

# Annual Report

---



2024

Catholic Schools NSW Limited

Level 7, 123 Pitt Street

Sydney NSW 2000

[www.csnsw.catholic.edu.au](http://www.csnsw.catholic.edu.au)

Correspondence to:

Catholic Schools NSW Limited

GPO Box 34, Sydney NSW 2001

Email: [csnsw@csnsw.catholic.edu.au](mailto:csnsw@csnsw.catholic.edu.au)

ACN 619 593 369

ABN 46 619 593 369

First published July 2025

© Catholic Schools NSW Limited 2025

We pay respect to the Traditional Custodians and First Peoples of NSW, and acknowledge their continued connection to their country and culture.



# Contents

<b>Letter of transmittal</b>	<b>1</b>
<b>Chairman's report</b>	<b>2</b>
<b>The role, functions, and responsibilities of Catholic Schools NSW</b>	<b>4</b>
<b>Our mission</b>	<b>8</b>
<b>Our values</b>	<b>8</b>
Service	8
Accountability	8
Integrity	8
Collegiality	8
<b>2024 at a glance</b>	<b>9</b>
<b>Bishop Members of CSNSW</b>	<b>13</b>
<b>Governance</b>	<b>14</b>
CSNSW Board of Directors	14
Committees of the Board	15
Board stakeholder days	17
Board formation	17
<b>Management team</b>	<b>18</b>
<b>CSNSW Strategic Plan</b>	<b>20</b>
Guiding Principles	20
Strategic Priorities	20
<b>CSNSW Business Plan</b>	<b>21</b>
Corporate review commendations and recommendations	21
CSNSW flagship assessment hub (Project AERO)	21
Improving frontline assessment (partnership with Gradeo)	22
Information systems and infrastructure to improve cybersecurity (Project Carlo)	22
State-wide capital planning	22
<b>Advocacy and Representation</b>	<b>23</b>
Keep School Funding Fair	23
NSW Schools Advisory Council	23
NESA Board	24
Research	24
Sydney Morning Herald Schools Summit	26
Statutory Not-for-profit Advisory Committee	26
Submissions on Conversion Therapy	26
NSW Council of Deans of Education conference	27
International Women's Day	27
<b>Engagement</b>	<b>28</b>
AI Symposium	28
Brother Kelvin Canavan Catholic School Leadership Award	28
Countering Violent Extremism	29
CSNSW 2024 Aboriginal and Torres Strait Islander State Education Conference	30
Curriculum Reform Conference	30
Education Law Symposium	31
International engagements	32
NAPLAN	32
Roundtable on Antisemitism	33
RSL NSW Aboriginal and Torres Strait Islander Veterans Commemorative Service	33

<b>Services and support</b>	<b>34</b>
Avila Leadership Programme	34
Aboriginal education outcomes in NSW Catholic schools	35
ACU's Annual Australian Principal Occupational Health, Safety and Wellbeing Survey - 2023	35
Consent and Respectful Relationships Education	36
Crossing Cultures, Hidden Histories Professional Learning	37
CSNSW Sport Services	37
CSSA	39
Data analytics	40
Data collection	40
Early Years Symposium	42
Emergency management	42
Hotline and advice	43
Insurance for work experience and placements	43
National Student Wellbeing Program	43
Professional learning	44
Reporting framework: <i>State of the System</i> , Volumes 1,2 and 3	45
Road Safety Education Program	46
Vocational education and training	47
<b>Resources and stewardship</b>	<b>48</b>
Funding distribution model (2024-2029)	48
Capital planning and resources	48
CSNSW School Insights Platform	49
Financial compliance and reporting	49
Financial Compliance Framework - Refreshed Portal	50
New and upgraded preschools programme on non-government school sites	50
<b>Registration system</b>	<b>51</b>
CSNSW monitoring processes	51
School registration updates	51
<b>Policy</b>	<b>52</b>
Education Amendment Regulation 2024 (NSW) update	52
High Potential and Gifted Education Project	52
Modern slavery	53
National School Reform Agreement	53
NESA teacher accreditation reforms	54
Non-Government Reform Support Fund	55
NSW Curriculum Reform	55
Year 1 Phonics Screening Check	56
<b>Catholic Employment Relations</b>	<b>56</b>
<b>Appendix A: Advisory and consultative activity</b>	<b>57</b>
Advisory groups	57
Networks	58
Reference groups	62
Working groups	66
<b>Appendix B: 2024 Financial Report and Independent Auditor's Report</b>	<b>74</b>
<b>Appendix C: Projects recommended for CBGA funding in 2024</b>	<b>94</b>
<b>Appendix D: Projects recommended for New and Upgraded Preschools Funding in 2024</b>	<b>95</b>
<b>Appendix E: Glossary of abbreviations</b>	<b>96</b>

# Letter of transmittal

Most Reverend Anthony Fisher OP  
Chairman, Bishop Members of Catholic Schools NSW

Your Grace,

Catholic Schools NSW Limited (CSNSW) is pleased to submit for your consideration the 2024 CSNSW Annual Report, highlighting the company's achievements and strategic initiatives for the year, including the 2024 Financial Report and Independent Auditor's Report.

We thank you for your ongoing support and prayers as we work to ensure all children and young people in our Catholic schools become "men and women of character and faith whose individual gifts are nurtured to their highest potential so that they can contribute effectively to Church, society and culture."<sup>1</sup>

Yours sincerely,



Mark Dorney KMG (Ob)  
Chair, Catholic Schools NSW

---

<sup>1</sup> Bishops of NSW and the ACT, "Catholic Schools at a Crossroads", pastoral letter, August 2007.

# Chairman's report

It is a privilege to present the 2024 Annual Report of Catholic Schools NSW (CSNSW). This past year has been one of strategic delivery, continual improvement, and strengthened sector-leadership, as we implemented several key initiatives aligned with our commitment to advancing God's Mission through our leadership and service to Catholic education.

It was a time of renewal for our governance structure, as the Board welcomed three new directors—Gráinne McCormack, Jenny Allen, and Anna Dickinson—bringing fresh expertise and perspective. I acknowledge the outstanding service of Vincent Graham AM and David Robinson, who concluded their terms at the end of 2024. I am honoured to have assumed the role of Chair on 1 January 2024 and am grateful to the Bishop Members and fellow directors for their trust and support.

We also pause to reflect on the passing of our inaugural Chair, Stephen Sedgwick AO KSG, in November 2024. Steve's contribution to public service and Catholic education was immeasurable. As a former Australian Public Service Commissioner and foundational Chair of CSNSW, his legacy of integrity, leadership and commitment to the common good will continue to inspire our work.

During 2024, CSNSW delivered a number of major strategic milestones, including:

- The implementation of a new, multi-year, refreshed, Funding Distribution Model (2024–2029) for diocesan school systems, and the launch of the School Insights Platform. These will provide longer term certainty and strengthen financial stewardship and transparency across the sector.
- Completion of the first stage of a multi-year program to modernise CSNSW's website, cybersecurity, and digital infrastructure.
- The first full year of operational review of CSNSW's role as the single registration authority for systemic Catholic schools in NSW, with significant progress made in compliance and sector alignment.
- Launch of the CSSA Assessment Hub, offering scalable, online, high-quality assessment tools in readiness for a digital testing environment.
- Continued growth of the Avila Leadership Program, deepening formation and leadership capacity within Catholic education.

In line with our commitment to sector-wide collaboration, CSNSW continued to deliver high-impact events and policy engagement opportunities through the Education Law Symposium, Curriculum Reform Conference, AI Symposium, and the Aboriginal and Torres Strait Islander State Education Conference. These initiatives have strengthened professional networks and advanced collective expertise across diocesan and school leadership.

A major focus for 2024 was the strategic review of CSNSW's new regulatory responsibilities. Following the formal establishment of the single registration authority in July 2023, we undertook a full assessment of operational performance. This review, led with the support of the Inter-Diocesan Registration and Accreditation Committee (IDRAC), was central to embedding robust monitoring, reporting, and compliance mechanisms and ensures our oversight role remains fit for purpose and responsive to sector needs.

As the peak representative for Catholic education in New South Wales, CSNSW remained actively engaged in national and state policy dialogue, including the National School Reform Agreement, law reform, and changes to teacher accreditation and curriculum standards.

We also launched the Keep School Funding Fair campaign—an initiative that shaped our engagement ahead of the 2025 Federal Election. The campaign highlights the essential contribution of non-government schools to the nation's education system and their vital role in delivering public benefit.

Through the Kathleen Burrow Research Institute, our research agenda continued to inform evidence-based policy. Two key publications informed CSNSW's advocacy in 2024. The first publication, *Data not Drama: A Fresh Look at Equity in Australian Schools*, offered a rigorous and balanced perspective on equity, extending CSNSW's influence in national education discourse. The second publication, *Public Savings from Non-Public Schools*, informed CSNSW's school funding advocacy and details how non-government schools save taxpayers more than \$4.5 billion a year.

Looking ahead, we remain focused on delivering excellence in service, faith, and outcomes for Catholic schools, grounded in our mission to support students, staff, and families to flourish as individuals created in the image and likeness of God.

I extend my thanks to Dallas McInerney, CEO, and the entire team at CSNSW, for their continued professionalism and dedication. I also thank our Bishop Members, fellow Directors, diocesan and school leaders, and sector partners for their collaboration and commitment to Catholic education.

Together, we look to the future with confidence—united in our purpose, strengthened by faith, and committed to delivering on our shared mission.



Mark Dorney KMG (Ob)

Chair, Catholic Schools NSW

# The role, functions, and responsibilities of Catholic Schools NSW

Catholic Schools NSW Limited (CSNSW) was established as a company limited by guarantee and began operations in 2017, following the 2016 review of its precursor body, the Catholic Education Commission of NSW (CECNSW). Each of the nine diocesan bishops of New South Wales (NSW), the Archbishop of Sydney, and the Archbishop of Canberra and Goulburn are Members of the Company (Bishop Members).

The aim and mission of CSNSW is to support the 11 Bishop Members in bringing the Church's evangelising mission to life through Catholic schools. The aims and powers of CSNSW 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 functions, authority, and responsibilities of CSNSW are derived from the CSNSW Constitution and the Bishop Members' Canonical Mandate (through the exercise of their jurisdiction as local ordinaries), as well as Australian and NSW legislative and regulatory instruments.

CSNSW neither owns nor operates schools. Rather, it works in partnership with a wide range of stakeholders, particularly the directors of Catholic education in each diocese, not simply to discharge legislated compliance obligations regarding government funding, but also to advance the common good in support of the Mission of the Church in education and evangelisation.

The responsibilities of CSNSW include acting as:

- the Approved System Authority (ASA) under Commonwealth and NSW legislation, responsible for distributing recurrent funding in excess of \$3 billion each year for diocesan school systems
- the Block Grant Authority under Commonwealth and NSW legislation in respect of capital funding
- the designated non-government representative body (NGRB) for Catholic education in NSW
- the peak advocate for Catholic education in NSW
- the single approved registration authority for systemic Catholic schools in NSW

Consistent with these responsibilities, CSNSW operates in several key areas, as outlined below.

## Advocacy

CSNSW presents a single voice advocating for and representing Catholic schools to state and federal governments, public bodies, the media, parents, and society. CSNSW is the designated NGRB for the Catholic school sector. It advocates publicly for Catholic schools as an education choice by contributing to policy development and debate. Its advocacy follows evidence-based research and is informed by extensive consultation throughout the sector.

CSNSW is responsible for liaising with other key Church stakeholders in education, including the Council of Catholic School Parents, the Association of Catholic School Principals, the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT (known as the Catholic Religious Institute and Ministerial Public Juridic Persons NSW and ACT School Authorities [CRMNA] from 1 January 2024), the National Catholic Education Commission (NCEC), and other state and territory Catholic education commissions.

## Catholic Employment Relations Ltd

Catholic Employment Relations (CER), a division of CSNSW, is the bargaining representative for the NSW and ACT Catholic Systemic Schools enterprise agreements covering teachers, general employees and principals.

Catholic Employment Relations Ltd (CERL) is a professional, service-based legal practice that provides advice on Australian law, employment relations, industrial relations, and human resources to Catholic agencies including Catholic Independent Schools (non-systemic), other Catholic education entities outside NSW systemic education, and non-education clients.

CERL is a subsidiary of CSNSW and an incorporated legal practice within the meaning of the NSW Legal Profession General Uniform Rules 2015. Further information is included in the section “Catholic Employment Relations Ltd”, before Appendix A.

## Compliance

Governments continue the trend of increased oversight and supervision of Australian schools, resulting in increased compliance and reporting obligations. CSNSW develops policies and procedures that aid systems and schools in fulfilling their statutory and regulatory obligations concerning financial audits, reporting to the government, regulation of charities, and other matters requiring compliance, especially those arising from the statutory roles of the NSW Education Standards Authority (NESA).

Working with systems and schools, CSNSW develops and shares policies and procedures for data collection, reporting, and government audit requirements that apply to Catholic schools in NSW. It also offers an advisory service that covers existing, new, and revised regulatory obligations, including providing standardised documentation and training opportunities.

## CSNSW Sport Services

CSNSW Sport Services is a division of CSNSW that is responsible for representative opportunities and sports pathways for the Catholic school sector. More than 24 sporting pathways are available for Catholic school students. The two major pathways are:

- NSW Combined Catholic Colleges (NSWCCC), which enables Catholic secondary school students to compete at NSW All Schools Championships and events.
- NSW Catholic Primary Schools (NSWCPS), which consists of MacKillop (southern NSW) and Polding (northern NSW). NSWCPS enables Catholic primary school students to compete at NSW Primary Schools All Schools Championships.

Further information is included in the section “Services and Support”, under the heading “CSNSW Sport Services”.



## CSSA

CSSA is a division of CSNSW that provides high-quality trial Higher School Certificate (HSC) examinations to schools in NSW and the Australian Capital Territory (ACT), and to international secondary schools. Previously operating as an unincorporated association under the name 'Catholic Secondary Schools Association', CSSA was integrated into CSNSW in January 2021 and is now a registered business name of CSNSW. The CSSA trial HSC examination programme has been in place since the HSC examinations were introduced in 1967.

Further information is included under the heading "CSSA" in the section "Services and Support".

## Education Policy and Programme Management

CSNSW is the lead agency for engagement with governments and regulators on all education policy matters affecting Catholic schools in NSW. It provides expert policy advice to regulators and governments on behalf of the sector, as well as to diocesan school systems (DSSs) and religious institute and ministerial public juridic persons (RI/MPJPs). Policy areas include curriculum, assessment, teacher accreditation, school registration, vocational education, diverse learning, wellbeing, safe and supportive schools, preschool education, post-school pathways, and Aboriginal and Torres Straight Islander education.

CSNSW is also the chief agency for coordinating Commonwealth and state 'targeted' programmes, including vocational education and training (VET) delivered to secondary students, and road safety. As the NGRB for the Catholic school sector, it also manages an extensive programme of work to support the National School Reform Agreement (NSRA) through the Non-Government Reform Support Fund (NGRSF). NGRSF focus areas include:

- supporting student outcomes
- supporting teachers, school leaders, and school improvement
- improving governance and compliance
- enhancing the national evidence base
- supporting improved engagement and practices related to NAPLAN Online and the Nationally Consistent Collection of Data on Students with Disability (NCCD)

To enhance the quality of education in Catholic schools and the preservation of Catholic identity, CSNSW works with DSS and RI/MPJP schools to engage with education policy reform and implementation. It does this through extensive advisory structures that include reference groups, time-limited working groups, and policy networks (listed in Appendix A). CSNSW also publishes discussion papers, policy documents, and research briefs, and offers benchmarking capability and a broad range of professional learning and training opportunities.

## Efficiency and Effectiveness

In line with its constitutional obligations, CSNSW has developed and implemented a well-established framework for reporting on the educational effectiveness of Catholic schooling in NSW and provides regular *State of the System* reports to Diocesan School Systems and Bishop Members. These reports are developed in consultation with DSSs.

## Funding

CSNSW is responsible to the Australian and NSW governments for distributing recurrent funding to DSSs in accordance with the requirements of the *Australian Education Act 2013* (Cth) and the *Education Act 1990* (NSW). In doing so, CSNSW works to ensure that schools comply with the terms and conditions of funding grants and adhere to not-for-profit guidelines. CSNSW also allocates and oversees funding for several targeted government programmes in schools.

CSNSW, in its role as the Catholic Block Grant Authority (CBGA), administers both the Australian Government's Capital Grants Program and the NSW Government's Building Grants Assistance Scheme for Catholic schools in NSW. Working with CBGA Members, which include the 11 DSSs and several RI/MPJP schools, CSNSW ensures capital is distributed, used, managed, and accounted for in compliance with government guidelines.

## Registration

On 11 November 2022, the Bishop Members endorsed a proposal from NESA for CSNSW to operate as the single approved registration authority for systemic Catholic schools in NSW. After extensive consultation, the NSW Education Minister appointed CSNSW as the single Catholic registration system authority from 1 July 2023.

This change aims to reduce the overall regulatory compliance burden on Catholic school systems and support the unity of the sector. CSNSW will monitor the compliance of schools and dioceses through visits, audits, and training, along with receiving and evaluating schools' registration applications. CSNSW is required to report annually to NESA on its registration process.



# Our mission

To advance God's Mission through our leadership 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 achieving 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.



# 2024 at a glance

## 271K students

**Total** **271,407**

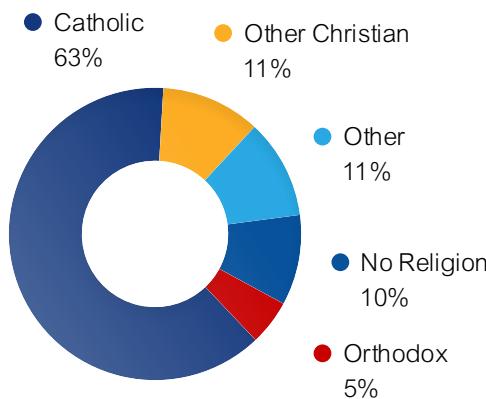
**Diocesan Total** **230,915**

Diocesan Primary 129,200  
Diocesan Secondary 101,715

**RI/MPJP Total** **40,492**

RI/MPJP Primary 5,905  
RI/MPJP Secondary 34,587

### Demographics



Female 136,001  
Male 135,406

## 593 schools

**Total** **593**

**Diocesan Total** **547**

Diocesan Primary 417  
Diocesan Secondary 107  
Diocesan Combined 18  
Diocesan Special\* 5

**RI/MPJP Total** **46**

Category	Count
RI/MPJP Primary	1
RI/MPJP Secondary	20
RI/MPJP Combined	15
RI/MPJP Special*	10
Co-Educational	541
Female	28
Male	24
Boarding	14

\* Includes Special Assistance Schools

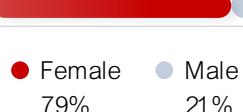
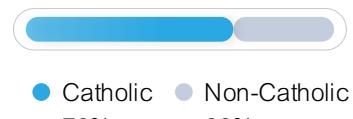
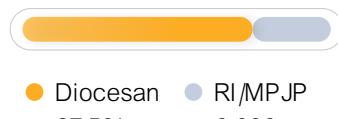
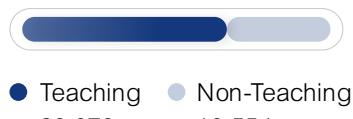
## Students by Catholic School Agency

Sydney	73,853
Parramatta	45,646
RI/MPJP	40,492
Maitland-Newcastle	21,179
Wollongong	20,426
Lismore	18,262
Broken Bay	17,823
Bathurst	9,930
Wagga Wagga Canberra & Goulburn (NSW)	8,795
Armidale	7,245
Armidale	6,057
Wilcannia-Forbes	1,699

## Schools by Catholic School Agency

Sydney	147
Parramatta	83
Maitland-Newcastle	58
RI/MPJP	46
Lismore	45
Broken Bay	45
Wollongong	38
Bathurst	33
Wagga Wagga Canberra & Goulburn (NSW)	29
Armidale	27
Armidale	24
Wilcannia-Forbes	18

## 33,627 staff

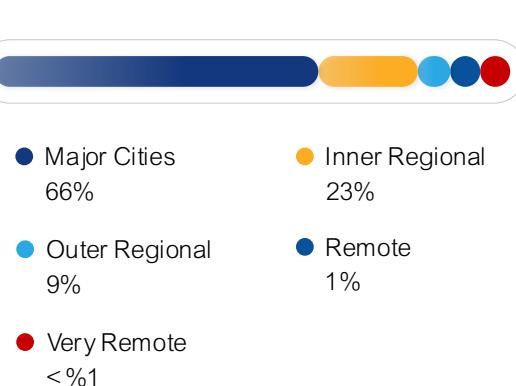


## Schools by size

<50 Students	6%
50-99	25%
200-499	35%
500-999	23%
1000+	12%

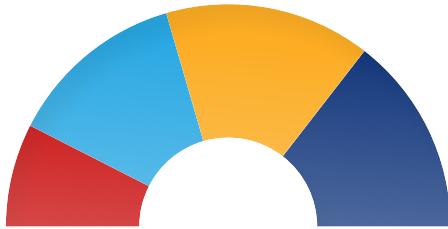
\* The average size of a Catholic school in NSW is 458 students (294 in primary, 886 in secondary, 1,056 in combined, and 84 in special schools).

