



ANNUAL REPORT

2021



Catholic
Schools
NSW

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ACKNOWLEDGEMENT

Catholic Schools NSW (CSNSW) acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We honour their stories, traditions, spirituality and living culture, acknowledging their unique contribution to the life of this country.

Catholic Schools NSW acknowledges Aboriginal families and communities as the first and continuing educators of their children and young people.

Letter of Transmittal

Most Reverend Anthony Fisher OP
Chairman, Bishop Members
of Catholic Schools NSW
Level 10, Polding Centre
133 Liverpool Street, SYDNEY NSW 2000

Your Grace,

It is with great pleasure that I submit the 2021 Annual Report of Catholic Schools New South Wales Ltd (CSNSW) for the consideration of Bishop Members.

The year produced significant achievements and challenges for Catholic Schools NSW as it supported and assisted Catholic schools through the COVID-19 crisis while continuing to pursue its civil and Canonical Mandates.

This report highlights some of the key achievements of Catholic Schools NSW for 2021 as it worked to advance the mission of Catholic schooling in NSW and meet the challenges ahead.

I commend the 2021 Catholic Schools NSW Annual Report to the Bishop Members of Catholic Schools NSW.



Yours sincerely,
Stephen Sedgwick AO
Chairman



Chairman's Report

2021 marked 200 years of Catholic schooling in modern Australia. It was also Catholic Schools NSW's fourth full year of operation. Like 2020, both natural disasters and COVID-19 posed significant challenges for schools, students and parents and added majorly to the responsibilities of Catholic Schools NSW as the principal source of two-way information flow between our sector and governments. Responding to these challenges, in consultation with diocesan school systems and RI/MPJP schools, was a substantial task that was accomplished while discharging our core responsibilities under our Constitution and legislation.

A fuller exposition of Catholic Schools NSW activities in respect of the pandemic is provided on page 21. I note particularly, however, that while dissemination of health advice has been a consistent feature throughout the pandemic (including in respect of the specific circumstances of boarding schools), student and school staff mental health emerged as an area of heightened concern. These concerns persist in some communities. Catholic Schools NSW participated in regular cross sector meetings, and provided timely support to diocesan staff, including through collaboration with the Heads of School Counselling Network and the NSW Ministry of Health to develop guidelines to deliver school counselling.

As the Approved System Authority, Catholic Schools NSW received and disbursed almost \$3.1B in recurrent and capital grants, consistent with relevant government policies and funding allocation models approved by Bishop Members.

The Choice and Affordability Fund (CAF) which is managed by Catholic Schools NSW in its capacity as a Non-Government Representative Body (NGRB), is now in its second year of operation. Most of the 2021 CAF funding of \$20.4M namely funds received on behalf of systemic Catholic schools, was banked for later dispersal once the needs-based recurrent funding model reaches a steady state.

After successful advocacy by the CEO led to a substantial increase in NSW government funding prior to the last state election, the Catholic Block Grant Authority (CBGA), administered by Catholic Schools NSW, recommended record levels of grants for funding in the 2021 round (24 applications, totalling \$66.9M). Operations in support of CBGA were especially COVID-19 affected, with the assessment team adapting its approach, taking into account the changing environment.

In addition to the existing business of Catholic Schools NSW, several significant projects progressed key strategic priorities of Catholic Schools NSW and enhanced its capacity to achieve its objects under the Constitution, including to promote greater efficiency and effectiveness across the sector. Particularly notable amongst the strategic projects (a more comprehensive discussion of such projects can be found in the section 'Strategic Projects', page 27) were the Strategic Workforce Review Phase 2, which identified projected teacher shortages and has led to collaborative follow up work, and State-Wide Capital Planning, which quantified a substantial future financial requirement to cover both maintenance and expected enrolment growth. A project to examine contemporary approaches to Insurance which, after a difficult start, led to significant improvements in coverage and value for money for many diocesan schools' offices.

2021 also saw the completion of the integration of CSSA into Catholic Schools NSW operations. The 2021 trial HSC examinations were successfully delivered despite substantial challenges posed by COVID-19. Work is in hand to reengineer key processes and delivery systems to improve efficiency and security and ensure high quality.

The Board acknowledges the professionalism, commitment, resilience and effectiveness of the CEO, management and staff of Catholic Schools NSW, which is directed in a spirit of service to all Catholic School Agencies, both Diocesan and RI/MPJP, as well as their schools, students and parents.

After four years, Catholic Schools NSW has achieved significant gains, yet there is more to do to ensure Catholic education remains a high quality and accessible option for the families of NSW into the future. Catholic Schools NSW has been established, amongst other things, to strike a better balance between the twin principles of subsidiarity and solidarity in support of the common good and to better meet the contemporary requirements of governments, students, and their parents, including in respect of compliance. Catholic Schools NSW does this important work within the context of a federation of systemic schools' offices and non-systemic, RI/MPJP, Catholic schools whose proprietors and delegates operate the schools. Catholic Schools NSW's, board, management and staff are justly proud of the reforms they have facilitated and acknowledge that how Catholic Schools NSW most effectively discharges its responsibilities and how the balance is struck in practice between the twin principles remains a work in progress. We sincerely thank Bishop Members for their continuing prayerful support.



Yours sincerely

Stephen Sedgwick AO
Chairman

The role and functions of Catholic Schools NSW

Why was Catholic Schools NSW established?

Catholic Schools NSW (CSNSW) is the peak body for Catholic Schools in NSW. It was established following the 2016 review of its precursor body, the Catholic Education Commission of NSW (CECNSW). It was decided that Catholic schooling needed more appropriate, efficient and transparent administration, requiring the formation of a new representative and coordinating body.

The new body better supports Catholic schools to meet all their obligations and enhance the delivery of Catholic education in NSW. The responsibilities and functions of CECNSW have been transferred to Catholic Schools NSW.

How was Catholic Schools NSW established?

Catholic Schools NSW was established as a company limited by guarantee and began operations in 2017. Each of the 9 Diocesan Bishops and 2 Archbishops of NSW and the ACT (the Bishops) is a member of the company.

The functions and authority of Catholic Schools NSW is derived from the Catholic Schools NSW Constitution and the members' canonical mandate when exercising their jurisdiction as local ordinaries.

Catholic Schools NSW neither owns nor operates schools, but fulfils the functions outlined below.

The functions and responsibilities of Catholic Schools NSW:

The aim and mission of Catholic Schools NSW is to support the Bishops in bringing to life the Church's evangelising mission through Catholic schools.

The aims and powers of Catholic Schools NSW are set out in section 7 of the company's constitution:

The charitable objects for which the Company is established are to act as an overarching entity for the purpose of advancing education and religion in Catholic schools in NSW and ensuring that Catholic schools meet their compliance requirements and can measure their activities in such a way as to maximise the educational and faith outcomes of students.

The responsibilities of Catholic Schools NSW are determined by its Constitution and, in important respects, legislation. Catholic Schools NSW is accountable to the Bishops of the Province of NSW / ACT (the 'Bishop Members') and seeks to work in partnership with a wide range of stakeholders, especially the Directors of Catholic Education in each diocese (however described), not simply to discharge joint and several legislated, compliance obligations in respect of government funding and the like but also to advance 'the common good' in support of the Mission of the Church in education and evangelisation. Importantly, these responsibilities include, acting as:

- The Approved System Authority under Commonwealth and NSW legislation in respect of \$3b annually of recurrent funding
- The Block Grant authority under Commonwealth and NSW legislation in respect of capital funding
- The designated Non-government Schools Representative Body in respect of Catholic Education in NSW
- The peak advocate for Catholic Education in NSW

Consistent with these responsibilities, Catholic Schools NSW operates in several key areas.



Funding

Catholic Schools NSW is responsible to the Australian and NSW governments for distributing recurrent funding to Catholic diocesan schools in accordance with the requirements of the Australian Education Act 2013 (Cth) and the Education Act 1990 (NSW). In doing so, Catholic Schools NSW must ensure that schools comply fully with the terms and conditions of funding grants and adhere to not-for-profit guidelines. Catholic Schools NSW also allocates and oversees funding for government programs in schools that target particular areas, for example, programs that relate to Indigenous students and students with a disability.

Catholic Schools NSW receives and allocates capital funding from the Federal and NSW governments, and works with dioceses and schools to ensure it is distributed, used, managed and accounted for in full compliance with government guidelines. Catholic Schools NSW works closely with Catholic School Agencies (CSAs) in all activities associated with making applications for capital works funding.

Compliance

In recent years governments have significantly increased the burden of compliance on all schools. This falls most heavily on school principals and their senior staff. Catholic Schools NSW develops policies and procedures for schools to use in fulfilling their statutory and regulatory obligations in relation to financial audits, reporting to government, federal and state regulation of not-for-profits, and other compliance requirements, especially those arising from the statutory roles of the NSW Education Standards Authority.

Working with CSAs, Catholic Schools NSW develops and shares policies on and procedures for the data collection, reporting and audit requirements that apply to all Catholic schools in NSW. It also offers an advisory service for dioceses and schools on existing, new and changed statutory or regulatory obligations, including providing standard documentation to help make compliance easier, and offers compliance training opportunities for Catholic schools and CSAs.

Efficiency and Effectiveness

Catholic Schools NSW has established clear indicators for measuring the efficiency and effectiveness of how Catholic schooling is delivered, and reports to the Bishop Members against these. Reports are developed in consultation with CSAs. To improve its own efficiency and effectiveness, Catholic Schools NSW works with dioceses to identify services that it is in the best position to provide on a shared basis to schools across the state.

While Catholic Schools NSW's mandate from the Bishop Members only applies to Catholic systemic schools, Catholic Schools NSW fosters and encourages greater cooperation and the efficient and effective use of resources among Congregational schools.

Policy Development

Catholic Schools NSW provides expert policy advice and coordinates policy development for all NSW Catholic schools. To enhance the quality of education in Catholic schools and maintain Catholic identity, it works with diocesan CSAs to develop education policies, research materials, benchmarking capability and information sharing. Catholic Schools NSW also offers professional learning and training opportunities to CSAs in multiple policy and program areas, as well as opportunities to build support networks.



Advocacy

Catholic Schools NSW presents a single, public voice in advocating for and representing Catholic schools to state and federal governments, public bodies, the media, parents and the public. It advocates publicly for Catholic schools as an education choice by contributing to public discussions and debates. Advocacy follows evidence-based research and is informed by data provided by CSAs.

Catholic Schools NSW is also tasked by the Bishops to liaise with other key church stakeholders in education, including the Council of Catholic School Parents, the Association of Catholic School Principals, the National Catholic Education Commission, and other state and territory Catholic education commissions.

Catholic Schools NSW Sport Services

Catholic Schools NSW Sport Services is part of the operations of Catholic Schools NSW and is responsible for three sporting brands: NSW Combined Catholic Colleges (NSWCCC) for secondary students and Polding and Mackillop for primary students.

More than twenty-two sports pathways are provided to Catholic students in NSW which give them an opportunity to represent the Catholic school sector at the NSW representation level. Catholic Schools NSW Sport also runs several school-based championships throughout the year.



Catholic Secondary Schools Association (CSSA)

Catholic Secondary Schools Association (CSSA) is a division of Catholic Schools NSW and provides NSW, ACT and international secondary schools with high quality Trial HSC Examinations. Previously operating as an unincorporated association under the name 'Catholic Secondary Schools Association' before transfer and integration into the operations of Catholic Schools NSW in January 2021, CSSA is now a registered business name of Catholic Schools NSW. The Catholic Secondary Schools Association Trial HSC Examinations program has been in place since the Higher School Certificate Examination was introduced in 1967.

Catholic Employment Relations Ltd

Catholic Employment Relations Ltd (CERL) operates as a subsidiary of Catholic Schools NSW Ltd. CERL provides legal services and advice, Employment Relations advice, Enterprise Agreement Bargaining and Human Resources advice to Catholic organisations. CERL is a not-for-profit public company limited by guarantee and is a charity registered with the Australian Charities and Not-for-profits Commission.



Our mission

To advance God's Mission through our leadership of and service to Catholic education.

Our values

SERVICE

Our role of leadership and service is founded in the Gospels. Our service to those in Catholic education contributes to the achievement of excellence and equity.



ACCOUNTABILITY

We demonstrate fidelity to our mission through professionalism in our work, effective stewardship, transparency and holding ourselves and others accountable for outcomes.



INTEGRITY

We act ethically, justly and honestly. We demonstrate that we value the dignity and worth of each individual by listening, speaking and acting respectfully towards everyone.



COLLEGIALITY

We value the principle of subsidiarity and work in close collaboration with others for the common good.



2021 at a glance



259K
STUDENTS

TOTAL	220,577
DIOCEAN PRIMARY	124,642
DIOCEAN SECONDARY	95,935
RI/MPJP TOTAL	38,750
RI/MPJP PRIMARY	5,623
RI/MPJP SECONDARY	33,127
DEMOGRAPHICS	
CATHOLIC	67%
OTHER CHRISTIAN	10%
NO RELIGION	9%
OTHER	9%
ORTHODOX	5%
FEMALE	129,659
MALE	129,661



595
SCHOOLS

TOTAL	595
DIOCEAN PRIMARY	419
DIOCEAN SECONDARY	109
COMBINED	17
RI/MPJP TOTAL	46
RI/MPJP PRIMARY	1
RI/MPJP SECONDARY	20
COMBINED	15
SPECIAL	14
CO-EDUCATIONAL	540
FEMALE	29
MALE	26
BOARDING	13

† Includes Special Assistance Schools

STUDENTS BY CATHOLIC SCHOOLS AGENCY

SYDNEY	71,121
PARRAMATTA	43,266
RI/MPJP	38,750
MAITLAND-NEWCASTLE	20,110
WOLLONGONG	19,465
LISMORE	17,773
BROKEN BAY	16,574
BATHURST	9,292
WAGGA WAGGA	8,521
CANBERRA & GOULBURN (NSW)	6,789
ARMIDALE	5,873
WILCANNIA-FORBES	1,793

SCHOOLS BY CATHOLIC SCHOOLS AGENCY

SYDNEY	149
PARRAMATTA	83
MAITLAND-NEWCASTLE	58
RI/MPJP	46
LISMORE	45
BROKEN BAY	44
WOLLONGONG	38
BATHURST	33
WAGGA WAGGA	30
CANBERRA & GOULBURN (NSW)	27
ARMIDALE	24
WILCANNIA-FORBES	18



62K STAFF

TEACHING	21,692
NON-TEACHING	9,340
DIOCESAN	25,171
RI/MPJP	5,861
CATHOLIC	79%
NON-CATHOLIC	21%
FEMALE	78%
MALE	22%
FULL-TIME	57%
PART-TIME	43%

SCHOOLS BY SIZE

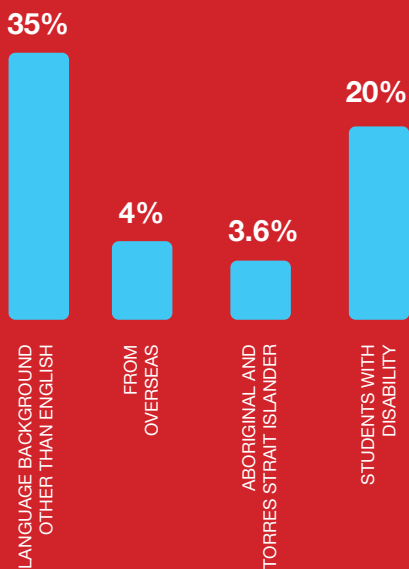
< 50 STUDENTS	7%
50-199	25%
200-499	36%
500-999	22%
1,000+	10%

* The average size of a Catholic school in NSW is 436 students (283 in Primary and 800 in Secondary).

SCHOOLS BY GEOGRAPHICAL REMOTENESS

MAJOR CITIES	66%
INNER REGIONAL	22%
OUTER REGIONAL	10%
REMOTE	2%
VERY REMOTE	<1%

STUDENT DIVERSITY



RECURRENT AND CAPITAL GRANT

AU GOVERNMENT DIOCESAN SCHOOLS	\$2.5B
NSW GOVERNMENT DIOCESAN SCHOOLS	\$661.4M
CAPITAL PROJECTS 2021 APPLICATION ROUND ALLOCATION	\$66.9M

TARGETED PROGRAMS 2021[#]

SPECIAL NEEDS SUPPORT	2.6M
EXTERNAL HSC VET	2.7M
VOCATIONAL EDUCATION TRAINING IN SCHOOLS	1.7M
NSW LITERACY AND NUMERACY PLAN	19.6M
NATIONAL SCHOOL CHAPLAINCY	2M
ROAD SAFETY EDUCATION	0.7M
CHOICE AND AFFORDABILITY FUND*	20.4M
COVID INTENSIVE LEARNING	19.5M

The criteria for distributing the targeted programs are set by the NSW or Commonwealth governments (depending on the source of funding).

* See Financial Compliance and Reporting for further detail

Bishop Members of Catholic Schools NSW

The Members of the Company are the Bishop Ordinaries of the 11 Dioceses in NSW. Operational responsibility for Catholic diocesan schools remains the responsibility of the relevant proprietor. The Catholic Schools NSW Board reports to Bishop Members at least three times each year, drawing to their attention matters of strategic importance to NSW Catholic schools. Decision-making on certain matters is reserved for the Bishop Members alone.



Armidale

Most Rev Michael Kennedy
DD



Bathurst

Most Rev Michael J McKenna
DD



Broken Bay

Most Rev Anthony Randazzo
DD



Canberra & Goulburn

Most Rev Christopher Prowse
DD



Lismore

Most Rev Gregory Homeming
O.C.D DD



Maitland-Newcastle

Most Rev William Wright DD
(eternal rest 13 November 2021)



Parramatta

Most Rev Vincent Long Van
Nguyen OFM Conv DD



Sydney

Most Rev Anthony Fisher OP DD



Wagga Wagga

Most Rev Mark Edwards OMI
DD



Wilcannia-Forbes

Most Rev Columba Macbeth-
Green OSPPE DD



Wollongong

Most Rev Brian G Mascord DD

Board of Directors

The 2021 Board of Catholic Schools NSW has 10 Directors including the chairman. The Directors bring a wide range of skills to their positions and provide informed decision-making.

To assist in the execution of its role, the Board has five committees, each with its own charter:

- Audit and Risk
- Compliance and Resourcing
- Education Effectiveness
- Executive
- Governance, Human Resources and Remuneration

The Board has delegated responsibility for the assessment of applications for capital grants to the Capital Projects Evaluation Panel. All Directors are members of at least one committee, and each committee is chaired by a Director.

Some members of the Catholic Schools NSW Board are also members of the wholly owned subsidiary Catholic Employment Relations Ltd (CERL), as indicated in the following list.



Stephen Sedgwick AO (Chair)

Chairman of the Board, the Compliance and Resourcing Committee, the Education Effectiveness Committee and the Executive Committee.



Helen Conway

Chair of the Governance, Human Resources and Remuneration Committee and member of the Compliance and Resourcing Committee.



