



Catholic Education
Commission NSW

2013 Annual Report



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TRANSMITTAL LETTER

Most Reverend Michael McKenna
Secretary
Trustees of the Province of Sydney and
Archdiocese of Canberra and Goulburn
128 Dangar Street
ARMIDALE NSW 2350

My Lord,

It is with great pleasure that I submit the 2013 Annual Report of the Catholic Education Commission New South Wales (CECNSW) for the consideration of The Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn.

You will note the engagement of the Commission in important negotiations with the NSW Government over cuts to funding. On the whole a workable solution was reached. As well, the Commission has devoted considerable time to the question of the Catholic identity of schools and has endorsed further research into the impact of the *Catholic Schools at a Crossroads* document.

The Commission continues to carry out its role of overseeing the disbursement of funds from the Australian and NSW Governments as well as representing the Catholic School Sector and advocating on its behalf. This is evident in this report.

I commend the 2013 CECNSW Annual Report to the NSW/ACT Bishops.

Yours fraternally in Christ

Archbishop Anthony Fisher OP DD
Chairman
29 October 2014





CHAIRMAN'S REPORT

The year 2013 has been a busy and complex one for Catholic education, as for all schools. We've had three Prime Ministers and three Federal Ministers for Education, two Popes and two Archbishops of Canberra & Goulburn. Compared to all that, New South Wales has been a bastion of stability – we still have the same Premier and the same Minister for Education we had 12 months ago. We can be grateful for that!

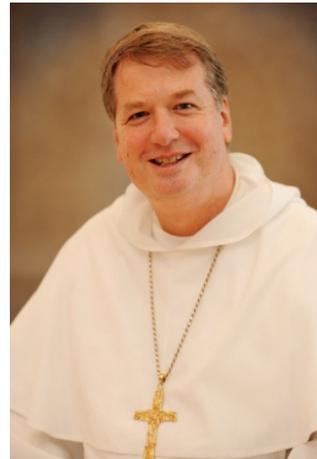
Grateful for such stability, because the NSW Government has been negotiating funding on behalf of all NSW schools with the Commonwealth; because new educational legislation had to be steered through state Parliament and amendments made to the NSW Education Act in view of the new national funding model; and because the CEC has had consistent dialogue partners with which to deal in government. Legislation has successfully passed for the new Board of Studies, Teaching and Educational Standards.

CECNSW has long advocated the integration of teaching, learning and of educational standards regulation. The CECNSW appreciates the cordial and consultative manner in which the Minister and his staff have consulted on the various changes.

This time last year we were still somewhat bruised by the financial stringencies in NSW and seemingly endless uncertainty from the Commonwealth. This time last year 'Gonski' was the word on everyone's lips, but 2013 saw it officially superseded by 'Better Schools' but now it is 'Students First'. Although there is still some uncertainty about future school funding, at least much of the threatened red tape is being withdrawn and funding for the next few years has become clearer.

One highlight of 2013 for Commissioners was a day-and-a-half dedicated to strategic planning, which allowed some sustained reflection on where we are going and how we are going about it. Expert input included a challenging presentation from the NSW Director General of Education, Michele Bruniges. As a result of that discussion, the CECNSW will pay particular attention to three things going forward:

- reaffirming the Catholic principles that underpin our decision making while reviewing governance and coordination structures for Catholic education in this state;
- ensuring schools maintain their focus on teaching and learning amidst new accountability regimes and compliance requirements; and
- leading and managing new imperatives, such as new funding arrangements and the learnings for Catholic schooling from the scrutiny to which all institutions are being subjected by the Royal Commission into Institutional Responses to Child Sexual Abuse.



Photograph by Shaun Patterson

Speaking of public scrutiny, the CECNSW also responded to Alex Greenwich's NSW private member's Bill, which sought to remove from Catholic and private schools what he characterised as the licence to discriminate against same-sex attracted, bisexual, transgender and pregnant students. The provisions he abhors are in fact long-standing guarantees of a measure of religious freedom – including the freedom to pass faith and values on to our children through educational institutions of our choice. Mr Greenwich withdrew the Bill following Minister Piccoli reminding him that BoSTES through its registration process would continue to ensure a "safe and supportive" environment for students.

Commission Membership

During 2013, we welcomed Catherine Ible and Mark Mowbray as new Commissioners and also farewelled Vince Connor and Dr Kristin Johnston rsj.

Catherine Ible replaced Anne MacLean as the country representative of the Association of Catholic School Parents.