## Schools by geographical remoteness



## Student socio-educational advantage quartile

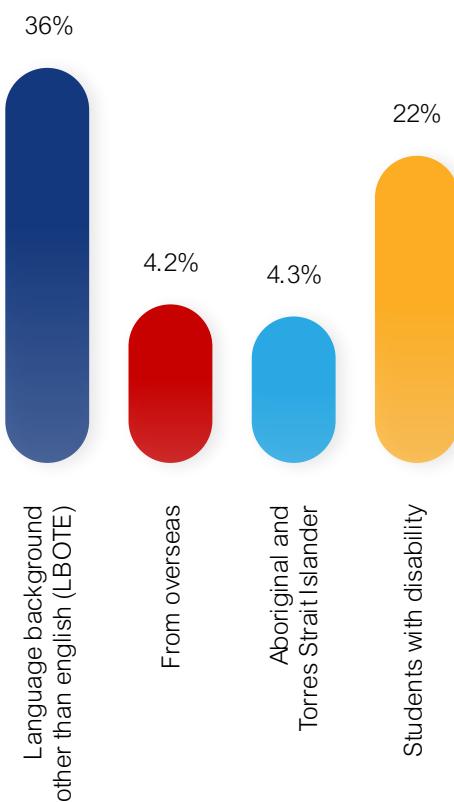
● Bottom 15%  
● Lower Middle 26%  
● Upper Middle 30%  
● Top 29%



### Targeted Programs 2024

Special Needs Support	1.2 M
Vocational Education Training For Secondary Students	6.2 M
Special Fund NSW	0.1 M
National School Wellbeing	2.4 M
Road Safety Education	0.9 M
Choice and Affordability Fund*	22.9 M
Consent and Respectful Relationship Education	1.2 M
Australian Early Development Index Initiative	0.04 M

## Student Diversity



## Recurrent and Capital Grants

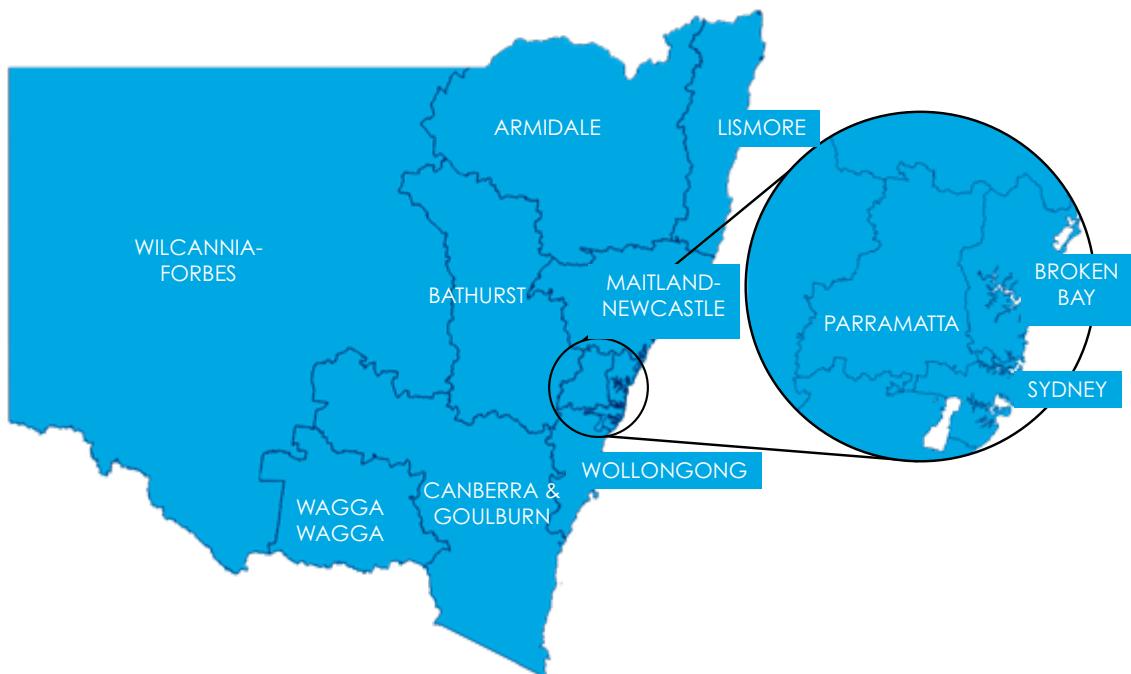
Commonwealth Government Diocesan Schools	3,004.7 M
NSW Government Diocesan Schools	777.1 M
Capital Projects 2023 Application Round Allocation	113.9 M

### Sources:

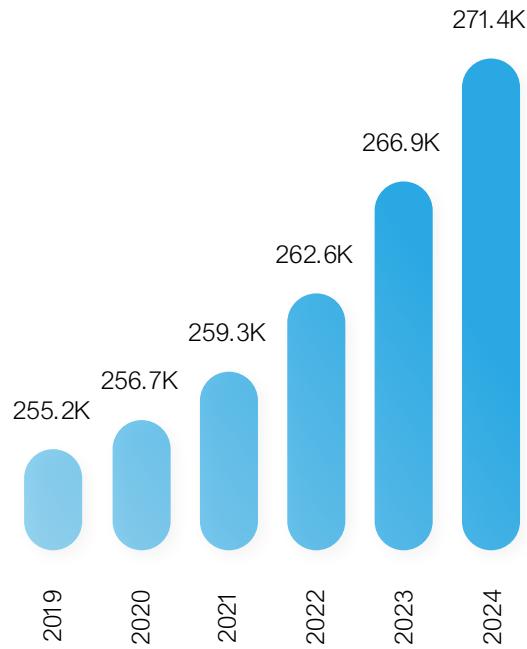
Australian Government Department of Education August 2024 Census: student data (diocese, from overseas, students with disability), schools by diocese.

Australian Curriculum, Assessment and Reporting Authority 2024: student data (count, gender, primary/secondary, Aboriginal and Torres Strait Islander, language background other than English, socio-educational quartiles), schools (count, gender, school type, school size), staff (count, teaching/non-teaching).

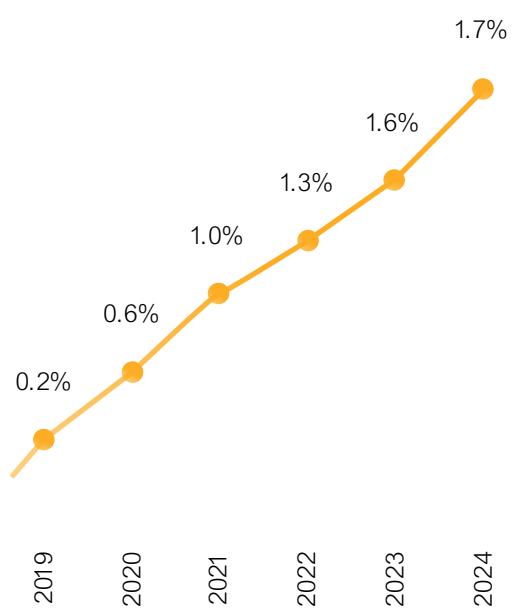
February 2024 CSNSW Census: religion (students and staff), staff (full-time/part-time split, gender).



## Enrolments in NSW Catholic schools, 2019-2024



## Year-on-year enrolment growth % in NSW Catholic schools, 2019-2024



# Bishop Members of CSNSW

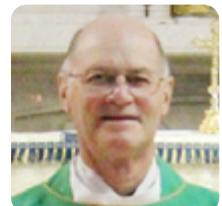
The CSNSW Constitution identifies the permanent Members of the Company as follows:



The Archbishop of Sydney  
The Most Rev  
Anthony Fisher OP



The Archbishop of Canberra  
and Goulburn  
The Most Rev  
Christopher Prowse



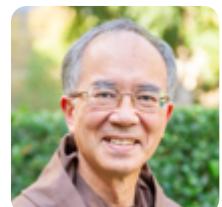
The Bishop of Armidale  
Msgr Edward Wilkes as  
Diocesan Administrator



The Bishop of Bathurst  
The Most Rev  
Michael McKenna



The Bishop of Broken Bay  
The Most Rev  
Anthony Randazzo



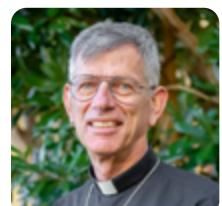
The Bishop of Lismore  
The Most Rev  
Gregory Homeming OCD



The Bishop of  
Maitland-Newcastle  
The Most Rev  
Michael Kennedy



The Bishop of Paramatta  
The Most Rev Vincent Long Van  
Nguyen OFM Conv



The Bishop of Wagga Wagga  
The Most Rev  
Mark Edwards OMI



The Bishop of  
Wilcannia-Forbes  
The Most Rev Columba  
Macbeth-Green OSPPE



The Bishop of Wollongong  
The Most Rev  
Brian Mascord

# Governance

## CSNSW Board of Directors

The 2024 CSNSW Board had 10 Directors, including the chair. The CSNSW Directors bring a wide range of skills to their positions and provide informed decision-making.

Mark Dorney KMG (Ob) assumed the role of chair from 1 January 2024.

The CSNSW Directors in 2024 were:



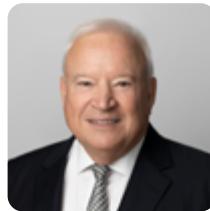
Mark Dorney KMG  
(Ob) (Chair)



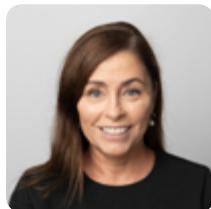
Anna Dickinson



The Most Rev  
Danny Meagher



David Robinson



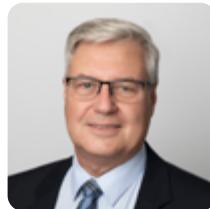
Gráinne McCormack



Jenny Allen



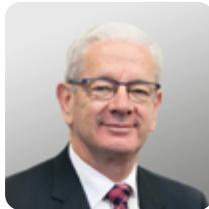
Julian Widdup



The Hon. Michael Lee



Emeritus Professor  
Toni Downes

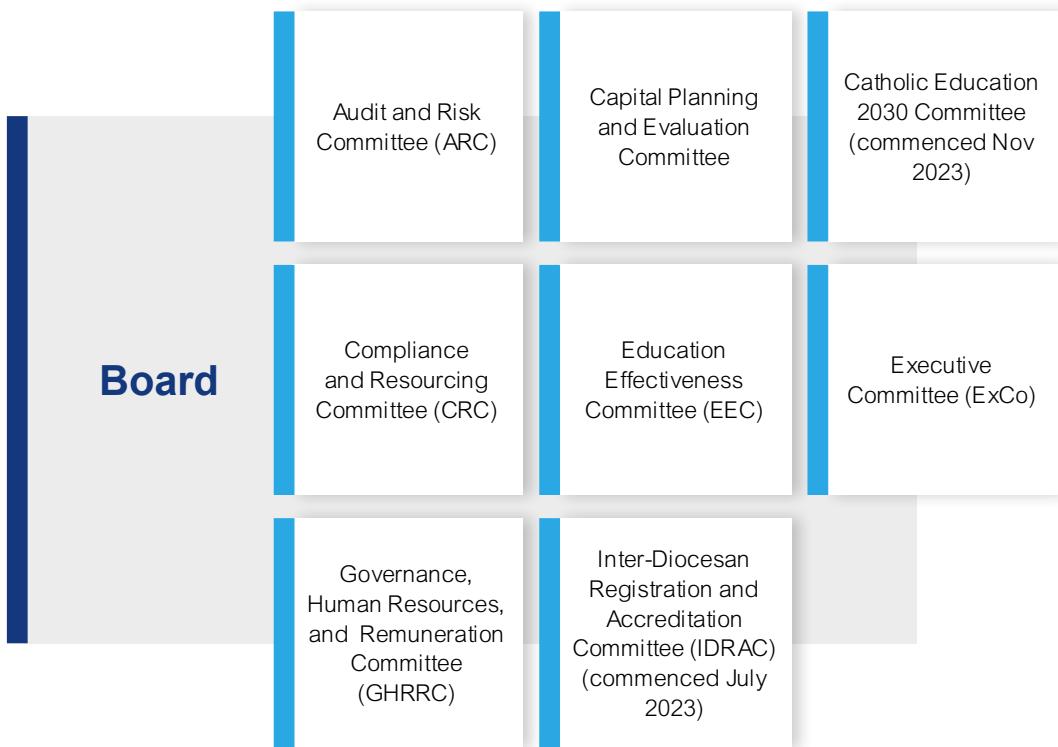


Vince Graham AM

# Committees of the Board

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

In 2024 the Committees of the Board were:



## Audit and Risk Committee

- Julian Widdup (Chair)
- The Hon Michael Lee
- David Robinson
- Gráinne McCormack

## Capital Planning and Evaluation Committee

- Vince Graham AM (Chair)
- David Robinson
- Anna Dickinson
- Gráinne McCormack

## Catholic Education 2030 Committee

- Mark Dorney KMG (Ob) (Chair)
- The Most Rev Danny Meagher

## **Compliance and Resourcing Committee**

- David Robinson (Chair)
- Anna Dickinson
- Jenny Allen
- Gráinne McCormack
- Vince Graham AM

## **Education Effectiveness Committee**

- Mark Dorney KMG (Ob) (Chair)
- Anna Dickinson
- Jenny Allen
- Emeritus Professor Toni Downes
- Vince Graham AM

## **Executive Committee**

- Mark Dorney KMG (Ob) (Chair)
- The Most Rev Danny Meagher
- Emeritus Professor Toni Downes

## **Governance, Human Resources, and Remuneration Committee**

- Mark Dorney KMG (Ob) (Chair)
- The Hon Michael Lee
- Emeritus Professor Toni Downes

## **Inter-Diocesan Registration and Accreditation Committee**

- Jenny Allen (Chair)
- Anne Ryan, Catholic Education Diocese of Wagga Wagga
- Amber McDonnell, Catholic Schools Broken Bay
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Brenda Foley, Catholic Education, Archdiocese of Canberra & Goulburn
- Damien Carlton, Catholic Education, Diocese of Bathurst
- John O'Connor, Catholic Schools Office, Diocese of Armidale
- John Barrington, Catholic Education, Diocese of Wollongong
- John Gildea, Catholic Schools Parramatta Diocese
- Margaret Savage, Sydney Catholic Schools
- Megan Grainger, Catholic Schools Office, Diocese of Maitland-Newcastle
- Lee MacMaster, Diocese of Lismore Catholic School

## Proxies

- Andrew Madden, Diocese of Lismore Catholic Schools
- Belinda Richie, Catholic Schools Broken Bay
- Francis MacKay, Catholic Schools Parramatta Diocese
- Gina O'Brien Catholic Schools Office, Diocese of Maitland-Newcastle
- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Mark Pople, Catholic Education, Diocese of Bathurst
- Nick Baird, Catholic Education Wilcannia-Forbes
- Paula Vera, Catholic Education, Diocese of Wollongong
- Prue Horan, Catholic Education Diocese of Wagga Wagga
- Suzanne Ashby, Sydney Catholic Schools
- Tim Elliott, Catholic Education, Archdiocese of Canberra & Goulburn

## Board stakeholder days

In keeping with its constitutional obligations and commitment to sector-wide collaboration, CSNSW continues to prioritise structured stakeholder engagement as a core element of its governance and forward planning framework. As part of this commitment, the CSNSW Board convenes two formal Stakeholder Days annually, providing a strategic forum for dialogue with key education partners.

These sessions serve as a platform to surface insights, test policy directions, and foster alignment across the sector on shared priorities. They are integral to shaping CSNSW's strategic planning cycle, ensuring that initiatives respond to the needs of the sector in a collaborative approach.

The first Stakeholder Day for 2024 was held on 17 April. The agenda was anchored in analysis of macro-level policy and regulatory developments, with deep dives into key themes including early childhood education and care. CSNSW shared key learnings from recent leadership symposia and breakout sessions enabled focused discussion, while formal contributions from the Conference of Diocesan Directors, Council of Catholic School Parents (CCSP), CRMNA, and the Association of Catholic School Principals in NSW provided diverse perspectives from the sector.

The second Stakeholder Day followed the tradition of being hosted by a Diocesan Schools System. In 2024, Danny Casey, Director of Catholic Schools Broken Bay, hosted the CSNSW Board and Executive Leadership Team over a three-day programme. The engagement included strategic briefings on regional initiatives and innovation programmes, school visits across the Central Coast, North Shore, and Northern Beaches, and opportunities to pray and participate in the liturgical celebration of Mass.

The programme concluded with a collaborative session between the Board and the Conference of Diocesan Directors, followed by independent planning meetings held by the Conference.

These structured engagements continue to deepen mutual understanding, ensure operational alignment, and strengthen the capacity of Catholic educational leadership across New South Wales.

## Board formation

The CSNSW Board formation day was held on 27 November 2024 at Mary MacKillop Place in North Sydney.

The CSNSW Board retreat was held across two days on 8-9 July 2024 at Mary MacKillop Place in North Sydney. and was attended by Bishop Members, Diocesan Directors, Diocesan School System Board and Advisory Board Chairs, CSNSW Board Members, CRMNA, CCSP, CSNSW Leadership Team and Management.

# Management team

CSNSW operated from Angel Place, Level 7, 123 Pitt Street, Sydney.

The members of the management team for 2024 were:



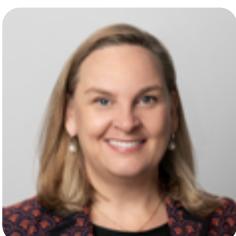
Dallas J McInerney  
Chief Executive Officer



Bernard Ryall  
Chief Operating Officer



Audrey Bower  
Chief Legal and Risk Officer



Danielle Cronin  
Deputy Chief Executive  
Officer



Kevin Morrison  
Director of Capital Planning  
and Resources



Peter Yates  
Director of Resources Policy,  
and Stewardship



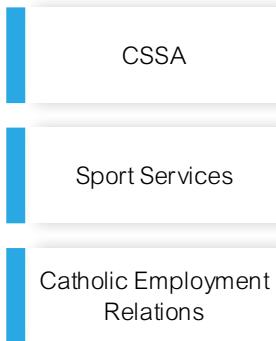
Robert Rush  
Director of Sport Services



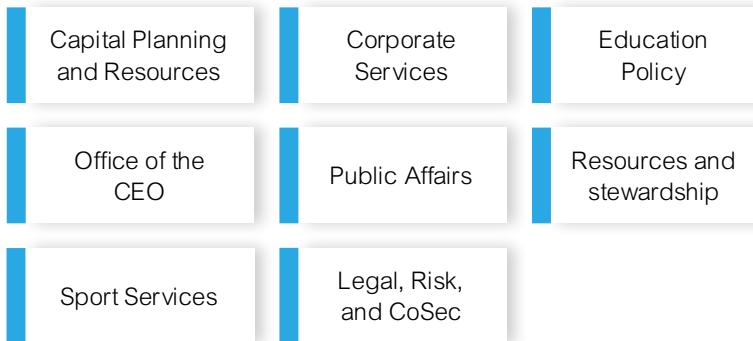
Joseph Watson  
Director of Public Affairs and  
Engagement

# CSNSW

## Separate Divisions



## Directories



Subsidiary

Catholic Employment Relations Limited



# CSNSW Strategic Plan

The CSNSW Strategic Plan (Strategic Plan) guides the direction and operations of CSNSW. The key components of the Strategic Plan are detailed below; work is underway for the company's next strategic plan.

## Guiding Principles

- Every child experiences an excellent and equitable education that is Christ-centred.
- Catholic schools and school systems are well governed and compliant in their obligations.
- Collaboration with Catholic School Agencies and others is essential to success.
- Aboriginal and Torres Strait Islander reconciliation and education is a priority.
- Evidence and knowledge guide decision-making.
- Practices are evaluated for improvement and growth.

## Strategic Priorities

The CSNSW Strategic Priorities form part of the Strategic Plan and reflect the outcomes of consultation across the NSW Catholic school sector. The five priorities and their related goals are:

1. Governance best practice  
Promote the integrity of NSW Catholic schools by providing access to governance best practice.
2. Effectiveness and efficiency  
Maximise students' outcomes and the efficiency and effectiveness of the NSW Catholic school system.
3. Value proposition  
Enhance the value proposition of Catholic schooling in NSW for current and prospective families.
4. Advocacy and counsel  
Present CSNSW as the peak advocate and source of counsel for the advancement and interests of Catholic schools in NSW.
5. Service offerings  
Support NSW Catholic School Agencies through high-quality and targeted service delivery.

# CSNSW Business Plan

The CSNSW Business Plan 2024 was developed to further advance the CSNSW Mission with a shared commitment to our values of service, accountability, integrity, and collegiality.

The 2024 Business Plan includes significant sector-wide projects for Catholic education and has been developed through consistent engagement with stakeholders and an associated consultation process. The plan is focused on the following CSNSW Strategic Areas aimed at delivering value and support to all systems and schools.

## Corporate review commendations and recommendations

A five-year corporate review of CSNSW, required under clause 37 of the CSNSW Constitution, was presented to Bishop Members in 2023. The review assessed the effectiveness, sustainability, ongoing viability, and relevance of the company, considering its objects under the Constitution. Work was carried out in 2024 responding to the corporate review's commendations and recommendations, with CSNSW providing regular updates on the progress to the Members. It is anticipated that CSNSW's response to all recommendations of the corporate review will be completed by the end of 2025. The draft CSNSW Strategic Plan towards 2030 also incorporates a work plan from the Review. The CSNSW Business Plan lists the ongoing CSNSW Response to the Review as a strategic project for 2025.

## CSNSW flagship assessment hub (Project AERO)

In 2023, to support CSNSW's role in schools based assessment and reporting, including educational analytics support to DSS and RI/MPJP schools, CSNSW commissioned the Australian Education Research Organisation (AERO) to undertake a review of the Catholic School sector's current capability, sector needs, and emerging priorities recommending areas for greater coherence and alignment, and identifying opportunities to enhance our current capabilities and services, including through external partnerships with universities and others. The project supports CSNSW's mission and mandate with respect to education effectiveness and efficiency, with a focus on next generation digital assessment.

That same year, the AERO team completed its desktop review of our organisational structure and service provision and undertook workshops with staff, interviewed diocesan and school personnel as well as experts in the field. The broader recommendations of the review have been considered by management and an implementation horizon of 1-3 years is anticipated. In 2024, work on the project moved to 'horizon one', implementing analysis, enhancing internal capacity, technical reporting, and a portal. Work on this project is ongoing and will continue into 2025 with the aim of deepening internal expertise.



## **Improving frontline assessment (partnership with Gradeo)**

In readiness for online assessments, CSNSW, through CSSA, entered a partnership with education technology provider Gradeo in November 2024, to collaborate on a project to make past papers of the CSSA trial HSC examinations available online for students of the NSW syllabus.