Anne Cummins

Member of the Education Effectiveness Committee and the Executive Committee. Chair of the CERL Board and the CERL Nominations, Governance & Remuneration Committee.



Toni Downes

Member of the Governance, Human Resources and Remuneration Committee, and the Education Effectiveness Committee.



Vince Graham AM KCSG

Chair of the Capital Projects Evaluation Panel member of the Compliance and Resourcing Committee and the Education Effectiveness Committee.



Michael Lee

Member of the Audit and Risk Committee and the Education Effectiveness Committee.



Moira Najdecki

Member of the Capital Projects Evaluation Panel, the Education Effectiveness Committee and the Governance, Human Resources and Remuneration Committee.



**Most Rev Anthony Randazzo
DD**

Member of the Executive Committee.



David Robinson

Member of the Audit and Risk Committee, the Capital Projects Evaluation Panel and the Compliance and Resourcing Committee. Member of the CERL Board and Chair of the CERL Audit and Risk Committee.



Julian Widdup

Chair of the Audit and Risk Committee.

Management Team

Catholic Schools NSW operated from offices in the Polding Centre, 133 Liverpool Street, Sydney, throughout 2021. The Management Team is responsible for:

- leading the work program of the Company as agreed to by the Board
- monitoring education policy issues such as funding, curriculum, and school and system regulation, including teacher accreditation
- ensuring Catholic diocesan and school compliance with the requirements of legislation and funding agreements
- supporting Catholic Schools NSW's consideration of policy through regular consultations with government and peak education bodies and working in consultation with board committees and management reference groups



Dallas McInerney
Chief Executive Officer



Bernard Ryall
Chief Operating Officer



Audrey Bower
Chief Legal & Risk Officer



Danielle Cronin
Director of Education Policy



Kevin Morrison
Capital Resources and Planning



Peter Yates
Resources and Stewardship



Robert Rush
Director of Sport Services



James Tudehope
Director of Public Affairs and Engagement

Strategic priorities

The Catholic Schools NSW 2018-2022 Strategic Priorities reflect the outcomes of consultation across the NSW Catholic schools sector. The five strategic areas and related goals are:

Governance Best Practice

Promote the integrity of NSW Catholic schools by providing access to governance best practice.

Effectiveness and Efficiency

Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic school system.

Value Proposition

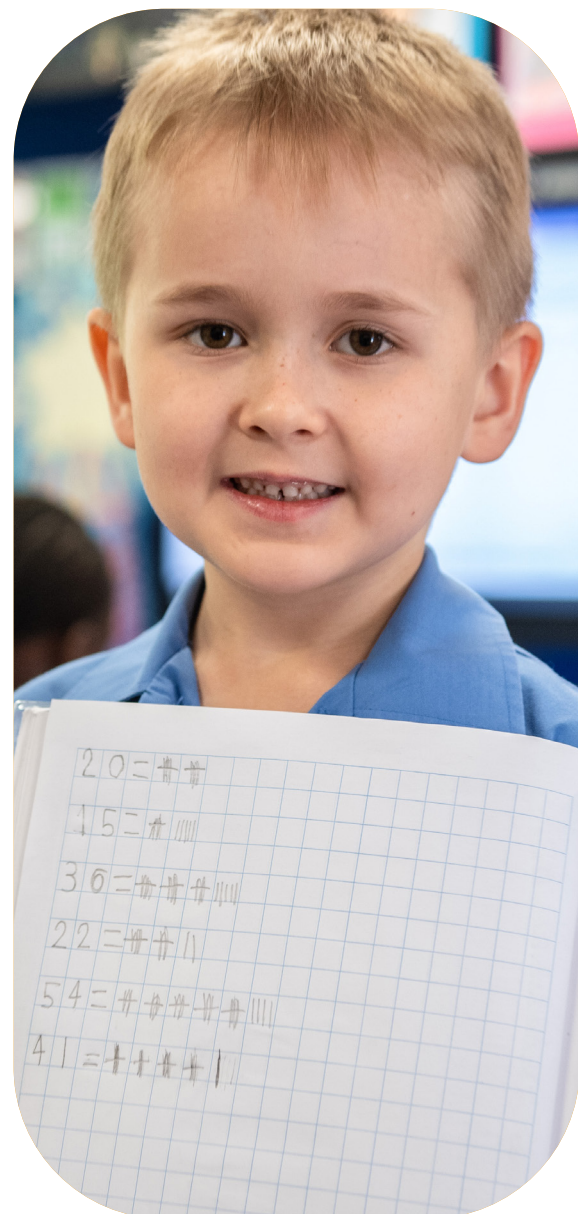
Enhance the value proposition of Catholic schooling in NSW for current and prospective families.

Advocacy and Counsel

Present Catholic Schools NSW as the pre-eminent advocate and source of counsel for the advancement and interests of Catholic schools in NSW.

Service Offerings

Support NSW Catholic School Agencies through high-quality and targeted service delivery.



Achievements in 2021

The work of Catholic Schools NSW in 2021 took place within the context of the COVID-19 crisis. Catholic Schools NSW played a significant role in supporting schools and systems with their crisis management with a commitment to ensuring school students had continuity of learning.

Navigating COVID-19

The COVID-19 crisis affected the educational, spiritual, emotional and financial wellbeing of Catholic students, their families, and the staff of schools and education offices across NSW throughout 2021.

Catholic Schools NSW supported diocesan Catholic schools and RI/MPJP schools through the challenges associated with COVID-19 by undertaking the following activities:

- Contributed to the guidance of the overall school sector's response to the COVID-19 crisis through representation on the NSW Government's COVID-19 Task Force. This group met daily and had representatives from the three school sectors and the NSW Education Standards Authority (NESA).
- Provided cross-sectoral advice to the Ministry of Health that affected school operations, particularly when the Catholic Schools NSW legal and risk team advocated for the interests of the Catholic sector by providing input into the drafting of the Public Health COVID-19 Vaccination of Education and Care Workers) Order 2021 (NSW).
- Hosted and participated in meetings with the Ministry of Health and Dr Kerry Chant to obtain the latest advice on the Delta and Omicron variants. This enabled Catholic Schools NSW to provide timely and accurate advice to diocesan and RI/MPJP school personnel.

- Brokered access to rapid antigen test kits to allow students and staff that were deemed close contacts to continue attending school through daily surveillance testing.
- Advocated for changes to the boarding school guidelines after extensive consultation with the leadership of the 14 boarding schools. These changes allowed the boarding schools to conduct their own risk assessments, acknowledging that boarding schools are best placed to make operational decisions for their schools.
- Coordinated close contact tracing processes with Diocesan Catholic Schools and RI/MPJP schools and the NSW Ministry of Health (Operations).
- Communicated the latest regulatory and health information to diocesan Catholic schools and RI/MPJP schools through regular COVID-19 operational updates.
- Maintained the School and System Leaders COVID-19 Response Portal as the repository of COVID-19 briefing notes, policy documents and guidelines, securely accessible to diocesan and RI/MPJP school personnel.
- Provided leadership to school emergency management during a continually changing COVID-19 situation by holding regular virtual roundtable meetings, along with webinars featuring guest speakers including public officials and representatives from the National Centre for Immunisation Research and Surveillance.

Wellbeing of Students and Staff

The mental health and wellbeing of children and young people was an area of heightened concern in 2021. Catholic Schools NSW supported the wellbeing of students in diocesan Catholic schools by:

- Providing leadership on the development of guidelines for delivering school counselling services online through collaboration with the Heads of school Counselling Network and NSW Ministry of Health.
- Hosting and participating in cross sector meetings with NSW Health, Dept of Education, AISNSW and NSW Police to address concerns around youth suicide contagion. This enabled Catholic Schools NSW to provide timely and accurate advice to diocesan staff about vulnerable student cohorts and support dioceses to monitor student wellbeing across the sector.
- Coordinating the implementation of additional funding and support for participating schools involved in the National School Chaplaincy Program. The Catholic education sector became a key partner in NSW Health's Towards Zero Suicides initiatives, which worked to identify and respond to vulnerable cohorts of young people. Catholic Schools NSW acted as a single point of contact for NSW Health, Headspace and Be You in the event of the sudden death of a student; organising roundtable discussions with school counselling system leaders to inform feedback to government; supporting Catholic schools by regularly sharing the latest information relevant to student wellbeing and mental health initiatives and securing equitable access to government-funded mental health initiatives. Catholic Schools NSW secured funding through NSW Health for suicide prevention training to be provided by LivingWorks beginning in 2022. Catholic Schools NSW regularly consults with Headspace Schools.



Leading Wellbeing Excellence in Schools Symposium

Catholic Schools NSW hosted a symposium focused on 'Leading Wellbeing Excellence in Schools' which brought together leaders of wellbeing and school counselling to discuss emerging issues in the sector. This symposium supplemented the work of existing network groups, including Wellbeing, Child Protection, and School Counselling. The aim of the symposium was to support and identify opportunities for future strategic leadership and embed state government initiatives in a range of areas: countering violent extremism, wellbeing, mental health, and child safety.

Countering Violent Extremism

In 2021, CNSW participated in the development of a three-year state-wide project aimed at mitigating and managing high-risk student behaviour in NSW schools.

The Countering Violent Extremism (CVE) initiative began in 2016 as part of a national effort to prevent and counter violent extremism in Australian schools. Initially funded under a counterterrorism initiative, the scope of this project broadened in 2021 to include mitigating and managing all high-risk behaviour of students and strengthening social cohesion among school communities.

Catholic Schools NSW is a key stakeholder in the NSW cross sectorial meetings held with the Australian Federal and NSW Police, ASIO and Youth Command and was a key contributor to the NSW education sectors CVE 3-year workplan.



200 Years of Catholic Education

In 2021, the Catholic Church in Australia celebrated 200 years of Catholic schooling in the nation. The '200 Years of Catholic Education in Australia' (Bicentenary) was marked by a national launch on 18 February 2021.

Due to COVID restrictions in NSW, the event was held online. Archbishop Anthony Fisher OP launched the Bicentenary event. Participants included students from St Patrick's Catholic Primary Parramatta and Parramatta Marist High school in the Diocese of Parramatta. These schools have linkages to the first 'official' Catholic school opened on Hunter Street in Parramatta in October 1820.

200 years later, there are now 1,751 Catholic schools across Australia, educating 768,000 students and employing 98,000 staff.

The Bishops of Australia published a Pastoral Letter to the leaders, staff, students and families of Catholic education in Australia titled '200 Years Young' on 18 February 2021.

Each Diocese held their own Diocesan events and liturgies throughout 2021 to celebrate the Bicentenary. A national Mass celebrating the Bicentenary was held on the Feast of Our Lady Help of Christians, 24 May 2021.

The Bicentenary also saw the launch of the book 'Not Forgotten, Australian Catholic Educators 1820- 2020', edited by Seamus O'Grady and Anne Benjamin and published by Coventry Press. The book features 30 biographies of Catholic educators spanning 200 years.

Non-Government Reform Support Fund

As the representative body for all Catholic schools in NSW, including Catholic Diocesan Schools and RI/MPJP schools, Catholic Schools NSW continued to administer the Commonwealth Government's Non-Government Reform Support Fund (NGRSF) in 2021. Approximately \$7.6M in NGRSF funding was directed to the following national and state reform priorities:

- supporting students, student learning and achievement
- supporting teaching, school leadership and school improvement
- enhancing the national evidence base, supporting schools to implement best practice
- improving governance and financial management practices in non-government schools to strengthen financial viability, improve business decision-making and build resilience to mitigate unforeseen circumstances
- transitioning to National Assessment Program – Literacy and Numeracy (NAPLAN) online
- providing quality assurance, moderation and support for the continued improvement of the Nationally Consistent Collection of Data on School Students with Disability



Strategic projects

Strategic Workforce Review Phase 2

The aim of this state-wide, strategic review of the Catholic education workforce is to provide an enhanced information base to enable Catholic School Agencies to undertake more evidence-based workforce planning decisions that consider system-wide trends, developments, and emerging challenges.

Phase 2 of the Strategic Workforce Review developed a high-level report on the workforce, which was presented to stakeholders, making a broad range of quantitative data available to Bishop Members and Diocesan School Offices. The strategic significance of this work was recognised, with Phase 3 of the project planned for 2022. This will include initiatives such as a research project investigating social drivers influencing career choices in the potential teacher workforce.

State-Wide Capital Planning

The schedule to create the state-wide capital plan reached the following stages in 2021:

- Condition assessment work was completed in 5 dioceses and is proceeding in the other 6 dioceses.
- Work on validation of demographic projections began and is ongoing.
- Consultant, Astrolabe Group, was well underway with the stakeholder engagement process.

The completion of the state-wide capital plan rolled forward into the business plan for 2022.



Curriculum, Assessment and Pathways Reform

Catholic Schools NSW has been actively involved in curriculum reform throughout 2019-2021, contributing to the NSW Curriculum Review and the Australian Curriculum, Assessment and Reporting Authority (ACARA) Curriculum Review. The release of the final ACARA curriculum is awaiting ministerial approval. Once approved, NESA will incorporate the curriculum into the remaining NSW syllabuses as they are reviewed.

The first of the new NSW syllabuses (K-2 English and mathematics) was approved by the Minister for Education in October 2021. Implementation of these new syllabuses begins in 2022, and they must be taught in all schools from term one 2023. To prepare for this significant change, Catholic Schools NSW is working with six Dioceses and the Department of Education to trial units of work written to meet the requirements of the new syllabuses. Twenty Catholic schools will participate in the trial program, which will test pedagogical approaches and provide feedback from teachers in the field. As NESA moves to the next tranche of syllabuses to be reformed, Catholic Schools NSW will continue to coordinate and promote opportunities for consultation and consolidate the sector's feedback.



Education Policy Positioning

This multifaceted program of work had initial focus areas encompassing Catholic Schools as Core Social Centres and the future of vocational education and training (VET) and Secondary education, with early childhood education emerging as an additional key theme during consultation. Schools as Core Social Centres was endorsed as a strategic project and will explore how schools might reimagine their future to include a wider community of services and interactions that better meet the needs of families wanting to participate in Catholic education.

Catholic Schools NSW Professional Learning

Catholic Schools NSW Professional Learning (CSNSWPL) launched at the close of 2020 providing an online platform for Catholic sector teachers and other staff to undertake professional learning.

Catholic Schools NSWPL provides access to a range of online and on-demand courses. NESA-approved governance training for Responsible Persons was the key professional learning offering utilised by participants in 2021. The platform also offered learning in areas as varied as English as an additional language or dialect and HSC analysis. It was the vehicle for live webinars on employment advice during the COVID-19 crisis, the CSSA forum, school financial and operational perspectives and Principal Wellbeing.

Partnerships with major universities, including the Australian Catholic University and Sydney University, provided the opportunity for collaboration on the design and curation of learning. Regional dioceses were consulted during development with regional accessibility at the forefront of the Catholic Schools NSWPL project.

Catholic Schools NSWPL supports and enhances other services and projects of Catholic Schools NSW. The Professional Learning platform was able to underpin the COVID Intensive Learning Support Program. The CSSA Forum, an event normally held face-to-face was able to proceed despite a sudden change in COVID-19 restrictions by utilising the Catholic Schools NSWPL platform. NESA accredited modules were created using video footage from the Education Law Symposium held in 2021.

Feedback on the quality of learning and platform functionality has been positive and the objectives set out in the initial project plan were achieved in 2021.

The Future of NSW School Regulation

NESA is simplifying and streamlining its approach to school registration and accreditation, bringing NSW in line with some other Australian jurisdictions. NESA has proposed that there be a single school registration system authority for Catholic schools in NSW, instead of 11 separate diocesan registration systems. Under this proposal, the Board of Catholic Schools NSW would act as the approved school registration authority for diocesan Catholic schools in New South Wales under section 40 of the *Education Act 1990 (NSW)*.

Since late 2020, Catholic Schools NSW has engaged in an extensive consultation process with the Catholic education sector regarding NESA's school regulation reforms, including meetings with representatives from all the 11 NSW diocesan school registration systems, the Federation of Religious Institutes and Ministerial Public Juridic Persons, Catholic School Authorities in NSW, and individual religious institutes and ministerial public juridic persons.

To support consideration of the proposal Catholic Schools NSW also established a School Regulation Reform Expert Working Group in July 2021, which met nine times in 2021. From December 2021 the chairman and CEO of Catholic Schools NSW were engaged in a further round of consultation with each of the 11 Dioceses, holding meetings with each Bishop and/or their diocesan director.



Insurance Project

Achievements of the Insurance Project included:

- Review of the policy wording across 13 different types of insurance policy
- Appointment of an independent insurance expert
- Cost savings on the premiums paid to CCI
- Reasonable market value assessments completed
- Insurance renewals

All DSOs have received advice on remediation recommendations where relevant. The Compliance and Resourcing Committee confirmed that the Insurance Project has achieved all milestones and that they are satisfied with the outcome.

Treasury Services

The Treasury Services Project has been split into two phases:

- The first phase will examine the current methodology for establishing deposit and loan interest rate benchmarks that are applied in making assessments of Reasonable Market Value (RMV). McGrathNicol has been engaged by Catholic Schools NSW to do this work, with completion expected by June 2022. Feedback will be sought from the Dioceses on the suitability of any new methodology.
- A proposed second phase of the Treasury Services Project would comprise a review of the approaches employed by Dioceses with a view to share better practices across Dioceses and to identify options for potential improvements, including, as appropriate, to secure efficiencies in treasury management.

Catholic Secondary Schools Association (CSSA)

All assets and liabilities of the Catholic Secondary Schools Association were transferred by a Deed of Transfer and Assignment to Catholic Schools NSW Ltd on 1 January 2021. The winding up of the Catholic Secondary Schools Association took place at the association's Annual General Meeting on 22 March 2021. CSSA is a registered business name of Catholic Schools NSW, however, the full title 'Catholic Secondary Schools Association' is not used by Catholic Schools NSW.

The CSSA Trial HSC Examinations for 2021 followed a rigorous quality assurance process that ensured there were minimal errors in the examinations throughout 2021. An evaluation of CSSA processes was completed in November 2021.

Notable work projects throughout the year included the commencement of preparations for 2022 exams including the: engagement of examination writers, engagement of external providers, creation of a professional development program, and the renewal of the CSSA website. Version 2.0 of the CSSA Trial HSC Examinations timetable commenced on Wednesday 18 August 2021.

A project investigating the use of a shared work platform and assessment of the NESA platform was completed in December 2021. The results of this investigation will inform a proposal that will go before the IT Steering Committee in early 2022.

CSSA held an online convenor orientation day in October 2021. The event focused on new processes aligned with the mission of Catholic Schools NSW, mitigating legal and financial risk, and creating high-quality trial HSC examinations.

The transition to online CSSA examinations was completed by approximately 150 schools in 2021. The range of schools included RI/MPJP schools, government schools, schools in the Dioceses of Broken Bay, Lismore, Parramatta, Sydney and Wollongong, and an international school. The CSSA supported schools in making this transition and was available to respond to queries and provide advice.

