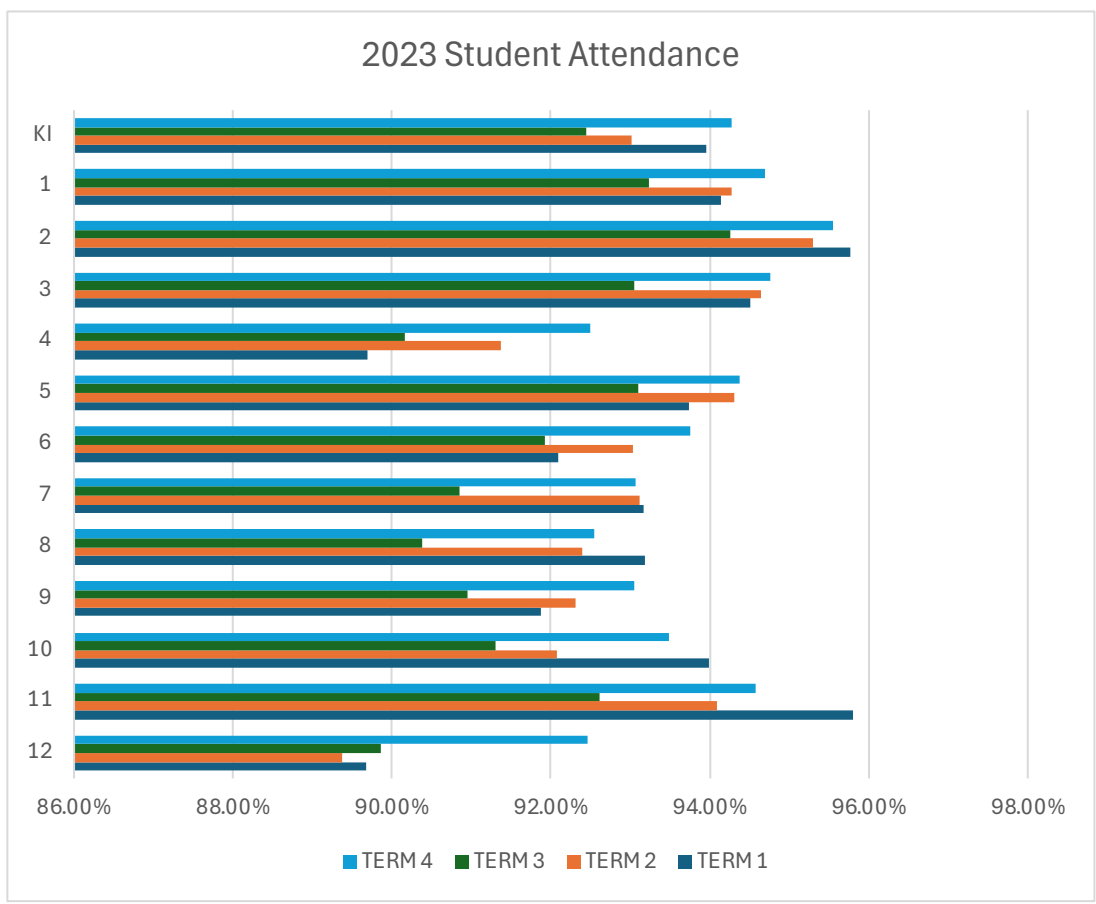
## Student Body

Along with our Pre-Kindergarten class, Primary consists of Kindergarten, two Stage 1 classes, two Stage 2 classes, two Stage 3 classes, two Year 7 classes, two Year 8 classes, two Year 9 classes, two Year 10 classes, one Year 11 class and one Year 12 class.

Primary have captains and vice captains from Year 6 as well as house captains for sport houses. Secondary have captains from Year 12 and other student leaders from Years 11 and 12. Secondary captains and student leaders are representatives over Secondary sport houses and the whole P-12 school community.

## Student Attendance Rates

The 2023 average annual rate of whole school student attendance was 93%.



## Summary of Procedures for Non-Attendance

The Principal and school staff, in partnership with our students and their parents will usually be able to resolve problems of non-attendance. In 2023 we continued to refine our strategies to support student attendance difficulties. Our Wellbeing, Learning Discovery and staff teams met regularly to review students of concern..