The CSSA Assessment Hub will be a secure, web-based assessment platform. Subscribers, including teachers from across the three school sectors, will have access to a powerful database of high-quality past papers designed and assessed by education experts. Teachers will also have the tools they need to create new syllabus-aligned assessments that can generate accurate feedback reports for learners within minutes. Subscribers will have access to around 300 tests and 15,000 questions, all mapped to current NSW syllabuses, enabling them to author, test, grade, and report on a single platform.

In 2024, the first online CSSA trial HSC examination, for Science Extension, was conducted with funds from the project, enabling CSSA to match NESA's HSC offering. As NESA shifts HSC exams online, schools and teachers across NSW now have an accessible option for rigorous, high-quality online test materials.

Gradeo and CSSA published a report involving results from 34 teachers and 173 students in 2024, which explored readiness for online assessment across NSW. It showed that students are overwhelmingly embracing digital learning, finding that more than 80% of participants rated online resources as especially useful. The report also found that students want flexible, responsive tools to help them practice, and that teachers want tools that save time, help maintain standards, and provide more extensive content.

A CSSA convener orientation day was held in October 2024, focusing on the continued provision of premium-quality CSSA trial HSC examinations and the soft launch of the CSSA Assessment Hub.

## **Information systems and infrastructure to improve cybersecurity (Project Carlo)**

This upgrade is a key component of Project Carlo involves an important investment in information systems and infrastructure to improve cybersecurity, aligning with CSNSW's strategic direction and improving network services for our schools. This project responds to CSNSW's commitment to efficiency and effectiveness and offering high-quality services.

In 2024 CSNSW completed a key component of Project Carlo: phase one of a new, improved CSNSW website and portal for a unified and modernised digital experience that consolidates multiple legacy websites, providing consistent branding and seamless access to CSNSW information and applications.

## **State-wide capital planning**

The state-wide capital plan for NSW Catholic schools facilitates representations to government for increased capital funding and possible improvements to state planning legislation as it relates to education. This continuing project extends direct assistance to DSS and RI/MPJP schools to help compile adequate documentation and inventories of school facilities.

# Advocacy and Representation

## Keep School Funding Fair

In December 2024, CSNSW launched an advocacy website and video campaign, "Keep School Funding Fair". The Keep School Funding Fair education campaign restates the benefits of the current funding model and responds to attempts to undermine the non-government school sector. The campaign is informed by research showing that a lack of understanding of our complex school funding system leaves it vulnerable to ideological attack and that support for school funding increases when the funding model is better understood. Drawing on this research, CSNSW prepared resources on school funding for school communities, supporters, and the general public, with the aims of dispelling myths around the funding model and building a broad and active base of support for fair funding for non-government schools.

## NSW Schools Advisory Council

In 2024, CSNSW continued as a member of the NSW Schools Advisory Council, which is chaired by the NSW Deputy Premier. The council is a cross-sectoral forum that explores key issues across the educational landscape. Matters for discussion included combating bullying, challenges associated with social media, student mental health, and the Better and Fairer Schools Agreement with the Australian Government. The CEO represents the sector on this council, providing a voice for Catholic education.



## NESA Board

The CEO of CSNSW sits on the Board of NSW Education Standards Authority (NESA) as the nominated representative of Catholic education, appointed by the NSW Minister for Education and Early Learning. The NESA Board sets the authority's strategic direction, works with its CEO to support achievement of the organisation's goals, guides it to fulfil its functions, and delivers policy directions set by the Board and the NSW Minister for Education.

The Board consists of 14 members representing various stakeholders in education, including the Secretary of the NSW Department of Education, the CEOs of NESA and the AISNSW, and the Deputy Secretary of the Independent Education Union of Australia NSW/ACT branch. Professor Peter Shergold AC is the Chair.

In 2024, the Board met on 5 March, 7 May, 21 June, 6 August, 29 October, and 10 December.

A presence on the NESA Board allowed CSNSW to make representations on behalf of the Catholic school sector on priority issues, including teacher accreditation, school registration, and curriculum reform among others. CSNSW consults widely in each of these areas to ensure that the breadth of Catholic education is represented in policy discussions.



*Dallas McInerney, Chief Executive Officer of CSNSW, speaking at the 2024 K-12 Curriculum Reform Conference*

## Research

The policy and research function of CSNSW sits within the Kathleen Burrow Research Institute (KBRI), which conducts and publishes research on contemporary issues in school education to promote the advancement of education in all Australian school sectors.

KBRI produces research that is intellectually rigorous, politically non-partisan and informed by the Catholic faith.

The work of the Institute provides an evidence base to support Catholic schools in NSW in advocating for best practice in all schools, particularly in Catholic education and by informing and engaging with sector leaders and policy-makers.

## Equity and excellence

On 30 August 2024, the KBRI published a new issues brief titled *Data, not Drama: A Fresh Look at Equity in Australian Schools*. It offers a view of the successes and challenges related to educational equity in Australia, informed by OECD and Australian datasets, and concludes that Australia's successful model of school choice and diversity contributes significantly to the success of the country's educational landscape, as well as scoring highly on excellence and equity measures.

The contents of the paper were also presented by the CEO at an education conference at the University of Technology Sydney (UTS), which addressed educational equity and segregation in Australia.

## Funding

The Kathleen Burrow Research Institute publication *Public Savings from Non-Public Schools* detailed how non-government schools save taxpayers more than \$4.5 billion a year. This report contributes to the ongoing debate on school funding, which is often presented as a zero-sum game pitting different schools against each other.

The report highlighted that the fundamentals of the mixed model of school provision remain strong, parents value choice, and the Australian taxpayer is better off.

The methodology adopts a two-step process which estimates the savings to government at present, along with future savings that will be realised once all schools have transitioned to receiving their full funding entitlement under the funding formula in the *Australian Education Act 2013* (Cth) (the Act).

When the base recurrent funding received by non-government schools is compared with the scenario where those students are educated in public schools and funded to the same School Resourcing Standard methodology as determined by the Act, it shows that if all government and non-government schools received their full funding entitlement under the *Australian Education Act 2013*, savings to taxpayers would be \$6.31 billion each year in recurrent funding. These savings include \$2.04 billion for primary students and \$4.27 billion for secondary students. Catholic schools make up \$2.96 billion of these savings, and Independent schools \$3.35 billion.



Delegates of the CSNSW 2024 Education Law Symposium.

## Sydney Morning Herald Schools Summit

In 2024, the CEO of CSNSW represented the Catholic education sector at the *Sydney Morning Herald Schools Summit*, contributing to a high-profile panel discussion on national education reform.

The panel addressed sector responses to the National School Reform Agreement and other major policy reviews shaping the future of Australian education. Fellow panellists included the CEO of the Association of Independent Schools NSW (AISNSW) and the President of the NSW Teachers Federation.

Key themes explored during the session included transparency and accountability in school performance, strategies to improve outcomes for equity groups, and the recruitment and retention of high-quality teachers—all central to ensuring sustainable and effective education systems.

CSNSW's participation reflects its leadership role in national policy dialogue and its commitment to advancing the interests of Catholic education within broader reform discussions.

## Statutory Not-for-profit Advisory Committee

CSNSW continues to play an active advocacy role in the regulatory landscape through its membership of the Non-Government Schools Not-for-Profit Advisory Committee, a statutory body established under Section 83K of the *Education Act 1990* (NSW). Since its inception in October 2014, the committee has advised the NSW Minister for Education and Early Learning on matters relating to the compliance of non-government schools and their proprietors with legislated not-for-profit requirements.

In 2024, CSNSW engaged in quarterly consultations with the committee secretariat to address matters specific to the operation and governance of Catholic schools in New South Wales. In parallel, CSNSW provided detailed input to the regulatory review of the committee's operations and contributed to the development of revised Non-Government Schools Not-for-Profit Guidelines.

## Submissions on Conversion Therapy

On 22 March 2024, the Minns government in NSW fulfilled an election commitment by passing legislation outlawing so-called LGBTQ+ 'conversion therapy' and suppression practices. The legislation, the *Conversion Practices Ban Act 2024* (NSW) (CPB Act), also created new offences and a civil complaints scheme on conversion practices, effective from 22 March 2025.

CSNSW prepared a submission as part of the government's consultation process on the CPB Act, arguing for the ongoing ability of schools to practice and transmit the Catholic faith. Following the passing of the CPB Act, CSNSW developed guidelines and a flow chart for school staff to aid them in complying with the legislation when delivering the curriculum or counselling services.

## NSW Council of Deans of Education conference

On 30 August 2024, the CSNSW CEO Dallas McInerney presented at the NSW Council of Deans of Education Conference at UTS, together with the Secretary of the NSW Department of Education and the Executive Director of the AISNSW. The panel discussion focused on equity and disadvantage in Australian education.

The CEO's presentation provided insights drawn from the KBRI publication *Data not drama: A fresh look at equity in Australian schools* which presents a positive outlook on the state of equity and excellence in Australian schools. The thesis of the presentation argued for increased focus on falling attendance levels, improving classroom discipline, and reversing falling NAPLAN participation as paths to further improve the provision of school education in NSW.



***The Hon Tanya Plibersek MP, federal Minister for the Environment and Water (centre left), with students and staff at the CSNSW 2024 International Women's Day event.***

## International Women's Day

On 8 March 2024, CSNSW held an event in the Sydney CBD to celebrate International Women's Day. It featured a keynote address by the federal Minister for the Environment and Water, the Hon Tanya Plibersek MP.

Over 100 staff and students from Catholic schools across NSW attended the event, including school principals and student leaders. Ms Plibersek shared insights from her experience in public life, recognised the contribution of Catholic education to the disadvantaged, and paid tribute to the generations of educators, particularly religious sisters, who built Catholic education.

# Engagement

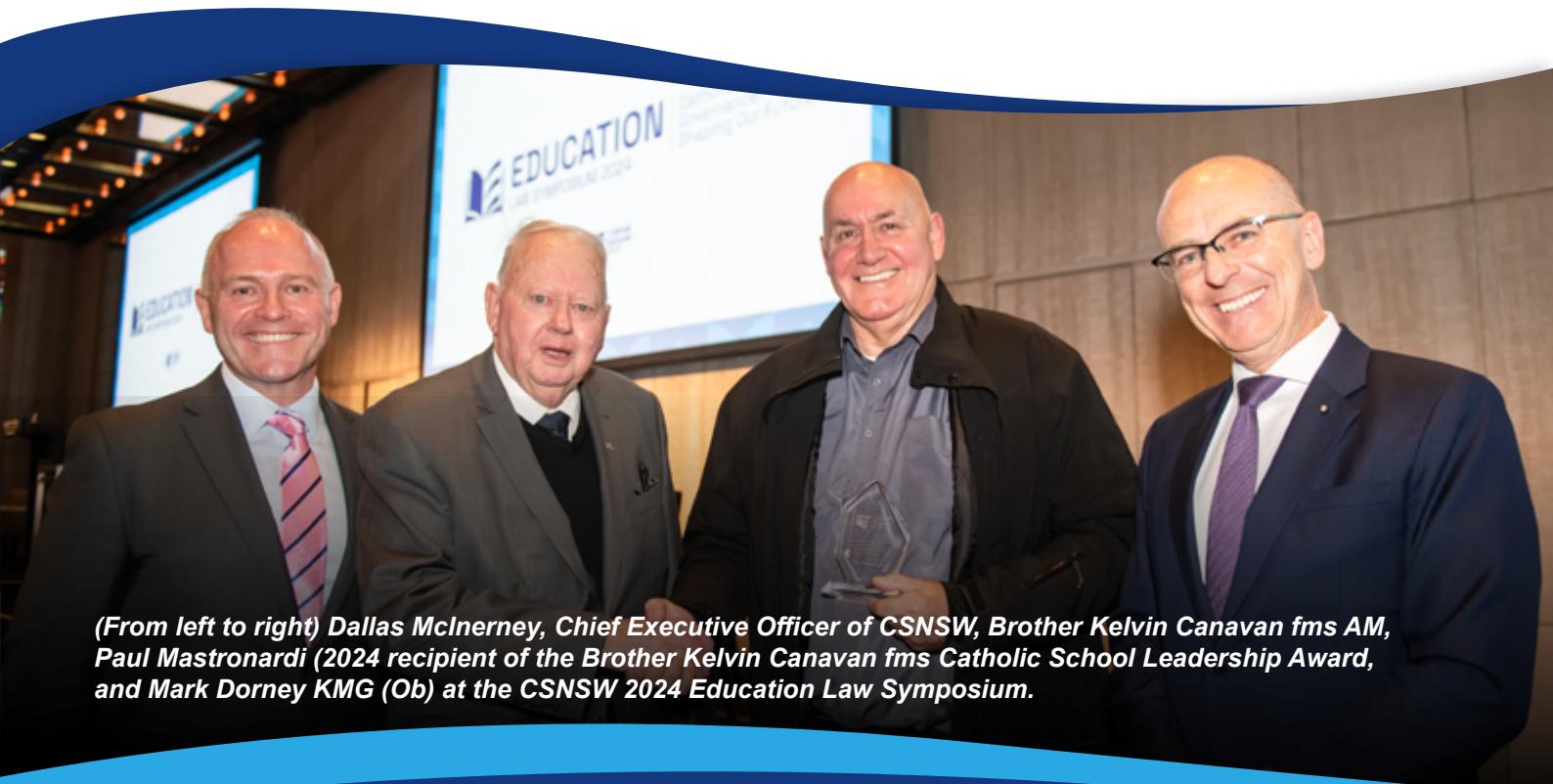
## AI symposium

Responding to the Pontifical Academy for Life's "Call for an AI Ethics", a document developed in support of an ethical approach to Artificial Intelligence, CSNSW provided leadership to the Catholic school sector by hosting the *CSNSW 2024 AI Symposium: Risks, Rewards and Opportunities*, a conference which brought together Catholic educational leaders from across NSW to hear from industry experts on topics relating to generative artificial intelligence (AI) and education. More than 200 delegates listened to discussions and presentations that explored ways in which the technology can be used to personalise learning experiences, enhance student engagement, and optimise assessment amidst the benefits, risks and challenges that generative AI presents.

## Brother Kelvin Canavan Catholic School Leadership Award

Established to honour the enduring legacy of Brother Kelvin Canavan fms AM—a pioneer in Catholic education administration—the Brother Kelvin Canavan Catholic School Leadership Award is presented annually by CSNSW. The award recognises individuals with a teaching background who have transitioned into educational leadership and demonstrated exceptional capacity in administration, personal faith and discipleship, commitment to growth-oriented support of others, and a focus on benefiting all schools across NSW.

In 2024, CSNSW proudly conferred the award upon Paul Mastronardi, in recognition of his distinguished leadership as Executive Director of the Dunlea Centre since 2012, and his lifelong dedication to serving disadvantaged communities.



*(From left to right) Dallas McInerney, Chief Executive Officer of CSNSW, Brother Kelvin Canavan fms AM, Paul Mastronardi (2024 recipient of the Brother Kelvin Canavan fms Catholic School Leadership Award, and Mark Dorney KMG (Ob) at the CSNSW 2024 Education Law Symposium.*



## Countering Violent Extremism

CSNSW advanced its countering violent extremism (CVE) strategy in 2024, consolidating the foundations laid in 2023 and responding proactively to an increasingly complex security environment. Throughout the year, CSNSW deepened collaboration with the NSW Department of Education and the AISNSW, and secured \$2.8 million in funding from the NSW Government. This funding agreement secures the continuation of CSNSW's CVE programme through to the end of 2028, providing long-term certainty and enabling sustainable sector-wide capacity building.

CSNSW remains a key member of the cross-sectoral working party reporting to government on CVE outcomes and continues to advocate for a balanced approach—one that prioritises safety while fostering inclusive, respectful, and socially cohesive school communities.

The escalation of the national terrorism threat level by the Australian Security Intelligence Organisation (ASIO) in August 2024—from “possible” to “probable”—marked a turning point in the operational context for schools. This heightened risk was reflected in a substantial increase in reported incidents of anti-social, violent, and extremist behaviour across the education sector, with Catholic schools not immune.

In response to the emerging environment, CSNSW increased sector engagement including supporting schools to increase reporting through the School Incident Report and Support Hotline, and provided professional development, coordinating 38 targeted capacity-building activities that reached 1,977 staff across DSSs and RI/MPJP schools. All 11 DSSs had specialist staff actively participating in the programme.

Key highlights of the 2024 programme included:

- **Nostra Aetate Curriculum Roundtable:** A flagship initiative bringing together educators from Jewish and Catholic schools alongside key stakeholders to co-design teaching and curriculum resources aimed at preventing antisemitism in Catholic schools.
- **School Safety Hostile Threat Readiness Pilot:** Delivered in partnership with Nemesis Consultancy Group, this pilot programme was implemented in 10 Catholic schools across NSW, enhancing situational readiness and crisis preparedness.
- **Polus Situational Awareness Simulation:** Previously only available to government schools, CSNSW partnered with the NSW Department of Education and NSW Police to ensure this advanced simulation training is now available for Catholic school leaders.

These 2024 initiatives represent a strategic progression from the groundwork laid in 2023, when CSNSW increased sectoral awareness of violent extremism risks, introduced the use of incident-reporting infrastructure, and developed sector-specific e-learning modules. With a firm foundation now in place, the focus has shifted toward building deep, systemic resilience across the NSW Catholic school system.



## CSNSW 2024 Aboriginal and Torres Strait Islander State Education Conference

In 2024, CSNSW and Armidale Catholic Schools proudly co-hosted the Aboriginal and Torres Strait Islander State Education Conference, *Spirit On Country: Learning Together Then, Now and Always*, a three day event held from 22–24 October at the Tamworth Regional Entertainment and Conference Centre. This triennial gathering reaffirmed the essential role of Catholic education in empowering Aboriginal students as successful lifelong learners.

Drawing over 500 delegates from across NSW and beyond, the conference brought together system and school leaders, teachers, support staff, parents, elders, and students. Participants engaged in keynote addresses, breakout sessions, workshops, and an on-country experience at the historic site of the Myall Creek Massacre, deepening their connection to Aboriginal history and culture.

The conference significantly strengthened participants' historical awareness and enhanced their intercultural and cross-cultural competencies in Aboriginal education. It also provided a platform for collaborative dialogue on the development of inclusive classroom environments and the continuous pursuit of educational excellence for Aboriginal students.

In parallel with the conference, CSNSW released the third annual report on Aboriginal education outcomes in NSW Catholic schools, further details about which are provided under Services and Support.

## Curriculum Reform Conference

In order to build, strengthen, and refine the sector's capacity to contribute to the reform of the NSW curriculum, CSNSW hosted the Curriculum Reform Conference: *Animating the Curriculum for Human Flourishing* from 30 September to 1 October. Bringing together 400 Catholic educators and leaders from across New South Wales, the conference marked a significant step forward in sector-wide engagement with the evolving NSW curriculum.

Following the success of the 2023 Secondary Curriculum Reform Conference—part of the CSSA Forum Series—which focused on syllabus changes, literacy, assessment, and educational equity, the 2024 conference broadened both scope and impact. It deepened the sector's collective understanding of curriculum reform, emphasising the role of Catholic education in promoting student flourishing.

Conference themes included:

- reformed syllabuses and implementation
- the Catholic curriculum
- human flourishing in education
- academic care, wellbeing, and diversity
- high potential and gifted students
- vocational education.

The conference provided a premium professional development opportunity for school and system leaders. It challenged educators to re-imagine what flourishing means in education and explored how Catholic teachers, leaders, and educators can utilise the NSW Curriculum Reform to ensure children and young people in our care thrive in the future.

## Education Law Symposium

On 15 July 2024, CSNSW convened its fifth annual Education Law Symposium, under the theme *Catholic School Governance: Shaping Our Future*. The event served as a premier forum for sector leaders, policymakers, and legal experts to engage on key issues at the intersection of education, governance, and public policy.

The symposium featured a distinguished line-up of speakers, including an opening keynote address by former NSW Premier, the Hon Bob Carr, and a fireside conversation with Tom Alegounarias, Chair of the recent review of Section 83C of the *Education Act 1990* (NSW). Panel discussions explored a range of strategic topics, including curriculum reform, teacher workforce sustainability, and school governance.

With more than 375 education leaders and stakeholders in attendance, the event provided participants with six hours of NESA-accredited, mandated governance training, underscoring CSNSW's commitment to the provision of high quality professional learning opportunities, excellence in leadership, and regulatory compliance across the Catholic education sector.



**Speakers (from left to right) Sheila McGregor, Dr John Bennett AM, Kitty Guerin, Paul Crennan and Anna Dickinson at the CSNSW 2024 Education Law Symposium.**

## International engagements

### ACU Spiritus International formation programme

In 2024, Danielle Cronin, Deputy CEO of CSNSW, and Monica O'Brien, Head of Assessment, participated in the Spiritus International Formation Programme hosted by the La Salle Academy at ACU. The programme convened an international learning cohort at ACU's Rome campus and in Assisi, with participants from Australia, Austria, England, Kenya, and Scotland.

Designed to strengthen leadership in Catholic education and ministry, the Spiritus Programme supports the formation of Church leaders, educators, and youth ministers, equipping them to critically examine and enhance approaches to promote the 'new evangelisation' within schools and Church ministries. It also serves as a certification pathway for leaders engaged in the Catholic Leaders Formation Network and Catholic Schools Youth Ministry International.

### International Office of Catholic Education Annual Conference, Geneva

The CEO of CSNSW represented the Hon Jacinta Collins, CEO of the National Catholic Education Commission (NCEC), at the International Office of Catholic Education (OIEC) Conference. This global forum convened Catholic education leaders and practitioners to examine the future of Catholic schooling through its mission to advance educational excellence and the Gospel spirit.

Strategic discussions focused on strengthening Catholic-inspired educational initiatives, fostering research into the distinct impact of Catholic schools, and equipping institutions to adapt to the dynamic needs of their communities.

Key themes included the development of inclusive learning environments, advancing cultural and Gospel-centred progress, and a renewed emphasis on serving the most disadvantaged—ensuring that Catholic education is accessible to those at the margins.