Advocacy

Advocacy on behalf of Catholic education is central to Catholic Schools NSW's purpose of advancing God's Mission through leadership and service. Consistent with its designation as the Non-government Schools Representative Body for the Catholic sector in NSW, which includes that we are approached as the single point of contact for COVID, disasters, policy discussions, and consultations, Catholic Schools NSW engages as a single point of contact for the NSW Catholic School Sector with a wide range of stakeholders including policymakers, regulators and school providers.

School Developed Board Endorsed Courses

In 2021 Catholic Schools NSW made successful representation to NESA on behalf of the Catholic sector that focused on School Developed Board Endorsed Courses and Maintenance of Accreditation for specialist religious education (RE) teachers. Following this representation, in early 2022 NESA stated that provisionally or conditionally accredited teachers who teach NSW syllabus content and non- NESA endorsed religious education courses may rely on their delivery of NSW syllabuses for the purpose of gaining Proficient Teacher accreditation.

Representation

In 2021, Catholic Schools NSW continued to engage closely with the NSW Government through its representation on the NSW Schools Advisory Council and the Board of the NESA. Catholic Schools NSW fostered direct liaison at the highest level with the External Relations Directorate of the NSW Department of Education and at the operational and policy implementation levels with departmental and NESA officers. Moreover, Catholic Schools NSW worked closely with government to respond to the impacts of the pandemic on education through its representation on the NESA COVID-19 Response Committee.



Inaugural Kathleen Burrow Research Institute Annual Lecture

On 26 May 2021, Archbishop Anthony Fisher OP delivered the inaugural Kathleen Burrow Research Institute Lecture. His Grace explored the challenging topic of the impact of secularisation on Catholic education. His lecture serves as a call to Catholic educators to continue to build a more Catholic culture in Catholic schools.

Valuing School Reports: The Parents' View

In December 2021, the Kathleen Burrow Research Institute published Valuing School Reports: The Parents' View. This report gathers parent views on the value of school reports within the context of current policy discourse on reporting on student progress and achievement. While recognising that school reports are but one part of a broader spectrum of engagement between schools and parents, preparing school reports is a Commonwealth Government requirement.

In light of this requirement, the significant time invested in preparing reports and their longevity as part of the education system, Catholic Schools NSW seeks to contribute to public policy discussions on school reports by presenting the views of parents.

In this way, the report can support best practice in reporting on student progress and achievement, in addition to helping Catholic schools support parents in their role as the 'primary and principal' educators of their children.



Engagement

Success for Catholic Schools NSW in its engagement role involves collaborating in a complex, multistakeholder environment with nuance and sensitivity to a variety of needs and perspectives.

Board Stakeholder Days

The Catholic Schools NSW Board meets with key stakeholders twice each year to consult on current practice and elicit insights into future directions.

On 14 April 2021, the Board held its broader stakeholder day with diocesan directors, the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT, the Association of Catholic School Principals and the Council of Catholic School Parents NSW/ACT.

The meeting was an opportunity to:

- provide a collegial forum that canvassed ideas and proposals from various perspectives
- map key priorities and future collaboration
- reflect on 200 years of Catholic education and reimagine Catholic schooling now and into the future

The Catholic Schools NSW Board held its annual meeting with diocesan directors on 4 August 2021. The meeting:

- engaged diocesan directors on strategic workforce challenges and the opportunities for a state-wide collaborative approach across Catholic schools in NSW
- discussed the need to look at new ways of 'being community' in our schools and parishes – a key theme emerging from the broader stakeholder day
- provided an overview of Catholic Schools NSW's major projects underway and planned for the forthcoming year

Consent and Respectful Relationships

February 2021 saw significant media coverage of reports of sexual harassment and sexual assault of young women by their male peers. This led to public interest in how consent education is taught in schools. In response, Catholic Schools NSW conducted a review of the resources available to help Catholic schools and systems teach students about respectful relationships and manage relevant issues around child protection and peer-on-peer abuse. The review was led by an independent three-person panel comprising a highly regarded educational leader, a representative of the Council of Catholic School Parents and an eminent barrister.

In March 2021, the NSW Minister for Education launched a Statement of Intent signed by Department of Education, Catholic Schools NSW and Association of Independent School sector representatives. This described how the sectors would seek to address consent and respectful relationships in school settings. Catholic Schools NSW worked closely with the other two sectors throughout 2021 on areas outlined in the Statement of Intent.

Catholic Schools NSW also participated in the round table on consent and respectful relationships facilitated by the Australian Human Rights Commission in March 2021.

Additionally, throughout 2021 Catholic Schools NSW implemented the recommendations of the internal review and initiated the following activities:

- held briefings for Catholic School Agencies
- issued a legal bulletin on guidelines for schools when dealing with allegations and instances of peer-on-peer sexual abuse
- released updated guidelines to support problematic sexualised behaviour
- facilitated access to webinars to help parents and teachers understand the issues and to equip them with practical information
- initiated a working group with the Council of Catholic School Parents to work on resources to support parents in their role as first educators
- developed guidance on the selection of resources in schools
- convened an interdiocesan working group to review Towards Wholeness, the Catholic sector companion resource to the NSW personal development, health and physical education (PDHPE) syllabus
- developed a portal for schools and systems to access materials (to be launched in 2022)

Education Law Symposium

The 2021 Catholic Schools NSW Education Law Symposium was held online due to the COVID-19 pandemic. Over 400 participants, including school leaders to diocesan governance staff and members of school boards attended. Catholic Schools NSW is a NESA approved provider of governance training and the Symposium constituted 5 hours of approved governance training for 'responsible persons'.

The theme for the symposium was 'Catholic School Governance for the Common Good'. Participants heard from Alan Tudge, Minister for Education, Dr Nick Coatsworth, former Deputy Chief Medical Officer who spoke on managing the risk of COVID-19 infection in schools, members of the NSW Not- For-Profit Committee and discussions regarding new models of governance which were facilitated by Susan Pascoe AM.

The symposium's content and delivery received high praise from all participants.

International Women's Day Breakfast

Catholic Schools NSW hosted its second annual International Women's Day Breakfast, attended by over 100 female leaders in Catholic education, including school principals, captains and vice captains.

This year the keynote address was delivered by Margaret Beazley AC QC, the governor of NSW, who encouraged all attendees, especially students, to be ambitious about the future.

The attendees also heard from Laetitia Richmond, the Principal of Brigidine College St Ives, who spoke about peer-on-peer abuse in NSW Catholic schools after the recent media attention it had received. Ms Richmond told the event that everyone had a role to play in improving the culture in schools and wider society to ensure that women, especially young women, can feel safe and respected.

Curriculum Reform

Catholic Schools NSW continues to be represented on the key NESA committees that oversee the curriculum reform agenda and has made significant contributions to the consultation processes related to the draft K-2 English and mathematics syllabuses. The K-2 English and mathematics syllabuses, the first to be reformed, were approved in October 2021 for trial in 2022 and full implementation in 2023. To support the implementation of these syllabuses, Catholic Schools NSW has:

- established a curriculum reform hub to share information and resources
- formed a K-6 Curriculum Reform Working Group with representation from each of the 11 Dioceses
- partnered with the Department of Education to write and trial centrally designed units of work that incorporate the mandated content and pedagogical approaches of the new syllabuses
- engaged content experts to produce online, on-demand Professional Learning modules

Consultation has commenced on the next tranche of syllabuses to be reformed. Catholic Schools NSW has provided expert advice and support to NESA through the Catholic sector representatives on the Teacher Expert Network, the Sector Representative Group and the Curriculum and Credential Committee.

These consultation processes play a critical role in advising NESA of the needs of teachers and schools for Professional Learning and support in curriculum implementation.

Catholic Schools NSW also provided feedback to the review of the Australian Curriculum by ACARA early in 2021. The reformed Australian Curriculum is still awaiting ministerial approval, and Catholic Schools NSW will monitor, analyse and share the implications of the reforms to the Australian Curriculum when approval is granted. Throughout 2021 Catholic Schools NSW engaged with curriculum and assessment reform through a multilevel approach that has focused on deepening its relationships with NESA and the Department of Education. Catholic Schools NSW has given stakeholders advice and support on curriculum implementation and the opportunity to influence the direction of the next wave of curriculum reform.





NAPLAN Online

Catholic Schools NSW worked closely with NESA and Catholic school authorities to prepare for the online delivery of NAPLAN. Catholic Schools NSW provided face-to-face and online training for systems, including NAPLAN eLearning for schools as part of its Professional Learning suite. Catholic schools participated in practice tests in March 2021, allowing for the analysis of data to inform any remediation before the May tests. Most Catholic schools delivered the NAPLAN 2021 tests online without major issues.

Catholic Schools NSW supported NESA in troubleshooting local issues for schools. Catholic Schools NSW will continue to support the small number of RI/MPJP schools still doing NAPLAN offline to deliver the tests online by the final transition date in May 2022. At their December 2021 meeting, education ministers supported a number of NAPLAN reforms, including changes to the writing assessment, a faster turnaround of results and an earlier test window in term one. Implementation of these reforms will begin in 2022.

DISruptABILITY Conference

The inaugural NSW DISruptABILITY conference was successfully held on 18 and 19 November 2021. The conference was reformatted to be delivered as a fully virtual experience due to restrictions related to COVID-19. Nearly 400 educators and parents from across each of our 11 diocesan systems and RI/MPJP schools participated. The conference hosted local and international speakers in an interactive two-day program exploring current trends in education. Educators were encouraged and inspired to build upon the high-quality support provided by Catholic education across NSW.

The event showcased the wonderful work that occurs across our sector in supporting students with disabilities, while delivering thought-provoking keynotes and interactive sessions around key issues in disability education and our role as Catholic educators.

Literacy and Numeracy Action Plan

Over 100 Catholic schools continued their participation in the NSW Literacy and Numeracy Action Plan (LNAP). This included participation in online assessments and associated analytics options developed under the strategy, known as PLAN2. Professional Learning on how to deliver the assessments and analyse data to inform classroom practice was coordinated by Catholic Schools NSW and made available to all schools. Phase 2 of the LNAP, 2017-2020, was due to conclude on 31 December 2020. However, the NSW Government approved a 12-month extension of funding for the action plan in 2021.

A further six-month extension of funding to June 2022 for non-government schools was announced by the state in late November.

Emergency Management

During 2021, Catholic Schools NSW supported all Diocesan and RI/MPJP schools affected by severe weather events by providing leadership in emergency management through engagement with the State Emergency Operations Centre and the other school sectors. This enabled Catholic Schools NSW to give accurate and timely information and advice to Catholic School Agencies and individual schools to ensure the Catholic school sector was responsive to a range of emergency situations, including bushfires, floods, and extreme weather.

Twenty-three Catholic school communities were made non-operational during floods in March and November 2021. During that time, ten Catholic school communities remained operational in a reduced capacity, offering supervision to students unable to remain at home.



Services and Support

Catholic Schools NSW provides extensive services and support to diocesan Catholic and RI/MPJP schools. Catholic Schools NSW also serves Catholic schools by promoting good governance and risk management; ensuring compliance with government regulations; offering support on legal matters; conducting negotiations on behalf of NSW Catholic schools; providing learning resources, including for Professional Learning; facilitating VET and interschool sporting competition; and through a raft of advisory groups. Catholic Schools NSW has a mandate from the NSW Bishops to support the Diocesan Catholic School Agencies (DCSAs) in meeting the compliance requirements of Commonwealth and NSW legislation. In addition to the Australian Education Act 2013 (Cth) and the Education Act 1990 (NSW) (the Act), over 70 state and Commonwealth legislative and regulatory instruments apply to NSW Catholic schools.

Aboriginal and Torres Strait Islander Education

The Catholic Schools NSW Aboriginal Education website was finalised in 2021. Development of this website responded to the Catholic Schools NSW Aboriginal Education Strategy 2020-2025 and reflects the National Schools Reform Agreement and NSW Bilateral Agreement. The Catholic Schools NSW Aboriginal Education website was created to work in partnership with Aboriginal and Torres Strait Islander families, teachers and Principals to support students to thrive throughout school and life.



Catholic Schools NSW Sport Services

The COVID-19 pandemic taking place in 2021 led to a disrupted year for representative school sport. This was disappointing students who were hoping for representative honours, especially in their final year of school. We would like to acknowledge and thank all the efforts and dedication from our broader Catholic community, particularly our diocesan representatives, teachers, other volunteers and parents, in these difficult circumstances.

Fortunately, we were able to run events for the first half of the year. Some of the larger events included:

- NSW Combined Catholic Colleges (NSWCCC) swimming, involving around 750 students
- NSW Catholic Primary Schools (NSWCPS) swimming, involving around 720 students
- cross-country, involving around 1500 students
- the NSWCCC basketball championship, involving around 400 students
- NSWCCC touch football, involving around 520 students

Sport Communications

In 2021, following our trial in 2019, we began streaming some of our major events including cross- country and NSWCCC and NSWCPS swimming.

We also began using social media including Facebook and Instagram.

This year we sent out our inaugural newsletter, named *Leap of Faith*, which highlighted the 44 Catholic Schools NSW alumni who went to the 2021 Tokyo Olympics and Paralympics.

In 2021, due to COVID-19, Catholic Schools NSW Sport Services did not hold its annual Blue Awards function acknowledging students and teachers for outstanding sporting achievements and service to NSWCCC. Instead, a Blue Awards video was released on social media with presentations from Catholic Education stakeholders and sportspeople who are alumni of Catholic Schools NSW sport.

COVID-19 and Sport

The management of COVID-19 restrictions has been challenging for education and sport over the past two years. Catholic Schools NSW Sport Services has worked closely with the NSW DoE School Sport Unit and Combined Independent Schools to ensure up to date COVID-19 communications and compliance across the sectors. Catholic Schools NSW Sport ensured that all events adhered to the Public Health Orders and worked with the Catholic Schools NSW Legal Team to develop strategies to aid in this endeavour, including having in place:

- a Catholic Schools NSW Sport COVID-19 Safety Plan
- using COVID-19 marshals
- incorporating COVID-19 issues into Catholic Schools NSW Sport Services event management plans, including detailed mapping of how event locations are prepared and managed
- communication with venues and adherence to their COVID-19 Safety plan
- communicating with parents and stakeholders about COVID-19, this included the utilisation of the Catholic Schools NSW sport portal

Academy Sportswear

After a rigorous tender process and satisfying our modern slavery due diligence process, Catholic Schools NSW Sport partnered with Academy Sportswear who will be the merchandise supplier for 2022. The contract will remain in place for three years. Academy sportswear will manage, store and sell Catholic Schools NSW Sport inventory from their shop and warehouse in Camperdown.

Data Analytics

The Analytics Central team, which plays a critical role in delivering upon Catholic Schools NSW's reporting and measuring framework, worked on a range of initiatives in 2021, including:

- projects focusing on enrolments and academic analysis
- State of the System reporting to the Board
- interactive dashboard development, allowing online interactivity and reporting with advanced visualisations
- analytics support to DCSAs and to RI/MPJP schools in their strategic planning
- demographic analysis and enrolment projections
- assisting with research and preparing materials for external advocacy

Data Collections

Throughout the year a number of data collections take place as part of our reporting obligations and responsibilities to the federal Department of Education, Skills and Employment (DESE) and the NSW Government.

As part of our ongoing partnership with DESE, we have been working to streamline data collection exercises. This effort includes working with DSOs and Catholic Education Network (CEnet), to align processes and develop new capabilities, ensuring our internal practices and processes are effective and fit for purpose, and working with DESE to improve processes.



2021 AEDC Data Collection

Every three years, government, Catholic and Independent schools across Australia take part in the Australian Early Development Census. This population measure of how children have developed by the time they start their first year of full-time school gives evidence to support health, education and community policy and planning. The data collected reports on physical health and wellbeing, social competence, emotional maturity, language and cognitive skills, communication skills and general knowledge. All schools have been given a school profile.

Preparations began in 2020 and a network of AEDC diocesan personnel was established to support schools with the data collection. Schools' participation is vital to ensuring we understand the effect of the COVID-19 crisis on children's development. As in previous cycles, 100% of NSW Catholic schools participated. Catholic Schools NSW will continue working with Dioceses and schools to make best use of this dataset, including opportunities for data linkage.

Insurance for Work Experience and Placements

Insurance for work experience and placements has become increasingly difficult to secure. Through representations to the insurer, Ansvr Insurance Ltd, Catholic Schools NSW secured employer liability cover for 21,013 students in Catholic schools in NSW and the ACT who were undertaking school-approved work experience and placement programs in 2021. Participant numbers were 9,229 for work experience and 11,784 for work placement. Subscribers came from 10 diocesan offices and 26 RI/MPJP schools. Participant numbers increased relative to 2020 as COVID-19 restrictions on businesses had less impact.

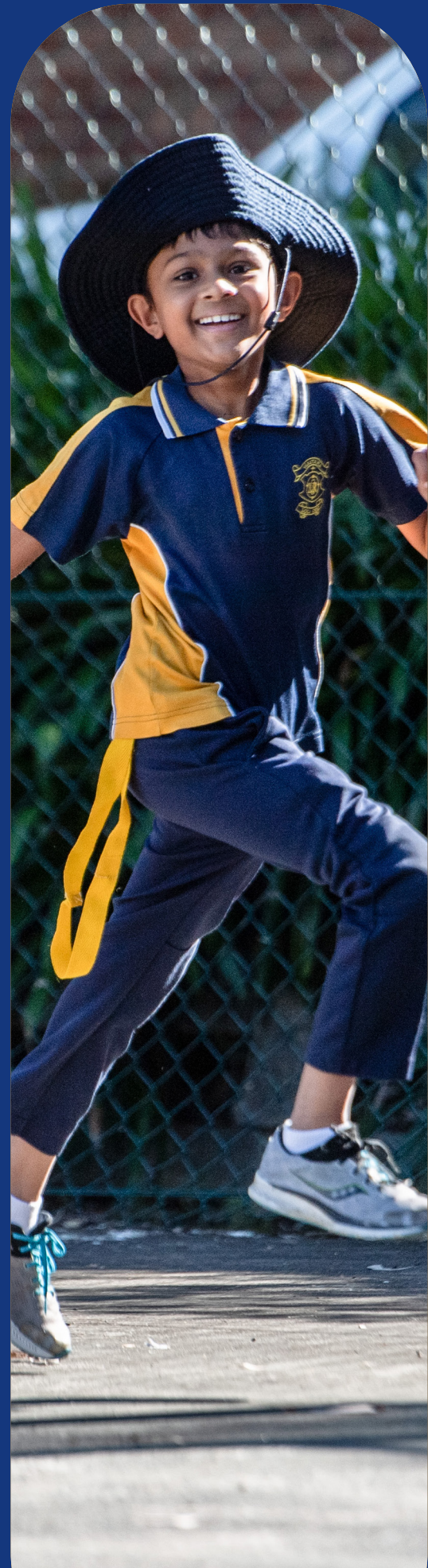


Legal Hotline and Advice

Catholic Schools NSW continues to respond to requests for assistance on a wide variety of matters through its Legal Hotline. These matters can include advice relating to child protection, privacy, copyright, family law, students on visas, students with disabilities, subpoenas and requests for information, enrolment and attendance, students exhibiting violent and problematic behaviours, modern slavery and emergency management. Catholic Schools NSW advises Bishops, diocesan offices and DCSAs on financial compliance matters related to the delivery of education. From time to time, Catholic Schools NSW receives complaints from parents about matters affecting children enrolled in Catholic schools. These matters are referred to the relevant CSO for resolution.