Mark Mowbray replaced Peggy Saab as the Primary School Principal representative of the Association of Catholic School Principals. Mark is the Principal of Holy Name Primary School in Forster.

Current Commissioners Sharon Cooke, Danielle Cronin, Gregory Whitby and Dr Dan White were reappointed by the NSW Bishops for four years.

Advice to NSW/ACT Bishops

Under the CECNSW Charter, the CECNSW is required to provide periodic reports to the NSW/ACT Bishops, as well as an annual report.

In 2013, the Bishops received reports which covered the following areas:

- Progress in the Implementation of Catholic Schools at a Crossroads;
- Strategic Directions for CECNSW for 2014;
- Commonwealth Education Bill;
- Commonwealth funding of Catholic Schools 2014;
- Australian Charities and Not for Profit Commission and other Regulatory developments;
- Catholic Mission and Identity;
- Great Teaching, Inspired Learning;
- Early Childhood Education;
- Deed of Gift for Diocesan Emergency Management System;
- CECNSW Budget for 2014.

2013 Commission Reception

This year we were particularly pleased to welcome the NSW Minister for Education, the Hon. Adrian Piccoli MP, and other staff from the Minister's office. From the Catholic Church we welcomed His Eminence George Cardinal Pell and my brother Bishop Terry Brady from the Archdiocese of Sydney, the Diocesan Directors of Education from across New South Wales and the ACT, staff from the Catholic Commission for Employment Relations, the Professional Standards Office, the various Catholic Education offices and the Catholic universities, the Council of Catholic School Parents and the Catholic Secondary Schools Association.



Photographs by Marc Skinner. Collage by John Kitney

We welcomed colleagues from the NSW Department of Education and Community Services, the Board of Studies, the NSW Institute of Teachers, and the Department of Transport for NSW. Also present were guests from the Association of Independent Schools, the Anglican Schools Corporation, the NSW Parents Council and the Australian Curriculum Assessment and Reporting Authority (ACARA) whose work is increasingly important to all our schools. Rob Randall the new CEO of ACARA attended his first official function in that role at our Commission Reception.

Throughout the year many people have contributed to the education of students in Catholic schools through their support for the CECNSW and for teachers, parents, curriculum or programs.

I extend the sincerest thanks of the Bishops of New South Wales and the ACT to all our collaborators in education.

CECNSW Brother John Taylor Award 2012

This prestigious award is conferred annually in honour of Brother John Taylor cfc who was the Executive Director of the NSW Catholic Education Commission from 1984 until his death in 1993. He was recognised as a pioneer in Catholic education and had a strong influence on science teaching in Catholic schools and on curriculum in general. The Award is presented to an individual who makes a significant contribution to Catholic education in NSW through the way his or her work has benefited the Catholic education community, facilitated the work of others in their Professional roles and strengthened the ethos of Catholic education.



Photograph by John Kitney

On 7 March 2013, the presentation of the Brother John Taylor Award for 2012 was made at St Patrick's Church, Allawah Street, Blacktown during the 2013 Education Mass of commissioning of new teachers and principals in the Diocese of Parramatta. The Award was presented to Dr John DeCourcy, Director of Strategic Accountabilities Services CEO Parramatta.

Brian Croke Papal Knight

On 14 November 2013, His Eminence George Cardinal Pell conferred Papal honours upon five outstanding Australians. Dr Brian Croke received one of the highest Papal honours becoming a Knight Commander of the Order of St Gregory. He was honoured for his loyal service and commitment to education over many years and in particular to Catholic education. The Commission and I heartily congratulate Brian on receiving this special recognition from his Holiness Pope Francis. Brian's contribution to education is very broad. Apart from his work for CECNSW and the national body, he is also a member of the Australian Curriculum Assessment & Reporting Authority and Education Services Australia, and is a director of the Australian Council for Education Research.



Photograph by Sharyn McCowan

The Knighthood in the Order of St Gregory the Great was originally founded by Pope Gregory XVI in 1831 and is awarded to acknowledge an individual's meritorious service in the Church.

Paul Rodney DEd

In March 2013 Mr Paul Rodney, Assistant Director Education Programs, was awarded a Doctorate in Education by the University of Melbourne. Paul investigated the equity of access to the post-compulsory curriculum in NSW Catholic schools and found that students from families with low socio-economic status are disadvantaged on most measures. His study provides insights into the constraints that prevent schools from catering more effectively for those students with the greatest educational needs. The Commission and I warmly congratulate Paul on his achievement. Paul has been committed to vocational education for a long time and his research will contribute to the important knowledge in this area and hopefully will help change perceptions in the community.