## NAPLAN

The National Assessment Program – Literacy and Numeracy (NAPLAN) continued to serve as a cornerstone of national educational benchmarking in 2024, providing schools, parents, and policymakers with valuable insights into student progress in core learning domains. In its second year of implementation under the revised model, NAPLAN was delivered in March rather than May, aligning with the improved reporting framework and the new proficiency standards introduced in 2023. This earlier testing window allows educators to receive actionable information earlier in the academic year, supporting more targeted teaching and intervention strategies.

CSNSW continues to play a leadership role in the sector-wide coordination of NAPLAN in Catholic schools, working in close partnership with NESA, the NSW Department of Education, and the AISNSW. This collaboration ensures consistent messaging, for school communities—particularly teachers and parents—so they have the information and resources needed to understand and apply the assessment data effectively. CSNSW has also supported ongoing professional development and NAPLAN readiness initiatives, reinforcing the importance of literacy and numeracy as foundational learning outcomes.

The 2024 assessment results were reported against four proficiency standards: Exceeding, Strong, Developing, and Needs Additional Support. These simplified categories, introduced in 2023, provide a clearer picture of student achievement and progress across the domains of reading, writing, spelling, grammar, and numeracy. As schools and systems continue to embed the updated measurement framework, CSNSW remains committed to strengthening the sector's capacity to

interpret NAPLAN data meaningfully—both to inform school improvement and to support every student in reaching their learning potential.

## Roundtable on Antisemitism

On 15 October 2024, CSNSW brought a focus to growing concerns of antisemitism by hosting a high-level Roundtable on antisemitism in schools, in partnership with Australia's Special Envoy to Combat Antisemitism, Jillian Segal AO. The event was convened at the Australian Catholic University (ACU) North Sydney campus and brought together a broad cross-section of educational leaders and community representatives, with more than 3,000 schools represented nationally.

Participants included Murat Dizdar, Secretary of the NSW Department of Education; senior representatives from the Executive Council of Australian Jewry; principals from leading Jewish schools including Moriah College and Masada College; as well as delegates from Anglican schools, Sydney Catholic Schools, Catholic Schools Broken Bay, Catholic Education Canberra-Goulburn, RI/MPJP schools, and ACU.

Discussions centred on the increasing prevalence of antisemitism in school environments, including the challenges posed by misinformation and harmful content on social media platforms. The roundtable explored collaborative strategies for education leaders, government agencies, and community partners to counter antisemitism through the development of trusted resources, curriculum support, and enhanced professional learning.

The roundtable demonstrated CSNSW's ongoing commitment to fostering inclusive and respectful school communities and interfaith dialogue.

## RSL NSW Aboriginal and Torres Strait Islander veterans commemorative service

This annual commemorative service enables students across NSW to engage meaningfully with the sacrifices of Aboriginal and Torres Strait Islander people and their enduring connection to the Australian Defence Force.

CSNSW plays an active role in planning the event through its membership on the NSW RSL Aboriginal and Torres Strait Islander Veterans Commemorative Committee. Each year, Catholic schools across Greater Sydney participate in the service, while regional schools join via livestream and host local ceremonies.

In 2024, 300 students and 30 staff from Catholic schools joined over 2,000 attendees, including community and defence force members, to honour these veterans. Held during National Reconciliation Week, the ceremony fosters awareness of Indigenous military service and promotes defence careers among young Australians.



*Jillian Segal AO at the CSNSW Roundtable on antisemitism in schools.*

# Services and support

## Avila Leadership Programme

The Avila Leadership Programme—CSNSW's flagship professional development initiative for new and aspiring Catholic school principals—was established in 2023.

The programme has been intentionally designed to respond to the evolving demands of educational leadership and to put in place a pipeline to produce the next generation of school leaders. Developed by CSNSW in collaboration with the La Salle Academy for Faith Formation and Religious Education at Australian Catholic University, and shaped by insights from diocesan representatives, leadership experts, and experienced principals, the Avila Leadership Programme addresses both the spiritual and operational dimensions of Catholic school leadership.

At its core, the programme invites participants to reflect deeply on the vocation of Catholic educational leadership, beginning with the question: "What are we called to do?" This grounding in mission is paired with a deliberate and nuanced exploration of the responsibilities of principalship—integrating formation in civil and canon law, governance, strategic leadership, and the faith tradition that underpins Catholic schooling.



In 2024, the first cohort for the year—comprising 32 educators who began in late 2023—successfully completed their formation, with the majority transitioning into substantive principalship during their participation in programme. Feedback from both participants and diocesan system leaders was resoundingly positive, underlining the programme's efficacy in preparing leaders for the complex, multidimensional role of principalship in Catholic schools.

The second cohort—the 2024-25 cohort—commenced in November 2024 with 34 new and aspiring principals from across NSW. This group is composed of both primary and secondary school leaders and includes representation from eight of the eleven Diocesan Schools Systems (DSSs) and five Religious Institute and Ministerial Public Juridic Person (RI/MPJP) schools, reflecting broad sector engagement.

The Avila Leadership Programme exemplifies CSNSW's strategic commitment to ensuring that the future generations of Catholic school principals are not only equipped for contemporary leadership, but also anchored in the mission and moral purpose of Catholic education.

## Aboriginal education outcomes in NSW Catholic schools

In 2024, CSNSW released its third *Annual Report on Aboriginal Education Outcomes in NSW Catholic Schools*, exploring the prevailing trends, achievements, and ongoing challenges within the sector.

The report covers a range of metrics, including: enrolments, attendance and retention, NAPLAN, HSC and VET and post-school destinations.

Some key trends shaping Aboriginal education in Catholic schools in NSW are:

- rising enrolment and enhanced engagement
- improvements in attendance, retention, and academic performance when compared with other sectors
- robust participation in vocational education and strong post-school pathways.

This report forms part of CSNSW's commitment to fostering equitable access to educational excellence in culturally safe, inclusive, and high-quality learning environments for Aboriginal and Torres Strait Islander students.

The report informs the implementation of CSNSW's Aboriginal Education Strategy 2020-2025 and was supplied to NSW DSSs to assist them in implementing the National Agreement on Closing the Gap.

## ACU's Annual Australian Principal Occupational Health, Safety and Wellbeing Survey – 2023

CSNSW continues its longstanding partnership with ACU to support the Australian Principal Occupational Health, Safety and Wellbeing Survey—the most comprehensive longitudinal study of its kind globally. Established in 2011, the survey tracks the health and wellbeing of school leaders across Australia and provides critical evidence to inform education policy and sector-level interventions.

As a principal research partner, CSNSW provides support, contributes with insights, and provides strategic engagement to enhance the survey's relevance to Catholic education. CSNSW also supports ongoing participation from Catholic school leaders, ensuring that the voice of the sector is strongly represented in national data. This partnership underscores CSNSW's commitment to addressing the challenges faced by educational leaders and fostering a supportive environment in Catholic education.

The 2023 survey findings—released in early 2024—underscore the urgent need for coordinated national action. The report revealed continuing high rates of stress, burnout, and offensive behaviour directed at school leaders, with 56% of respondents indicating they seriously considered leaving their role. Despite these challenges, the survey also highlighted the resilience and professional dedication of school leaders, reinforcing the importance of targeted support and system-level reform.





## Consent and Respectful Relationships Education

The Commonwealth Government has provided the NSW school sector with \$4.6 million to fund improved education on consent and respectful relationships.

The Consent and Respectful Relationships Education (CRRE) programme equips students with the knowledge and skills needed to engage in safe, respectful, and ethical relationships. It focuses on fostering a culture of mutual respect and responsibility by covering key topics such as informed consent, communication, personal boundaries, power dynamics, coercion, digital safety, and bystander intervention.

In Catholic schools, the CRRE programme supports the holistic development of children and young people, guiding them towards maturity and helping them realise their full potential as individuals created in the image and likeness of God. Grounded in the Catholic understanding of human dignity and the sacredness of life, this education aligns with the Church's moral and social teachings and reflects the broader mission of Catholic schools.

As the sector authority, CSNSW has developed a CRRE project Implementation Plan and will centrally administer the CRRE programme on behalf of all Catholic schools in NSW.

Phase 1 of the Implementation Plan began in 2024 as CSNSW engaged the Institute for Child Protection Studies from the Australian Catholic University (ACU) to complete a desktop audit and literature review of existing research, academic papers, and education programmes to provide a situational analysis of the current CRRE landscape.

An audit survey of the Catholic school sector was also completed to map current programmes, professional learning, and resourcing for CRRE in schools and school systems. The data from the survey will be used to inform the strategic planning and decision-making for the sector as the project progresses into 2025 and beyond.

## Crossing Cultures, Hidden Histories Professional Learning

In 2024, CSNSW supported DSS and RI/MPJP schools to hold the Crossing Cultures, Hidden Histories professional learning module for teachers. This professional learning module helps teachers develop knowledge and skills that enable them to implement effective strategies and create culturally safe learning environments so that Aboriginal and Torres Strait Islander students become successful lifelong learners.

Crossing Cultures, Hidden Histories enables teachers to engage fully with NESA reform priority 5.3: "A curriculum that specifies what every student should know and understand about Aboriginal cultures and histories, and incorporate this curriculum into Human Society and its Environment."

Crossing Cultures, Hidden Histories also supports CSNSW's work to assist the Australian Institute for Teaching and School Leadership (AITSL) to build a culturally responsive Australian teacher workforce.

## CSNSW Sport Services

In 2024 CSNSW Sport Services (Sport Services) held 140 events attended by more than 18,000 students. These included representative pathway events, championships, and gala days. The largest event, cross-country, had more than 2,100 competitors and over 3,000 spectators.

NSW Catholic Primary Schools (NSWCPS) is divided into two subgroups, MacKillop and Polding, and their representative participation from the dioceses is as follows. In MacKillop, Canberra and Goulburn contribute 380 students, Parramatta 676, Sydney 936, Wagga Wagga 399, and Wollongong 423. In Polding, Bathurst contributes 422 students, Broken Bay 462, Lismore 432, Maitland-Newcastle 443, Wilcannia-Forbes 357, and Armidale 357.

For NSW Combined Catholic Colleges (NSWCCC), participation from the dioceses is as follows. Bathurst contributes 388 students, Broken Bay 546, Canberra and Goulburn 221, Lismore 435, Maitland-Newcastle 451, Parramatta 787, Sydney 1,424, Wagga Wagga 324, Wollongong 644, the Catholic Girls Secondary Schools Sports Association 322, and Armidale 164.

Across the state, 2,961 students were selected to represent the Catholic sector through our NSWCCC, MacKillop, and Polding teams. A further 321 students made up the NSW Primary Schools Sports Association and NSW All Schools (secondary) teams. Forty students from NSWCCC were subsequently selected in All Australian teams.





## Events

Below are participant numbers for some of the larger events Sport Services held in 2024:

- NSWCCC and NSWCPS: cross-country 2,100
- NSWCPS netball championship (primary school tournament): 2,000
- NSWCCC netball championship (secondary school tournament): 1,100
- NSWCCC swimming: 1,100
- NSWCPS swimming: 1,000
- NSWCCC athletics: 950
- MacKillop athletics (primary): 900
- Polding athletics (primary): 850

Sport Services has continued with the Aquathlon, which has a focus on inclusive participation and is open for students in RI/MPJP schools, who do not traditionally use the representative pathways.

## Paris 2024 Summer Olympics

There were 36 CSNSW Sport alumni who competed in the 2024 Olympics as Olympians and Paralympians, with two gold and two silver medals being awarded.

## Media and communications

Sport Services has an e-newsletter, the *Leap of Faith*, with more than 20,000 subscribers. Sport Services also has 8,000 Facebook followers, 2,300 Instagram followers, and a YouTube channel with more than 12,000 views.

## Sport Services award nights

On 11 December 2024, CSNSW Sport held the inaugural CSNSW Sport Services Awards at the Sydney Cricket Ground. This encompassed the NSWCPS Maroon Awards (primary) and NSWCCC Blue Awards (secondary). It also hosted more than 140 award winners and 400 attendees. These awards were extremely well received, with positive feedback from stakeholders. Both awards highlighted the most successful students in primary and secondary sport across NSW in one of Sydney's most iconic venues.

## CSSA

The CSSA successfully administered its 2024 trial HSC examinations at more than 500 schools across all three sectors. The official HSC assessment period took place Monday 5 to Monday 19 August 2024.

Preparations for the 2025 CSSA examination cycle began in July 2024. Work focused on engaging examination writers and assessors, collaborating with external providers, and developing the shared online work platform.

In addition, 2024 saw the successful pilot of an online CSSA trial HSC examination in Science Extension. This initiative marked a significant milestone in modernising educational assessments, giving students a flexible and accessible platform to demonstrate their knowledge and skills. The pilot programme received positive feedback from students and educators, highlighting ease of use, comprehensive coverage of the curriculum, and the ability to simulate real exam conditions effectively. As a result, three subjects – Science Extension, Enterprise Computing, and Software Engineering – will be running online exams in 2025 during the CSSA trial period, paving the way for a more inclusive and technologically advanced approach to high-stakes testing.

The CSNSW CSSA Symposium, “Writing Across the Curriculum in Stage 4 & 5”, was held on 18 March 2024 at the Amora Hotel Jamison Sydney. This event invited diocesan representatives, principals, school leadership, key learning area coordinators, Stage 4-5 year coordinators, and teachers in Catholic education. The keynote speakers for the day were Professor Mary Ryan, Executive Dean of Education and Arts at ACU, and Martam Khosronejad, a renowned expert in educational research and curriculum development.

The symposium supported the NESA curriculum reform, addressing the critical importance of writing skills for educational success, as highlighted in NESA’s 2018 “Teaching Writing: Report of the Thematic Review of Writing”. The event explored evidence-based practices in writing within a secondary education context.

The symposium provided a platform for attendees to engage with current and emerging issues in secondary education, reflecting a shared commitment to enhancing learning and engagement in Catholic schools across NSW. Attendees participated in sessions exploring how writing can be used as a tool for learning across different disciplines and were presented with strategies and practices for improving students’ writing skills. The symposium fostered a sense of community and collective responsibility among educators, aiming to drive continuous improvement in teaching practices and student outcomes. By bringing together experts and practitioners, the event highlighted the importance of a unified effort in addressing educational challenges and advancing the quality of education in Catholic schools.



*Year 12 HSC Recipients at the NSW First in Course Ceremony.*

## Data analytics

The CSNSW analytics team is critical in delivering on CSNSW's reporting and measuring framework. Initiatives in 2024 included:

- projects focusing on enrolments and academic analysis
- State of the System Volumes 1 and 2 reporting to the Board and Bishop Members
- dashboard development allowing for reporting with advanced visualisations
- analytics support to DSS and RI/MPJP schools in their strategic planning
- demographic analysis and enrolment projections
- assisting with research and preparing materials for external advocacy



## Data collections

### 2024 Australian Early Development Census

In 2024, Catholic schools across New South Wales once again achieved 100% participation in the Australian Early Development Census (AEDC), reflecting the sector's strong and ongoing commitment to understanding and enhancing early childhood development. Conducted every three years, the AEDC provides a national snapshot of how children are faring as they begin their first year of full-time school, capturing critical insights across five developmental domains.

CSNSW played a coordination role in this national effort, working in close collaboration with diocesan school systems to support school participation. A well-established network of diocesan AEDC personnel, ensures the smooth implementation of data collection, offering guidance on policy, reporting, and audit requirements across the sector. CSNSW will continue working with Dioceses and schools to make best use of this dataset, including opportunities for data linkage.

The AEDC continues to be a vital tool for schools, governments, and communities, informing targeted early intervention, transition-to-school planning, and broader health and education policy. Catholic school leaders receive individual school profiles that offer timely, actionable insights, while the national report—due in March 2025—will present a comprehensive overview of early childhood development trends across Australia. CSNSW remains committed to leveraging this data to drive positive long-term outcomes for children and their communities.

## NETiD migration

Enhancements to the NETiD user management platform began in 2024 and will continue in 2025. The project improves integration with diocesan and school logins, streamlining authentication and access controls. It aims to retire legacy authentication processes and further enhance application integration and user access management.

## New census collection platform

A new portal for biannual census data collection was created in 2024. This offers DSSs and RI/MPJP schools an improved user experience in uploading data and is a critical part of the census that CSNSW performs for the Australian Department of Education.

## Personalised Planning Tool for Students with Disability – Project Margaret

Project Margaret responded to user feedback by making major usability upgrades to the Personalised Planning Tool for Students with Disability (PPSD). The PPSD tool was developed to meet the legislative and compliance requirements for Nationally Consistent Collection of Data for Students with Disability (NCCD) reporting, evidence, and auditing. The PPSD tool is used to collect and report NCCD data and thereafter maximise the full participation of students with disability in education. These improvements simplify the creation of plans, reduce teacher workload, and provide for better alignment with NCCD data-collection requirements.





## **Early Years Symposium**

On 20 June 2024, CSNSW hosted its second Early Years Symposium at Macquarie University's City Campus, building on the strong foundations established by the successful inaugural event held in 2023. This annual gathering has quickly become a cornerstone of CSNSW's early childhood education strategy, fostering professional dialogue, research-informed practice, and sector-wide capacity building.

With a 2024 theme centred on a collective approach to health and wellbeing in the early years, the symposium brought together educators and leaders from across New South Wales. Attendees engaged with keynote addresses from nationally recognised experts, including Dr Justin Coulson (psychologist and founder of Happy Families), Professor Sharon Goldfeld (Royal Children's Hospital), and Dr Jackie Amos (Centacare). Their contributions offered valuable insights into the complex interplay between behavioural development, equitable learning environments, and long-term health outcomes.

The symposium provided a collaborative forum for educators to refine pedagogical approaches, acquire new skills, and examine high-impact practices aimed at improving learning outcomes for all students. Attendees were informed of contemporary governance and policy developments in the early childhood education and care sector, including Universal Preschool, the National Early Years Strategy, and the NSW New and Upgraded Preschool Program.

## **Emergency management**

In 2024, CSNSW continued to play a critical leadership role in emergency management across the Catholic education sector, building on its well-established capabilities in risk response, health advisory, and inter-sectoral coordination. Throughout the year, CSNSW maintained its proactive approach by issuing timely health advice and early warnings in response to severe weather events, including bushfires, enabling schools to take pre-emptive action to safeguard students and staff.

Marking a significant milestone in sector collaboration, CSNSW formalised its emergency response partnership through the signing of a Memorandum of Understanding with the NSW Department of Education and the Association of Independent Schools of NSW (AISNSW). This agreement enhances cross-sector information sharing and response coordination, reinforcing the collective capacity to manage state-wide emergencies effectively.

CSNSW's support was particularly evident during the widespread power outage emergency in the far west of New South Wales. In partnership with Catholic Education Wilcannia-Forbes and the Department of Education, CSNSW secured and provided power generators to ensure the continued operation of Sacred Heart Parish School in Broken Hill and St Therese's Community Parish School in Wilcannia, enabling uninterrupted learning and student support during the crisis.



## **Hotline and advice**

CSNSW's in-house legal and risk team operates a general advice hotline. It is available to staff from the 11 DSSs and the 46 RI/MPJPs, who can obtain expert advice and information on governance and policies as they pertain to Catholic schools in NSW.

Throughout 2024, CSNSW advised and assisted in areas such as copyright, child protection, visas, privacy, and family law.

## **Insurance for work experience and placements**

CSNSW purchases two separate insurance policies on behalf of schools and system subscribers to provide cover for work experience and placements for students, schools, and employers.

Liability insurance for work experience and placements remains difficult to secure. Australian insurers refused to provide coverage and the insurance was eventually placed with a London insurer.

From 31 March 2025 this insurance coverage will be arranged at the school or diocesan level.

## **National Student Wellbeing Program**

CSNSW continues to play a central role in the administration of the National Student Wellbeing Program (NSWP), a Commonwealth Government initiative that supports the mental health and wellbeing of Australian school students. The current programme cycle (2023–2027), which builds on the foundations of the former National School Chaplaincy Program, reflects a broader focus on holistic wellbeing through the provision of pastoral care services and school-led strategies developed in close consultation with local communities.

As the designated sector authority, CSNSW oversees the implementation of the programme for Catholic schools across New South Wales, managing the allocation of \$2.3 million in annual funding under the National Student Wellbeing Program Federation Funding Agreement. This responsibility includes assessing new applications, administering funding, and supporting schools to align programme delivery with community needs and system-wide priorities.

In 2024, 142 Catholic schools across all 11 DSSs and a growing number of RI/MPJP schools participated in the programme—an increase from 127 in 2023. This expansion reflects both the value schools place on the programme and CSNSW's continued commitment to strengthening pastoral care and wellbeing initiatives in Catholic education. As the programme evolves, CSNSW remains focused on ensuring it contributes meaningfully to student wellbeing, engagement, and learning outcomes across the state.

## Professional Learning

CSNSW continues to strengthen its position as a leading provider of professional learning for Catholic school educators and responsible persons. CSNSW PL delivered a comprehensive, evolving suite of online, on-demand, face-to-face, and live webinar offerings. These programmes are strategically designed to support high-quality educational delivery, positive school culture, and system-wide continuous improvement. Many of the offerings also meet legislative requirements for governance and provide NESA-accredited professional development essential for the maintenance of teacher accreditation.

The professional learning programme has grown significantly in both scale and sophistication over time. In 2022, the programme's focus was on supporting educators through the COVID-19 recovery phase. In 2023, the offering expanded with targeted support for curriculum reform through national conferences and bespoke learning modules. In 2024, CSNSW further extended its impact with the launch of a new learning management system, Learn 365, powered by Microsoft. This integrated flexible platform—accessible via NETiD—offers educators greater access to a rich and growing library of professional learning resources, including video content, podcasts, and interactive modules.

The breadth and quality of CSNSW PL offerings continued to expand, with new NESA-approved governance training modules addressing conflicts of interest, privacy obligations, and section 83C requirements. New content areas also included modules on belonging and connectedness (K–12), cognitive science and how students learn (K–12), and targeted support through the Multi-Tiered System of Supports (MTSS) for Years 7–10, developed in partnership with the Australian Education Research Organisation (AERO). CSNSW also partnered with the Centre for Educational Measurement and Assessment (CEMA) to deliver enhanced data-literacy modules. These ongoing investments reaffirm CSNSW's strategic commitment to professional excellence and its role in enabling school improvement across the Catholic sector.