NESA-Approved Governance Training for Responsible Persons

The registration requirements for non-government schools in the Education Act require every Catholic school to have policies and procedures in place for the proper governance of the school. Each person defined under the Act as a Responsible Person is required to undertake initial and ongoing Professional Learning that is approved by NESA. Catholic Schools NSW is recognised by NESA as an 'approved provider of governance training'.



Regulatory Compliance

Catholic Schools NSW continued to provide advice, training and support for Catholic School Agencies in relation to financial compliance in 2021. In addition, it supported individual Catholic schools and diocesan registration systems with school and system registration and accreditation requirements pursuant to the Act.

Catholic Schools NSW met regularly with NESAs to ensure effective communication and consultation regarding any changes to compliance monitoring processes or requirements. Catholic Schools NSW also gave advice on a range of matters including child protection, privacy and attendance to diocesan compliance officers, who met regularly through the Interdiocesan Accountability Group.

Reporting Framework: State of the System

Catholic Schools NSW has initiated twice-yearly, system-wide reporting on a range of performance indicators through its State of the System reports, which give a statistical snapshot of the Catholic education system in the state and an analysis of key trends.

The first volume of the 2021 report was delivered to the NSW Bishops in March 2021 and explored academic excellence within NSW Catholic schools. It included sector-level insights on NAPLAN, HSC and considerations of student background. The second volume, delivered in July 2021, included analysis of enrolments and population growth, as well as a special report on VET.



Statutory Not-For-Profit Committee

Catholic Schools NSW is a member of the Non-Government Schools Not-for-Profit Advisory Committee, a statutory committee under section 83K of the Education Act 1990 (NSW) and was first established in October 2014. It advises the NSW Minister for Education on the compliance of schools and their proprietors with the not-for-profit requirements of the Act.

Catholic Schools NSW continues to make representations to the committee on behalf of the Catholic education sector relating to matters of financial compliance and is represented on the committee by the Chief Legal and Risk Officer.



Vocational Education and Training

Catholic Schools NSW supported VET activity across Catholic School Agencies and individual schools, in areas including agriculture, automotive servicing, business, construction, early childhood education and care, engineering, electrotechnology, financial services, hospitality, individual support (ageing), retail services and sport coaching. Catholic Schools NSW advocated for and represented the Catholic sector with external stakeholders through a range of committees.

Catholic Schools NSW managed the VET Teacher Training Program to ensure the Catholic sector has qualified VET trainers. It oversees the external VET program for the Catholic sector, which involves working with the NSW Department of Education, the Association of Independent Schools and external Registered Training Organisations.

In 2021, 12,413 students undertaking the HSC at schools represented by Catholic Schools NSW were enrolled in at least one VET qualification (29.48%). Together, these students undertook a total of 16,595 VET qualification enrolments contributing to the HSC. There were also 179 students in years 9 and 10 who were enrolled in at least one VET qualification that contributed to the NSW Record of School Achievement (RoSA).

Catholic Schools NSW Professional Learning

The Early Years Foundations for Learning Digital Resource, Phase 2

Catholic Schools NSW (CSNSW) launched Phase 2 of the Early Years Foundations for Learning digital resource. The Phase 2 resources support the particular needs of Aboriginal and Torres Strait Islander families. They are linked to the new K-2 English and maths syllabuses and cover the following topics:

- belonging
- oral language
- number sense
- phonics
- successful transitions

By working together to support the needs of all children, families and communities in our schools, we help ensure that every child thrives in their early years of life and beyond.



Resources and Stewardship

Financial Compliance and Reporting

Catholic Schools NSW is the Approved System Authority (ASA) for the distribution of recurrent Commonwealth and state government funding to the NSW Catholic school system. It also distributes capital and targeted funding to schools in the system as well as to RI/MPJP schools. Catholic Schools NSW has reporting obligations to state and Commonwealth governments on behalf of the sector.

Catholic Schools NSW, in its capacity as the ASA, received recurrent grants in 2021 totalling \$3.1B for the NSW Catholic school system, as well as smaller amounts in targeted grants. All grants received by Catholic Schools NSW have associated financial compliance obligations and form part of a maturing and more comprehensive financial compliance framework.

The spending of recurrent grant funds is required to accord with the 'needs-based funding arrangement' defined in the Australian Education Act 2013 (Cth). Catholic Schools NSW allocated the funds received on a needs basis according to the method published on its website. Expenditure of 2021 funds for educational purposes was assured through the acquittal process, which involved sign-off by independent auditors to Commonwealth and state Governments.

2021 was the second year of operation for the Choice and Affordability Fund (CAF), which is managed by Catholic Schools NSW in its capacity as a Non-Government Representative Body. Most of the 2021 CAF amount of \$20.4M was banked for later dispersal once the needs-based recurrent funding model reaches a steady state.

Since its establishment in 2017, Catholic Schools NSW has undertaken a program of continuous improvement to ensure the system best responds to its reporting and certification obligations. Policies and procedures have been implemented to support an increasingly sophisticated compliance framework.

Key aspects of this program in 2021 included:

1. Engaging a leading independent insurance brokerage to assist in implementing an effective and efficient insurance program for Catholic school systems and providing certifications of compliance as required by law.
2. The continued development of the Financial Compliance Framework implemented in prior years to ensure financial compliance and reporting met the requirements of not-for-profit compliance, particularly with section 83C of the Education Act 1990 (NSW) and regulation 26 of the Australian Education Regulations 2013. In 2021, improvements included guidance material to help diocesan school systems assess the RMV of transactions and to prepare financial reports that satisfy amendments in accounting standards.
3. Engaging its system auditors to undertake an independent audit of compliance.
4. Supported testing and reporting of key compliance and reporting matters by diocesan auditors.
5. Continued an assurance process under which DCSAs within the overall system provided certifications reflecting their accountability and responsibility.
6. Detailed financial reporting at school level for all schools in the system in accordance with Commonwealth Government specifications, with figures drawn from and reconciled with audited financial statements.

In this work, Catholic Schools NSW is supported by the Finance Working Group, a body which consists of the Finance Directors from the Diocesan school systems.



Capital Resources and Planning

Capital Grants

Catholic Schools NSW is the NSW Catholic Block Grant Authority (CBGA). It receives and distributes funds allocated under government-financed education programs with state-wide application. Catholic Schools NSW coordinates the administration of these programs and meets accountability requirements.

A robust evaluation process is in place that includes, for each applicant project, independent assessments of:

- the condition of the existing facilities
- the functionality of existing facilities
- the amount of space needed to meet existing and proposed enrolments based on a standard agreed to with the NSW Government
- the educational effectiveness of the proposed capital works

Due to the changing COVID-19 environment, the assessment team was restricted in the examination and validation of schools' condition. Functionality was assessed from photographs and 3D images of school facilities. School staff were given the opportunity to discuss their application with the assessment team through interactive online meetings.

The team rated each project against a predefined set of project attributes. Projects were then ranked in order of priority for funding.



There were 29 project applications submitted to Catholic Schools NSW from diocesan and RI/MPJP schools, with 24 applications, representing \$66.9M in grants, being recommended to government for funding.

The projects were submitted to government in two rounds, the main round in September 2021 and a supplementary round in March 2022.

The total cost of capital projects in each instance exceeded the value of the grant with a local contribution providing the difference. This approach towards the funding of capital development ensures significant cost savings for the NSW government's investment in the Catholic school sector.

The list of capital projects recommended for funding is provided in Appendix C and includes figures for both the grant, the local contribution, and the total cost.

Review of CBGA Operations

The CBGA Principles that are incorporated into CBGA membership agreements require the CBGA to undergo a regular review of its operations. The CEO of Catholic Schools NSW appointed Paul Murray to conduct a review of the operations of the CBGA, which involved stakeholder consultation with CBGA members.

The recommendations of the review concentrated on four main process areas:

- application
- assessment
- activation
- awareness

Advocacy was added later as a fifth process area.

The matters raised by stakeholders during consultation have informed proposals and actions arising out of the review.

An online application and capital grant management system as well as a website focused on the operations of the CBGA have been developed with stakeholders at the forefront of design.

Additional compliance requirements pursuant to the government guidelines will require additional changes to CBGA processes.

Policy

National and State Education Policy Initiatives

Catholic Schools NSW engaged with NSW and Commonwealth governments on a range of education reform initiatives arising from the National Schools Reform Agreement in 2021. These included the review of the Australian Curriculum, the Online Formative Assessment Initiative, NAPLAN reform, the review of senior secondary pathways, the Quality Initial Teacher Education Review, the Unique Student Identifier (USI), the Learner Profile Project, the National VET Strategy, Teacher Workforce Supply and Demand, copyright access reforms and student wellbeing. Catholic Schools NSW provides expert policy advice in the development and implementation of these initiatives through various working parties and other interjurisdictional and cross-sectoral forums.

The Unique Student Identifier

The USI for school students is one of eight national policy initiatives in the 2018 National Schools Reform Agreement. The purpose of the USI is to support a better understanding of each student's education life cycle and improve the national evidence base. As part of this initiative, the Commonwealth will provide a lifelong USI to every school student in Australia and allow for secure sharing of information between schools, sectors and jurisdictions, through to vocational and higher education. In July 2021, education ministers agreed that the Commonwealth would work with NSW and South Australia, and their respective, Catholic and independent school sectors, on the design and delivery of a USI pilot. Catholic Schools NSW has been working closely with the Commonwealth and with Catholic schools in NSW on the pilot.



Teacher Accreditation Authority Reforms

In November 2021, the NSW Government passed legislation that amended the *Teacher Accreditation Act 2004* (the Act), ensuring the protection of children is paramount in the administration of the Act and enabling NESA, instead of teacher accreditation authorities, to grant all types and levels of accreditation for teachers in schools and early childhood education centres. The amendments also allow NESA to carry out assessments of suitability to teach in relation to people in certain circumstances. This responded to recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse, as well as findings from the 2019 NSW Auditor-General's performance audit report on ensuring teaching quality in schools. Catholic Schools NSW engaged with the Catholic education sector on changes to the Act and is now working closely with NESA and the sector to give effect to the amendments.

AITSL National Strategy to Address Abuse

Catholic Schools NSW contributed significantly to the development by the Australian Institute for Teaching and School Leadership (AITSL) of a national strategy to address the abuse of teachers, school leaders and other school staff. Initially, one-on-one conversations took place, which were followed by the collection of stories of teachers and school leaders and their experience of abuse. The process of more deeply understanding and finding possible solutions culminated in a three-day virtual national round table, attended by members of the Education Policy Directorate.



Modern Slavery

Catholic Schools NSW has voluntarily opted into the statutory reporting framework contained within the Modern Slavery Act 2018 (Cth), which requires large organisations to identify and publicly report on modern slavery. By doing so, Catholic Schools NSW has joined the ranks of other Catholic entities across Australia that are committed to a world free of slavery.

Catholic Schools NSW has published a Modern Slavery Statement that demonstrates our commitment to contribute to the collective movement to rid the world of modern slavery. Our inaugural statement was approved by the Board of Catholic Schools NSW on 19 May 2021 and contains a summary of the actions we undertook in 2020 to review and effectively manage modern slavery risk in our supply chains. By conducting internal audits and vigorous risk assessments, we were pleased to find that the potential for us to cause or contribute to incidents of modern slavery is very low.

To promote awareness of modern slavery, Catholic Schools NSW continues to provide information through updates in our weekly e-bulletin to schools (Scholaris) and our Legal Hotline, which supports our schools and DSOs.

Student Learning Profile

Catholic Schools NSW participated in the consultation processes associated with the construction of the NSW Student Learner Profile, which will let students keep and share a verified electronic record of their capabilities and achievements. When it is operational, students will be able to share the profile with potential employers or tertiary education providers to showcase the breadth of their capabilities and achievements. While this work is in its initial phase, it has great potential to support students' successful transition to post-school pathways.



Initial Teacher Education Review

In August 2021, Catholic Schools NSW responded to the Quality Initial Teacher Education Review on behalf of the almost 600 Catholic schools in New South Wales. The Catholic Schools NSW submission supported attracting high-quality, diverse candidates, ensuring evidence-based preparation and inducting new teachers well. The Catholic Schools NSW submission also underscored the need to situate reform of Initial Teacher Education within a broader education reform context.

2021 COVID Intensive Learning Support Program

In 2021, the NSW Government funded the COVID Intensive Learning Support Program to support small-group tuition for students who need it most. The program targeted students most in need of additional learning support, including those who have experienced 'learning loss' from disruptions caused by COVID-19. This was a cross-sectoral program focusing on core content and skills, particularly literacy and numeracy. The government provided approximately \$19.5M to the Catholic sector, supporting more than 250 schools and approximately 21,450 students. Catholic Schools NSW administered the program on behalf of the Catholic sector.



Catholic Employment Relations Ltd

Catholic Employment Relations Ltd (CERL) is a company limited by guarantee regulated by the Australian Securities and Investments Commission and the Australian Charities and Not-for-profits Commission. It is a subsidiary of Catholic Schools NSW Ltd who is the sole Member of CERL. Catholic Schools NSW reserves certain powers with respect to the governance of CERL including:

- the approval of an annual business plan
- the approval of an annual budget
- appointment of directors

Three new members were welcomed in 2021 to CERL's board – Anna Haynes, Rebekah Donaldson and Evelyn Picot. CERL's board is now comprised of 9 directors including CERL's CEO as managing director.

CERL, consistent with its obligations under the accounting standard, consolidates its financial statements with Catholic Schools NSW as its parent company. These statements are presented in a later section of this report.



CERL continues to give effect to the change program identified following the review of CCER in 2019. This has included the establishment of an incorporated legal practice and the employment of Chris Owens as Head of Professional Services and in practice the lead lawyer. CERL has continued to build capacity in industrial relations with the employment of Collette Houghton Swann in the role of Industrial Relations Specialist with the responsibility for coordinating CERL's work as bargaining representative for several enterprise agreement negotiations including the NSW and ACT systemic schools agreement.

CERL is positioned as a multidisciplinary practice capable and ready to provide advice across the spectrum of employment issues from operational HR, workplace investigations, mediation and now legal advice. CERL's new website (www.cer.catholic.org.au) evidences the changed approach and expanded scope of services.

To support this change program CERL has implemented a new IT platform to enhance security and also provide greater management information and thereby transparency for members on the value they receive for their annual fee.

The work continues including in refining the membership fee model and continuing to increase the scope of services to help members become the best employers they can be.



Appendix A: Advisory and Consultative Activity

Catholic Schools NSW Reference Groups

Catholic Schools NSW has four reference groups, which are essential to its stakeholder engagement, particularly when considering the views of our Catholic partners.

Members were appointed following a process across Catholic School Agencies that considered nominees' professional histories and aimed to find the right mix of representatives from rural, regional and urban areas, Primary and Secondary schools, and Catholic diocesan and RI/MPJP schools.

Aboriginal and Torres Strait Islander Education

The Aboriginal and Torres Strait Islander Education Reference Group met five times in 2021.

Membership

- Sharon Cooke (chair), senior manager, policy and programs, Aboriginal education, Catholic Schools NSW
- Darlene Murdoch, Diocese of Bathurst
- Kerry O'Callaghan, Archdiocese of Canberra & Goulburn
- Kate Rayment, St Scholastica's College, Glebe
- Karan Taylor, Diocese of Wollongong
- Merindah Wilson, Diocese of Wilcannia-Forbes

Focus of Activity

In 2021, the Aboriginal and Torres Strait Islander Education Reference Group:

- provided expert advice through Aboriginal community engagement to NESA on development of the K-2 English and maths syllabus reform
- created and developed the 2022 Catholic Schools NSW Aboriginal and Torres Strait Islander Education Conference theme and workshops
- provided expert advice to inform the National Catholic Education Commission (NCEC) on liturgical resources
- analysed and mapped the Closing the Gap Implementation Plan 2021 to the Catholic Schools NSW Aboriginal Education Strategy 2020-2025 work plan
- provided ongoing advice to AITSL on Indigenous cultural competency in the Australian teaching workforce, development and implementation of tools, and related actions
- provided advice on the implementation and rollout of the Catholic Schools NSW Aboriginal and Torres Strait Islander Strategy

Education Policy

The Education Policy Reference Group met six times in 2021.

Membership

- Danielle Cronin (chair), director, education policy, Catholic Schools NSW
- Anne-Maree Creenaune, Catholic Education, Diocese of Wollongong
- Tony Fitzgerald, St Mary Star of the Sea College, Wollongong
- Rose-Marie van Raad, Catholic Education, Diocese of Bathurst
- Maura Manning, Catholic Education Parramatta
- Kate O'Brien, Sydney Catholic Schools

Focus of Activity

The Education Policy Reference Group advised Catholic Schools NSW on key developments in national and state policy:

- the Quality Initial Teacher Education Review
- NSW Curriculum Reform
- implementation plans for reformed syllabuses and collaborative projects with the Department of Education
- the impact of COVID-19 restrictions on the provision of quality learning experiences for students, with a specific focus on the preparation of senior students to undertake HSC examinations
- the ACARA Review of the Australian Curriculum
- School Developed Board Endorsed Courses
- the NESA School Regulation Reform
- vocational education and post-school pathways
- matters arising from other reference groups

Mission and Identity

The Mission and Identity Reference Group met three times in 2021.

Membership

- Danielle Cronin (chair), director, education policy, Catholic Schools NSW
- Monica Officer, Catholic Education Diocese of Parramatta
- Anthony Cleary, Sydney Catholic Schools
- John Robinson, Marist Schools Australia
- Gary Reen, Diocese of Lismore Catholic Schools



Focus of Activity

The Mission and Identity Reference Group advised Catholic Schools NSW on the following matters:

- the role of schools in strengthening student understanding of consent
- evangelisation and the notion of Catholic schools as core social centres
- the implications of NSW Curriculum Reform for Catholic schools
- School Developed Board Endorsed Courses
- teacher accreditation for specialist RE teachers
- patterns of study and performance in Stage 6 RE courses
- issues arising from other reference groups



Vocational Education and Training

The VET Reference Group met four times in 2021.