Photograph by Jill Rodney

CECNSW Secretariat

I would like to thank Dr Brian Croke and all members of the CECNSW Secretariat for their work in 2013. They are a very dedicated group of people, playing an important role in support of NSW Catholic schools. We look forward together to the great challenges of 2014.

Yours sincerely in Christ

Archbishop Anthony Fisher OP
Chairman





EXECUTIVE DIRECTOR'S REPORT

NSW Catholic Schools Student Enrolments, February 2013

The August 2013 Enrolment numbers show an increase in full-time students in each diocese. The large rise in Sydney's numbers and the drop in congregational numbers are due to Mt St Joseph's, Milperra and St Clare's College, Waverley joining the diocesan system this year.

BOS Final Meeting

The final meeting of the NSW Board of Studies of NSW (BOS) was held on 10 December 2013. The Board of Studies NSW was established in 1990 to serve government and non-government schools in the development of schools education for Years K-12. From 1 January 2014, the new Board of Studies, Teaching and Education Standards (BoSTES) will come into being. Over the next 6 months, the functions and operations of the NSW Institute of Teachers will be integrated into BoSTES. Membership of the current Board will be carried over. I will continue as the nominee of the Commission and Dr Dan White will continue as a nominee of the Minister.



Photograph by Shaun Patterson

2013 Commission Agenda

The Commission's 2013 agenda covered the following broad areas:

- ACNC Governance and Registration
- CECNSW as Representative Body under the Commonwealth Education Act
- CECNSW Resourcing Principles and National Funding Model
- Early Childhood
- Catholic Mission and Identity
- Nationally Consistent Collection of Data on School Students with Disability
- National Plan for School Improvement Compliance
- NSW Anti-Discrimination Act
- NSW Education Act: Amendment of Section 21:
- NSW K-10 Syllabuses Implementation Support
- School Counsellors
- State Literacy and Numeracy Plan 2013
- Vocational Education and Training

The Commission met eleven times during 2013, of which ten were held in the Polding Centre. The 22 August 2013 Commission meeting was held at Mary Mackillop Place at North Sydney in conjunction with the Commission's Strategic Planning Day.

Appointment of the Senior Manager – Government Relations and Media

Jim Hanna has been appointed to the position of Senior Manager – Government Relations and Media at the Catholic Education Commission NSW commencing on 9 September 2013. Jim was previously Senior External Relations Adviser for the Sydney Harbour Foreshore Authority. In addition to his work in Government, Jim has had more than fifteen years in journalism including two years as a National Economics Correspondent for AAP in Canberra and a year in the NSW Parliamentary Press Gallery. From 2006 to 2008 he was the Media and Communications officer to Sydney's World Youth Day.

Royal Commission of Inquiry into Institutional Responses to Child Abuse

CECNSW reviewed its files in respect of past Commission activities which fall within the remit of the Royal Commission. Both the identification and review of files is still a "work-in-progress".

In consultation with the Province of Sydney, the CECNSW Secretariat is considering how it will engage with the ACBC "Truth, Justice and Healing Council" (TJHC). One TJHC engagement issue is the question of possible CECNSW participation in the lawyers Gilbert and Tobin TJHC Royal Commission representation scheme. This matter is currently under advice. The TJHC is also considering the development of: Royal Commission information for school communities; A Royal Commission issues survey of schools; Online classroom information activities/"packs".

CECNSW Secretariat will continue to monitor Royal Commission engagement issues.

'Artbank' Donation to NSW Catholic Schools

CECNSW is a long term client of the Australian Government's *Artbank Australia* which was established over forty years ago to support and promote Australian contemporary art through the collecting, commissioning, curating and leasing of art which it purchases. Its clients include a broad range of customers from government departments to not for profit organisations to private sector enterprises. It is one of the government's ways of helping to foster and develop a thriving Australian visual arts community. Part of Artbank's remit is to turn over the collection periodically through sale or gift. Through this process in October 2013, the Artbank curator offered to gift certain pieces of art to NSW Catholic schools which were distributed in late December 2013.



Dr Brian Croke
Executive Director



GOVERNANCE

Catholic Education Commission NSW

The Catholic Education Commission NSW (CECNSW) was established in 1974 by the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn, initially to be the contract management authority with governments for the receipt of grants to be distributed to NSW Catholic schools. Since that time, the Commission's mandate has been widened to include advocacy and representation on behalf of NSW Catholic schools. The Commission also has a developing role in relation to Early Childhood Education and Care.