## **Reporting framework: *State of the System*, volumes 1, 2 and 3**

Consistent with its constitutional objects, CSNSW has initiated system-wide reporting on a range of performance indicators through its *State of the System* reports. The reports give insights into key trends and issues in the Catholic school sector and support intervention considerations and forward planning.

### ***State of the System* Volume 1**

The first volume of *State of the System* is based on a statistical snapshot of the Catholic education system in NSW, and was delivered to the Bishop Members in July 2024. The first volume in 2024 explored trends in enrolment and religion, student attendance and retention, academic performance (including analysis of NAPLAN and HSC results), VET, and post-school destinations.



### ***State of the System* Volume 2: Extra-Curricular and Co-Curricular Activities in NSW Catholic Schools**

The second volume of *State of the System* provides a deep dive into a current topic of relevance for NSW Catholic schools. The second volume for 2024, delivered to the Bishop Members in September, explored extra-curricular and co-curricular activities in NSW Catholic schools.

Co-curricular and extra-curricular activities play a vital role in nurturing the whole person—mind, body, and spirit—with a framework of faith and values. These activities give students opportunities to grow academically, socially, physically, spiritually, and morally, enabling them to flourish as humans who are well prepared to live out their faith and make meaningful contributions to their communities and the world.

The report gives an overview of the broad range of extra-curricular and co-curricular activities students participate in through Catholic schools in NSW, and includes case studies to further explore how students are supported to flourish and excel.

## ***State of the System Volume 3: Financial Report***

The first *State of the System* Volume 3: Financial Report was presented to the Bishop Members in September 2024, and provides an overview of the financial position of NSW DSSs. The report used 2023 reporting year data. CSNSW has initiated this system-wide report on financial performance and position in response to its mandate, but chiefly to provide insight into key financial metrics, challenges, and issues based on a statistical snapshot of the Catholic education system in NSW.

The Financial Report provides an insight into the financial position of the 11 Diocesan Schools Systems, plus insights into changes which might impact financial performance and sustainability, drawing on data from the audited financial statements of each Diocesan Schools System, statutory reporting to government in the form of the Financial Questionnaires, and, externally commissioned analysis, contained in the CSNSW School Insights platform.

The Financial Report serves as a new and valuable tool for the Bishop Members and DSSs to identify financial opportunities and threats to the financial health of their schools and DSS.

## **Road Safety Education Program**

CSNSW continues to play a vital leadership role in delivering the NSW Road Safety Education Program across all Catholic schools in the state. Proudly funded by Transport for NSW, the programme represents a long-standing partnership between Catholic Schools NSW (CSNSW), the NSW Department of Education, the Association of Independent Schools of NSW (AISNSW), and Kids and Traffic at Macquarie University. This sector-wide initiative focuses on equipping students with the knowledge, skills, and attitudes needed to navigate traffic environments safely.

CSNSW has progressively strengthened its coordination of road safety education through a dedicated inter-diocesan Road Safety Network. This network includes representatives from each of the 11 Diocesan School Systems (DSSs), who serve as education officers supporting the integration of road safety education into the K–10 curriculum. Their work aligns with the NSW PDHPE syllabus and ensures consistent delivery of key road safety messages across Catholic school communities. The network meets quarterly to share best practices, contributing to a unified and proactive approach to road safety education.

In 2024, CSNSW hosted the PDHPE Symposium: *Empowering Students to Navigate Health, Wellbeing and Road Safety*, aimed at exploring the critical intersection of physical education, health, wellbeing, and road safety. The symposium equipped educators with the knowledge and tools to foster safer environments for children and young people. The day of professional learning was attended by 106 teachers from across NSW and was supported by funding from Transport for NSW.





## Vocational education and training

CSNSW has a significant role in advancing Vocational Education and Training (VET) across the Catholic school sector, ensuring students are equipped with the skills and qualifications needed for a dynamic and evolving workforce. As the approved system authority for Australian and NSW Government-funded VET programmes, CSNSW provides strategic leadership and operational support to schools, teachers, and diocesan Registered Training Organisations (RTOs) across the state.

In 2024, CSNSW coordinated the training of 150 teachers seeking to deliver VET courses in Catholic schools and supported an additional 50 teachers undertaking qualification upgrades in response to evolving industry training package requirements. These initiatives are essential to maintaining a skilled and compliant VET teaching workforce, with training delivered each semester to those who meet the required professional benchmarks. This support enables diocesan RTOs to meet their obligations under the Standards for Registered Training Organisations and ensures students receive training that aligns with current industry standards.

Building on the momentum of 2023—when CSNSW contributed to the NSW Government's VET Review and implemented improved work experience procedures—2024 saw continued momentum in expanding student access to external VET opportunities. More than 1,200 students from diocesan and RI/MPJP schools participated in Externally Delivered VET (EVET) programmes, gaining access to nationally recognised training pathways. Through sustained engagement, regulatory compliance, and collaborative partnerships, CSNSW remains committed to enhancing vocational learning outcomes and supporting young people to thrive in post-school education and employment.

# Resources and stewardship

## Funding distribution model (2024-2029)

During 2023, a working group collaborated on developing the new funding distribution model (FDM) for 2024-2029. This covers the six remaining years of the current funding agreement for the non-government sector. The development of the new FDM involved a representative from each of the 11 DSOs and CSNSW. The Director of Resources and Stewardship was the Chair of the advisory Funding Distribution Model Working Group, which met regularly during late 2022 and early 2023 to consider the best FDM for the NSW Catholic school system (NSWCSS). The new FDM was approved by the Bishop Members in July 2023 and first implemented in January 2024. It was used for the first time in January 2024 to distribute the government recurrent funding, including both per capita funding and loadings.

## Capital planning and resources

As the NSW Catholic Block Grant Authority (CBGA), CSNSW receives and distributes funds allocated under government-financed education programmes with state-wide application. CSNSW coordinates the administration of these programmes and meets their accountability requirements. A robust evaluation process is in place that includes, for each applicant project, independent assessments of:

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

Site visits are conducted to rate and assess existing facilities and determine the educational disadvantage they create for teaching and learning. The site visit is an important component of the assessment, and gives CBGA assessors a chance to confer with the applicant and be briefed by them on the solution proposed to address the educational disadvantage.

In 2024, there were 22 new project applications recommended for funding from those submitted to CSNSW from DSS and RI/MPJP schools. In addition to these, CSNSW reviewed, redefined, and revalued projects that grant recipients identified as required but which were subject to redefinition due to the original project scope being outside the available funding.

The total cost in most projects exceeded the value of the grant awarded, with a local contribution providing the difference. This approach to funding capital development ensures significant cost savings for the NSW Government's investment in the Catholic school sector.

Appendix C provides the list of capital projects recommended for funding and includes figures for the grant, the local contribution, and the total investment.

## CSNSW School Insights Platform

CSNSW undertook a data-driven innovation project using the annual Financial Questionnaires of each of the 547 schools in the NSW Catholic schools system to develop the CSNSW School Insights Platform. The project initiative arose out of CSNSW's resources and stewardship directorate, and used the expertise of Deloitte to develop and support the platform. Although the School Insights Platform was first developed in 2023, it only became operational in January 2024, for the benefit of the 11 DSSs in NSW. As of 2024, the platform uses the most recent financial data (from the year ended 31 December 2023). The online platform accesses the financial data for the sector and enables CSNSW and diocesan schools offices (DSOs) to provide interactive dashboard analytics to:

- gain insights into school financial performance
- benchmark selected cohorts of schools against their equivalents
- support more informed planning and detailed budgeting at a school and system level

## Financial compliance and reporting

CSNSW, as the ASA, is responsible for the funding it receives and the distribution to DSOs. It is required to lodge annual financial accountability statements and certifications with both the Australian and NSW governments, an obligation attached to the recurrent and targeted programme funding received by the Catholic school system. CSNSW completes the Financial Questionnaire (FQ) on behalf of the 11 DSOs, ensures the system auditor audits the data, and lodges the FQ, block allocation, financial accountabilities declaration, and annual audited financial statements of each DSS. CSNSW continued working with DSOs, including finance staff and auditors, on financial compliance and reporting, including via the monthly Finance Working Group meetings throughout the year. The 2024 FQ and declaration were lodged with the NSW and Australian governments by the due date with one audit qualification.





## Financial Compliance Framework – Refreshed Portal

CSNSW, as the ASA for the NSWCSS, has responsibilities to federal and state regulators concerning financial compliance and reporting. The Financial Compliance Framework (FCF) is a comprehensive resource for stakeholders, including DSO finance staff, diocesan auditors, and the NSWCSS Auditor. It explains responsibilities and gives guidance, instructions, and templates to enable compliance and reporting. The FCF has been progressively built over recent years. In late 2024, CSNSW refreshed the online FCF portal to encourage stakeholders to increase their engagement with the framework. The improved FCF portal should improve understanding of the content, which will drive more accurate, robust, and timely compliance with the framework and associated financial accountabilities.

## New and upgraded preschools programme on non-government school sites

The NSW Government has provided \$60 million over three years to fund new and upgraded existing preschools on at least 50 non-government school sites. These preschools will be located at both Catholic and Independent schools in NSW. The initiative is designed to improve access to preschools in high-growth areas. School sites will be selected based on socio-economic status, student demographics, and classification as a special school.

The programme is administered on behalf of the NSW Government by CSNSW and the AISNSW as grant authorities.

Eligible non-government schools can apply for grant funding under the two programme streams:

- **New builds:** Grants of up to \$4 million are available to support planning and major capital works that will build new preschools on selected non-government school sites.
- **Upgrades to existing preschools:** Grants of up to \$350,000 support planning and minor capital works (e.g., for the building of indoor or outdoor play spaces, renovations to existing facilities, and minor expansions).

The Deputy Premier is responsible for consideration and approval of grants.

# Registration system

## CSNSW monitoring processes

In 2024, the CSNSW registration system established monitoring processes, procedures, and protocols in line with its new legislative role as the ASA.

CSNSW's monitoring processes seek to assure NESA that schools who are members of the registration system continue to comply with requirements for registration and accreditation as per the *Education Act 1990* (NSW).

In 2024, in accordance with the reporting framework and the five-year plan agreed to by CSNSW and NESA, monitoring occurred in three dioceses:

- Armidale (24 member schools): 30 July-1 August
- Maitland-Newcastle (58 member schools): 13-14 August
- Lismore (45 member schools): 19-20 August

In the first year of monitoring, the CSNSW registration system concluded that all three dioceses continue to ensure compliance with the school registration requirements.

## School registration updates

The CSNSW registration system has a heightened profile on the new CSNSW website.

Accessed through the School Registration item under the School Management navigation menu, this area of the CSNSW website gives specific, public-facing information that describes the role of CSNSW as the approved registration system authority, outlining services and support, processes for handling complaints, and resources that support school registration and accreditation.

CSNSW continues to manage applications for initial registration and accreditation (new schools, new years of schooling) and renewal of registration and accreditation. The certification and submission of new applications and some notifications to NESA are made by CSNSW as the approved authority of the registration system.

An initial review of the CSNSW registration system was undertaken in late 2024 to check any concerns that have emerged in the first full year of monitoring (2024) and the first 18 months of the single Catholic registration system (since July 2023). The initial review found that:

- The CSNSW single school registration system is meeting its core obligations.
- CSNSW should continue to consolidate and embed the capabilities and processes of the Inter-Diocesan Registration and Accreditation Committee.
- The challenge moving forward will be the maturation of the CSNSW registration system over the next few years.

The review has been presented to the CSNSW Board and will be discussed with key stakeholders.

# Policy

## Education Amendment Regulation 2024 (NSW) update

On 1 March 2024, the NSW Government published the *Education Amendment (Non-Government Schools Assets and Income) Regulation 2024* (NSW), which:

- amends the *Education Regulation 2017* (NSW) to clarify in which circumstances a non-government school that uses school funds to provide certain education and care services does not operate for profit (pursuant to section 83C of the Education Act 1990 [NSW]), even where school funds are used for such services
- explicitly recognises certain education and care programmes – including long day care, out of school hours care, and preschool programmes
- affirms the existing section 83C requirements, including reasonable market value

The regulation is linked to the revised Not-For-Profit Guidelines for Non-Government Schools, which shed further light on how non-government schools may wish to use school assets and/or income to provide an education and care programme designed to invest in the learners of the school or future learners who are likely to attend the school.

The guidelines indicate that the definition of 'recognised education and care programme' is not exhaustive and that playgroups and transition-to-school programmes are types of 'recognised education and care programs' for the purposes of the regulation.

## High Potential and Gifted Education Project

The High Potential and Gifted (HPG) Education Project started in August 2022 and was completed in 2024. The project was established to guide CSNSW in providing advocacy and support for schools in the education of HPG students. CSNSW engaged Dr Denise Wood to assist in understanding the alignment of approaches in NSW Catholic schools with current international and national best practice.

In 2024, consultations with DSSs resulted in a series of recommendations, many of which were achieved. These included:

- a literature review on best practice in HPG education;
- the development of self-reflection tools for classroom teachers and school leaders;
- the establishment of a trial High Potential and Gifted Education Network;
- delivery of an HPG workshop at the CSNSW Curriculum Reform Conference.

CSNSW continued the project in 2024 with the expansion of resources and PD offerings, including:

- the release of the High Potential and Gifted Education Kit to all CSNSW schools;
- PD with the High Potential and Gifted Education Network, including diocesan and RI/MPJP reference groups.

## Modern slavery

In 2019, the Board of CSNSW voluntarily chose to comply with the statutory reporting framework established by the *Modern Slavery Act 2018* (Cth). The Board is committed to the ongoing efforts to rid the world of modern slavery, which it is vehemently opposed to in all its forms, from slavery and servitude to forced or compulsory labour and human trafficking.

CSNSW continues with its membership of the Australian Catholic Anti-Slavery Network (ACAN). ACAN supports CSNSW and other Catholic entities in identifying and managing modern slavery risks in their operations and supply chains.

CSNSW's due-diligence processes, information about training initiatives, and other key statistics are outlined in its modern slavery statements, which have been filed annually since 2019. CSNSW has maintained its practice of continuous improvement, something particularly evident in the creation of the CSNSW Modern Slavery Working Group during 2024. A detail report of the actions CSNSW has undertaken to address modern slavery risks can be found in CSNSW's Modern Slavery Statement for 2024.

## National School Reform Agreement

The National School Reform Agreement (NSRA) is a vehicle for intergovernmental collaboration that lifts student outcomes across all Australian jurisdictions. Although the NSRA that began in 2019 was due to expire at the end of 2023, the Commonwealth Government extended it until the end of 2024 to allow time for policy and funding negotiations with states and territories to occur ahead of a new NSRA, the Better and Fairer Schools Agreement (2025-2035). In 2024, CSNSW engaged in a number of meetings with the NSW Government and NCEC around the reform directions, improvement measures, and reporting obligations in the new agreement. However, at the end of 2024, the NSW Government had not finalised its negotiations with the Commonwealth regarding the Better and Fairer Schools Agreement. This necessitated the extension of a further year under the existing NSRA for NSW. Negotiations will continue in 2025.



# NESA teacher accreditation reforms

## Revised highly accomplished lead teacher policy

On 14 October 2024, NESA released the revised highly accomplished lead teacher (HALT) policy. Teachers working towards HALT are required to complete two modules addressing 20 standard descriptors from the Australian Professional Standards for Teachers (APST). The revised policy mandates cover 14 of the 20 standard descriptors and offers flexible pathways to demonstrate the impact of a teacher's work at the higher levels of certification.

CSNSW has worked closely with the ACU to develop the Graduate Certificate in Leadership (Highly Accomplished and Lead Teacher) into a NESA-recognised HALT pathway. Completion of the graduate certificate is now recognised as a module contributing to achievement of HALT status.

## Changes to professional learning requirements for maintenance of teacher accreditation

As of 16 August 2024, NESA no longer requires teachers to undertake at least 50 hours of NESA-accredited PD in one of the four priority areas. PD is no longer identified as accredited or elective. Teachers will still need to log 100 hours of PD across five years to maintain accreditation.

Further, teachers are required to:

- select professional learning activities that align at the level of the standards rather than standard descriptors;
- keep their own log of professional learning to be made available if requested by NESA.

Employer-required compliance training counts towards the 100 hours of PD.



*(From left to right) Nathan Smith, Jo Flynn, Daniel Petrie, and Pat Lowe at the CSNSW 2024 K-12 Curriculum Reform Conference.*

## Non-Government Reform Support Fund

The Non-Government Reform Support Fund (NGRSF) allows non-government peak bodies such as CSNSW to engage with the national reform directions that Australian governments have agreed on in the NSRA. In 2024, which was the final year of the NGRSF, it contributed to significant achievements, including:

- a range of high-quality professional learning offerings for school leaders and teachers, enhancing the capacity of schools to support the teaching and learning, as well as the wellbeing and mental health, of students;
- policy and programme coordination across the Catholic sector to develop strong foundations in the early years of learning and support students at risk of educational disadvantage;
- ongoing investment in curriculum reform and the implementation of new syllabuses across the state, including through an annual CSNSW Curriculum Reform Conference;
- a successful Education Law Symposium, which is highly regarded by Catholic school and system leaders as a source of PD to support system compliance, governance, and financial management.

## NSW Curriculum Reform

The reform follows a comprehensive review of the NSW Curriculum that took place from 2018 to 2020, and is the first comprehensive reform in three decades for the NSW school curriculum for Kindergarten to Year 12. The NSW Curriculum Reform began in 2020 and is scheduled for completion in 2027.

### NSW Curriculum Reform priorities and recommendations

The reform recommendations are shaping the new syllabuses. Priorities identified for the early, middle, and later years of schooling are to:

- build strong foundations for future learning—new English and mathematics syllabuses for Kindergarten to Year 2;
- provide more time for teaching—reducing the hours teachers spend on compliance requirements and extra-curricular topics and issues;
- strengthen post-school pathways—new learning areas for years 11 and 12 that clearly link learning to future employment and study options;
- develop a new curriculum—new syllabuses focused on what is essential to know and do in the early and middle years of schooling, and on key learning areas in the senior years.

### NSW Curriculum Reform – syllabus consultations

NESA received feedback from the education sector on how to improve student outcomes. The 'have your say' period on the curriculum reform is an opportunity for teachers, school leaders, and diocesan representatives to be directly involved in the NESA consultation process. Submissions were made through focus groups, including sector education reference groups, surveys, and written submissions. The curriculum reform covers most major aspects of the curriculum for primary K-6, secondary 7-10, and senior 11-12.

## Year 1 Phonics Screening Check

The Year 1 Phonics Screening Check (PSC) continues to play a vital role in strengthening early literacy outcomes across Catholic schools in NSW. Introduced following a successful trial in 2020, the PSC was developed by the NSW Department of Education to provide teachers with rapid diagnostic insights into students' phonics knowledge. The short, five-to-seven-minute assessment is administered individually by classroom teachers toward the end of Year 1, when students have developed sufficient phonemic awareness and decoding skills, yet still have time for targeted interventions to make a measurable difference.

In 2024, 15,750 Year 1 students in 354 Catholic primary schools across NSW participated in the PSC on a voluntary, opt-in basis. The PSC complements existing classroom practices by offering immediate and actionable data, with results automatically mapped to the NSW K–6 English syllabus and the National Literacy Learning Progression through the PLAN2 platform. These insights have proven instrumental in enabling schools to tailor instruction to individual student needs, particularly in the foundational area of phonics, which is widely acknowledged as a key predictor of later reading success.

The PSC is part of a broader suite of reforms aimed at improving early literacy, and CSNSW remains a committed partner in supporting its implementation across the Catholic sector. However, the NSW Department of Education has advised that from July 2025, access to online assessments—including the PSC—will transition to a cost-recovery model, potentially affecting voluntary participation in non-government schools. CSNSW will continue to engage constructively with government stakeholders to advocate for equitable access to this critical assessment tool.

## Catholic Employment Relations

In 2024, Catholic Employment Relations Ltd (CERL) provided employment relations support, advice, and representation to Catholic agencies, including RI/MPJP schools and other Catholic education bodies in NSW and interstate, and to non-education Catholic agencies.

Employment law services were provided to NSW and ACT Catholic systemic schools by Catholic Employment Relations (CER) - a core service of CSNSW, including acting as the bargaining representative in enterprise bargaining negotiations.

As a result of the reduction of CERL's workforce, the changing needs of systemic schools in NSW and the ACT for CERL services, and integration within CSNSW in 2023, the CERL Constitution was amended in 2024, including to reduce the number of directors to no more than three, and allow the Board the discretion to appoint a CEO if and when needed.



# Appendix A: Advisory and consultative activity

## Advisory groups

### Transition and Pathways Inter-Diocesan Advisory Group

The Transition and Pathways Inter-Diocesan Advisory Group met four times in 2024.

#### Focus

This group works collaboratively to bridge the worlds of work and Catholic education, aligning with the vision of CSNSW to advance God's Mission through leadership and service. The group informs and supports diocesan strategies to give students equitable and holistic career development opportunities at all stages of learning and for life beyond school. This work is grounded in Gospel values and the principles of service, accountability, integrity, and collegiality, ensuring career development is both inclusive and focused on the future.

#### Membership

- Caroline Wilson, Catholic Education, Diocese of Bathurst
- Georgina Vega, Catholic Schools Parramatta Diocese
- Irene Pereira, Sydney Catholic Schools
- John Gildea, Catholic Schools Parramatta Diocese
- Karen Ruppert, Catholic Education, Archdiocese of Canberra & Goulburn
- Kylie Peattie, Catholic Schools Office, Diocese of Maitland-Newcastle
- Lilly Moar, Catholic Schools Office, Diocese of Armidale
- Mary-Clare Turnbull, CSNSW
- Nicole Grubb, Catholic Education, Diocese of Wollongong
- Phil Cox (Chair), Catholic Schools Broken Bay
- Sue Watts, Diocese of Lismore Catholic Schools
- Vanessa Jennings, Catholic Education Diocese of Wagga Wagga

## VET Advisory Group

The VET Advisory Group (VEAG) met four times in 2024.