Membership

- Gerard Delany (chair), state manager, policy and programs, vocational education, Catholic Schools NSW
- Geraldine Blake, Diocese of Maitland-Newcastle
- Phil Cox, Diocese of Broken Bay
- Joanne Flanagan, Diocese of Wagga Wagga
- Christine Fraser, Diocese of Wollongong
- Kim Grinham, Diocese of Parramatta
- Stephen Mitchell, Diocese of Bathurst
- Stephen Pares, St Agnes' Parish Education, Port Macquarie
- Karen Ruppert, Archdiocese of Canberra & Goulburn
- Christine Shakya, Archdiocese of Sydney
- Virginia van Gend, St Stanislaus' College, Bathurst
- Sue Watts, Diocese of Lismore

Focus of Activity

The VET Reference Group:

- supported the delivery of VET in Catholic schools
- assisted the nine Catholic sector Registered Training Organisations (RTOs) to ensure compliance with the standards for RTOs
- supported the development of vocational learning and careers development in Catholic schools
- reflected on Catholic Schools NSW's submissions to the review of senior Secondary pathways and the NSW Curriculum Review Interim Report
- reviewed the 2020 NSW Post-School Destination Survey findings and their implications for the Catholic sector
- examined the impact of COVID-19 on internally and externally delivered VET, to inform discussions with the COVID-19 Task Force (Department of Education)
- provided advice to PwC during the consultation phase of DESE's review of the school-based VET landscape across Australian jurisdictions and school sectors

Working Groups

Working groups support the work of Catholic Schools NSW and participating dioceses across a range of strategic areas.

Catholic Schools NSW Regulation Reform Expert Working Group

This group was constituted in July 2021. Members were nominated by diocesan directors and the Federation of Religious Institute and Ministerial PJP School Authorities in NSW and ACT. The purpose of the group is to provide advice to Catholic Schools NSW on reforms to the regulation of non-government schools announced by NESA in January 2021. Examination of the implications of these reforms, and the development of a Catholic education response, are included in the group's terms of reference.

The Catholic Schools NSW Regulation Reform Expert Working Group met nine times in 2021.

Membership

- John Barrington, Catholic Education, Diocese of Wollongong
- Karen Cahill, Sydney Catholic Schools
- John Gildea, Diocese of Parramatta
- Brett Henderson, Diocese of Wilcannia-Forbes
- Lee MacMaster, Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT
- Andrew Mellas (chair and executive officer), Catholic Schools NSW
- Bronwyn Hession, Catholic Schools NSW
- David Murphy, consultant, Catholic Schools NSW



Focus of Activity

The Catholic Schools NSW Regulation Reform Expert Working Group:

- monitored developments in NESA's regulation reform initiatives and identified possible implications for Catholic schools in NSW
- reviewed school registration arrangements for Catholic schools in Western Australia and Victoria, and examined the costs and benefits of these 'single Catholic system' approaches, including options for RI/MPJP schools to join a single system
- prepared a number of draft procedural documents for Catholic Schools NSW, exploring options for governance, risk management and compliance monitoring for Catholic schools and Dioceses should Catholic Schools NSW become the sole registration system authority for Catholic schools that are members of diocesan registration systems
- monitored ongoing consultation with Dioceses, religious institutes and individual RI/MPJP schools, and NESA, and advised Catholic Schools NSW on issues emerging from the consultation



Finance Working Group

The Finance Working Group consists of the finance director from each diocesan school system, and meets monthly to discuss financial reporting and compliance matters.

Membership

- Peter Yates (chair), director, resources policy and stewardship, Catholic Schools NSW
- Con La Spina, manager, financial accountabilities, Catholic Schools NSW
- Natalie Bui, manager, financial resources, Catholic Schools NSW
- Helen Bentham, Diocese of Armidale
- Susanne Boss, Diocese of Bathurst
- David Linos, Diocese of Broken Bay
- Amelia Falconer, Diocese of Broken Bay
- Tracey McRoberts, Archdiocese of Canberra & Goulburn
- Stewart Brown, Diocese of Lismore
- Graham Penman, Diocese of Lismore
- Joanne Abrams, Diocese of Maitland-Newcastle
- Sarah Alder, Diocese of Parramatta
- Nick Shaw, Diocese of Parramatta
- Glenn McLachlan, Archdiocese of Sydney
- Hayley Wilding, Archdiocese of Sydney
- Anthony Smith, Diocese of Wagga Wagga
- Malcolm Goodwin, Diocese of Wilcannia-Forbes
- Bede Ritchie, Diocese of Wollongong



Literacy and Numeracy Action Plan and K-2 Online Assessments

The Literacy and Numeracy Action Plan and K-2 Online Assessments met monthly plus 6 additional opt-in out of session meetings to deliver particular assessments such as the Phonics Check.

Membership

- Claire Ryan, Diocese of Armidale
- Pauline Walkom, Diocese of Bathurst
- Jane Denny and Mary Brown, Diocese of Broken Bay
- Colleen Caddey-Murphy, Archdiocese of Canberra & Goulburn
- Mary Walsh, Diocese of Lismore
- Sharon Sawyer, Diocese of Maitland-Newcastle
- Liz McQuade-Jones, Diocese of Parramatta
- Marisa Nicholls and Tosca Galluzzo, Archdiocese of Sydney
- Penny Ludicke and Fiona Hillier, Diocese of Wagga Wagga
- Simone Harding, Diocese of Wilcannia-Forbes
- Kay Blundell, Diocese of Wollongong
- Karen Ferrante (chair) and Angela Cain, Catholic Schools NSW

Focus of Activity

The Literacy and Numeracy Action Plan and K-2 Online Assessments Working Group:

- coordinated the operation of the Best Start Kindergarten Assessment, Best Start Year 7 Assessment and Year 1 Phonics Check, and the deployment of PLAN2 as a student achievement analytics tool across all Literacy and Numeracy Action Plan (LNAP) and opt-in schools
- undertook detailed data analysis of available datasets, including Phonics Screen Check, NAPLAN and AEDC, to provide appropriate and targeted support advice to schools
- developed and deployed learning resources to support remote learning and to monitor school and student achievements during periods of extended remote learning
- coordinated and deployed Professional Learning particular to Literacy and Numeracy K-2 online assessments and the Literacy and Numeracy Learning Progressions, including the analysis of data generated by the assessments
- coordinated the Catholic Schools NSW 2021 LNAP implementation plan and progress report required by the state
- represented Catholic Schools NSW on the Evaluation Reference Group to complete the evaluation of the K- 2 Literacy and Numeracy Action Plan
- shared 2022 implementation strategies to inform individual diocesan plans to continue the focus of the strategy following a state commitment to extend funding to June 2022



NAPLAN Online

The NAPLAN Online working group met 13 times in 2021.

Membership

- Carmel Heagney, Diocese of Armidale
- Pauline Walkom, Diocese of Bathurst
- Damian Sylvester, Diocese of Broken Bay
- Phil Pettit, Archdiocese of Canberra & Goulburn
- Andrew Madden and Rick Sanderson, Diocese of Lismore
- Catherine Murray and Carmel Tapley, Diocese of Maitland-Newcastle
- Stefan Boffa, Diocese of Parramatta
- Marisa Nicholls, Archdiocese of Sydney
- Jennifer Stevens and Tara McCarthy, Diocese of Wagga Wagga
- Simone Harding, Diocese of Wilcannia-Forbes
- David Emery and Therese Campbell, Diocese of Wollongong
- Karen Ferrante (chair) and Gary Molloy, Catholic Schools NSW
- Anne Addicoat (training contractor), Catholic Schools NSW
- Dean Leddy, CEnet



Focus of Activity

The NAPLAN Online Working Group:

- implemented mandatory 2021 NAPLAN preparation activities for schools, including the deployment of training for Principals and NAPLAN school coordinators
- coordinated a range of training options, including face-to-face and online, to facilitate maximum school and system participation
- analysed participation data generated by Catholic Schools NSW school participation in the mandated March practice tests and certified school readiness for the May event
- gave advice and feedback to the cross-sector NAPLAN Online Program Managers Working Group on risk management, COVID-19 contingency plans and communication strategies
- assisted the NESA NAPLAN help desk with resolving local issues reported by Catholic Schools NSW schools during and after the May test event
- developed and deployed a revised process for the provision of student registration data to the assessment platform and several enhancements to 2021 reports available to schools via the analytics tool Scout
- gave advice on significant changes required to system and school processes to support early NAPLAN in 2023



Networks

Networks provide a professional forum to share advice and information, and an opportunity to develop resources. Members of networks connect online and occasionally through face-to-face meetings.

Primary Sport

The Primary Sport Network met twice in 2021.

Membership

- Gary McSweeney and Heidi Hardaker, Diocese of Armidale
- Steve Maguire, Diocese of Bathurst
- Julieann Thompson, Diocese of Broken Bay
- John Cocciola, Diocese of Lismore
- Bernadette Duggan, Diocese of Maitland-Newcastle
- Pam Burke, Diocese of Wilcannia-Forbes
- Sherree Bush, Archdiocese of Canberra & Goulburn
- Margaret Thornton, Diocese of Parramatta
- Troy Moran, Archdiocese of Sydney
- Anthony Hood, Diocese of Wagga Wagga
- John Sparks, Diocese of Wollongong



Secondary Sport

The Secondary Sport Network met twice in 2021.

Membership

- Georgia Leach, AFL, John Therry Catholic College, Campbelltown
- Stuart Guthrie, volleyball, Our Lady of Mercy College, Parramatta
- Jessi Reeves, basketball, St John Paul College, Coffs Harbour
- Lionel Conroy, golf, St John Paul College, Coffs Harbour
- Justine Maroney, hockey, St John Bosco College, Engadine
- Nicole Abel, softball, MacKillop Catholic College, Warnervale
- Michael Vandervelde, cross-country, Monte Sant' Angelo Mercy College, North Sydney
- Liz Reakes, swimming and athletics, Mount St Benedict College
- Craig Beacroft, touch football, Patrician Brothers' College, Blacktown
- Matt Barlow, rugby union, Trinity Catholic College, Lismore
- Troy Nuske, cricket, Clancy Catholic College, West Hoxton
- Scott Ashcroft, triathlon, St Patrick's College, Campbelltown
- Aaron Poll, football, St John Bosco College, Engadine
- Anita Weaving, diving, St Andrews College, Marayong
- Scott Murray, baseball, St Edward's College, East Gosford
- Chris Hook, water polo, Loreto Kirribilli
- Karen Ross, St Clare's College, Waverley
- Tim White, rugby league, Holy Cross College, Ryde
- Rachael Elcoate, tennis, St Joseph's College, East Gosford

Focus of Activity

The Secondary Sport Network:

- reported on events and activities in the Dioceses
- addressed issues related to sport

Student Attendance

This interdiocesan network group meets once per term, and is made up of representatives from each of the 11 Dioceses who work in the areas of student wellbeing, inclusion, compliance and/or child protection.

Membership

- Kristy Curry, Catholic School Office, Diocese of Armidale
- Jason Hanrahan, Catholic School Office, Diocese of Armidale
- Anne Burke, Catholic Education, Diocese of Bathurst
- Catherine Gaudry, Catholic Education, Diocese of Bathurst
- Anne Nicol, Catholic Schools Broken Bay
- David Thiele, Catholic Education, Archdiocese of Canberra & Goulburn
- Andrew Madden, Diocese of Lismore Catholic Schools
- Lisa Little, Catholic Schools Office, Diocese of Maitland-Newcastle
- Catherine Munro, Catholic Education Parramatta
- Michelle Walters, Sydney Catholic Schools
- Rosemary Clark, Catholic Education, Diocese of Wagga Wagga
- Kathryn Nadin, Catholic Education Wilcannia-Forbes
- Anthony Kenna, Catholic Education, Diocese of Wollongong

Focus

The focus is on compulsory school attendance and practical matters related to monitoring and recording it as well as following up on absences. Examples include the use of school attendance register codes, applications for exemptions from non-attendance and enrolment, compulsory schooling orders, school conferencing and Children's Court matters.

Early Years

The Early Years Network met twice formally in 2021 and had a series of extraordinary meetings throughout the year due to the ever-changing COVID-19 situation and its effects on early learning services and starting school.

Membership

- Alice Castrission, Catholic Education, Archdiocese of Canberra & Goulburn
- Belinda Brereton, Catholic Education, Diocese of Wagga Wagga
- Christy Ismay, Diocese of Lismore Catholic Schools
- Claire Ryan, Diocese of Armidale
- Colleen Caddy-Murphy, Catholic Education, Archdiocese of Canberra & Goulburn
- Elisabeth Pahor, Sydney Catholic Early Childhood Services
- Franceyn O'Connor, Sydney Catholic Early Childhood Services
- Janaki Aiyer, CatholicCare, Diocese of Broken Bay
- Jane Denny, Catholic Schools Broken Bay
- Jessie Counted, CatholicCare Western Sydney and the Blue Mountains
- Jo Treffone, Catholic Education, Diocese of Wollongong
- Joanne Tapley, Catholic Diocese of Parramatta Services Ltd
- Kerri Armstrong, St Nicholas Early Education, Maitland-Newcastle
- Kim Moroney, Catholic Schools Office, Diocese of Maitland-Newcastle
- Liz McQuade-Jones, Catholic Education Parramatta
- Marina Hines, Catholic Schools Office, Diocese of Lismore
- Mary Brown, Catholic Schools Broken Bay
- Melissa Hill, Catholic Education Wilcannia-Forbes
- Monique Beange, CatholicCare, Diocese of Broken Bay
- Pamela Templeton, Mater Dei Early Childhood Education Program
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Sally Harrison, Sydney Catholic Schools

Focus of Activity for 2021

- contribute significantly to national and state level work on early years and Outside School Hours Care provision
- gathered feedback and discussed challenges and issues facing the early childhood sector
- contributed to the development of the Catholic Schools NSW Foundations for Learning project
- gave advice on transition to school programs

Road Safety

This interdiocesan network is made up of representatives from each of the 11 Dioceses whose roles include acting as a road safety education officer. The focus is on delivering the Road Safety Education Program, which is aimed at reducing the number of children and young people in traffic accidents. Traffic accidents are a leading cause of death for young people under the age of 24.

The program is funded by Transport for NSW and the network meets to discuss how better to implement road safety education with the NSW syllabus and comply with the terms of the funding agreement. Representatives are usually also involved in PDHPE and sport at a diocesan level.

This network group meets once per term.

Membership

- Kerrie Priddis, Catholic School Office, Diocese of Armidale
- Steve McGuire, Catholic Education, Diocese of Bathurst
- Amber Macdonald (Karen Grant from term four 2021), Catholic Schools Broken Bay
- Sheree Bush, Catholic Education Office, Archdiocese of Canberra & Goulburn
- Karen Evans, Diocese of Lismore Catholic Schools
- Bernadette Duggan, Catholic Schools Office, Diocese of Maitland-Newcastle
- Beth Lincoln, Catholic Education Parramatta
- Andrew Sortwell, Sydney Catholic Schools
- Anthony Hood, Catholic Education, Diocese of Wagga Wagga
- Simone Harding, Catholic Education Wilcannia-Forbes
- John Sparks, Catholic Education, Diocese of Wollongong

Heads of School Counselling

This interdiocesan network is made up of senior mental health clinicians across the sector who oversee the delivery of K-12 school counselling services. The focus is on best-practice management of students with serious mental health and behavioural issues (e.g. self-harm, suicidality, disordered eating, depression and anxiety), particularly in relation to the clinical management and support of the child or young person at school, working with external stakeholders, and relevant risk management procedures (mitigation).

This network generally meets twice per term, but due to COVID-19 the number of meetings increased to 12, responding to an increase in the number of students presenting with serious mental health issues, the need to provide remote school counselling services, and requests from NSW Health to work in geographical interagency partnerships to identify and support vulnerable student cohorts.

Membership

- Shawn Van der Linden, Catholic Education, Archdiocese of Canberra & Goulburn
- Melissa Quig, Catholic Schools Broken Bay
- Karen Evans, Diocese of Lismore Catholic Schools
- Emma Merlino, Catholic Schools Office, Maitland-Newcastle
- Anne Margalit, Catholic Education Parramatta
- Wendy Howlett, Sydney Catholic Schools
- Monica Cameron, Catholic Education, Diocese of Wagga Wagga



Heads of Wellbeing Network

Due to COVID-19 and changes in staff across many Dioceses, the student wellbeing network group did not meet regularly in 2021. Members attended a two-day symposium in April and were invited to attend relevant Professional Learning opportunities and roundtable discussions throughout the year.

The focus of this network is best practice in the area of student wellbeing, building upon priority areas at a local, state and federal level.

Membership

- Kristy Curry, Catholic School Office, Diocese of Armidale
- David Wickham, Catholic Education, Diocese of Bathurst
- Christine Rheinberger, Catholic Schools Broken Bay
- Christine Wanjura, Catholic Education, Archdiocese of Canberra & Goulburn
- Karen Evans, Diocese of Lismore Catholic Schools
- Renee Tyczynski, Catholic Schools Office, Diocese of Maitland-Newcastle
- Anne Margalit, Catholic Education Parramatta
- Stephen Said, Sydney Catholic Schools
- Monica Cameron, Catholic Education, Diocese of Wagga Wagga
- Polly Drezins, Catholic Education Wilcannia-Forbes
- Paul McCann, Catholic Education, Diocese of Wollongong

Child Protection Practitioner Network

This interdiocesan network meets once per term, and is made up of representatives from each of the 11 Dioceses who work in the areas of child protection and/or safeguarding.

Membership

- Stefan Sorensen, Catholic School Office, Diocese of Armidale
- Leanne Woods, Catholic School Office, Diocese of Armidale
- Anne Burke, Catholic Education, Diocese of Bathurst
- Tamara Hughes, Catholic Schools Broken Bay
- Sandra Bartlett, Catholic Schools Broken Bay
- Hayley Youngberry, Diocese of Lismore Catholic Schools
- Julie Patston, Diocese of Lismore Catholic Schools
- Lachlan Ellis, Catholic Education, Archdiocese of Canberra & Goulburn
- Lisa Wollschlager, Catholic Schools Office, Diocese of Maitland-Newcastle
- Erin Morin, Catholic Education Parramatta
- Sandra Reynolds, Sydney Catholic Schools
- Damien Reeves, Catholic Education, Diocese of Wagga Wagga
- Fiona Piltz, Catholic Education, Diocese of Wagga Wagga
- Kathryn Nadin, Catholic Education Wilcannia-Forbes
- Margaret Chittick, Catholic Education, Diocese of Wollongong
- Kylie McElhone, Catholic Education, Diocese of Wollongong
- Emma Howden, Catholic Employment Relations Ltd

Focus

The focus is on child safety (including issues of violence, problematic sexualised and/or criminal behaviours), Child Safe Standards, reportable conduct, and aspects of staff employment relating to child protection and safety (e.g. the Working with Children Check). The network works closely with the Office of the Children's Guardian.

Students with Disability (Diocesan Network)

This network met once per term, with attendance often expanding to include additional representation from diocesan office teams.