CECNSW provides advice to the NSW Bishops on education issues and related advocacy matters and leadership in Catholic education, through service to Dioceses, Religious Institutes and Parents. It functions through consultation with Diocesan Directors, Religious Institutes, and Principal and Parent associations. It represents Catholic Schools Authorities in education and other general forums of relevance to the sector and negotiates with governments for grants in support of Catholic Schools.

The NSW/ACT Bishops' mandate is broader than that of the CECNSW and covers both religious education and pastoral care for all Catholic school children, whether attending Catholic or other schools, as well as the oversight of all Catholic educational establishments including, but without limitation, Catholic Universities and Catholic adult education.

CECNSW has no authority to become involved in the administration of NSW Diocesan Catholic Schools Authorities or Congregational schools, except in relation to funding contract management. Responsibility for the direct management of NSW Catholic schools rests with the relevant Diocesan Catholic Schools Authority (under the canonical authority of their respective Diocesan Bishop) for Systemic schools and with the Religious Institutes or their agents for Congregational schools.

The operation of CECNSW is governed by the CECNSW Charter approved by the NSW/ACT Bishops. It has been reviewed by the Bishops several times since 1974, leading to both a widened mandate and to improved governance of the organisation.

CECNSW fulfils its objectives by developing State-wide education policies and commissioning/publishing research materials, which contribute to the betterment of education in all NSW Catholic Schools, the maintenance of the Catholic ethos in education and the enhancement of the quality of education generally. It supports NSW Catholic Schools Authorities, liaising with and coordinating them, especially in relation to grant administration and curriculum/assessment directed by governments. As well, it liaises with the Council of Catholic School Parents, Association of Catholic School Principals, Conference of Leaders of Religious Institutes, National Catholic Education Commission and other State Catholic Education Commissions.

CECNSW provides guidance to Catholic educators and fosters understanding and co-operation between the various administrative components of Catholic education including parents, parish priests, teachers, administrators and other supporters. It provides advocacy for NSW Catholic schools with reference to governments, parliaments, boards of studies, other education bodies, employer groups, the media and the general public. In addition it develops cooperative links with other education institutions, both government and non-government.

The Commission

The CECNSW is governed by the Commission, which has a similar role to that of a Board of Directors and is responsible to the NSW/ACT Bishops.

The Commission comprises:

- the Chairman who is a Bishop incardinated in a Diocese within New South Wales;
- a Bishop who is incardinated in a Diocese within New South Wales;
- the Executive Director who is the ex officio Commissioner;
- one member nominated from each of the eleven Dioceses in New South Wales;
- two members who are nominees of the Conference of Leaders of Religious Institutes in New South Wales;
- two members who are nominees of the Council of Catholic School Parents (one Metropolitan and one Country/ Regional);
- two members who are nominees of the Association of Catholic School Principals (one Secondary Principal and one Primary Principal);
- one Aboriginal member; and
- other members as appointed from time to time.

In appointing Commissioners, the NSW/ACT Bishops endeavour to ensure that the Commission has access to skills in:

- education administration;
- Catholic religious education;
- corporate governance;
- pastoral care; and
- finance.



Photograph by Marc Skinner

- Back (L to R) Catherine Ible, Danielle Cronin, Ian Baker (Secretariat), Ray Collins, Mike Flynn (Secretariat), John Kitney (Secretariat), Peter Hamill, Alan Bowyer, Vince Connor, Gregory Whitby.
- Middle (L to R) Dr Dan White, Sharon Cooke, Tricia Maidens, Kay Herse, Jenny Allen, Mark Mowbray, Bishop Michael Kennedy, David Condon, Peter Turner, Dr Brian Croke.
- Front (L to R) Archbishop Anthony Fisher OP, Moira Najdecki, John Mula, Dr Kristin Johnston rsj.

The Commission is responsible for:

- meeting the policy and administrative requirements of the NSW/ACT Bishops as laid down in the CECNSW Charter;
- compliance with the requirements of Governments for the receipt and disbursement of funding for NSW Catholic schools;
- providing educational leadership on State-wide education policies for the betterment of NSW Catholic schools;
- advocating for and representing the NSW Catholic schools sector with Governments, related education bodies and other parties;
- providing a forum for resolving NSW Catholic schools intra-sectoral issues; and
- ensuring that there are processes in place for the good governance of CECNSW.

The Commission is supported by the following Core Committees:

- Aboriginal Education Advisory Committee;
- Audit and Risk Management Committee;
- Education Policy Committee;
- Executive Committee;
- Public Policy Committee; and
- Resources Policy Committee.

The Commission also establishes Working Parties to undertake specific responsibilities and projects as required.