Targeted school-based strategies include:

1. Primary staff are expected to record attendance each morning and Secondary staff are expected to record attendance each session, with the official roll taking place at the start of the day. Staff are asked to flag immediately with a member of our Leadership team for Primary and Wellbeing support team for Secondary if a student fails to attend class as expected; a follow up process is activated.
2. Initial contact from the Family Engagement team to parents on the first day of absence assists us in quickly identifying if additional factors are in play.
3. A new layer of care has been activated through the classroom or pastoral care teacher following up with a student/family after a few days of absence or if there is a pattern emerging regarding attendance.
4. Referral to the school's Wellbeing Team via classroom or pastoral care teachers aims to identify and implement strategies that address and support needs for the student. The Wellbeing team (Secondary) became the focal co-ordinating team for interventions and regular monitoring of student attendance concerns, procedures for attendance management being a high priority for improvement throughout the 2023 school year. Referral to the school counsellor for the development of an attendance improvement plan may be arranged; this is a collaborative process between the counsellor, student, parent and where relevant may involve the students external team. Additionally, a meeting with the Director of Educational Strategy to develop a plan to catch up on missed learning (often a significant barrier to students feeling able to return to school) will be activated.
5. Requesting and sharing information and working collaboratively with other government or non-government agencies.
6. Seeking advice about culturally appropriate responses from relevant services and collaborating with them.

Other general processes for attendance follow up include: The school identifying if other agencies are involved with the family and consult with them when a student's attendance is of concern and where it is determined that the issues impacting on attendance are outside of the role of the school to address in isolation.

Family case discussions may be attended by school representatives if the issues relate to students whose attendance is a concern. Meetings and interviews at the school may also involve representatives from support agencies. e.g., Association of Independent

Schools, the Police Liaison Officer or the Department of Community Services and Justice. A child protection report may occur if it is believed the student is at suspected risk of significant harm via no access to school or if other significant risks are identified.

## School Policies

The following school policies are publicly available on the school website:

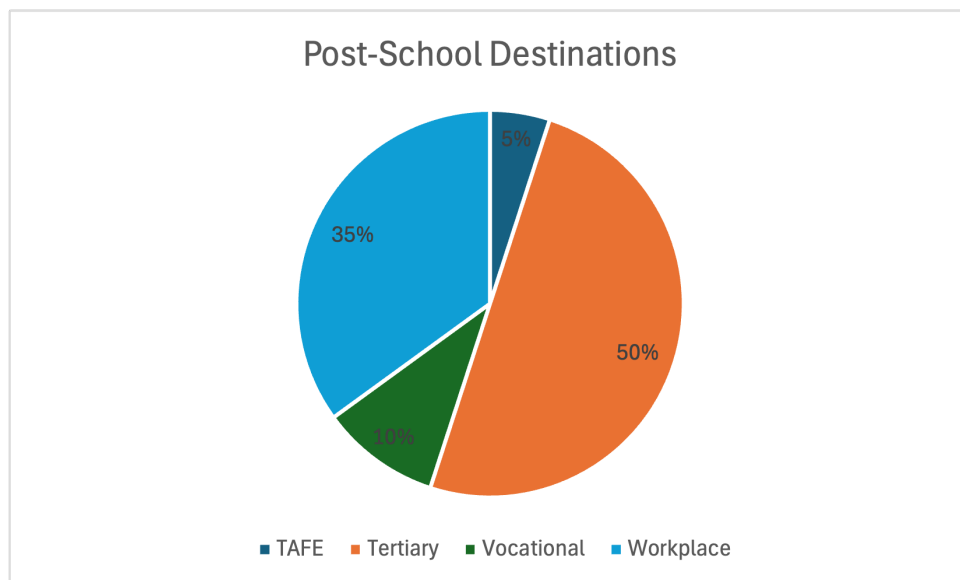
- Enrolment Policy
- Child Protection Policy
- Anti-bullying Policy
- Discipline Policy
- Complaints Policy

### Retention of Year 10 to Year 12

25 students completed year 10 in 2021. 20 students completed year 11 in 2022. 19 students studied through to completion in Year 12 in 2023.

Retention of students from Year 10 to Year 12 was 76%.

### 2023 Post School Destinations





# Staff Information

## Workforce Composition

In 2023 the workforce was composed as follows:

School Staff	Number of Staff
Teaching staff	37
Full-time equivalent teaching staff	30.5
Non-teaching staff	17
Full-time equivalent non-teaching staff	12.7

## Teacher Accreditation

Teacher Accreditation Level	Number of Staff
Proficient	36
Provisional	0
Conditional	1

At our school all staff are committed Christians, active in their local church. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we welcome applications from First Nations teachers and other staff.