Membership

- Pauline Hawkins, Diocese of Armidale
- Diana Scullard, Diocese of Bathurst
- Chris Grima-Farrell and Judith North, Diocese of Broken Bay
- Christine Wanjura, Archdiocese of Canberra & Goulburn
- Danny Rankin, Diocese of Lismore
- Kathy Gillespie, Diocese of Maitland-Newcastle
- Mary Creenaune, Diocese of Parramatta
- Karen Cahill, Archdiocese of Sydney
- Monica Cameron, Diocese of Wagga Wagga
- Prue Dawson, Diocese of Wilcannia-Forbes
- Cynthia McCammon, Diocese of Wollongong

Focus of Activity

The Students with Disability Network:

- constituted a professional forum for sharing advice and information on state and federal disability policy and provided training and support for the Catholic Schools NSW Personalised Planning tool
- collaborated to share experience on Nationally Consistent Collection of Data on School Students with Disability (NCCD) processes and implementation, including moderation and HSC disability provisions
- focused on delivering reasonable adjustments to students with disability remotely, and providing continual updates to the evidential requirements for the 2021 NCCD Guidelines
- guided diocesan schools through the 2021 NCCD collection with greater consistency and stability in data quality as well as an increase in teacher capacity and confidence to implement the NCCD Guidelines

Students with Disability (RI/MPJP Network)

Membership

The RI/MPJP network included practitioners and mid-level leaders with responsibility for students with disability and school NCCD collections. Once per term, representatives from schools who were relevant to the learning activities for that session attended. Membership changed based on the agenda, the Professional Learning priorities of each college, and the session format.

Teacher Accreditation Authority Network

The Teacher Accreditation Authority (TAA) network formally met four times in 2021 and on several other occasions as needed.

Membership

- Amelia Woolaston, Diocese of Armidale
- Sue Dickson and Teresa Dobosz, Diocese of Bathurst
- Brenton Gurney and Natalie Cooper, Diocese of Broken Bay
- Lynette Smith and Patrick Ellis, Archdiocese of Canberra & Goulburn
- Leisa Fisher and Michelle McDonald, Diocese of Lismore
- Jane Scahill and Narelle Cross, Diocese of Maitland-Newcastle
- John Gildea, Matthew Troy and Sue McKenzie, Diocese of Parramatta
- Caroline Messer and Elizabeth Alderton, Archdiocese of Sydney
- Emily McKinney and Karen Gardiner, Diocese of Wagga Wagga
- Maryellen Dempsey and Simone McCarthy, Diocese of Wilcannia-Forbes
- Karen Richards and Robyn Fletcher, Diocese of Wollongong
- Michael McDonald, Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT
- Mary Ryan, Catholic Schools NSW

Focus of Activity

Members of the Teacher Accreditation Authority group:

- gave feedback to NESAs on implementation of policies including the Accreditation of Professional Courses Policy and the Maintenance of Accreditation Policy
- shared strategies for effective TAA monitoring of member school compliance with teacher accreditation policies and procedures
- exchanged highly valued ongoing advice, and used the network to support each other in their work as TAA Accomplished/Lead and TAA Proficient by sharing resources and expertise
- gave ongoing and constructive feedback to NESAs on processes and procedures for TAAs

The Teacher Development Network

The Teacher Development Network met on four occasions across 2021.

Membership

- Amelia Woolaston, Diocese of Armidale
- Sue Dickson and Teresa Dobosz, Diocese of Bathurst
- Brenton Gurney and Natalie Cooper, Diocese of Broken Bay
- Lynette Smith, Archdiocese of Canberra & Goulburn
- Leisa Fisher and Michelle McDonald, Diocese of Lismore
- Jane Scahill, Narelle Cross and Liz Latham, Diocese of Maitland-Newcastle
- Elizabeth Devlin, Matthew Troy, Shamala Riggs and Sue Mckenzie, Diocese of Parramatta
- Caroline Messer and Elizabeth Alderton, Archdiocese of Sydney
- Prue Horan and Anne Ryan, Diocese of Wagga Wagga
- Maryellen Dempsey, Vicki Bourne-Fallon, Angela Kennedy and Natalie Johnston, Diocese of Wilcannia-Forbes
- Karen Richards and Robyn Fletcher, Diocese of Wollongong
- Michael McDonald, Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT Mary Ryan, Catholic Schools NSW

Focus of Activity

- comprehensive discussions of challenges relating to the recruitment, retention and attrition of the teacher workforce
- engaged broadly with the education sector to recognise and learn about the most current research and resources
- contributed nationally to the sector through engagement with the AITSL Professional Growth Network

K-6 Forum

The Kindergarten to Year 6 (K-6) Forum met once in 2021.

Membership

The K-6 Forum consists of education consultants from each of the 11 NSW Catholic Dioceses and from RI/MPJP schools. Membership of the K-6 Forum changed depending on the topics on the agenda.

Focus of Activity

- shared quality K-6 pedagogical practices from across diocesan and school settings
- engaged in collaborative Professional Learning, including engaging with external guest speakers from NESAs, ACARA, Copyright Agency Ltd and Reading Australia
- engaged in syllabus consultation, familiarisation and implementation discussions
- contributed to the NSW Curriculum Review

Student Behaviour

Due to COVID-19 and changes in staff across many Dioceses, the student behaviour network group did not meet in 2021. Many members were assimilated into other network groups.

The focus of this group is on whole-school approaches to managing student behaviour. The focus of this group merged with that of Heads of Counselling and the Child Safety Practitioner Network in 2021. Members were invited to attend relevant Professional Learning opportunities and roundtable discussions throughout the year.

In previous years, the network met once per term.

Membership

- Kristy Curry, Catholic School Office, Diocese of Armidale
- David Wickham, Catholic Education, Diocese of Bathurst
- Patti Beattie (until term 3), Catholic Schools Broken Bay
- Christine Wanjura, Catholic Education, Archdiocese of Canberra & Goulburn
- Karen Evans, Diocese of Lismore Catholic Schools
- Craig Moore, Catholic Schools Office, Diocese of Maitland-Newcastle
- Deidre Clifton, Sydney Catholic Schools
- Monika Trauth, Catholic Education, Diocese of Wollongong
- Kerrie Hayes-Williams, Catholic Education, Diocese of Wollongong
- No representatives for the Catholic education offices of the Dioceses of Parramatta, Wagga Wagga and Wilcannia-Forbes due to staff changes



National School Chaplaincy Program (NSCP) Coordinators

This network met once per term and is made up of representatives from each of the nine Dioceses involved in the NSCP.

The program is a Commonwealth-funded initiative supporting student and school community wellbeing. Its focus is on delivering services that support the pastoral care and wellbeing of students, staff and parents. Chaplains work in collaboration with other school staff at a local level to meet the needs of individual school communities

Membership

- Gerard Hore, Catholic School Office, Diocese of Armidale
- Louise Hennessy, Centacare Bathurst
- Shawn Van der Linden, Catholic Education Office, Archdiocese of Canberra & Goulburn
- Karen Evans, Diocese of Lismore Catholic Schools
- Bernadette Gibson, Catholic Schools Office, Diocese of Maitland-Newcastle
- Monica Cameron, Catholic Education, Diocese of Wagga Wagga
- Lindi O'Connell, Catholic Education Wilcannia-Forbes (one school involved)
- Grant Dodds, Catholic Care Wollongong
- Parramatta (one school in program – no representative)



Catholic Schools NSW Stakeholder Day Attendees

Each year there is a formal joint meeting between the Board of Catholic Schools NSW and the Conference of Diocesan Directors. It is intended to occur during a formal visit to the schools office of a diocese, selected on a rotational basis. However, the schools visit was not possible during COVID-19. In 2021 the joint meeting was held virtually on 4 August.

In addition, the Board conducts an engagement with a broader range of stakeholders each year as part of its formal consultation mechanism. This took place on 14 April 2021. All diocesan directors, and representatives of the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT, the Association of Catholic School Principals and the Council of Catholic School Parents NSW/ACT are invited each year to participate.

Attendees

- Chris Smyth, Diocese of Armidale Diocesan Director
- Gerard Mowbray Diocese of Maitland-Newcastle Diocesan Director
- Greg Whitby, Diocese of Parramatta Diocesan Director
- Elizabeth O’Carrigan, Diocese of Wagga Wagga, Diocesan Director
- Danny Casey, Diocese of Broken Bay, Diocesan Director
- Peter Hill, Diocese of Wollongong, Diocesan Director
- Carolyn Hadley, Diocese of Wollongong, Head of Human Resource Services
- Christina Trimble, Diocese of Bathurst, Diocesan Director
- Sally Towns, Diocese of Lismore, Diocesan Director
- Anthony Gordon, Wilcannia Forbes, Diocesan Director
- Michael Egan, Association of Catholic School Principals, President
- Dr. Frank Malloy, Federation of RI & PJP Schools, Chair
- Julie King, Association of Catholic School Principals, Executive Director
- Kitty Guerin, Federation of RI & PJP Schools, Councillor & Secretary
- Michael McDonald, Federation of RI & PJP Schools, Executive Director
- Wayne Davie, Council of Catholic School Parents, Chair
- Peter Grace, Council of Catholic School Parents, Executive Director
- Kate Rayment, Principal, St Scholastica College
- Jane Comensoli, Executive Director of Good Samaritan Education
- Ian Yard-Smith, Commission of Catholic Education Relations, CEO and MD
- Marinta Winters, Dominican Education Australia, CEO and MD

- Peter Leuenberger, Edmund Rice Education Australia
- John Kyle-Robinson, Marist Schools Australia, Director
- Philomena Billington, Speaker
- Mark Tannock, Speaker
- Jim Tognolini, Speaker
- Stephen Sedgwick, Catholic Schools NSW, Chairman
- Helen Conway, Catholic Schools NSW, Director
- Anne Cummins, Catholic Schools NSW, Director
- Toni Downes, Catholic Schools NSW, Director
- Vince Graham, Catholic Schools NSW, Director
- Michael Lee, Catholic Schools NSW, Director
- Moira Najdecki, Catholic Schools NSW, Director
- Bishop Anthony Randazzo, Catholic Schools NSW, Director
- Julian Widdup, Catholic Schools NSW, Director
- David Robinson, Catholic Schools NSW, Director
- Dallas McInerney, Catholic Schools NSW, Chief Executive Officer
- Bernard Ryall, Catholic Schools NSW, Chief Operating Officer
- Audrey Bower, Catholic Schools NSW, Chief Legal & Risk Officer
- Danielle Cronin, Catholic Schools NSW, Director Education Policy
- Rob Rush, Catholic Schools NSW, Director Sports Services
- Kristi Jarvis, Catholic Schools NSW, Company Secretary
- Rachael Glasson, Catholic Schools NSW, Asst. Company Secretary
- Joseph Watson, Catholic Schools NSW, Manager Strategy, Research & Policy - Office of the CEO
- James Tudehope, Catholic Schools NSW, Director Public Affairs & Engagement
- Andrew Mellas, Catholic Schools NSW
- Joanne Hack, Catholic Schools NSW



Appendix B: 2021 Financial Report and Independent's Auditor's Report



CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
Revenue from continuing operations	2	34,402,581	30,335,994	27,835,558
Employee benefits expense		(14,133,645)	(10,954,096)	(10,258,258)
Depreciation and amortisation expense		(2,167,219)	(1,689,197)	(1,417,468)
Finance charges		(127,285)	(90,606)	(128,557)
Projects and grant costs		(4,439,493)	(4,408,267)	(3,042,462)
Office services expense		(808,290)	(698,026)	(483,846)
Travel expense		(267,754)	(198,980)	(190,495)
Information technology expense		(2,300,132)	(1,941,458)	(1,349,363)
Administration expense		<u>(8,189,065)</u>	<u>(7,519,848)</u>	<u>(7,374,566)</u>
Surplus for the year before transfer of assets		1,969,698	2,835,516	3,590,543
Gain on transfer of net assets from CSSA and CCER	3(a)	<u>3,361,875</u>	<u>909,338</u>	<u>-</u>
Surplus for the year from continuing operations		5,331,573	3,744,854	3,590,543
Other comprehensive income		<u>-</u>	<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>5,331,573</u>	<u>3,744,854</u>	<u>3,590,543</u>

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

STATEMENTS OF FINANCIAL POSITION
AT 31 DECEMBER 2021

	Note	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
CURRENT ASSETS				
Cash and cash equivalents	4	5,618,239	2,294,752	6,766,212
Trade and other receivables	5	936,231	1,968,468	425,148
Inventories	6	-	-	285,298
Other financial assets	7	145,227,896	145,227,896	60,934,500
Other assets	8	1,500,481	1,421,982	1,140,065
Total current assets		<u>153,282,847</u>	<u>150,913,098</u>	<u>69,551,223</u>
NON-CURRENT ASSETS				
Property, plant & equipment and intangible assets	9	1,560,357	1,303,830	1,871,536
Right-of-use assets	10	1,637,318	1,126,910	1,804,054
Total non-current assets		<u>3,197,675</u>	<u>2,430,740</u>	<u>3,675,590</u>
Total assets		<u>156,480,522</u>	<u>153,343,838</u>	<u>73,226,813</u>
CURRENT LIABILITIES				
Trade and other payables	11	138,839,045	138,355,604	61,848,246
Employee entitlements	12	2,085,451	1,818,033	1,403,717
Lease liabilities	13	1,224,911	847,141	732,132
Total current liabilities		<u>142,149,407</u>	<u>141,020,778</u>	<u>63,984,095</u>
NON-CURRENT LIABILITIES				
Employee entitlements	12	788,270	672,777	546,654
Lease liabilities	13	623,467	427,624	1,231,261
Leasehold make-good provision		460,883	350,883	337,881
Total non-current liabilities		<u>1,872,620</u>	<u>1,451,284</u>	<u>2,115,796</u>
Total liabilities		<u>144,022,027</u>	<u>142,472,062</u>	<u>66,099,891</u>
Net assets		<u>12,458,495</u>	<u>10,871,776</u>	<u>7,126,922</u>
EQUITY				
Retained surplus	14	7,458,495	5,871,776	3,626,922
Reserves	15	5,000,000	5,000,000	3,500,000
Total equity		<u>12,458,495</u>	<u>10,871,776</u>	<u>7,126,922</u>

This Statement of Financial Position should be read in conjunction with the accompanying notes.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

STATEMENTS OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2021

	Retained surplus	General reserve	Strategic initiatives reserve	Total equity
<i>Consolidated</i>				
	\$	\$	\$	\$
As at 31 December 2020	<u>3,626,922</u>	<u>2,500,000</u>	<u>1,000,000</u>	<u>7,126,922</u>
Total comprehensive surplus for the year	5,331,573	-	-	5,331,573
Transferred from retained surplus to reserves (note 1 (s))	(1,500,000)	1,500,000	-	-
As at 31 December 2021	<u>7,458,495</u>	<u>4,000,000</u>	<u>1,000,000</u>	<u>12,458,495</u>
<i>Parent</i>				
	\$	\$	\$	\$
As at 31 December 2019	3,536,379	-	-	3,536,379
Total comprehensive surplus for the year	3,590,543	-	-	3,590,543
Transferred from retained surplus to reserves (note 1 (s))	(3,500,000)	2,500,000	1,000,000	-
As at 31 December 2020	<u>3,626,922</u>	<u>2,500,000</u>	<u>1,000,000</u>	<u>7,126,922</u>
Total comprehensive surplus for the year	3,744,854	-	-	3,744,854
Transferred from retained surplus to reserves (note 1 (s))	(1,500,000)	1,500,000	-	-
As at 31 December 2021	<u>5,871,776</u>	<u>4,000,000</u>	<u>1,000,000</u>	<u>10,871,776</u>

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

STATEMENTS OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

Note	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers (inclusive of goods and services tax)	34,234,747	31,418,834	28,482,453
Payments to suppliers and employees (inclusive of goods and services tax)	(28,994,251)	(26,035,734)	(23,252,879)
	<hr/>	<hr/>	<hr/>
Net interest received	5,240,496	5,383,100	5,229,574
	117,813	82,089	333,504
Other revenue	218,318	381,823	201,162
Interest paid on lease liabilities	(127,285)	(90,584)	(128,557)
	<hr/>	<hr/>	<hr/>
Net cash inflow from operating activities	5,449,342	5,756,428	5,635,683
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant & equipment and intangible assets	(484,727)	(404,843)	(245,725)
Proceeds from sale of property, plant & equipment	18,182	18,182	24,000
Net cash outflow received paid to related entities	(736,612)	(1,831,426)	(270,200)
Net cash inflow attributable to government programs	76,167,954	76,167,954	12,331,935
	<hr/>	<hr/>	<hr/>
Net cash inflow from investing activities	74,964,797	73,949,867	11,840,010
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds on transfer of cash and deposits from CSSA and CCER	3,887,661	922,237	-
Payments on behalf of CSSA by CSNSW	(50,339)	(50,039)	-
Repayment of lease liabilities	(1,106,038)	(756,557)	(667,927)
	<hr/>	<hr/>	<hr/>
Net cash inflow (outflow) from financing activities	2,731,284	115,641	(667,927)
Net increase in cash and cash equivalents	83,145,423	79,821,936	16,807,766
Cash and cash equivalents at the beginning of the year	67,700,712	67,700,712	50,892,946
	<hr/>	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	150,846,135	147,522,648	67,700,712

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Catholic Schools NSW Limited ("CSNSW") is a not for profit company limited by guarantee incorporated and domiciled in Australia. The financial report includes separate financial statements for Catholic Schools NSW Ltd ("CSNSW", "the company" or "parent entity") as an individual entity and the consolidated entity consisting of Catholic Schools NSW Ltd and its subsidiary ("the group" or "the consolidated entity"). The company and consolidated entity are not for profit entities under Australian Accounting Standards.

Comparative information has not been included for the year ended 31 December 2020 as the results of the parent entity and the consolidated entity were identical.

The significant accounting policies adopted in the preparation of CSNSW and its subsidiary's financial statements are set out below.

(a) Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, interpretations issued by the Australian Accounting Standards Board (AASB), and the *Australian Charities and Not-for-profits Commission Act 2012* ("the ACNC Act").

The financial statements are presented in Australian currency.

(i) Compliance with Australian Accounting Standards - Reduced Disclosure Requirements

The financial statements of the consolidated entity comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the AASB.

(ii) Historical cost convention

These financial statements have been prepared under the historical cost convention.

(b) Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of the entity controlled by Catholic Schools NSW Ltd as at 31 December 2021, being Catholic Employment Relations Ltd ("CERL"), and the results of CERL for the year then ended. The group controls an entity when it is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The effects of all transactions between entities in the consolidated entity are eliminated.

(c) Transactions as trustee

CSNSW is the approved authority for funding for the NSW Catholic Schools system as well as the Catholic Block Grant Authority and representative body for all New South Wales Catholic schools with the Australian and NSW governments and their agencies. CSNSW receives and distributes funds allocated under government financed education programs with state-wide application, co-ordinates the administration of these programs, and meets appropriate accountability requirements on a system basis.

These financial statements reflect that CSNSW administers certain government funds in a trustee capacity. Other than disclosed at note 1(p)(v), the statement of comprehensive income and cash flows from operating activities do not include the financial effect of any funds received or disbursed in trust under Government grants except to the extent that CSNSW receives administration fees and retains interest earned (shown as operating revenue) for management of the grants and government funding, and the government grant received by CSNSW in relation to the Non-Government Reform Support Fund. CSNSW depends on these administration fees from the Australian and NSW governments for a significant volume of its revenue. Refer to Note 1(u).