Membership of Core Committees and Working Parties is drawn from a cross section of specialists in Catholic education.

Commissioners Attendance in 2013

Commissioners	Nominating Authority	Attendance	
		Actual	Eligible
Jenny Allen Executive Director of Schools Catholic Education Office Diocese of Bathurst	Diocese of Bathurst	10	11
Alan Bowyer Director of Schools Catholic Schools Office Diocese of Wagga Wagga	Diocese of Wagga Wagga	11	11
Ray Collins Director of Schools Catholic Schools Office Diocese of Maitland-Newcastle	Diocese of Maitland-Newcastle	11	11
David Condon Director of Catholic Schools Catholic Schools Office Diocese of Lismore	Diocese of Lismore	9	11
Mr Vince Connor Director of Schools Diocesan Office Diocese of Wilcannia-Forbes	Diocese of Wilcannia-Forbes	9	11
Sharon Cooke Aboriginal Education Consultant Catholic Schools Office Diocese of Armidale	Aboriginal Commissioner	10	11
Dr Brian Croke Executive Director CECNSW	Ex Officio	9	11
Danielle Cronin Executive Director Council of Catholic School Parents	Council of Catholic School Parents (Metropolitan)	8	11

Commissioners	Nominating Authority	Attendance	
		Actual	Eligible
Bishop Anthony Fisher OP Bishop of Parramatta (Chairman)	NSW Bishops	7	11
Mr Peter Hamill Director of Schools Catholic Schools Office Diocese of Broken Bay	Diocese of Broken Bay	10	11
Kay Herse Executive Officer Good Samaritan Education	Conference of Leaders of Religious Institutes (NSW)	9	11
Catherine Ible Parent Representative	Council of Catholic School Parents (Regional)	11	11
Dr Kristin Johnston rsj Research Officer for the Mary Mackillop Research Centre and Honorary Fellow of Australian Catholic University	Conference of Leaders of Religious Institutes (NSW)	9	11
Bishop Michael Kennedy Office of the Bishop Diocese of Armidale	Bishop Commissioner	6	11
Tricia Maidens Principal, Xavier College Cranebrook	Association of Catholic School Principals (<i>Secondary</i>)	7	11
Mark Mowbray Principal Holy Name Primary School, Forster	Association of Catholic School Principals (<i>Primary</i>)	10	11
John Mula Diocesan Director of Schools Catholic Schools Office Armidale	Diocese of Armidale	10	11
Moira Najdecki Director of Education Catholic Schools Office Archdiocese of Canberra and Goulburn	Archdiocese of Canberra and Goulburn	10	11
Peter Turner Director of Schools Catholic Education Office Diocese of Wollongong	Diocese of Wollongong	10	11
Gregory B Whitby Executive Director of Schools Catholic Education Office Diocese of Parramatta	Diocese of Parramatta	8	11
Dr Dan White Executive Director of Catholic Schools Catholic Education Office Archdiocese of Sydney	Archdiocese of Sydney	11	11

NSW Catholic Block Grant Authority

In 1986 the Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn, formed an authority known as the "NSW Catholic Block Grant Authority", which is the Contract Authority for capital and capital related Block Grants received from the Australian Government and its agencies, for distribution to Catholic Schools in New South Wales. In 1988, the Trustees delegated their responsibilities as the CBGA to the CBGA Delegate who is currently the Chairman of the Commission. The CBGA Delegate in 2013 was Bishop Anthony Fisher OP. The CBGA also oversees the allocation of Capital Funds provided by the NSW Government.

In 1986, the NSW/ACT Bishops appointed a State Priorities Committee to provide advice to the CBGA Delegate on setting priorities for the disbursement of school building grants. This Committee comprises representatives of each of the eleven Diocesan Bishops, one representative of the Conference of Leaders of Religious Institutes (CLRI) and one representative of the Council of Catholic School Parents (CCSP). The CBGA Delegate each year appoints the Chair of the Committee from their number. The Chair of the Committee in 2013 was Paul Holman who is the Assistant Director of the Armidale Catholic Schools Office.

CECNSW Secretariat provides administrative support to the CBGA Delegate. Mike Flynn, Director Resources Policy and Capital Programs of CECNSW Secretariat also carries out the role of Executive Officer of the CBGA.





NSW CATHOLIC SCHOOLS

About NSW Catholic Schools

In 2013, there were 583 NSW Catholic schools recognised by the ecclesiastical authority of the respective local Diocesan Bishop, with 16,522 full-time equivalent (FTE) teachers educating 251,156 FTE students. Of the schools, 417 were primary schools, 130 secondary, 29 combined primary/secondary and 7 special/special assistance schools (schools that cater predominately for students with intellectual disabilities, sensory needs or behaviour disorder issues).