## Stakeholder Satisfaction

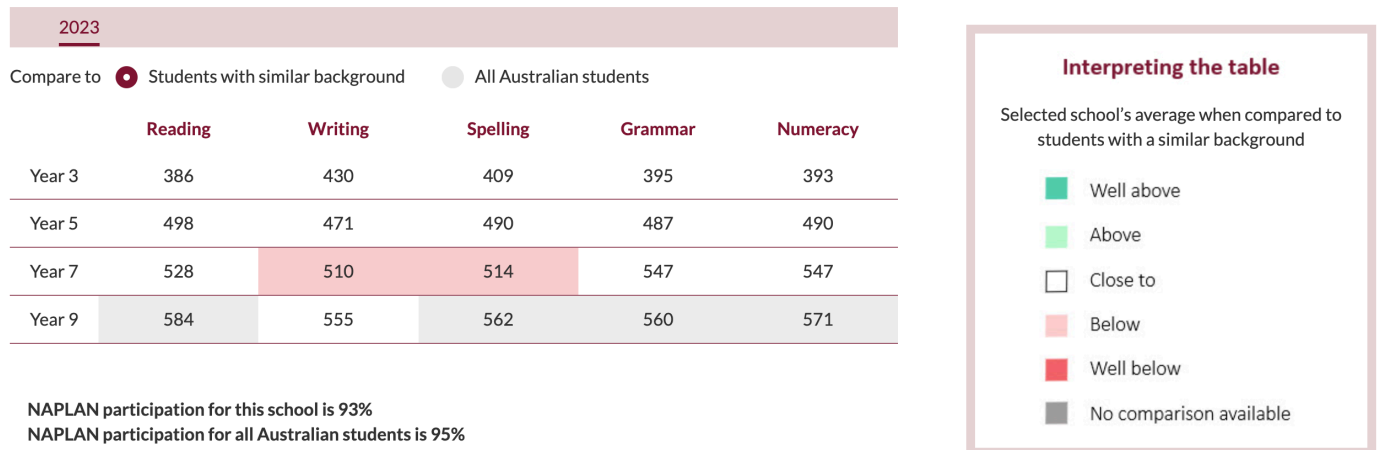
The school organised a number of student and parent forums in order for families to provide feedback to the school on the level of satisfaction. It is the school's position that engagement is an important outcome of schooling. Active student participation within the school and engagement in whole school and extra-curricular activities allows students to more easily identify themselves with the school, foster a sense of belonging that can help to promote a feeling of self-worth and assist students to become resilient learners. As has been the case over the past few years, informal feedback from staff members and executive staff indicate staff are generally satisfied in all areas of the school.



# Student Outcomes and Performance

## 2023 NAPLAN

Student outcomes in standardised national literacy and numeracy testing:



[www.myschool.edu.au/school/44020/naplan/results](http://www.myschool.edu.au/school/44020/naplan/results)

## 2023 Record of School Achievement (RoSA)

The granting of Records of School Achievement.

Year Group	Year 2023 Qualified for a RoSA	Year 2023 Nominated for a RoSA
10	30	2
11	27	1
12	21	0

Number of school leavers on record.

## 2023 Senior Secondary outcomes

Senior School outcomes including:

- Percentage of students in Year 12 undertaking vocational or trade training
- Percentage of students in Year 12 attaining a Year 12 Certificate or equivalent VET qualification

Vocational or Trade Training	Year: 2023
Year 12	7 students with VET subjects = 26%

Year 12 Certificate or VET Qualification	Year: 2023
Year 12	All Year 12 attained HSC = 100%

## 2023 NSW Higher School Certificate

In 2023 – 21 students sat the Higher School Certificate in 20 courses.

All Year 12 students who sat for the Higher School Certificate received a Higher School Certificate credential.

Results of the Higher School Certificate including comparison of student performance to state-wide performance and trends in student performance.

The 2023 HSC cohort for Hunter Christian School presented skewed data due to the array of courses offered by the school to accommodate the unique student needs resulting in very small classes. The data set for the small classes present information that determine a percentage whereby 1 or 2 students may have been the entire class or the significant majority of the class. Additionally, the students of HCS seeking University pathway entry in 2023 all received early entry offers. The increasing trend of early entry offers presented to students prior to completion of the HSC examinations present a trend that further skews the data set for examination results. Students are seeing less relevance in the examination data of the HSC given they have already been offered unconditional entry to University. 2023 saw the final cohort undertake Studies of Religion as a compulsory subject at Hunter Christian School impacting the student results over time due to the nature of it being a compulsory subject.