The funds administered by CSNSW on behalf of the Australian and NSW governments are disclosed in note 17 to the financial report.

(d) Other financial assets

Negotiable certificates of deposit and bank accepted bills are stated at face value less unearned income. Income is brought to account on a daily accrual basis.

(e) Property, plant & equipment

Property, plant & equipment is stated at cost less accumulated depreciation and impairment losses. For leasehold improvements, cost includes an estimate of any costs to dismantle and remove the asset at the end of the lease.

Depreciation is calculated on a straight-line basis to write off the net cost of property, plant and equipment over its expected useful life to the consolidated entity. Estimates of useful lives are made on a regular basis for all assets.

The depreciation rates are:

Leasehold improvements	10% - 30%
Office furniture & equipment	20% - 40%
Motor vehicles	12.5%
Leasehold make-good asset	20%

(f) Software capitalisation

Software, including website costs, are stated at cost less accumulated amortisation and impairment losses.

Amortisation of software is charged to expenses on a straight-line basis over their estimated useful lives, from the date they are available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

The estimated useful life for software is 5 years.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

(g) Impairment of assets

The carrying amounts of the consolidated entity's assets are reviewed at each balance date to determine whether there is any indication of impairment. If any such indication exists, the assets' recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset exceeds its recoverable amount. Impairment losses are recognised in surplus or loss.

The recoverable amount of assets is the higher of an asset's fair value less costs to sell and its value in use. Value in use is taken to be the depreciated replacement cost of the asset concerned.

(h) Right-of-use assets and lease liabilities

The consolidated entity determines if an arrangement is a lease at inception. For any new contracts entered into on or after 1 January 2019, the consolidated entity considers whether a contract is, or contains a lease.

Right-of-use assets

At lease commencement date, the consolidated entity recognises a right-of-use asset and a lease liability on the statement of financial position. The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the organisation, and any lease payments made in advance of the lease commencement date (net of any incentives received). The consolidated entity depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The consolidated entity also assesses the right-of-use asset for impairment when such indicators exist.

The consolidated entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to surplus or loss as incurred.

Lease liabilities

At the commencement date, the consolidated entity measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the consolidated entity's incremental borrowing rate. Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised. Variable lease payments not dependent on an index or a rate, are expensed as incurred and are not included within the right-of-use asset and lease liability calculation. Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or surplus and loss if the right-of-use asset is already reduced to zero.

(i) Contract liabilities

Contract liabilities represent the consolidated entity's obligation to transfer services to a customer and are recognised when a customer pays consideration, or when the consolidated entity recognises a receivable to reflect its unconditional right to consideration (whichever is earlier), before the consolidated entity has transferred the services to the customer.

(j) Employee leave entitlements

The amounts expected to be paid to employees for their entitlement to annual leave and long service leave within the next twelve months are provided for at current pay rates and disclosed as current liabilities.

A liability for long service leave is recognised, and is measured as the present value of expected future payments to be made in respect of services provided by employees up to balance date. In assessing expected future payments the consolidated entity has based the provision on remuneration rates current for all employees with one or more years of service. This method provides an estimate of the liability that is not materially different from the estimate that would be made by using a present value basis of measurement. Related on-costs have also been included in the liability.

The consolidated entity has not made a provision for non-vesting sick leave as the Directors believe it is not probable that payment will be required.

(k) Trade and other receivables

Trade receivables are initially recognised at fair value, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days. Collectibility of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off by reducing the carrying amount directly. The consolidated entity has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance.

(l) Inventories

Inventories include finished goods held either for sale, or for consumption in the ordinary course of business operations. Inventories are measured at the lower of cost and net realisable value using the weighted average cost basis. Where inventories are acquired for no cost or nominal consideration, they are measured at current replacement cost at the date of acquisition.

(m) Cash and cash equivalents

For purposes of the statement of cash flows, cash and cash equivalents include deposits at call and bank term deposits which are readily convertible to cash and subject to an insignificant risk of changes in value.

(n) Income tax

The consolidated entity has an endorsement as an income exempt charitable entity and as such incurs no liability to pay income tax.

(o) Goods and services tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax ("GST"). Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the Australian Taxation Office ("ATO") is included as a current asset or current liability in the Statement of Financial Position. Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

**CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 639**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

(p) Revenue recognition

i) Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the consolidated entity is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the consolidated entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

ii) Levies received

Revenue is received from levies charged to schools and other entities on an annual basis. Levies charged cover the year to 31 December and are recognised during the year to which they relate.

iii) Administration costs recovered

Administration costs are charged by CSNSW to the various programs that CSNSW manages, and are recognised uniformly throughout the year in which the administration services performed by CSNSW have been rendered.

iv) Interest received

Interest is recognised as it accrues on a daily basis.

v) Government funding received (including grants)

On occasions where CSNSW provides services in relation to government funds received, revenue generated for specific programs is recognised only to the extent of work completed on the programs, when the funding is for a specific purpose and is enforceable (i.e. needs to be repaid if grant monies not spent in accordance with the respective agreement).

If there is no specific purpose or the funding agreement is not enforceable, grant funding is recognised on receipt.

vi) Conferences, seminars and training

Revenue relating to conferences, seminars and training is recognised in the year in which the conference, seminar or training is delivered.

vii) Sports affiliation fee

The sports affiliation fee is charged to schools and other entities on an annual basis. Sports affiliation fees cover the year to 31 December and are recognised during the year to which they relate.

viii) Uniform sales and rebates

Revenue from uniforms and rebates is recognised on transfer of the goods to a third party.

ix) Donations and sponsorship income

Donations and sponsorship income is recognised as revenue when received as these do not include enforceable rights and obligations or 'sufficiently specific' performance obligations that the Company must satisfy.

x) Trial exams paper sales

Revenue from trial examination paper sales is recognised on transfer of the papers to a third party.

xi) Trial exams copyright income

Trial exams copyright income is recognised when a customer has a contractual right to access CSSA's intellectual property as it exists throughout the licence period or has a right to use CSSA's intellectual property as it exists at the point in time at which the licence is granted.

xii) Consultancy income - CERL

Revenue is recognised when the associated service has been performed. Any revenue billed in advance where the service has not yet been performed and relates to the next financial year is treated as contract liabilities within trade and other payables.

xii) Bishops' contribution - CERL

The bishop's contribution is recorded as revenue when it is received by the consolidated entity.

xiii) Related party service fees

Revenue is recognised as the services are performed to the respective entity, usually on a straight line basis throughout the year.

(q) Trade and other payables

These amounts represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year. The amounts are unsecured and are usually paid within 30 days of recognition.

(r) Leasehold make-good provision

Provisions for make good obligations are recognised when the consolidated entity has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

(s) Reserves

The General Reserve and the Strategic Initiatives Reserve are deemed part of the unrestricted funds designated to mitigate operating risk and for strategic initiatives or project use, without restricting or committing the funds formally. Such designations may be cancelled or amended if it is decided not to proceed or continue with the strategic initiatives, projects or use for which the reserves were originally designated.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**
1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)
(t) Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. Significant assumptions have been used by CSNSW in determining an estimate for the provision for make-good for leased premises, and the expenditure of the Non-Government Reform Support Fund grant ("NGRSF grant"). In particular, the consolidated entity has estimated the cost attribution of its organisation divisions towards the achievement of Commonwealth reform objectives that relate to the NGRSF grant.

Other than the above and estimating useful lives for the purpose of calculating depreciation/amortisation of property, plant & equipment and intangible assets, and the judgement used in assessing the allowance for expected credit losses, there are no other areas involving a high degree of judgement or complexity, or other areas where assumptions and estimates are significant to the financial statements.

(u) Economic Dependency

Catholic Schools NSW is dependent on the ongoing receipt of financial assistance from the Commonwealth and NSW State governments to continue delivering on its recurrent, educational and capital programs. During the year ended 31 December 2021, \$26,981,347 (2020 - \$26,718,216) revenue from operating activities was received from government programs. Revenue received from government programs comprised approximately 89% (2020- 96%) of CSNSW's revenue from operating activities. Catholic Schools NSW has no reason to believe that the Commonwealth and NSW State governments will not continue to support Catholic Schools NSW's recurrent, educational and capital programs.

(v) New accounting standards and interpretations

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Company for the annual reporting period ended 31 December 2021. The Company's assessment of the impact of these new or amended Accounting Standards and Interpretations is that they will have no material impact on the financial statements of the Company, other than noted below.

AASB 1053 – Application of Tiers of Australian Accounting Standards and AASB 1060 - General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities

As noted in note 1(a), the Company has applied Australian Accounting Standards – Reduced Disclosure Requirements. For the financial statements of the group for the year ending 31 December 2022, this will be replaced by Australian Accounting Standards – Simplified Disclosures. Australian Accounting Standards – Simplified Disclosures are based on the requirements of IFRS for small medium entities. The only impact on the financial statements of the group will be some additional disclosures for some areas, and some disclosures may be removed.

2. REVENUE FROM CONTINUING OPERATIONS

	Note	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
Government revenue including grants	2(a)	26,981,347	26,981,347	26,718,216
Trial exam paper sales		1,169,589	1,169,589	-
Trial exam copyright income		126,235	126,235	-
Levies received		4,388,582	894,493	450,733
Consultancy income - CERL		290,336	-	-
Interest received (see below)		117,813	116,511	303,793
Bishops' contribution - CERL		309,358	-	-
Conferences, seminars and training		135,007		
Sports affiliation fee		100,812	100,812	100,493
Uniform sales and rebates		491,019	491,019	55,161
Grants, donations and sponsorships		74,165	74,165	6,000
Related party service fee received:				
National Catholic Education Commission		74,631	74,631	106,366
Catholic Employment Relations Limited		-	163,810	-
Council of Catholic School Parents		42,899	42,899	-
Other revenue		100,788	100,483	94,796
Revenue from Continuing Operations		34,402,581	30,335,994	27,835,558

CSNSW received total interest of \$401,350 (year ended 31/12/2020 - \$809,799) of which \$283,183 (year ended 31/12/2020 - \$503,899) was applicable to funds held on behalf of government programs, \$354 (year ended 31/12/20 - \$2,107) related to funds held on behalf of the Council of Catholic School Parents and \$116,511 (year ended 31/12/2020 - \$303,793) was applicable to CSNSW's own funds.

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
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	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
2. REVENUE FROM CONTINUING OPERATIONS (cont'd)			
(a) Government revenue (including grants)			
Commonwealth government			
Department of Education, Skills and Employment			
Grants - Non-Government Reform Support Fund	6,721,093	6,721,093	7,250,638
Non-Government Reform Support Fund brought forward from 2020	308,362	308,362	-
Program administration charges recovered	18,451,448	18,451,448	18,364,774
Program administration interest recovered	470	470	3,179
Total Commonwealth government revenue	25,481,373	25,481,373	25,618,591
State government			
NSW Department of Education			
Grants - State-wide Capital Planning	490,903	490,903	491,830
Administration charges recovered	981,754	981,754	582,715
Administration interest recovered	5,717	5,717	3,188
Total	1,478,374	1,478,374	1,077,733
Transport for NSW			
Administration charges recovered	20,376	20,376	19,879
Administration interest recovered	1,224	1,224	2,013
Total	21,600	21,600	21,892
Total NSW State government revenue	1,499,974	1,499,974	1,099,625
Total government revenue including grants	26,981,347	26,981,347	26,718,216
(b) Commonwealth government revenue			
Program administration charges recovered			
Commonwealth Schools Funding Grant	17,410,606	17,410,606	17,257,379
General Capital Program Grant	1,036,430	1,036,430	1,004,973
Targeted Educational Programs	4,412	4,412	102,422
Total administration charges recovered - Commonwealth	18,451,448	18,451,448	18,364,774
(c) NSW State government			
Program administration charges recovered			
Building Grants Assistance Fund	503,166	503,166	238,801
Targeted Educational Programs	478,588	478,588	343,914
Total administration charges recovered NSW State	981,754	981,754	582,715

**CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
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**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
3. OPERATING SURPLUS			
The operating surplus was determined after charging the following specific amounts:			
<i>Expenses</i>			
Amortisation of leasehold improvements, intangible assets and make-good asset	639,630	617,630	411,656
Depreciation of office furniture, equipment and motor vehicles	439,198	326,492	288,021
Depreciation of right-of-use assets	1,061,107	717,791	717,791
Copyright fees	5,196,288	5,196,288	5,348,891
Levies	927,659	927,659	896,434
Loss on disposal of fixed assets	10,245	10,245	9,236
Interest expense relating to lease liabilities	127,263	90,584	128,557
Minimum lease payments	27,942	27,942	3,173
<i>Other Income:</i>			
Gain on transfer of assets from CSSA and CCER	<u>3,361,875</u>	<u>909,338</u>	<u>-</u>

(a) Transfer of assets to Catholic Schools NSW Limited

- i) During the year ended 31 December 2021, Catholic Schools NSW Limited ("CSNSW") amalgamated with Catholic Secondary Schools' Association of NSW and Australian Capital Territory ("CSSA"). On 30 September 2020 ("the completion date"), the Deed of transfer and assignment ("the Deed") was executed by CSSA and CSNSW ("the parties"). The Deed specifies that the parties have agreed to transfer all business, contracts, assets and assumed liabilities, and assignment of the property lease from CSSA to CSNSW on and from the completion date. The effective date of the transfer was 1 January 2021.

Prior to 31 December 2020, CSNSW has paid \$50,039 in professional and establishment services relating to the amalgamation, on behalf of CSSA. This has been offset against the gain on transfer of net assets from CSSA.

On 1 January 2021 CSNSW recorded a gain of \$909,338, being the transfer of the net assets of the CSSA to CSNSW at \$nil consideration. The assets and liabilities transferred from the CSSA to CSNSW effective on 1 January 2021 are shown in iii) below.

- ii) During the year ended 31 December 2020, Catholic Employment Relations Limited ("CERL") was established. The Catholic Commission for Employment Relations ("the CCER") was CERL's predecessor that was transitioned from an unincorporated entity to that of an incorporated entity in the form of a subsidiary of Catholic Schools NSW. On 12 February 2021 ("the completion date"), the Deed of transfer and assignment ("the Deed") was executed by the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn, CCER members and CERL. The deed specifies that the parties have agreed to the transfer of all business, contracts, assets and assumed liabilities, employees and assignment of the property lease from CCER to CERL on and from the completion date. The effective date of transfer was 1 January 2021.

On 1 January 2021 CERL recorded a gain of \$2,452,537, being the transfer of the net assets of the CCER to CERL at \$nil consideration. The assets and liabilities transferred from the CCER to CERL effective on 1 January 2021 are shown in iii) below.

The gain on transfer of net assets from CSSA and CCER for the consolidated entity is \$3,361,875.

iii)	CSSA 2021 \$	CCER 2021 \$	TOTAL 2021 \$
Current Assets			
Cash and cash equivalents	922,237	2,965,424	3,887,661
Trade and other receivables	22,816	192,357	215,173
Other current assets	14,324	114,606	128,930
Total current assets	<u>959,377</u>	<u>3,272,387</u>	<u>4,231,764</u>
Non-current assets			
Plant & equipment	-	311,349	311,349
Right-of-use assets	-	853,724	853,724
Total non-current assets	<u>-</u>	<u>1,165,073</u>	<u>1,165,073</u>
Total assets	<u>959,377</u>	<u>4,437,460</u>	<u>5,396,837</u>
Current Liabilities			
Trade and other payables	-	586,325	586,325
Employee entitlements	-	288,516	288,516
Lease liabilities	-	349,480	349,480
Total Current liabilities	<u>-</u>	<u>1,224,321</u>	<u>1,224,321</u>
Non-current Liabilities			
Employee entitlements	-	76,989	76,989
Lease liabilities	-	573,613	573,613
Provision for make good	-	110,000	110,000
Total non-current liabilities	<u>-</u>	<u>760,602</u>	<u>760,602</u>
Total Liabilities	<u>-</u>	<u>1,984,923</u>	<u>1,984,923</u>
Net Assets	<u>959,377</u>	<u>2,452,537</u>	<u>3,411,914</u>
Costs of amalgamation with CSNSW	<u>(50,039)</u>	<u>-</u>	<u>(50,039)</u>
Net assets transferred from CSSA and Catholic Commission for Employment Relations	<u>909,338</u>	<u>2,452,537</u>	<u>3,361,875</u>

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FOR THE YEAR ENDED 31 DECEMBER 2021

	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
4. CASH AND CASH EQUIVALENTS			
Cash at bank and on hand	<u>5,618,239</u>	<u>2,294,752</u>	<u>6,766,212</u>
For the purposes of the Statement of Cash Flows, cash and cash equivalents are made up as follows:			
Cash at bank and on hand	5,618,239	2,294,752	6,766,212
Other financial assets (Note 7)	<u>145,227,896</u>	<u>145,227,896</u>	<u>60,934,500</u>
Cash and cash equivalents as per Statement of Cash Flows	<u>150,846,135</u>	<u>147,522,648</u>	<u>67,700,712</u>
5. TRADE AND OTHER RECEIVABLES			
Funds advanced to National Catholic Education Commission	555,366	555,366	192,203
Funds advanced to Catholic Employment Relations Limited	-	1,131,955	-
Funds advanced to Catholic Secondary Schools Association	-	-	50,039
Accounts receivable	399,196	243,950	3,678
Allowance for expected credit losses	(160,000)	-	-
Sundry debtors	<u>141,669</u>	<u>37,197</u>	<u>179,228</u>
Total trade and other receivables	<u>936,231</u>	<u>1,968,468</u>	<u>425,148</u>
6. INVENTORIES			
Inventories	<u>-</u>	<u>-</u>	<u>285,298</u>
7. OTHER FINANCIAL ASSETS			
Unsecured			
Deposits at call	-	-	787,117
Business Online Saver account	108,624,189	108,624,189	40,000,000
Term deposits	<u>36,603,707</u>	<u>36,603,707</u>	<u>20,147,383</u>
Total Other Financial Assets	<u>145,227,896</u>	<u>145,227,896</u>	<u>60,934,500</u>
Of the \$145,227,896 (2020 - \$60,934,500) other financial assets, \$135,487,271 (2020 - \$59,319,318) is held on behalf of government programs, and \$52,376 (2020 - \$425,825) is held on behalf of the Council of Catholic School Parents.			
8. OTHER ASSETS			
Prepayments	962,597	886,428	697,761
Non-Government Reform Support Fund Grant receivable*	377,950	377,950	377,950
Other assets	87,063	84,733	25,905
Interest receivable	<u>72,871</u>	<u>72,871</u>	<u>38,449</u>
Total Other Assets	<u>1,500,481</u>	<u>1,421,982</u>	<u>1,140,065</u>

*This represents five percent of the annual Non-Government Reform Support Fund grant allocation of \$7,559,000. This is in accordance with the *Non-Government Reform Support Fund Guidelines 2018* ("the Guidelines") made for the purposes of sections 31 and 36 of the *Australian Education Regulation 2013*. The Guidelines state that sixty-five percent of the annual allocation for a non-government representative body will be paid in January on approval by the Minister of the work plan for that year. A thirty percent progress payment will be made in August each year, and the remainder will be paid once the annual report for the previous year has been approved by the Minister.