NSW Catholic schools are designated for funding and organisational purposes as Systemic (that is, administered by one or other of the eleven Diocesan Catholic Schools Authorities) or Congregational. The CECNSW is the designated System Authority for the 539 NSW Catholic Systemic schools. Congregational schools, which number 44, are managed either independently or by a Religious Institute or their agents.

Catholic schools in NSW have a wide geographic distribution throughout the State. While the majority are located in Sydney and other major regional centres (as is the NSW population), 13% are located in the outer regional and remote areas of NSW. More than 48% of Catholic schools are located outside of Sydney. As with geographic diversity, Catholic schools in NSW embrace and support the diversity of socio-economic communities in NSW.

Most primary schools have fewer than 400 students and the median size is 266. Most secondary schools have more than 800 students and the median size is 854. Typical school sizes vary greatly between urban and rural schools. In urban areas, 79% of primary schools have more than 200 students compared with 36% in non-urban areas. Similarly, 65% of urban secondary schools have more than 800 students compared with 29% of non-urban secondary schools.

Students

There were 251,118 full-time students in NSW Catholic schools in 2013, of which 128,337 were full-time primary students, 122,197 were full-time secondary students and 584 full-time students were enrolled in Special Schools. The gender mix was 126,709 full-time male students and 124,409 full-time female students, which has remained the proportionality for a number of years.

In addition, there were another 77 part-time students with an FTE of 37.8, bringing total FTE complement to 251,156.

Both primary and secondary enrolments showed a slight increase from 2012.

There were 15 schools with boarding facilities in 2013 – one is a special school, twelve are secondary and the remaining two are combined, although neither of these enrolled primary boarders. The total number of boarding students was 2384, comprising 1525 boys and 859 girls.

There were 47,922 students in 2013, in need of English as Second Language assistance, comprising 19% of all students. Of these, 30,955 were primary students (24%) and 16,964 were secondary students (14%), and including three students in a special school.

For all students, retention rates to Year 12 in 2013 were 80.4%, the highest rate on record, comprising male students at 77.0% and 84.0% for female students. The urban retention rate was better than the rural rate.

Aboriginal and Torres Strait Islander Students

NSW Catholic schools have witnessed a significant increase in Aboriginal and Torres Strait Islander students. Aboriginal and Torres Strait Islander enrolments have more than quadrupled in the last 20 years. In NSW Catholic primary schools, Aboriginal and Torres Strait Islander student enrolments have risen consistently over the ten-year period – from 1,847 in 2003 to 3,708 in 2013. In Catholic secondary schools, the numbers have increased over ten years by 167% to 2,683 in 2013. Numbers in urban schools have also more than doubled and in 2013 60% of Aboriginal and Torres Strait Islander secondary students were enrolled at urban schools. Aboriginal and Torres Strait Islander enrolments as a proportion of total enrolments have also been increasing over the same period from 1.20% to 2.54%.

Students with Disabilities

The number of defined Students with Disabilities (SWD) enrolled in NSW Catholic schools has increased substantially since 1985, when there were 377 SWD students. SWD enrolments in NSW Catholic schools have been rising steadily over the last ten years. In 2013, SWD enrolments totalled 7,292 at primary level and 5,416 at secondary level. These figures include the 562 students with disabilities enrolled at NSW Catholic Special Schools. SWD enrolments in NSW Catholic schools represent 5% of all students in Catholic schools. NSW has the highest proportion of SWD students for Catholic schools in all States and Territories.

Teaching Staff

In 2013, there were 13,538 full-time teachers employed in NSW Catholic schools. There were also 5,713 part-time teachers, with a full-time equivalent (FTE) of 2,984.6. Teaching FTEs totalled 7,089.8 primary, 9,346.1 secondary and 86.7 special schools. After falling for a number of years, the proportion of males amongst staff in basic teaching positions in primary schools has stabilised since 2001 at about 11%. The corresponding proportion for secondary schools is much higher at 37%.

Proportions of male teachers in leadership positions – Principals, Assistant Principals and Coordinators – are higher than in teaching positions, though here too there has been a gradual decline over the past few years. In 2013, the proportion of males in such positions was 26% in primary schools and 48% in secondary schools.