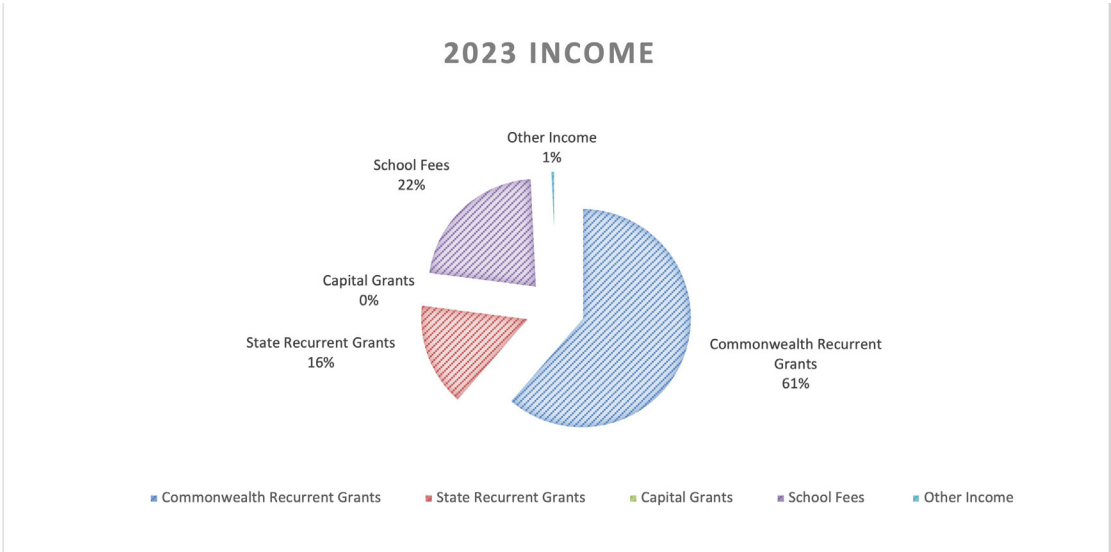
	2023 % of top 3 bands			2022 % of top 3 bands			2021 % of top 3 bands		
	Students	School	State	Students	School	State	Students	School	State
Ancient History	3	33	61	5	60	53	5	80	61
Biology	7	29	64	10	50	63	2	50	66
Business Services Examination	3	67	75	4	25	57	-	-	-
Business Studies	8	50	64	6	17	64	2	50	66
Chemistry	-	-	-	1	0	64	-	-	-
Community and Family Studies	2	-	72	9	78	73	3	33	71
Construction Examination	5	100	77	3	100	57	2	0	51
Design and Technology	-	-	-	-	-	-	-	-	-
Drama	-	-	-	-	-	-	-	-	-
English Advanced	7	29	95	10	40	93	4	100	94
English Standard	13	23	60	15	7	55	8	25	58
Food Technology	-	-	-	-	-	-	-	-	-
Industrial Technology	2	-	55	5	40	51	-	-	-
Investigating Science	5	80	71	-	-	-	-	-	-
Legal Studies	-	-	-	-	-	-	-	-	-
Mathematics Advanced	5	-	75	10	10	76	3	67	79
Mathematics Extension 1	2	-	96	-	-	-	-	-	-
Mathematics Standard 1 Examination	-	-	-	-	-	-	2	0	33
Mathematics Standard 2	14	29	58	15	20	54	6	33	51
Modern History	2	100	64	-	-	-	5	20	65
Music 1	2	100	69	5	100	89	2	100	90
Personal Development, Health and Physical Education	5	20	64	9	56	50	3	33	60
Physics	3	-	68	-	-	-	-	-	-
Studies of Religion I	16	19	84	15	47	80	10	40	69
Studies of Religion II	4	25	82	9	22	79	2	50	72
Visual Arts	8	100	91	3	33	92	2	100	91