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	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
Leasehold improvements - at cost	1,331,842	1,221,842	1,115,572
Provision for amortisation	<u>818,319</u>	<u>741,319</u>	<u>445,225</u>
	<u>513,523</u>	<u>480,523</u>	<u>670,347</u>
Leasehold make good asset	350,883	350,883	337,883
Provision for amortisation	<u>230,186</u>	<u>230,186</u>	<u>150,170</u>
	<u>120,697</u>	<u>120,697</u>	<u>187,713</u>
Office furniture, equipment and motor vehicles - at cost	1,785,120	1,448,887	1,204,177
Provision for depreciation	<u>994,745</u>	<u>882,039</u>	<u>567,983</u>
	<u>790,375</u>	<u>566,848</u>	<u>636,194</u>
Intangibles-Software - at cost	481,335	481,335	481,335
Provision for amortisation	<u>345,573</u>	<u>345,573</u>	<u>104,053</u>
	<u>135,762</u>	<u>135,762</u>	<u>377,282</u>
Total Property, Plant & Equipment and Intangible Assets	<u>1,560,357</u>	<u>1,303,830</u>	<u>1,871,536</u>

Reconciliations of the carrying amounts of property, plant and equipment and intangible assets at the beginning and end of the current and previous financial years are set out below.

	Intangibles- software	Office furniture, equipment and motor vehicles	Leasehold make good asset	Leasehold improvements	Total
Consolidated	\$	\$	\$	\$	\$
Year ended 31 December 2021					
Carrying amount at the beginning of year	377,282	636,194	187,713	670,347	1,871,536
Transfers from CCER	-	256,349	-	55,000	311,349
Additions	-	365,457	13,000	106,270	484,727
Disposals	-	(28,427)	-	-	(28,427)
Depreciation/amortisation expense	<u>(241,520)</u>	<u>(439,198)</u>	<u>(80,016)</u>	<u>(318,094)</u>	<u>(1,078,828)</u>
Carrying amount at end of year	<u>135,762</u>	<u>790,375</u>	<u>120,697</u>	<u>513,523</u>	<u>1,560,357</u>
Year ended 31 December 2020					
Carrying amount at the beginning of year	423,070	735,727	262,798.00	937,130	2,358,725
Additions	24,000	221,727	-	-	245,727
Disposals	-	(33,239)	-	-	(33,239)
Depreciation/amortisation expense	<u>(69,788)</u>	<u>(288,021)</u>	<u>(75,085)</u>	<u>(266,783)</u>	<u>(699,677)</u>
Carrying amount at end of year	<u>377,282</u>	<u>636,194</u>	<u>187,713</u>	<u>670,347</u>	<u>1,871,536</u>
Parent	\$	\$	\$	\$	\$
Year ended 31 December 2021					
Carrying amount at the beginning of year	377,282	636,194	187,713	670,347	1,871,536
Additions	-	285,573	13,000	106,270	404,843
Disposals	-	(28,427)	-	-	(28,427)
Depreciation/amortisation expense	<u>(241,520)</u>	<u>(326,492)</u>	<u>(80,016)</u>	<u>(296,094)</u>	<u>(944,122)</u>
Carrying amount at end of year	<u>135,762</u>	<u>566,848</u>	<u>120,697</u>	<u>480,523</u>	<u>1,303,830</u>
Year ended 31 December 2020					
Carrying amount at the beginning of year	423,070	735,727	262,798	937,130	2,358,725
Additions	24,000	221,727	-	-	245,727
Disposals	-	(33,239)	-	-	(33,239)
Depreciation/amortisation expense	<u>(69,788)</u>	<u>(288,021)</u>	<u>(75,085)</u>	<u>(266,783)</u>	<u>(699,677)</u>
Carrying amount at end of year	<u>377,282</u>	<u>636,194</u>	<u>187,713</u>	<u>670,347</u>	<u>1,871,536</u>

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
10. RIGHT-OF-USE ASSETS				
Office leases - right-of-use asset		4,782,701	3,242,345	3,174,416
Less: accumulated depreciation		(3,171,991)	(2,142,043)	(1,410,851)
		<u>1,610,710</u>	<u>1,100,302</u>	<u>1,763,565</u>
Printer - right-of-use asset		65,082	65,082	65,082
Less: accumulated depreciation		(38,474)	(38,474)	(24,593)
		<u>26,608</u>	<u>26,608</u>	<u>40,489</u>
		<u>1,637,318</u>	<u>1,126,910</u>	<u>1,804,054</u>
11. TRADE AND OTHER PAYABLES				
Funds held on behalf of Government Programs	17	135,487,271	135,487,271	59,319,318
GST payable		191,784	212,223	262,263
Accounts payable		1,597,588	1,567,155	1,288,869
Current account - Council of Catholic School Parents		52,376	52,376	425,825
Committed grant funding - Non-Government Reform Support Fund grant	17	837,907	837,907	308,362
Deferred income - contract liabilities		266,728	-	-
Other creditors and accruals		405,391	198,672	243,609
Total trade and other payables		<u>138,839,045</u>	<u>138,355,604</u>	<u>61,848,246</u>
12. EMPLOYEE ENTITLEMENTS				
Current				
Annual leave		1,267,665	1,000,247	821,901
Long service leave		817,786	817,786	581,816
		<u>2,085,451</u>	<u>1,818,033</u>	<u>1,403,717</u>
Non-Current				
Long service leave		<u>788,270</u>	<u>672,777</u>	<u>546,654</u>
13. LEASE LIABILITIES				
Current				
Lease liabilities		<u>1,224,911</u>	<u>847,141</u>	<u>732,132</u>
Non-Current				
Lease liabilities		<u>623,467</u>	<u>427,624</u>	<u>1,231,261</u>
14. RETAINED SURPLUS				
Retained surplus at the beginning of the year		3,626,922	3,626,922	3,536,379
Surplus for the year		5,331,573	3,744,854	3,590,543
Total retained surplus before transfer to reserves		8,958,495	7,371,776	7,126,922
Transfer to General Reserve	15	(1,500,000)	(1,500,000)	(2,500,000)
Transfer to Strategic Initiatives Reserve	15	-	-	(1,000,000)
Retained surplus at the end of the year		<u>7,458,495</u>	<u>5,871,776</u>	<u>3,626,922</u>
15. RESERVES				
General Reserve (Note 14)		4,000,000	4,000,000	2,500,000
Strategic Initiatives Reserve (Note 14)		1,000,000	1,000,000	1,000,000
		<u>5,000,000</u>	<u>5,000,000</u>	<u>3,500,000</u>
Refer to note 1 (s) for details of the nature and purpose of the reserves.				
16. COMMITMENTS FOR EXPENDITURE				
(a) Lease Commitments				
Commitments for minimum lease contributions in relation to non-cancellable leases contracted for at the reporting date but not recognised as liabilities are payable as follows:				
Within one year		123,086	86,504	80,230
Later than one year but not later than 5 years		59,429	47,235	127,893
Commitments not recognised as liabilities in the financial statements		<u>182,515</u>	<u>133,739</u>	<u>208,123</u>
(b) Capital Commitments				
As at 31 December 2020, CSNSW had capital commitments of \$56,000 in relation to refurbishment works on level 9, Polding Centre, 133 Liverpool Street, of CSNSW's office premises. CSNSW had no capital commitments as at 31 December 2021.				

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**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

17. GOVERNMENT FUNDS ADMINISTERED

CSNSW as the Approved Authority and Representative Body receives and distributes school operating and targeted grants received from the Australian and NSW governments and meets appropriate accountability requirements on a system basis. CSNSW in its capacity as the NSW Catholic Block Grant Authority (CBGA) manages and distributes capital and other block grants.

During 2020, the following grants were received and distributed through CSNSW, excluding GST:

Funds held on behalf of government programs	2021 \$	2020 \$
Commonwealth government		
Department of Education, Skills and Employment		
Government program funds held at the beginning of the year	34,612,398	14,544,731
School grants received during the year	2,533,446,521	2,306,171,915
Interest earned by programs	181,988	333,032
School grants disbursed to the NSW Catholic Schools system during the year	(2,471,529,684)	(2,252,342,522)
School grants disbursed to NSW Congregational schools during the year	(5,897,135)	(7,915,282)
Funds retained for program administration recognised in income [Note 2(a)]	(18,451,448)	(18,364,774)
Interest retained for program administration recognised in income [Note 2(a)]	(470)	(3,179)
Non-Government Reform Support Fund ("NGRSF") used by CSNSW for program management [Note 2(a)]	(6,721,093)	(7,250,638)
Committed NGRSF grant funds retained by CSNSW for program management [Note 11]	(837,907)	(308,362)
Interest distributed to NSW Catholic Schools system during the year	(67,102)	(252,523)
Commonwealth Government program funds held at the end of the year	<u>64,736,068</u>	<u>34,612,398</u>
NSW State government		
NSW Department of Education		
Government program funds held at the beginning of the year	24,027,720	32,442,651
School grants received during the year	786,893,296	659,774,565
Interest earned by programs	126,895	168,854
School grants disbursed to the NSW Catholic Schools system during the year	(724,497,735)	(665,485,386)
School grants disbursed to NSW Congregational schools during the year	(14,989,686)	(1,734,495)
Funds retained for program administration recognised in income [Note 2(a)]	(981,754)	(582,715)
Interest retained for program administration recognised in income [Note 2(a)]	(5,717)	(3,188)
State-wide Capital Planning Grant funds used by CSNSW for program management [Note 2(a)]	(490,903)	(491,830)
Interest distributed to the NSW Catholic Schools system during the year	(20,301)	(60,736)
NSW Department of Education program funds held at the end of the year	<u>70,061,815</u>	<u>24,027,720</u>
Transport for NSW		
Government program funds held at the beginning of the year	679,200	-
School grants received during the year	689,388	1,341,834
Interest earned by programs	1,224	2,013
School grants disbursed to the NSW Catholic Schools system during the year	(658,824)	(642,755)
Funds retained for program administration recognised in income [Note 2(a)]	(20,376)	(19,879)
Interest retained for program administration recognised in income [Note 2(a)]	(1,224)	(2,013)
Transport NSW funds held at the end of the year	<u>689,388</u>	<u>679,200</u>
NSW State Government program funds held at the end of the year	<u>70,751,203</u>	<u>24,706,920</u>
Total government funds held at the end of the year (Note 11)	<u>135,487,271</u>	<u>59,319,318</u>

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18. RELATED PARTY DISCLOSURES

Transactions with related parties

Director transactions

Each non-executive director and chairman receives a fee for being a director of CSNSW. Total fees paid for the year ended 31 December 2021 were \$347,041 (2020 - \$348,362).

	Consolidated 2021 \$	Parent 2021 \$	Parent 2020 \$
Compensation of key management personnel including directors			
Total compensation	<u>3,802,935</u>	<u>3,214,731</u>	<u>3,039,906</u>

CSNSW undertook a number of transactions with some other Church-related entities and these transactions are included in the CSNSW related party transactions register.

The related parties are:

- The Trustees of the Roman Catholic Church for the Archdiocese of Sydney;
- Professional Standards Resources Group of NSW & ACT;
- National Catholic Education Commission;
- The Council of Catholic School Parents [NSW & ACT];
- Catholic Church Insurances; and
- AccessEAP.

	2021 \$	2021 \$	2,020 \$
Total purchases from the above related parties during the year	<u>2,059,499</u>	<u>1,473,327</u>	<u>1,436,502</u>
Total revenue generated from the above related parties during the year	<u>2,107,006</u>	<u>702,037</u>	<u>527,869</u>
Total payments of Government grants to the NSW Catholic Schools system	<u>3,196,686,243</u>	<u>3,196,686,243</u>	<u>2,918,470,663</u>
Total payments of Government grants to NSW Congregational schools	<u>20,886,821</u>	<u>20,886,821</u>	<u>9,649,777</u>
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:			
Current payables	<u>161,632</u>	<u>161,632</u>	<u>509,610</u>
Current receivables	<u>590,316</u>	<u>1,749,573</u>	<u>242,542</u>

19. CONTINGENCIES

No contingent liabilities exist as at the date of this financial report.

20. MEMBERS' GUARANTEE

CSNSW is a public company limited by guarantee that is incorporated and domiciled in Australia. If CSNSW is wound up, its Constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of CSNSW.

At 31 December 2021 the number of members was 11 (2020:11).

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639

**DECLARATION BY THE DIRECTORS
FOR THE YEAR ENDED 31 DECEMBER 2021**

In the opinion of the Directors of Catholic Schools NSW Limited:

(a) the financial statements and notes set out on pages 2 to 16 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

(i) complying with Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013*; and

(ii) giving a true and fair view of the Company's and the consolidated entity's financial position as at 31 December 2021 and of its performance for the financial year ended on that date; and

(b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Board of Directors.

This declaration is signed in accordance with section 60.15 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.



Stephen Sedgwick AO
Chairman



Julian Widdup
Director

Sydney
Dated this 25th day of May 2022



Auditor's Independence Declaration

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Catholic Schools NSW Limited for the year ended 31 December 2021.

This declaration is in relation to Catholic Schools NSW Limited and the entity it controlled during the period.

A handwritten signature in black ink that reads 'HLB Mann Judd'.

HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
25 May 2022

A handwritten signature in black ink that reads 'A G Smith'.

A G Smith
Director

hl**b.com.au**

HLB Mann Judd Assurance (NSW) Pty Ltd ABN 96 153 077 215

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Liability limited by a scheme approved under Professional Standards Legislation.

HLB Mann Judd is a member of HLB International, the global advisory and accounting network.



Independent Auditor's Report to the Members of Catholic Schools NSW Limited

Opinion

We have audited the financial report of Catholic Schools NSW Limited ("the Parent Entity") and its controlled entity (the "Group") which comprises the statement of financial position as at 31 December 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by the Directors for both the Parent Entity and the Group.

In our opinion, the accompanying financial report of Catholic Schools NSW Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Parent Entity's and the Group's financial position as at 31 December 2021 and of their financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity and the Group in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Directors for the Financial Report

The directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Parent Entity's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Parent Entity's or the Group, or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Parent Entity's or the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Parent Entity's or the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A handwritten signature in black ink that reads 'HLB Mann Judd'.


HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
25 May 2022

A handwritten signature in black ink that reads 'A G Smith'.

A G Smith
Director

Appendix C: Projects recommended for CBGA funding in 2021




School Name	Location	Diocese	Cost	Grant	Local Contrib.
			\$m	\$m	\$m
HIGH GROWTH					
Mary MacKillop College	Warnervale	B Bay	2.4	1.7	0.7
St Brigid's Catholic College	Lake Munmorah	B Bay	2.5	1.8	0.7
St John Fisher Primary School	Tumbi Umbi	B Bay	0.9	0.6	0.3
TOTAL HIGH GROWTH			5.8	4.1	1.7

School Name	Location	Diocese	Cost	Grant	Local Contrib.
			\$m	\$m	\$m
NEW PLACES					
Blessed Carlo Catholic College	Moama	W/F	4.7	3.3	1.4
TOTAL HIGH GROWTH			4.7	3.3	1.4

School Name	Location	Diocese	Cost*	Grant	Local Contrib.
			\$m	\$m	\$m
EXISTING PLACES					
St Philomena's School	Moree	Arm	2.6	1.8	0.8
St Cecilia's Primary School	Wyong	B Bay	1.8	1.3	0.5
Our Lady of the Rosary Primary School	Shelly Beach	B Bay	4.3	3.0	1.3
St Patrick's Primary School	Asquith	B Bay	1.4	1.0	0.4
St Joseph's Catholic College	E Gosford	B Bay	3.8	2.7	1.1
Our Lady Star of the Sea Primary School	Terrigal	B Bay	2.9	2.0	0.9
St Joseph's Primary School	Port Macquarie	Lis	6.9	5.7	1.2
St John's College Woodlawn	Lismore	Lis	6.5	4.6	1.9
Newman Senior Technical College	Port Macquarie	Lis	2.4	2.3	0.1
St Mary's Catholic College	Gateshead	M/N	5.2	3.6	1.6
Henschke Primary School	Wagga Wagga	WW	5.9	1.8	4.0
St Anne's Primary School	Nth Albury	WW	0.6	0.4	0.2
St Francis de Sales Regional College	Leeton	WW	4.9	3.4	1.5
Sacred Heart Primary School	Koorringal	WW	1.7	1.2	0.5
Chevalier College Bowral	Burradoo	RI	3.0	2.1	0.9
Christian Brothers' High School	Lewisham	RI	13.5	9.5	4.0
Mount St Benedict College	Pennant Hills	RI	1.8	1.3	0.5
St Scholastica's College	Glebe Point	RI	3.7	2.6	1.1
St Stanislaus' College	Bathurst	RI	17.6	12.3	5.3
Trinity Catholic College	Lismore	RI	6.5	4.6	1.9
TOTAL HIGH GROWTH			97.0	67.2	29.7
GRAND TOTAL			107.5	74.6	32.8

*Assessed cost

Appendix D: Glossary of abbreviations



ACARA	Australian Curriculum, Assessment and Reporting Authority
AEDC	Australian Early Development Census
AITSL	Australian Institute for Teaching and School Leadership
ASA	Approved System Authority
CAF	Choice and Affordability Fund
CBGA	Catholic Block Grant Authority
CBSA	Christian Brothers Schools Sports Association
CCI	Catholic Church Insurance
CEDP	Catholic Education Diocese of Paramatta
CEnet	Catholic Education Network
CERL	Catholic Employment Relations Ltd
CGSSSA	Catholic Girls Secondary Schools Sports Association
CSNSW	Catholic Schools New South Wales Ltd
CSNSWPL	Catholic Schools NSW Professional Learning
CSSA	Catholic Secondary Schools Association
DCSA	Diocesan Catholic School Agencies
DESE	Department of Education, Skills and Employment
DSO	Diocesan School Offices
HSC	Higher School Certificate
IDEA	Inter-Diocesan Educational Accountability
K-6 Forum	Kindergarten to Year 6 Forum
LNAP	Literacy and Numeracy Action Plan
MCC	Metropolitan Catholic Colleges
MCS	Metropolitan Catholic Schools
NAPLAN	National Assessment Program – Literacy and Numeracy
NCCD	Nationally Consistent Collection of Data on School Students with Disability
NCEC	National Catholic Education Commission
NESA	NSW Education Standards Authority
NGRSF	Non-Government Reform Support Fund
NSCP	National School Chaplaincy Program
NSWCCC	NSW Combined Catholic Colleges
NSWCPS	NSW Catholic Primary Schools
PDHPE	Personal development, health and physical education
PJP	Public juridic person
RI/MPJPs	Religious institutes and ministerial public juridic persons
RE	Religious education
RMV	Reasonable market value
RoSA	Record of School Achievement
RTO	Registered Training Organisation
SCS	Sydney Catholic Schools
TAA	Teacher Accreditation Authority
VET	Vocational education and training



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**Catholic
Schools
NSW**