There were 265 Aboriginal and Torres Strait Islander staff employed in NSW Catholic schools in 2013 with an FTE of 180.8. Of these, 187 or 71% were employed in administrative and clerical positions, while another 60 or 23% were teaching staff. Geographically, Aboriginal and Torres Strait Islander staff are concentrated in remote areas. Of the total FTE of Aboriginal and Torres Strait Islander staff, 62 or 34% were employed in outer regional, remote and very remote schools. By comparison, only 5% of non-Aboriginal and Torres Strait Islander staff were employed in these schools.

Collage of NSW Catholic school students at work, at prayer and at play



Various photographers. Collage by Adrian Brown.

Funding NSW Catholic Schools

NSW Catholic schools receive recurrent grant funding to assist teacher salaries and school operating costs from both the Australian and NSW State Governments.

The CECNSW acts as the NSW Catholic Schools System Authority and contracts with both the Australian and NSW Governments for grants for the NSW Catholic Systemic Schools. Congregational schools contract individually with DEEWR and NSWDEC for their recurrent grants.

- Australian Government General Recurrent Grants (GRG)

For 2013 GRG grants were based upon legislation, procedures and accountability requirements under the Schools Assistance Act 2008 and funding agreements with the Department of Education, Employment and Workplace Relations (DEEWR). They are paid to the CECNSW through NSW State Treasury.

- NSW State *Per Capita Grants*

The provision for State Government recurrent funding for NSW Catholic schools is legislated under Section 21 of the Education Act 1990. In 2013, contractual arrangements, including accountability requirements, with the NSW Government were through the NSW Department of Education and Communities (DEC).

The CECNSW's agreement with the Australian Government for funding under the *Schools Assistance Act 2008* requires annual certification of compliance with certain education accountability requirements. In order to demonstrate its accountability the CECNSW certified to the Australian Government Department of Education the compliance of the NSW Catholic Schools System. This included certification of the financial health of all systemic schools. Dioceses have certified compliance across four requirements:

- participation in national sample assessments;
- collection of required student background characteristics information;
- issuance of 'plain language' student reports to parents; and
- publication of required information about each school on each school's internet.

Income

NSW Catholic schools receive funding for operational activities from the Australian and NSW Governments as well as from private sources.

In 2013, the Australian Government provided to the CECNSW for the NSW Catholic Schools System, \$1.426 billion in general recurrent grants, \$3.97 million for remotely located schools and \$14.47 million for Aboriginal and Torres Strait Islander education (see later in this Chapter).

In addition, the NSW Government paid \$485.94 million to the CECNSW for recurrent grants to NSW Catholic Systemic Schools.

The families of students in NSW Catholic schools contributed over \$700 million through school fees and donations to schools. Capital Grants are discussed in a later section of this Annual Report.

Grants Distribution

The method of distributing the Australian and NSW Government Grants for NSW Catholic schools was as follows:

Systemic Schools:	Recurrent Grants	through CECNSW
	Targeted Education Grants	through CECNSW
Congregational Schools:	Recurrent Grants	Directly from Governments
	Targeted Education Grants	through CECNSW for most through AIS ¹ for some

Note ¹Association of Independent Schools NSW. Several Congregational schools are members of both the CECNSW and AIS

General Recurrent Grants funding assists schools with recurrent costs, mainly staff salaries. Targeted Education Grants provide funds for certain specific government priorities such as national partnerships, literacy and numeracy, special learning needs, vocational education, road safety, drug and alcohol programs.

Recurrent Grants from the Australian and NSW Governments totalled approximately \$1.79 billion in 2013, which comprised 75% of the total operating income available to NSW Catholic schools. This was distributed by the CECNSW to the eleven Diocesan Catholic Schools Authorities for the 537 NSW Catholic Systemic schools.

Over \$129 million in targeted education programs grants and National Partnerships funds were disbursed in 2013.

School Fees

School fees are determined by the Diocesan Catholic Schools Authorities or Parishes and individual Congregational schools. They vary significantly across NSW Catholic schools. Lower socio-economic Systemic schools and Special schools generate a lower proportion of their funding requirements from private income. Some Congregational schools generate up to 85% of their annual operating funding from private income.

The diverse range of school fees across NSW Catholic schools is a reflection of the diversity of geography, socio-economics, the differential costs of educating primary and secondary students, and the continuing commitment of Catholic schools to provide a Catholic education for students from low income communities and educationally disadvantaged circumstances.

CECNSW has no involvement in the determination of fees and charges or in the collection of these fees.