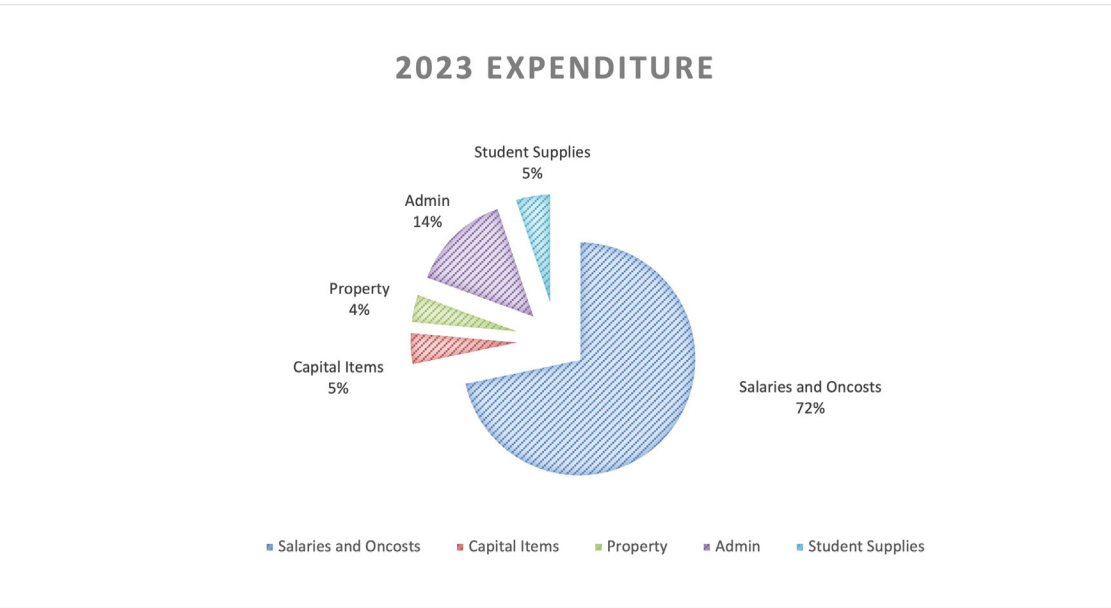


# Financial Information Summary

## Recurrent/capital income



## Recurrent/capital expenditure





## Confession of Faith

**We believe** in the Divine inspiration, the infallibility and supreme authority of the Old and New Testaments in their entirety and that the Holy Spirit so moved the writers that what they wrote are authoritative statements of truth for all matters of faith and conduct, and are the basis of faith, belief and conduct for this Christian community.

**We believe** that there is one God in whom there are three equal Divine Persons, revealed as the Father, the Son and the Holy Spirit, and who of His own sovereign will, created the heavens, the earth and all that is contained within the universe.

**We believe** that the Lord Jesus Christ is the eternally existing, only begotten Son of the Father, conceived by the Holy Spirit and born of the virgin Mary. As God He became flesh and dwelt among us: as man He was God.

**We believe** that all men are in a fallen, sinful and lost condition through the rebellion of Adam and Eve, who were created without sin, and in this state of depravity are helpless to save themselves and are under the condemnation of God to eternal punishment in Hell.

**We believe** that salvation from the penalty and consequences of sin is found only through the substitutionary, atoning death and resurrection of the Lord Jesus Christ.

**We believe** that it is the Holy Spirit alone who convicts men of sin; leads them to repentance; creates faith within them and regenerates and fills those who believe on the Lord Jesus Christ as Lord. It is the indwelling Spirit who bestows the Gifts of the Spirit and manifests the Fruit of the Spirit in the believer.

**We believe** Christ died for our sins, was buried and on the third day rose from the dead; that he appeared to men who touched Him and knew His bodily presence and that he ascended to His Father.

**We believe** that the Lord Jesus Christ will return in person with His saints and that the full consummation of the Kingdom of God awaits His return.

**We believe** those who have been regenerated by the Holy Spirit will receive a resurrection body at the return of Jesus Christ and be forever with the Lord, while those who have not believed will be resurrected to stand at the judgement seat of God to receive His judgement and eternal condemnation to Hell.

**We believe** in the actual existence of Satan who is the father of all evil and

opposed to God although ultimately subject to the purposes of God and destined to be confined forever to Hell.

**We believe** the Church is the Body of Christ composed of all believers in the Lord Jesus Christ, which finds its visual manifestation in the local community of believers and ministers through the co-operative exercise of God-given gifts by the entire membership. Each local community of believers is competent under Christ as Head of the Church to order its life without interference from any authority whether civil or ecclesiastical\*

**We believe** there are two ordinances instituted by the Lord Jesus Christ: Baptism by immersion of all believers as a prerequisite for church membership; \* The Lord's Supper, which is a memorial and proclamation of the Lord's death until He returns.

**We interpret** and apply this statement of faith as conservative, protestant, evangelical Christians.

\* Variations of these clauses will be accepted to allow for different convictions about these two beliefs.\*

## **Vision Statement**

At Hunter Christian School our vision is to empower every student to influence their world through enriched learning, enhanced resources and Christ-like service.

## **Mission Statement**

Hunter Christian School ignites learning through Biblical foundations and grows young people in a life of hope, purpose and influence.

## **Values Statement**

At Hunter Christian School we are:

- Christ Centred
- Community Contributors
- Inspirational Influencers
- Serving Authentically
- Passionate Persuers of Knowledge



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**[www.hunterchristian.nsw.edu.au](http://www.hunterchristian.nsw.edu.au)**

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