### Focus

The VEAG complements the VET Reference Group by providing on-the-ground operational and technical advice on matters pertinent to the nine diocesan RTOs. As well as supporting those RTOs, VEAG helps ensure they comply with ASQA regulatory requirements. While CSNSW facilitates VEAG meetings, the agenda and actions of VEAG are largely driven by its diocesan members.

#### Membership

- Christina Desmond, Catholic Education, Diocese of Wollongong
- Geraldine Blake, Catholic Schools Office, Diocese of Maitland-Newcastle
- Irene Periera, Sydney Catholic Schools
- John Wills, Catholic Schools Parramatta Diocese
- Josie Busby (Chair), Catholic Schools Broken Bay
- Karen Ruppert, Catholic Education, Archdiocese of Canberra & Goulburn
- Mary-Clare Turnbull, CSNSW
- Stephen Mitchell, Catholic Education, Diocese of Bathurst
- Sue Watts, Diocese of Lismore Catholic Schools
- Vanessa Jennings, Catholic Education Diocese of Wagga Wagga

## Networks

### Association of Catholic Special School Services

The Association of Catholic Special School Services met four times in 2024.

### Focus

The Association of Catholic Special School Services (ACSSS) is a representative body for Catholic special schools and special assistance centres in NSW. There are 16 member schools in the ACSSS, all of which are either Catholic systemic or Catholic Independent schools.

In 2024, the ACSSS:

- shared experiences on NCCD processes and implementation, including moderation and the annual census;
- responded to Commonwealth and NESA reviews;
- shared experiences of policy and guidelines in CSNSW.

## **Child Protection Practitioners Network**

The network met once per term in 2024.

### **Focus**

The Child Protection Practitioners Network meets quarterly to collaborate on preventing harm and promoting child safe practices in schools. This inter-diocesan network plays a key role in managing allegations of reportable conduct, assessing risk, and supporting schools in complying with the Child Safe Standards. It also works closely with the Office of the Children's Guardian, with a representative attending each meeting.

In 2024, there was a notable increase in requests for support related to risk management in cases of student violence, self-harm, and problematic sexualised behaviour. The network continues to address these challenges while also managing historical abuse claims.

## **Diocesan Disability Advisory Network**

The Diocesan Disability Advisory Network met four times in 2024.

### **Focus**

The Diocesan Disability Advisory Network:

- constituted a professional forum for sharing advice and information on state and federal disability policy;
- collaborated on the redevelopment of the CSNSW Personalised Planning tool;
- shared experiences on NCCD processes and implementation, including moderation;
- guided DSSs through the 2024 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.

## **Diocesan High Potential and Gifted Education Network**

The High Potential and Gifted Network met four times in 2024.

### **Focus**

The High Potential and Gifted Network:

- collaborated on the development of a CSNSW position paper;
- constituted a professional forum for sharing advice and information on supporting HPG students;
- shared experiences on implementing a series of new self-reflection resources.

## **Early Years Network**

The Early Years Network met twice in 2024.

### **Focus**

The Early Years Network:

- explored universal preschool and the impact of government policies on services and schools;
- shared experiences on implementing the new K-2 curriculum;
- discussed national and state updates, including the Preschool Outcomes Measure;
- engaged in presentations from AERO, the Australian Council for Educational Research and CCSP.

## **Heads of School Counselling**

### **Focus**

The Heads of School Counselling Network meets quarterly and is made up of senior mental health clinicians overseeing the delivery of school counselling services across the sector.

This inter-diocesan network provides comprehensive mental health support in schools by offering assessments and short-term counselling, and by promoting evidence-based practices in child and adolescent mental health. It also collaborates with external stakeholders to provide student support and reduce risk.

In 2024, key areas of concern included self-harm, suicidality, anxiety, depression, and issues related to family and domestic violence.

## **Mawambul**

The Mawambul Network met five times in 2024.

### **Focus**

The Mawambul Network includes stakeholders from Aboriginal and Torres Strait Islander communities across NSW and complements the CSNSW Aboriginal and Torres Strait Islander Education Reference Group, ensuring additional breadth of stakeholders and depth of consultation.

## **National School Wellbeing Program Network**

This network met once per term and consists of representatives from each of the 11 DSSs across NSW.

### **Focus**

The programme is a Commonwealth-funded initiative that focuses on delivering services to support the pastoral care and wellbeing of students and the wider school community. Chaplains and wellbeing officers work with other school staff at a local level to develop and implement initiatives that address identified wellbeing needs.

## **RI/MPJP Disability Network**

The RI/MPJP Disability Network met three times in 2024.

### **Focus**

The RI/MPJP Disability Network focused on training and support for the NCCD, including quality assurance and moderation support. CSNSW further supported this network through the facilitation of an NCCD reflection and planning workshop and an early-career teacher workshop on supporting students with disability.

## **RI/MPJP High Potential and Gifted Roundtable**

The High Potential and Gifted Network:

- collaborated on the development of a CSNSW position paper;
- constituted a professional forum for sharing advice and information on supporting HPG students;
- shared experiences on implementing a series of new self-reflection resources.

## **Road Safety Network**

This network met quarterly, once per term.

### **Focus**

The network is dedicated to delivering the Road Safety Education Program to help reduce traffic accidents involving children and young people. Funded by Transport for NSW, the network collaborates on effective ways to integrate the programme into student wellbeing initiatives and the NSW Personal Development, Health, and Physical Education syllabus, ensuring students receive essential road safety education.

## **Student Attendance Network**

This inter-diocesan network group meets once per term and is made up of representatives from each DSS who manage student attendance.

### **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 attendance and enrolment, compulsory schooling orders, school conferencing, and Children's Court matters.

## Teacher Accreditation Advisory Group

The Teacher Accreditation Advisory Group met four times in 2024.

### Focus

Members of the Teacher Accreditation Advisory Group (TAAG):

- gave feedback to NESA on:
  - the implementation of new policies and procedures developed to address the changes in the *Teacher Accreditation Act 2004* (NSW);
  - the Revised Highly Accomplished Lead Teacher Policy;
  - the review on conditional accreditation;
- shared strategies and resources developed in each DSS as a response to the ongoing changes in teacher accreditation;
- provided an important network of support to staff engaged in teacher accreditation work at all levels (highly accomplished, lead, proficient teacher, provisional and conditional), including sharing resources and expertise.

## Teacher Development Network

The Teacher Development Network (TDN) met four times in 2024.

### Focus

Members of the TDN:

- provided regular feedback to the AITS'L on matters affecting teacher development, including middle leadership standards, early-career teacher induction, and principal accreditation;
- designed and developed a series of five middle leadership modules, to be finalised and launched in 2025, as an outcome of the previous year's attention to the current research into middle leadership and in response to the AITS'L Middle Leader Standards.

Representatives of the TDN attend the AITS'L Professional Growth Network three times a year to contribute to the national conversation.

## Reference groups

### Aboriginal and Torres Strait Islander Education Policy Reference Group

The Aboriginal and Torres Strait Islander Education Policy Reference Group met five times in 2024.

### Focus

The group gave advice and support in the following areas:

- advice to the NCEC on Aboriginal languages, early years development, boarding for Aboriginal and Torres Strait Islander students, and faith formation through 'on country' experiences;

- NESA syllabus and curriculum reform, consultation, release, and implementation;
- successful delivery of the 2024 CSNSW Aboriginal and Torres Strait Islander Education Conference;
- to AERO on current research for Aboriginal and Torres Strait Islander students and families;
- the AITSL's Indigenous cultural responsiveness self-reflection tool;
- the roll-out of professional learning for diocesan and RI/MPJP schools, for cultural responsiveness training, with engagement through "Crossing Cultures, Hidden Histories".

### Membership

- Chris Barker, Redfern Jarjum College
- Darlene Murdoch, Catholic Education, Diocese of Bathurst
- Julie Waddell, Catholic Schools Parramatta Diocese
- Karan Taylor, Catholic Education, Diocese of Wollongong
- Merindah Wilson, Catholic Education Wilcannia-Forbes
- Sharon Cooke (Chair), CSNSW
- Vince Powell, Catholic Education, Diocese of Wagga Wagga

## Catholic Secondary Schools Reference Group

The Catholic Secondary Schools Reference Group met four times in 2024.

### Focus

The group advised on matters regarding the CSSA trial HSC examinations and CSSA symposiums, providing insights and feedback on CSNSW and CSSA projects.

### Membership

- Chris Browne, Catholic Education, Diocese of Wagga Wagga
- Dr Anne Ryan, Catholic Education, Diocese of Wagga Wagga
- Frank Chiment, Catholic Schools Parramatta Diocese
- Kelly Bauer, Catholic Schools Parramatta Diocese
- Monica O'Brien (Chair), CSNSW
- Sebastian Puntillo (from November), CSNSW
- Stephen Dwyer, Red Bend Catholic College Forbes

## **Education Policy Reference Group**

The Education Policy Reference Group met five times in 2024.

### **Focus**

The group advises CSNSW on key matters of education policy, including curriculum, student wellbeing, and teacher registration.

#### **Membership**

- Andrew Fraser, Catholic Schools Broken Bay (until March 2024)
- Andrew Mellas (Chair), CSNSW
- Christine Howe, Catholic Schools Parramatta Diocese (until March 2024)
- Danielle Cronin, CSNSW (Chair until March 2024)
- Jason Hanrahan, Catholic Schools Office, Diocese of Armidale
- Joanne Hack, CSNSW
- Kevin Carragher, Sydney Catholic Schools
- Maura Manning, Edmund Rice Education Australia
- Prue Horan, Catholic Education, Diocese of Wagga Wagga
- Rose-Marie van Raad, Catholic Education, Diocese of Bathurst

## **Mission and Identity Reference Group**

The Mission and Identity Reference Group met three times in 2024.

### **Focus**

The group advised CSNSW on:

- the challenges facing Mission and faith formation programmes in schools and for dioceses;
- Connected Catholic Communities;
- the Early Years Commitment of the NSW Government and the implications for Catholic schools;
- feedback on diocesan participation in World Youth Day;
- implications of the ACU survey on principals' health and wellbeing;
- implications of the NCEC findings on faith formation;
- religious education environmental scan;
- staff spirituality;
- Studies of Religion HSC results;
- policies on accreditation to teach religious education, and their effect on staff recruitment.

## Membership

- Andrew Mellas, CSNSW
- Angelo Belmonte, Catholic Education, Diocese of Bathurst
- Anthony Cleary, Sydney Catholic Schools
- Benedict Smith, CSNSW
- Gary Reen, Diocese of Lismore Catholic Schools
- Joanne Hack (Chair), CSNSW
- Joanne Kenny, Catholic Education, Diocese of Wollongong
- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Sandra Harvey, Catholic Education Diocese of Wagga Wagga
- Simon Hyland, Catholic Schools Broken Bay
- Stephen Dwyer, Red Bend Catholic College Forbes

## VET Reference Group

The VET Reference Group met four times in 2024.

### Focus

The group advises CSNSW in relation to policy, programmes, and research supporting vocational education and training, careers, and transition to work for the full range of Catholic school students. It also helps Catholic RTOs to meet compliance requirements determined by the Australian Skills Quality Authority (ASQA) and other regulatory agencies, including NESA and SafeWork NSW.

Focuses for 2024 included:

- CSNSW action on the NSW VET Review recommendations;
- implications of Australian VET reform for NSW Catholic schools.

## Membership

- Christina Desmond, Catholic Education, Diocese of Wollongong
- Geraldine Blake, Catholic Schools Office, Diocese of Maitland-Newcastle
- Karen Ruppert, Catholic Education, Archdiocese of Canberra & Goulburn
- Kim Grinham, Catholic Schools Parramatta Diocese
- Mary-Clare Turnbull (Chair), CSNSW
- Phil Cox, Catholic Schools Broken Bay
- Stephen Mitchell, Catholic Education, Diocese of Bathurst
- Stephen Pares, Diocese of Lismore Catholic Schools
- Sue Watts, Diocese of Lismore Catholic Schools
- Vanessa Jennings, Catholic Education Diocese of Wagga Wagga

# Working groups

## CSNSW Records Retention and Disposal Working Group

The CSNSW Records Retention and Disposal Working Group met three times in 2024.

### Focus

The purpose of the time-limited group is to develop state-wide guidance for Catholic schools on the retention and disposal of records, which each Catholic school proprietor can adopt – and, if necessary, adapt – to complement local policies and processes.

#### Membership

- Andrew Mellas (Chair), CSNSW
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Carmel Warnock, Trinity Catholic College
- Danielle Williams, Catholic Schools Office, Diocese of Maitland-Newcastle
- Jackie Rossington, Brigidine College
- John Barrington, Catholic Education, Diocese of Wollongong
- Julie Brusentsev, CSNSW
- Kathy Lavender, Catholic Schools Broken Bay
- Mark Cheeseman, CSNSW
- Mark Pople, Catholic Education, Diocese of Bathurst
- Robert Deering, Sydney Catholic Schools
- Sarah Meier, Catholic Education, Archdiocese of Canberra & Goulburn
- Simon Potter, Waverley College
- Sonya Roy, Catholic Schools Parramatta Diocese

## Early Childhood Education and Care Providers Working Group

### Focus

The CSNSW Catholic Early Childhood Education and Care (ECEC) Providers Working Group is a collaborative forum for Catholic ECEC providers to network and share ideas and information, particularly in the context of the NSW Government's early years initiatives and the Commonwealth Early Years Strategy, where a more coordinated response from the Catholic sector is needed.

## Membership

- Andrew Mellas, CSNSW
- Angela Cain (Chair), CSNSW
- Anthony Goonan, Catholic Diocese of Parramatta Services
- Danielle Cronin, CSNSW
- David Healy, St Nicholas, Diocese of Maitland-Newcastle
- Franceyn O'Connor, Sydney Catholic Early Childhood Services
- Melanie Corke, Ambrose Early Learning, Catholic Diocese of Parramatta Services
- Monique Beange, CatholicCare, Diocese of Broken Bay

## Finance Working Group

### Focus

The Finance Working Group consists of the finance directors, plus one or two colleagues, from each DSS. It meets monthly to discuss financial reporting and compliance matters.

## Membership

- Amelia Falconer, Catholic Schools Broken Bay
- Amruta Dhage, Catholic Schools Parramatta Diocese
- Christine Lucke, Diocese of Lismore Catholic Schools
- Con La Spina, CSNSW
- David Collins, Catholic Education Diocese of Wagga Wagga
- David Linos, Catholic Schools Broken Bay
- Emily Mackellar, Catholic Schools Office, Diocese of Maitland-Newcastle
- Fiona McCann, Catholic Schools Office, Diocese of Armidale
- Gerard Gieseckam, Catholic Schools Parramatta Diocese
- Glenn McLachlan, Sydney Catholic Schools
- Hayley Wilding, Sydney Catholic Schools
- Helen Bentham, Catholic Schools Office, Diocese of Armidale
- Jason Cooke, Catholic Education, Diocese of Bathurst
- Joanne Abrams, Catholic Schools Office, Diocese of Maitland-Newcastle
- Katherine Kirwan, Catholic Schools Office, Diocese of Maitland-Newcastle
- Malcolm Goodwin, Catholic Education Wilcannia-Forbes
- Mark Lawrence, Diocese of Lismore Catholic Schools

- Matt Smith, Catholic Education Wilcannia-Forbes
- Meaghan Tait, Catholic Education Diocese of Wagga Wagga
- Neil Forbes, Diocese of Lismore Catholic Schools
- Peter Yates (Chair), CSNSW
- Rebekah Oh, Sydney Catholic Schools
- Richard Enriquez, CSNSW
- Shirley Mojini, Catholic Education, Diocese of Bathurst
- Shrey Chopra, Catholic Schools Parramatta Diocese
- Steven Testa, Catholic Education, Diocese of Wollongong
- Tika Regmi, CSNSW
- Tim Hawes, Catholic Education, Archdiocese of Canberra & Goulburn
- Tracey McRoberts, Catholic Education, Archdiocese of Canberra & Goulburn
- Wynand Janse van Rensburg, Catholic Education, Archdiocese of Canberra & Goulburn

## Inter-Diocesan Educational Accountability Group

The Inter-Diocesan Educational Accountability (IDEA) Group met four times during 2024.

### Focus

Members of this group with expertise in school registration and compliance from each diocese considered a number of key policy areas during their meetings in 2024. The focus included ensuring that each DSS understood changes in regulations and their implications. Representatives from DSSs exchanged strategies and approaches to implementation and evaluation.

Key policy areas explored in 2024 included:

- attendance, including exemptions from attendance and the implications of increasing homeschooling registrations;
- annual school reports, including changes to requirements and approaches to streamlining and reducing the administrative burden for schools;
- complaint handling, risks, and responsibilities;
- professional learning obligations of ‘responsible persons’;
- key initiatives of the CSNSW single registration system.

## Membership

- Amber Armstrong, Catholic Schools Broken Bay
- Andrew Madden, Diocese of Lismore Catholic Schools
- Angie Palmer, Sydney Catholic Schools
- Brenda Dora-Higgins, Catholic Schools Parramatta Diocese
- Brenda Foley, Catholic Education, Archdiocese of Canberra & Goulburn
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Damien Carlton, Catholic Education, Diocese of Bathurst
- Francis Mackay, Catholic Schools Parramatta Diocese
- Gina O'Brien, Catholic Schools Office, Diocese of Maitland-Newcastle
- John Barrington, Catholic Education, Diocese of Wollongong
- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Liz Latham, Catholic Education Diocese of Wagga Wagga
- Mark Pople, Catholic Education, Diocese of Bathurst
- Melissa Golsby, Sydney Catholic Schools
- Rosemary Clarke, Catholic Education Diocese of Wagga Wagga
- Suzanne Ashby, Sydney Catholic Schools
- Talin Ekmekjian, Catholic Schools Broken Bay
- Tim Elliott, Catholic Education, Archdiocese of Canberra & Goulburn

## Inter-Diocesan Teacher Workforce Working Group

The Inter-Diocesan Teacher Workforce Working Group met five times in 2024.

### Focus

The group focused on coordinating the sector response to the National Teacher Workforce Action Plan (NTWAP), facilitating inter-diocesan cooperation, improving access to the data required for workforce planning, and driving the research agenda in relation to NTWAP initiatives.

## Membership

- Angela D'Amore, Catholic Education, Diocese of Bathurst
- Anissa Weekes, Catholic Education Diocese of Wagga Wagga
- Brendan Hall, Catholic Education, Diocese of Wollongong
- Carmen Nash, Catholic Education Wilcannia-Forbes
- Daniel Lynch, Catholic Schools Parramatta Diocese

- Emma Gleeson, Sydney Catholic Schools
- Gary Molloy, CSNSW
- Jane Comensoli, Association of Ministerial PJP
- Jane Scahill, Catholic Schools Office, Diocese of Maitland-Newcastle
- Karen Wells, Archdiocese of Canberra & Goulburn
- Kate Kenny, Catholic Schools Office, Diocese of Armidale
- Leah Rayner, Sydney Catholic Schools
- Leisa Fisher, Diocese of Lismore Catholic Schools
- Lisa Dent, Catholic Schools Office, Diocese of Maitland-Newcastle
- Marika Burton, Catholic Education Diocese of Wagga Wagga
- Megan Bisset, Catholic Schools Parramatta Diocese
- Natalie Cooper, Catholic Schools Broken Bay
- Natalie Harper, Archdiocese of Canberra & Goulburn
- Natasha O'Donoghue, Catholic Education, Diocese of Wollongong
- Rachel Kearey, Diocese of Lismore Catholic Schools
- Scott Cooper, Catholic Schools Broken Bay

## K-6 Curriculum Reform Working Group

The K-6 Curriculum Reform Working Group met five times in 2024.

### Focus

The group focused on:

- dissemination of key messages from NESA related to the curriculum reform;
- consultation on key documents related to the curriculum reform;
- curriculum implementation planning, including sharing of resources and diocesan plans;
- opportunities to pose questions that promoted collegial conversation;
- professional support network.

### Membership

- Caitlin Fahey, Catholic Education, Diocese of Bathurst
- Casey Chard, Catholic Schools Office, Diocese of Armidale
- Chris Higgins, Catholic Education, Archdiocese of Canberra & Goulburn
- Christine McDonald, Sydney Catholic Schools

- Genevieve Cook, Catholic Education, Diocese of Wollongong
- Joanne Hack (Chair), CSNSW
- Karen Ferrante, CSNSW
- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Kerrin Cronin, Diocese of Lismore Catholic Schools
- Kristi Ryan, Catholic Education, Diocese of Bathurst
- Liz Calabria, Catholic Schools Broken Bay
- Marisa Hart, Catholic Education Diocese of Wagga Wagga
- Mary Ryan, CSNSW
- Michelle Rosewell, Catholic Schools Office, Diocese of Maitland-Newcastle
- Nick Baird, Catholic Education Wilcannia-Forbes
- Rose-Marie Van Raad, Catholic Education, Diocese of Bathurst

## National Assessment Program Working Group

The National Assessment Program (NAP) Working Group (formerly the NAPLAN Working Group) met monthly during 2024 and convened several out-of-session meetings from January to March to accommodate the change of the NAPLAN test window from May to March, the earlier-than-usual preparation activities, and the change in the timetable for other NAP sample and international assessments.

### Focus

The NAP Working Group facilitated the full participation of NSW Catholic schools in NAPLAN tests.

The group was also responsible for communications to Catholic schools regarding:

- accessing NAPLAN results from the assessment platform;
- analytics available in the Scout tool;
- delivery of NAPLAN tests in an earlier test window;
- updated annual IT requirements;
- facilitation of sample school participation for both NAP assessments and international sample assessments.

### Membership

- Alicia Dibben, Catholic Schools Office, Diocese of Maitland-Newcastle
- Andrew Madden, Diocese of Lismore Catholic Schools
- Anne Addicoat, CSNSW
- Brett Henderson, Catholic Education Wilcannia-Forbes

- Carmel Heagney, Catholic Schools Office, Diocese of Armidale
- Chris De Britt, Catholic Education, Archdiocese of Canberra & Goulburn
- Damian Sylvester, Catholic Schools Broken Bay
- Dean Leddy, CEnet
- Erin Brady, Catholic Schools Broken Bay
- Fiona Chisholm, Catholic Schools Office, Diocese of Armidale
- Gary Molloy, CSNSW
- Karen Ellison, CEnet
- Karen Ferrante (Chair), CSNSW
- Lisa Nash, Catholic Schools Parramatta Diocese
- Mark Woolley, Catholic Education, Diocese of Wollongong
- Matt Wells, Sydney Catholic Schools
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Rick Sanderson, Diocese of Lismore Catholic Schools
- Stefan Boffa, Catholic Schools Parramatta Diocese
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Therese Campbell, Catholic Education, Diocese of Wollongong

## Online Curriculum Assessment Working Group

The Online Curriculum Assessment Working Group met monthly during 2024.

### Focus

Following the completion of the Literacy and Numeracy Action Plan in 2022, CSNSW established a working group to enable the sector's continued opt-in access to online assessments developed by the NSW Department of Education.

In addition to providing specific local curriculum advice on formative assessment, the group is responsible for:

- developing assessment resources available to the sector to aid in the delivery of curriculums
- supporting the operational roll-out of opt-in assessments and the interrogation and analysis of results data to inform targeted teaching and learning

In the context of rapid curriculum reform, CSNSW expects demand for these assessments to increase across the sector as schools continue to implement revised syllabuses.

## Membership

The members of the group are authorised representatives of their organisations and include:

- Alicia Dibben, Catholic Schools Office, Diocese of Maitland-Newcastle
- Alli O'Donnell, Diocese of Lismore Catholic Schools
- Attila Lendvai, Catholic Schools Parramatta Diocese
- Chris Higgins, Catholic Education, Archdiocese of Canberra & Goulburn
- Claire Ryan, Catholic Schools Office, Diocese of Armidale
- Donna Brouff, Catholic Education Wilcannia-Forbes
- Elise Baird, Catholic Schools Office, Diocese of Armidale
- Fiona Hillier, Catholic Education Diocese of Wagga Wagga
- Genevieve Cook, Catholic Education, Diocese of Wollongong
- Jessica Colleu Terradas, Catholic Education, Archdiocese of Canberra & Goulburn
- Karen Ferrante (Chair), CSNSW
- Kim Morney, Sydney Catholic Schools
- Mary Hunt, Diocese of Lismore Catholic Schools
- Matt Wells, Sydney Catholic Schools
- Natalie Ingram, Catholic Schools Broken Bay
- Patrick Ellis, Catholic Education, Archdiocese of Canberra & Goulburn
- Paul Develin, Catholic Schools Parramatta Diocese
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga



All CSNSW staff photo 2024

# **Appendix B: 2024 Financial Report and Independent Auditor's Report**

**CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY  
ACN 619 593 369**

**FINANCIAL REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2024**

The financial report was authorised for issue by the Directors on 29 May 2025. The Directors have the power to amend and reissue the financial report.

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

STATEMENTS OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>Revenue from continuing operations</b>	2	38,716,009	42,090,139	37,759,497	38,302,427
Other Income	3	-	350,883	-	350,883
Employee benefits expense		(15,792,638)	(16,614,323)	(15,390,395)	(13,485,833)
Depreciation and amortisation expense		(1,705,265)	(1,743,278)	(1,701,938)	(1,461,914)
Finance charges - property lease		(688,784)	(306,918)	(688,784)	(304,333)
Projects and grant costs		(6,404,705)	(7,987,529)	(6,395,313)	(7,984,260)
Travel expense		(1,042,655)	(890,706)	(1,006,717)	(819,902)
Information technology expense		(3,217,713)	(1,749,545)	(3,195,052)	(1,670,678)
Administration expense		(11,213,802)	(10,358,985)	(11,032,638)	(9,753,866)
<b>(Deficit/Surplus) for the year from continuing operations</b>		<b>(1,349,553)</b>	<b>2,789,738</b>	<b>(1,651,340)</b>	<b>3,172,524</b>
Other comprehensive income		-	-	-	-
<b>Total comprehensive (deficit)/income for the year</b>		<b>(1,349,553)</b>	<b>2,789,738</b>	<b>(1,651,340)</b>	<b>3,172,524</b>

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

STATEMENTS OF FINANCIAL POSITION  
AT 31 DECEMBER 2024

	Note	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	4	2,612,151	12,699,163	1,507,867	11,640,565
Trade and other receivables	5	1,732,463	1,237,915	1,759,623	1,320,600
Other financial assets	6	292,372,304	326,911,610	292,372,304	326,911,610
Other assets	7	5,459,421	4,136,713	5,449,039	4,062,353
Total current assets		<u>302,176,339</u>	<u>344,985,401</u>	<u>301,088,833</u>	<u>343,935,128</u>
<b>NON-CURRENT ASSETS</b>					
Property, plant & equipment and intangible assets	8	394,236	539,055	393,845	535,337
Right-of-use assets	9	<u>12,589,783</u>	<u>14,056,554</u>	<u>12,589,783</u>	<u>14,056,554</u>
Total non-current assets		<u>12,984,019</u>	<u>14,595,609</u>	<u>12,983,628</u>	<u>14,591,891</u>
<b>Total assets</b>		<b><u>315,160,358</u></b>	<b><u>359,581,010</u></b>	<b><u>314,072,461</u></b>	<b><u>358,527,019</u></b>
<b>CURRENT LIABILITIES</b>					
Trade and other payables	10	281,814,351	324,680,344	281,683,508	324,361,954
Employee entitlements	11	2,656,691	2,139,179	2,636,987	2,066,815
Lease liabilities	12	977,090	853,164	977,090	853,164
Leasehold make-good provision		-	7,140	-	7,140
Total current liabilities		<u>285,448,132</u>	<u>327,679,827</u>	<u>285,297,585</u>	<u>327,289,073</u>
<b>NON-CURRENT LIABILITIES</b>					
Employee entitlements	11	1,322,899	1,192,352	1,307,339	1,149,118
Lease liabilities	12	<u>12,507,382</u>	<u>13,484,473</u>	<u>12,507,382</u>	<u>13,484,473</u>
Leasehold make-good provision		<u>50,400</u>	<u>43,260</u>	<u>50,400</u>	<u>43,260</u>
Total non-current liabilities		<u>13,880,681</u>	<u>14,720,085</u>	<u>13,865,121</u>	<u>14,676,851</u>
<b>Total liabilities</b>		<b><u>299,328,813</u></b>	<b><u>342,399,912</u></b>	<b><u>299,162,706</u></b>	<b><u>341,965,924</u></b>
<b>Net assets</b>		<b><u>15,831,545</u></b>	<b><u>17,181,098</u></b>	<b><u>14,909,755</u></b>	<b><u>16,561,095</u></b>
<b>EQUITY</b>					
Retained surplus	13	8,311,329	7,046,732	7,389,547	6,426,737
Reserves	14	7,520,216	10,134,366	7,520,208	10,134,358
<b>Total equity</b>		<b><u>15,831,545</u></b>	<b><u>17,181,098</u></b>	<b><u>14,909,755</u></b>	<b><u>16,561,095</u></b>

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

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY

STATEMENTS OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2024

<i>Consolidated</i>	Retained surplus \$	General reserve \$	Strategic initiatives reserve \$	Staffing and human resources reserve \$	Total equity \$
<b>As at 31 December 2022</b>	<b>7,722,674</b>	<b>4,700,000</b>	<b>1,718,686</b>	<b>250,000</b>	<b>14,391,360</b>
Total comprehensive surplus for the year	2,789,738	-	-	-	2,789,738
Transfer in/(out) from retained surplus to reserves (note 1 (m))	(4,300,000)	-	4,300,000	-	-
Unutilised reserves transferred back to retained surplus (note 1 (m))	710,000	-	(460,000)	(250,000)	-
Reserves utilised for strategic projects	124,320	-	(124,320)	-	-
<b>As at 31 December 2023</b>	<b>7,046,732</b>	<b>4,700,000</b>	<b>5,434,366</b>	<b>-</b>	<b>17,181,098</b>
Total comprehensive deficit for the year	(1,349,553)	-	-	-	(1,349,553)
Reserves utilised for strategic projects during the year	3,114,150	-	(3,114,150)	-	-
Transfer in/(out) from retained surplus to reserves (note 1 (m))	(500,000)	-	500,000	-	-
<b>As at 31 December 2024</b>	<b>8,311,329</b>	<b>4,700,000</b>	<b>2,820,216</b>	<b>-</b>	<b>15,831,545</b>

<i>Parent</i>	Retained surplus \$	General reserve \$	Strategic initiatives reserve \$	Staffing and human resources reserve \$	Total equity \$
<b>As at 31 December 2022</b>	<b>7,429,893</b>	<b>4,700,000</b>	<b>1,258,678</b>	<b>-</b>	<b>13,388,571</b>
Total comprehensive surplus for the year	3,172,524	-	-	-	3,172,524
Transfer in/(out) from retained surplus to reserves (note 1 (m))	(4,300,000)	-	4,300,000	-	-
Reserves utilised on strategic projects	124,320	-	(124,320)	-	-
<b>As at 31 December 2023</b>	<b>6,426,737</b>	<b>4,700,000</b>	<b>5,434,358</b>	<b>-</b>	<b>16,561,095</b>
Total comprehensive deficit for the year	(1,651,340)	-	-	-	(1,651,340)
Reserves utilised on strategic projects during the year	3,114,150	-	(3,114,150)	-	-
Transfer in/(out) from retained surplus to reserves (note 1 (m))	(500,000)	-	500,000	-	-
<b>As at 31 December 2024</b>	<b>7,389,547</b>	<b>4,700,000</b>	<b>2,820,208</b>	<b>-</b>	<b>14,909,755</b>

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

STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2024

	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>Note</b>				
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Receipts from customers (inclusive of goods and services tax)	37,878,764	41,081,060	36,519,653	36,968,741
Payments to suppliers and employees (inclusive of goods and services tax)	(41,925,519)	(40,814,258)	(40,499,348)	(36,288,796)
	<hr/>	<hr/>	<hr/>	<hr/>
	(4,046,755)	266,802	(3,979,695)	679,945
Net interest received (paid)	2,061,937	2,448,743	2,056,059	2,444,371
Other revenue	830,403	305,842	866,175	305,842
Interest paid on lease liabilities	(688,784)	(306,919)	(688,784)	(304,334)
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net cash (outflow)/inflow from operating activities</b>	<b>(1,843,199)</b>	<b>2,714,468</b>	<b>(1,746,245)</b>	<b>3,125,824</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Payments for property, plant & equipment and intangible assets	(140,534)	(351,774)	(140,534)	(348,790)
Proceeds from sale of property, plant & equipment	62,636	85,866	62,636	82,374
Net cash inflow (outflow) paid to related entities	36,621	356,591	(106,019)	356,591
Net cash (outflow) inflow attributable to Government programs	(41,888,678)	72,855,699	(41,888,678)	72,855,699
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net cash (outflow)/inflow from investing activities</b>	<b>(41,929,955)</b>	<b>72,946,382</b>	<b>(42,072,595)</b>	<b>72,945,874</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
Repayment of lease liabilities	(853,164)	(941,042)	(853,164)	(776,080)
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net cash inflow (outflow) from financing activities</b>	<b>(853,164)</b>	<b>(941,042)</b>	<b>(853,164)</b>	<b>(776,080)</b>
<b>Net (decrease)/increase in cash and cash equivalents</b>	<b>(44,626,318)</b>	<b>74,719,808</b>	<b>(44,672,004)</b>	<b>75,295,618</b>
Cash and cash equivalents at the beginning of the year	339,610,773	264,890,965	338,552,175	263,256,557
<b>Cash and cash equivalents at the end of the year</b>	<b>294,984,455</b>	<b>339,610,773</b>	<b>293,880,171</b>	<b>338,552,175</b>
	4			

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

**1. SUMMARY OF MATERIAL ACCOUNTING POLICIES**

Catholic Schools NSW Limited ("CSNSW") is a not for profit company limited by guarantee incorporated and domiciled in Australia. CSNSW is the representative body for all NSW Catholic schools with the Australian and NSW Governments and their agencies. The address of the registered office is Level 7, Angel Place, 123 Pitt Street, Sydney, New South Wales 2000. 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.

The material 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 - Simplified 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) 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 2024, 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(l)(iv), 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. Refer to Note 1(o).

The funds administered by CSNSW on behalf of the Australian and NSW Governments are disclosed in Note 16 to the financial report.

**(d) 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%

**(e) 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.

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

(f) 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.

(g) 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.

(h) 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.

(i) 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. Collectability 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.

(j) 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.

(k) Income tax

CSNSW and its subsidiary has an endorsement as an income exempt charitable entity and as such incurs no liability to pay income tax.

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

(I) Revenue recognition

i) Levies received

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

ii) 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.

iii) Interest received

Interest is recognised as it accrues on a daily basis.

iv) 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.

v) 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.

vi) Sports affiliation fee

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

vii) Uniform sales and rebates

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

viii) 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.

ix) Trial exams paper sales

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

x) 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.

xi) 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) Levies from the Dioceses - CERL

The levies from the Dioceses are recognised in the year to which the levies relate. Any levies received which relate to the next financial year are treated as contract liabilities within trade and other payables (note 10).

xiii) Membership fees - Catholic Employment Relations Limited

Membership fees are recognised in the year to which the fees relate. Any fees received which relate to the next financial year are treated as contract liabilities within trade and other liabilities.

xiv) 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.

xv) legal services income - CERL

Legal services income 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 (note 10).

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

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

(m) Reserves

The General Reserve and the Strategic Initiatives Reserve are deemed part of the 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.

The Staffing and Human Resources Reserve is deemed part of the funds designated to mitigate operating risk, 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 use for which the reserves were originally designated.

(n) Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. Assumptions have been used by CSNSW in determining an estimate for the provision for make-good for leased premises.

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.

(o) Economic Dependency

CSNSW and the consolidated entity are 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 2024, \$29,081,272 (2023 - \$32,169,123) revenue from operating activities was received from Government programs. Revenue received from Government programs comprised approximately 77% (2023- 84%) and 75% (2023: 76%) of CSNSW's and the consolidated entity's revenue from operating activities respectively. CSNSW and the consolidated entity have no reason to believe that the Commonwealth and NSW State Governments will not continue to support CSNSW's and the consolidated entity's recurrent, educational and capital programs.

(p) New accounting standards and interpretations

The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") that are mandatory for the current reporting period.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of CSNSW or the consolidated entity.

2. REVENUE FROM CONTINUING OPERATIONS	Note	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
Government revenue including grants	2(a)	29,081,272	32,169,123	29,081,272	32,169,123
Trial exam paper sales		1,719,547	1,376,685	1,719,547	1,376,685
Trial exam copyright income		91,890	87,819	91,890	87,819
Levies received		2,517,937	4,868,698	1,608,437	1,469,319
Consultancy income - CERL		-	97,500	-	-
Interest received (see below)		3,115,392	2,448,743	3,109,514	2,444,371
Levies from the Dioceses - CERL		-	315,545	-	-
Conferences, seminars and training		948,513	107,520	871,607	-
Sports affiliation fee		108,856	114,466	108,856	114,466
Legal services income - CERL		-	15,098	-	-
Uniform sales and rebates		220,906	176,191	220,906	176,191
Grants, donations and sponsorships		81,293	6,909	81,293	6,909
Related party service fee received:					
National Catholic Education Commission		81,251	79,923	81,251	79,923
Catholic Employment Relations Limited		-	-	99,482	158,565
Council of Catholic School Parents		25,907	25,186	25,907	25,186
Other revenue		723,245	200,733	659,535	193,870
<b>Revenue from Continuing Operations</b>		<b>38,716,009</b>	<b>42,090,139</b>	<b>37,759,497</b>	<b>38,302,427</b>

CSNSW received total interest of \$22,409,265 (2023 - \$18,636,434,) of which \$19,293,715 (2023 - \$16,186,896) was applicable to funds held on behalf of Government programs, \$158 (2023 - \$795) related to funds held on behalf of the Council of Catholic School Parents and \$3,115,392 (2023 - \$2,448,743) was applicable to CSNSW's own funds.

(a) **Government revenue (including grants)**

**Commonwealth Government**

Department of Education, Skills and Employment				
Grants - Non-Government Reform Support Fund		1,276,680	5,237,854	1,276,680
Non-Government Reform Support Fund brought forward from prior year		-	1,484,784	-
Program administration charges recovered	2(b)	24,764,008	21,420,467	24,764,008

Program administration interest recovered

93,500

151,568

93,500

151,568

**Total Commonwealth Government revenue**

**26,134,188**

**28,294,673**

**26,134,188**

**28,294,673**

**State Government**

**NSW Department of Education**

Grants - State-wide Capital Planning		338,240	493,233	338,240	493,233
Countering Violent Terrorism		813,256	493,700	813,256	493,700
COVID Intensive Learning		-	865,567	-	865,567
Administration charges recovered	2(c)	367,665	1,821,073	367,665	1,821,073
Administration interest recovered		1,165,281	171,128	1,165,281	171,128

Total

2,684,442

3,844,701

2,684,442

3,844,701

**Transport for NSW**

Administration charges recovered

235,973

20,092

235,973

20,092

Administration interest recovered

26,669

9,657

26,669

9,657

Total

262,642

29,749

262,642

29,749

**Total NSW State Government revenue**

**2,947,084**

**3,874,450**

**2,947,084**

**3,874,450**

**Total Government revenue including grants**

**2**

**29,081,272**

**32,169,123**

**29,081,272**

**32,169,123**

(b) **Commonwealth Government revenue**

**Program administration charges recovered**

Commonwealth Schools Funding Grant		23,264,372	20,152,953	23,264,372	20,152,953
General Capital Program Grant		1,324,655	1,230,197	1,324,655	1,230,197
Targeted Educational Programs		174,981	37,317	174,981	37,317

**Total administration charges recovered - Commonwealth**

**24,764,008**

**21,420,467**

**24,764,008**

**21,420,467**

(c) **NSW State Government**

**Program administration charges recovered**

Building Grants Assistance Fund		(443,307)	1,245,360	(443,306)	1,245,361
Targeted Educational Programs		810,972	575,713	810,971	575,712

**Total administration charges recovered NSW State**

**367,665**

**1,821,073**

**367,665**

**1,821,073**

(d) **Disaggregation of revenue**

**The disaggregation of revenue from contracts with customers is as follows:**

<i>Timing of revenue recognition</i>				
Goods transferred at a point in time		1,940,453	1,552,876	1,940,453
Services transferred at a point in time		34,347,380	32,157,493	33,390,868
Services transferred over time		2,428,176	8,379,770	2,428,176

**38,716,009**

**42,090,139**

**37,759,497**

**38,302,427**

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>3. OPERATING SURPLUS</b>				
The operating surplus was determined after charging the following specific amounts:				
<i>Expenses</i>				
Amortisation of leasehold improvements, intangible assets and make-good asset	50,294	253,358	50,294	244,156
Depreciation of office furniture, equipment and motor vehicles	188,200	331,647	184,873	227,111
Depreciation of right-of-use assets	1,466,771	990,649	1,466,771	990,649
Copyright fees	5,668,499	5,426,400	5,668,499	5,426,400
Levies - National Catholic Education Commission	1,053,807	1,003,073	1,053,807	1,003,073
Consultants	3,637,347	5,912,141	3,627,955	5,908,872
Grants and donations made for use in Australia	184,047	206,684	184,047	206,684
(Gain) / Loss on disposal of fixed assets	(15,778)	76,234	(15,778)	59,647
Interest expense relating to lease liabilities	688,784	306,918	688,784	304,333
<i>Income:</i>				
Gain on termination of Polding Centre, 133 Liverpool Street Licence Deed	-	350,883	-	350,883
<b>3(a)</b> During the financial year the following fees were paid or payable for services provided by HLB Mann Judd Assurance (NSW) Pty Ltd, the auditor of the company:				
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Audit of financial statements	90,900	87,500	61,800	59,500
<i>Other services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Related parties assurance engagement	265,000	255,000	265,000	255,000
Grant acquittals	87,190	100,240	87,190	100,240
Review of other information provided by dioceses	15,700	15,100	15,700	15,100
	367,890	370,340	367,890	370,340
	458,790	457,840	429,690	429,840
<b>4. CASH AND CASH EQUIVALENTS</b>				
Cash at bank and on hand	<b>2,612,151</b>	<b>12,699,163</b>	<b>1,507,867</b>	<b>11,640,565</b>
For the purposes of the Statement of Cash Flows, cash and cash equivalents are made up as follows:				
Cash at bank and on hand	2,612,151	12,699,163	1,507,867	11,640,565
Other financial assets (Note 6)	292,372,304	326,911,610	292,372,304	326,911,610
Cash and cash equivalents as per Statement of Cash Flows	<b>294,984,455</b>	<b>339,610,773</b>	<b>293,880,171</b>	<b>338,552,175</b>
<b>5. TRADE AND OTHER RECEIVABLES</b>				
GST receivable	158,796	-	152,844	-
Amounts owing by National Catholic Education Commission	511,977	678,622	511,977	678,622
Council of Catholic School Parents	142,189	-	142,189	-
Amounts owing by Catholic Employment Relations Limited	-	-	116,266	258,906
Accounts receivable	948,187	600,483	830,246	365,074
Allowance for expected credit losses	(44,655)	(59,188)	-	-
Sundry debtors	15,969	17,998	6,101	17,998
Total trade and other receivables	<b>1,732,463</b>	<b>1,237,915</b>	<b>1,759,623</b>	<b>1,320,600</b>
<b>6. OTHER FINANCIAL ASSETS</b>				
<i>Unsecured</i>				
Business Online Saver account	77,192,632	86,082,642	77,192,632	86,082,642
Term deposits	215,179,672	240,828,968	215,179,672	240,828,968
Total other financial assets	<b>292,372,304</b>	<b>326,911,610</b>	<b>292,372,304</b>	<b>326,911,610</b>
Of the \$292,372,304 (2023 - \$326,911,610) other financial assets, \$279,864,525 (2023 - \$321,753,202) is held on behalf of Government programs, and \$Nil (2023 - \$61,078) is held on behalf of the Council of Catholic School Parents.				
<b>7. OTHER ASSETS</b>				
Prepayments	1,242,320	827,152	1,231,938	778,542
Other assets	197,502	294,262	197,502	268,512
Interest receivable	4,019,599	3,015,299	4,019,599	3,015,299
Total other assets	<b>5,459,421</b>	<b>4,136,713</b>	<b>5,449,039</b>	<b>4,062,353</b>

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>8. PROPERTY, PLANT &amp; EQUIPMENT AND INTANGIBLE ASSETS</b>				
Leasehold make good asset	50,400	50,400	50,400	50,400
Provision for amortisation	7,140	2,100	7,140	2,100
	43,260	48,300	43,260	48,300
Office furniture, equipment and motor vehicles - at cost	1,372,649	1,364,451	1,337,366	1,320,988
Provision for depreciation	1,021,673	918,950	986,781	879,205
	350,976	445,501	350,585	441,783
Intangibles -software - at cost	481,335	481,335	481,335	481,335
Provision for amortisation	481,335	436,081	481,335	436,081
	-	45,254	-	45,254
Total property, plant & equipment and intangible assets	<b>394,236</b>	<b>539,055</b>	<b>393,845</b>	<b>535,337</b>

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.

<i>Consolidated</i>	Intangibles- software \$	Office furniture, equipment and motor vehicles \$	Leasehold make good asset \$	Leasehold improvements \$	Total \$
<b>Year ended 31 December 2024</b>					
Carrying amount at the beginning of year	45,254	445,501	48,300	-	539,055
Additions	-	140,534	-	-	140,534
Disposals	-	(46,859)	-	-	(46,859)
Depreciation/amortisation expense	(45,254)	(188,200)	(5,040)	-	(238,494)
Carrying amount at end of year	<b>-</b>	<b>350,976</b>	<b>43,260</b>	<b>-</b>	<b>394,236</b>
<b>Year ended 31 December 2023</b>					
Carrying amount at the beginning of year	90,508	509,452	40,233	180,804	820,997
Additions	-	351,774	50,400	-	402,174
Disposals	-	(70,833)	-	(15,033)	(85,866)
Write offs	-	(13,245)	-	-	(13,245)
Depreciation/amortisation expense	(45,254)	(331,647)	(42,333)	(165,771)	(585,005)
Carrying amount at end of year	<b>45,254</b>	<b>445,501</b>	<b>48,300</b>	<b>-</b>	<b>539,055</b>
<i>Parent</i>	Intangibles- software \$	Office furniture, equipment and motor vehicles \$	Leasehold make good asset \$	Leasehold improvements \$	Total \$
<b>Year ended 31 December 2024</b>					
Carrying amount at the beginning of year	45,254	441,783	48,300	-	535,337
Additions	-	140,534	-	-	140,534
Disposals	-	(46,859)	-	-	(46,859)
Depreciation/amortisation expense	(45,254)	(184,873)	(5,040)	-	(235,167)
Carrying amount at end of year	<b>-</b>	<b>350,585</b>	<b>43,260</b>	<b>-</b>	<b>393,845</b>
<b>Year ended 31 December 2023</b>					
Carrying amount at the beginning of year	90,508	387,445	40,233	171,602	689,788
Additions	-	348,790	50,400	-	399,190
Disposals	-	(67,341)	-	(15,033)	(82,374)
Depreciation/amortisation expense	(45,254)	(227,111)	(42,333)	(156,569)	(471,267)
Carrying amount at end of year	<b>45,254</b>	<b>441,783</b>	<b>48,300</b>	<b>-</b>	<b>535,337</b>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>9. RIGHT-OF-USE ASSETS</b>					
<b>Office Leases</b>					
Balance at 1 January 2024		14,056,554	532,918	14,056,554	366,768
Additions		-	14,667,709	-	14,667,709
Depreciation expense		(1,466,771)	(1,144,073)	(1,466,771)	(977,923)
Balance at 31 December 2024		12,589,783	14,056,554	12,589,783	14,056,554
<b>Office Printer</b>					
Balance at 1 January 2024		-	12,726	-	12,726
Depreciation		-	(12,726)	-	(12,726)
Balance at 31 December 2024		-	-	-	-
		<b>12,589,783</b>	<b>14,056,554</b>	<b>12,589,783</b>	<b>14,056,554</b>
<b>10. TRADE AND OTHER PAYABLES</b>					
Funds held on behalf of Government Programs	16	279,864,525	321,753,202	279,864,525	321,753,202
GST payable		-	692,585	-	706,869
Accounts payable		1,756,364	1,849,974	1,724,261	1,744,778
Current account - Council of Catholic School Parents		-	61,078	-	61,078
Deferred income - contract liabilities		125,050	225,126	33,050	5,220
Other creditors and accruals		68,412	98,379	61,672	90,807
Total trade and other payables		<b>281,814,351</b>	<b>324,680,344</b>	<b>281,683,508</b>	<b>324,361,954</b>
The funds held on behalf of Government Programs balance contains \$1,044,466 (2023 - \$2,321,146) of committed Non-Government Reform Support Fund grant funds retained by CSNSW for program management.					
<b>11. EMPLOYEE ENTITLEMENTS</b>					
<b>Current</b>					
Annual leave		1,318,009	1,185,029	1,298,305	1,112,665
Long service leave		1,338,682	954,150	1,338,682	954,150
		<b>2,656,691</b>	<b>2,139,179</b>	<b>2,636,987</b>	<b>2,066,815</b>
<b>Non-Current</b>					
Long service leave		1,322,899	1,192,352	1,307,339	1,149,118
<b>12. LEASE LIABILITIES</b>					
<b>Current</b>					
Lease liabilities		<b>977,090</b>	<b>853,164</b>	<b>977,090</b>	<b>853,164</b>
<b>Non-Current</b>					
Lease liabilities		<b>12,507,382</b>	<b>13,484,473</b>	<b>12,507,382</b>	<b>13,484,473</b>
<i>Future lease payments</i>					
Future lease payments are due as follows:					
Within one year		1,620,275	1,541,947	1,620,275	1,541,947
Later than one year but not later than 5 years		9,383,046	6,980,998	9,383,046	6,980,998
Later than 5 years		5,765,191	9,787,514	5,765,191	9,787,514
		<b>16,768,512</b>	<b>18,310,459</b>	<b>16,768,512</b>	<b>18,310,459</b>
<b>13. RETAINED SURPLUS</b>					
Retained surplus at the beginning of the year		7,046,732	7,722,674	6,426,737	7,429,893
(Deficit) surplus for the year		(1,349,553)	2,789,738	(1,651,340)	3,172,524
Total retained surplus before transfer from (to) reserves		5,697,179	10,512,412	4,775,397	10,602,417
Transfer to Strategic Initiatives Reserve	14	(500,000)	(4,300,000)	(500,000)	(4,300,000)
Strategic Initiatives Reserve utilised during the year	14	3,114,150	124,320	3,114,150	124,320
Transfer to retained surplus	14	-	710,000	-	-
Retained surplus at the end of the year		<b>8,311,329</b>	<b>7,046,732</b>	<b>7,389,547</b>	<b>6,426,737</b>

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 2024

Note	Consolidated 2024	Consolidated 2023	Parent 2024	Parent 2023
	\$	\$	\$	\$
<b>14. RESERVES</b>				
General Reserve	4,700,000	4,700,000	4,700,000	4,700,000
Strategic Initiatives Reserve	2,820,216	5,434,366	2,820,208	5,434,358
	<b><u>7,520,216</u></b>	<b><u>10,134,366</u></b>	<b><u>7,520,208</u></b>	<b><u>10,134,358</u></b>

Refer to Note 1(m) for details of the nature and purpose of the reserves.

**15. COMMITMENTS FOR EXPENDITURE**

**(a) Lease Commitments**

Commitments for minimum lease contributions not included in lease liabilities in relation to non-cancellable leases contracted for at the reporting date but not recognised as liabilities are payable as follows:

Within one year	597,960	576,347	597,960	576,347
Later than one year but not later than 5 years	3,343,452	3,222,604	3,343,452	3,222,604
Later than 5 years	1,987,760	2,706,568	1,987,760	2,706,568
Commitments not recognised as liabilities in the financial statements	<b><u>5,929,172</u></b>	<b><u>6,505,519</u></b>	<b><u>5,929,172</u></b>	<b><u>6,505,519</u></b>

**(b) Capital Commitments**

CSNSW had no capital commitments as at 31 December 2024 and 31 December 2023.

**16. 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 2024, the following grants were received and distributed through CSNSW, excluding GST:

	2024	2023
	\$	\$
<b>Funds held on behalf of Government programs</b>		
<b>Commonwealth Government</b>		
<b>Department of Education, Skills and Employment</b>		
Government program funds held at the beginning of the year	161,737,109	114,506,089
School grants received during the year	3,046,580,281	2,891,933,515
Interest earned by programs	11,327,932	8,551,337
School grants disbursed to the NSW Catholic Schools system during the year	(3,038,975,863)	(2,818,065,044)
School grants disbursed to NSW Congregational schools during the year	(5,428,772)	(4,348,549)
Funds retained for program administration recognised in income [Note 2(a)]	(24,764,008)	(21,420,467)
Interest retained for program administration recognised in income [Note 2(a)]	(93,500)	(151,568)
Current year Non-Government Reform Support Fund ("NGRSF") used by CSNSW for program management [Note 2(a)]	(1,276,680)	(5,237,854)
Previous year NGRSF used by CSNSW for program management [Note 2(a)]	-	(1,484,784)
Interest distributed to NSW Catholic Schools system during the year	(3,746,615)	(2,545,565)
<b>Commonwealth Government program funds held at the end of the year</b>	<b>145,359,884</b>	<b>161,737,109</b>
<b>NSW State Government</b>		
<b>NSW Department of Education</b>		
Government program funds held at the beginning of the year	159,899,837	134,342,624
School grants received during the year	785,930,797	836,769,891
Interest earned by programs	7,939,113	7,625,902
School grants disbursed to the NSW Catholic Schools system during the year	(812,880,960)	(793,852,667)
School grants disbursed to NSW Congregational schools during the year	(2,861,177)	(15,919,282)
Funds retained for program administration recognised in income [Note 2(a)]	(367,665)	(1,821,073)
Countering Violent Extremism program funds retained for program administration recognised in income [Note 2(a)]	(813,256)	(493,700)
COVID Intensive Learning program funds retained for program administration recognised in income [Note 2(a)]	-	(865,567)
Unused COVID Intensive Learning program funds returned to CSNSW by the NSW Catholic Schools system	4,640,726	-
Unused COVID Intensive Learning program funds returned to CSNSW by the NSW Congregational schools	248,646	-
Unused COVID Intensive Learning program funds returned to NSW Department of Education by CSNSW	(4,889,372)	(4,590,710)
Interest retained for program administration recognised in income [Note 2(a)]	(1,165,281)	(171,128)
State-wide Capital Planning Grant funds used by CSNSW for program management [Note 2(a)]	(338,240)	(493,233)
Interest distributed to the NSW Catholic Schools system during the year	(917,343)	(631,220)
<b>NSW Department of Education program funds held at the end of the year</b>	<b>134,425,825</b>	<b>159,899,837</b>
<b>Transport for NSW</b>		
Government program funds held at the beginning of the year	116,256	48,791
School grants received during the year	859,634	699,729
Interest earned by programs	26,669	9,657
School grants disbursed to the NSW Catholic Schools system during the year	(625,969)	(554,248)
Funds retained for program administration recognised in income [Note 2(a)]	(235,973)	(20,092)
Direct program expenses incurred during the year	(35,132)	(57,924)
Interest retained for program administration recognised in income [Note 2(a)]	(26,669)	(9,657)
Transport NSW funds held at the end of the year	78,816	116,256
<b>NSW State Government program funds held at the end of the year</b>	<b>134,504,641</b>	<b>160,016,093</b>
<b>Total Government funds held at the end of the year (Note 10)</b>	<b>279,864,525</b>	<b>321,753,202</b>

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 2024

**17. RELATED PARTY DISCLOSURES**

**Transactions with related parties**

*Director transactions*

Each non-executive director and chairman receives a fee for being a director of CSNSW.

	Consolidated 2024 \$	Consolidated 2023 \$	Parent 2024 \$	Parent 2023 \$
<b>Compensation of key management personnel including directors</b>				
<b>Total compensation</b>	<b>3,585,450</b>	<b>4,538,015</b>	<b>3,317,128</b>	<b>3,260,574</b>

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 include:

- The Trustees of the Roman Catholic Church for the Archdiocese of Sydney;
- National Catholic Education Commission;
- The Council of Catholic School Parents [NSW & ACT] and
- Catholic Church Insurances
- Diocese of Parramatta
- Sydney Catholic Schools
- Diocese of Lismore
- Diocese of Wollongong
- Diocese of Maitland-Newcastle
- Diocese of Wagga Wagga
- Australian Catholic University
- Diocese of Broken Bay

The above related parties are parties associated with major transactions in the 2024 financial year. Not all related parties have been listed above.

	2024 \$	2023 \$	2024 \$	2023 \$
Total purchases from related parties during the year	2,114,254	1,396,773	1,949,267	1,302,546
Total revenue generated from related parties during the year	4,363,134	4,810,132	3,406,044	836,307
Total payments of Government grants to the NSW Catholic Schools system	3,852,482,792	3,612,471,959	3,852,482,792	3,612,471,959
Total payments of Government grants to NSW Congregational schools	8,289,949	20,267,831	8,289,949	20,267,831
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:				
Current payables	197,696	385,335	64,849	126,429
Current receivables	964,187	1,275,064	848,603	1,027,299

**18. CONTINGENCIES**

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

**19. 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 2024 the number of members was 11 (2023:11).

CATHOLIC SCHOOLS NSW LIMITED  
ACN 619 599 629

**DECLARATION BY THE DIRECTORS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

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

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

- (i) complying with Accounting Standard - Simplified Guidance; and the Australian Charities and Not-for-profit Commission Regulation 2022; and
- (ii) giving a true and fair view of the Company's and the consolidated entity's financial position as at 31 December 2024 and of its performance for the financial year ended on that date; and

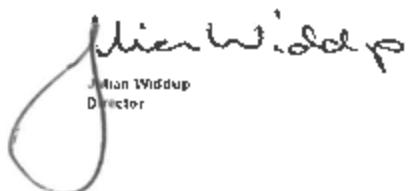
(b) There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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-profit Commission Regulation 2022.



Mark Donau  
Chair  
Sydney  
Dated this 29th day of May 2025



Julian Widdup  
Director



**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 2024.

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

*HLB Mann Judd*

**HLB Mann Judd Assurance (NSW) Pty Ltd**  
**Chartered Accountants**

**Sydney, NSW**  
**29 May 2025**

*A G Smith*

**A G Smith**  
**Director**

[hlb.com.au](http://hlb.com.au)

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

Level 5, 10 Shelley Street Sydney NSW 2000 Australia

**T: +61 (0)2 9020 4000** **E: [mailbox@hlbnsw.com.au](mailto:mailbox@hlbnsw.com.au)**

**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****REPORT ON THE AUDIT OF THE FINANCIAL REPORT****Opinion**

We have audited the financial report of Catholic Schools NSW Limited ("the Company") and its controlled entity ("the Group"), which comprises the statements of financial position as at 31 December 2024, the statements of profit or loss and other comprehensive income, the statements of changes in equity and the statements of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the declaration by directors for both the Company and the Group.

In our opinion, the accompanying financial report of the Company and the Group 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 Company's and the Group's financial position as at 31 December 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

**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 Company 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 – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act* 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 both the Company'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 Company and/or the Group or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the Company's and 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.

[hlb.com.au](http://hlb.com.au)

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

Level 5, 10 Shelley Street Sydney NSW 2000 Australia

T: +61 (0)2 9020 4000 E: [mailbox@hlbnsw.com.au](mailto:mailbox@hlbnsw.com.au)

Liability limited by a scheme approved under Professional Standards Legislation.

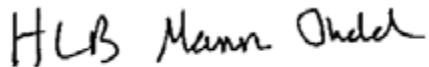
HLB Mann Judd is a member of HLB International, the global advisory and accounting network.

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 both the Company's and 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 both the Company's and 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 Company 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.



**HLB Mann Judd Assurance (NSW) Pty Ltd**  
Chartered Accountants

**A G Smith**  
Director

Sydney, NSW  
29 May 2025

# Appendix C: Projects recommended for CBGA funding in 2024

NB. Values given below are in millions of Australian dollars.

School Name	Location	Diocese	Cost	Grant	Local Contribution
St Francis Xavier Primary School,	Lake Cargelligo	Canberra and Goulburn	\$2.3	\$2.3	\$0.0
St Joseph's Primary School	South Grafton	Lismore	\$0.6	\$0.6	\$0.0
St John's Primary School	Mullumbimby	Lismore	\$2.2	\$2.2	\$0.0
Trinity Catholic College	Adamstown	Maitland/Newcastle	\$14.3	\$10.0	\$4.3
San Clemente Catholic High School	Mayfield	Maitland/Newcastle	\$3.8	\$2.6	\$1.2
St Dominic's School#	Adamstown	Maitland/Newcastle	\$10.0	\$10.0	\$0.0
St Mary's Catholic College#	Gateshead	Maitland/Newcastle	\$20.1	\$14.0	\$6.1
St Andrew's Primary School	Marayong	Parramatta	\$4.2	\$2.9	\$1.3
Mary Immaculate Primary School	Quakers Hill	Parramatta	\$10.8	\$7.6	\$3.2
St John's Primary School	Riverstone	Parramatta	\$3.4	\$2.4	\$1.0
St John Paul II College	Schofields	Parramatta	\$16.5	\$11.6	\$4.9
Patrician Brothers College	Fairfield	Sydney	\$2.0	\$1.4	\$0.6
St John Bosco College	Engadine	Sydney	\$13.0	\$9.0	\$4.0
St Joseph's Catholic Primary School	Riverwood	Sydney	\$4.1	\$2.9	\$1.2
Freeman Catholic College	Bonnyrigg Heights	Sydney	\$0.5	\$0.3	\$0.2
St Aloysius' College	Cronulla	Sydney	\$15.3	\$10.7	\$4.6
St Ignatius' Primary School	Bourke	Wilcannia/Forbes	\$3.2	\$3.2	\$0.0

Blessed Carlo Catholic College	Moama	Wilcannia/Forbes	\$4.4	\$4.4	\$0.0
Stella Maris Catholic Primary School	Shellharbour	Wollongong	\$3.8	\$2.7	\$1.1
Corpus Christi Catholic High School	Oak Flats	Wollongong	\$8.9	\$6.2	\$2.7
<b>Total</b>			<b>\$143.4</b>	<b>\$107.0</b>	<b>\$36.4</b>

# Projects provisionally recommended.

## Appendix D: Projects recommended for New and Upgraded Preschools Funding in 2024

NB. Values given below are in millions of Australian dollars.

School Name	Location	Diocese	Cost	Grant	Local Contribution
St Christopher's Catholic Primary School	Holsworthy	Sydney	\$6.7	\$3.7	\$3.0
St Anthony's Catholic Primary School	Marsfield	Sydney	\$7.3	\$3.2	\$4.1
<b>Total</b>			<b>\$14.0</b>	<b>\$6.9</b>	<b>\$7.1</b>

# Appendix E: Glossary of abbreviations

AC	Companion of the Order of Australia
ACAN	Australian Catholic Anti-Slavery Network
ACS	Armidale Catholic Schools
ACSSS	Association of Catholic Special School Services
ACT	Australian Capital Territory
ACU	Australian Catholic University
AEDC	Australian Early Development Census
AERO	Australian Education Research Organisation
AI	Artificial intelligence
AISNSW	Association of Independent Schools NSW
AITSL	Australian Institute for Teaching and School Leadership
APST	Australian Professional Standards for Teachers
ASA	Approved System Authority
ASIO	Australian Security Intelligence Organisation
ASQA	Australian Skills Quality Authority
CBD	Central business district
CBGA	Catholic Block Grant Authority
CCSP	Council of Catholic School Parents
CERL	Catholic Employment Relations Ltd
CPB Act	<i>Conversion Practices Ban Act 2024 (NSW)</i>
CRMNA	Catholic Religious Institute and Ministerial Public Juridic Persons NSW and ACT School Authorities
CRRE	Consent and Respectful Relationships Education
CSNSW	Catholic Schools NSW
CSSA	(formerly) Catholic Secondary Schools Association
CVE	Countering violent extremism
DSO	Diocesan school office
DSS	Diocesan school system
ECEC	Early childhood education and care
FCF	Financial Compliance Framework
FDM	Funding distribution model
FQ	Financial questionnaire
FWG	Finance Working Group
HALT	Highly accomplished lead teacher
HPG	High potential and gifted
HSC	Higher School Certificate

IDEA	Inter-Diocesan Educational Accountability
IT	Information technology
KMG	Knight of Malta
LBOTE	Language background other than English
LMS	Learning management system
MPJP	Ministerial public juridic person
NAP	National Assessment Program
NAPLAN	National Assessment Program – Literacy and Numeracy
NCCD	Nationally Consistent Collection of Data on Students with Disability
NCEA	National Catholic Educational Association
NCEC	National Catholic Education Commission
NESA	NSW Education Standards Authority
NGRB	Non-Government Representative Body
NGRSF	Non-Government Reform Support Fund
NSRA	National School Reform Agreement
NSW	New South Wales
NSWCCC	NSW Combined Catholic Colleges
NSWCPS	NSW Catholic Primary Schools
NSWCSS	NSW Catholic school system
NTWAP	National Teacher Workforce Action Plan
OCD	<i>Ordo Carmelitarum Discalceatorum</i> (Order of Discalced Carmelites)
OFM	<i>Ordo Fratrum Minorum</i> (Order of Friars Minor, Franciscans)
OMI	Oblates of Mary Immaculate
OP	<i>Ordo Praedicatorum</i> (Order of Preachers, Dominicans)
OSPPE	<i>Ordo Fratrum Sancti Pauli Primi Eremitae</i> (Order of Saint Paul the First Hermit)
PD	Professional development
PDHPE	Personal Development, Health, and Physical education
PJP	Public juridic person
PSC	Phonics Screening Check
RI	Religious institute
TDN	Teacher Development Network
UTS	University of Technology Sydney
VEAG	VET Advisory Group
VET	Vocational education and training



Catholic  
Schools  
NSW