Targeted Education Programs

Funds were received in 2013 from the Commonwealth and State Governments to support the following Targeted Education Programs:

Program

- Aboriginal and Torres Strait Islander Education Program
- Country Areas Program
- ESL New Arrivals
- Special Needs
- Literacy and Numeracy
- School Languages
- National Partnerships
- NSW Literacy and Numeracy Action Plan
- Student Wellbeing
- Australian Government Teacher Quality
- More Support for Students with Disability
- Support for the Implementation of the Australian Curriculum
- Vocational Education

\$129 million was disbursed to NSW Catholic schools by the CECNSW in 2013.

Aboriginal and Torres Strait Islander Education

The Australian Government requires schools authorities to strive towards achieving the Indigenous reform agenda outlined by COAG. In the Quadrennium ending 2013, the Australian Government has included Indigenous Supplementary Assistance (ISA) grants in annual recurrent grants administered under the Schools Assistance Act 2008. Diocesan Catholic Systemic Schools receive Indigenous supplementary funding as managed under the CECNSW Aboriginal and Torres Strait Islander Education Program. Congregational schools receive their ISA allocations directly and not through CECNSW as previously. Catholic Education in New South Wales received approximately \$14.5 million in funds from the Australian Government to improve the educational outcomes of Aboriginal and Torres Strait Islander students in NSW Catholic schools.

CECNSW Aboriginal and Torres Strait Islander Education Program: A Program established by CECNSW

Funding under this program was used in various ways by CECNSW and each Diocesan Catholic Schools Authority to achieve the Indigenous Education Reform Agreement goals of:

- Halving the gap for Aboriginal and Torres Strait Islander students in reading, writing and numeracy by 2018; and
- At least halving the gap for Aboriginal and Torres Strait Islander students in Year 12 attainment or equivalent attainment rates by 2020

The *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014* outlines how these goals are to be achieved and the principles of practice involved in their achievement. In doing this, the Action Plan identifies six interrelated domains that impact on the achievement of the goals. The six domains are:

- Readiness for school;
- Engagement and connections;
- Attendance;
- Literacy and numeracy;
- Leadership, quality teaching and workforce; and
- Pathways to real post-school options.

Each NSW Diocesan Catholic Schools Authority provides programs and strategies that target one or more of these domains depending on local need and in consultation with local Aboriginal communities.

Enrolments of Aboriginal and Torres Strait Islander Students

Enrolments continued to grow in Catholic schools across NSW. The table below provides further detail to the enrolment numbers for Aboriginal and Torres Strait Islander students across Catholic Education in New South Wales.

Level of Schooling	Totals	% increase from 2012
Primary	3,708	11%
Secondary (7 - 10)	2,073	
Secondary (K - 12)	608.9	8.7% (Years 7 - 12)
TOTALS	6,389.9	10%

Employment of Aboriginal and Torres Strait Islander People

In 2013 Aboriginal and Torres Strait Islander Education funding continued to be identified distinctly from general recurrent grants. This funding continues largely to be expended on salaries to support Aboriginal and Torres Strait Islander students. The employment of some specialist support staff and most of the Administration and Clerical staff is met by this funding. The majority of Aboriginal and/or Torres Strait Islander teachers are employed through mainstream processes and using mainstream funding. Catholic Education in New South Wales, its eleven Diocesan Catholic Schools Authorities and Congregational schools employ Aboriginal and Torres Strait Islander people as indicated in the following table:

Category	Number	FTE
Teachers	60	49.2
Specialist Support	7	4.9
Administration and Clerical	185	117.2
Building and Maintenance	11	7.5
TOTALS	263	178.8

Investing in Focus Schools

In 2013, the Investing in Focus Schools program continued in 20 Focus Schools, across 9 Dioceses with high numbers of Aboriginal enrolments, to intensify and accelerate the achievement of the COAG goals. The four main actions areas of the *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014* are for Focus Schools to have in place: School/Community partnerships, whole of school literacy and numeracy strategies, evidence-based attendance strategies and Personalised Learning Plans for all Aboriginal and Torres Strait Islander students. These four actions were mandatory for Focus Schools.

The table below provides further detail of the successes and areas for improvement for Focus Schools in the achievement of the four main actions detailed in the *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014*.

Action/Area	Activity Report
Action 19: All Focus Schools have in place a School/Community partnership agreement	15 of the 20 Focus Schools have a School/Community partnership agreement in place
Action 21: All Focus Schools have in place Personalised Learning Plans for all of their Aboriginal and/or Torres Strait Islander students	<ul style="list-style-type: none"> All 20 Focus Schools are implementing PLPs 664 of the 709 (total Aboriginal and/or Torres Strait Islander students enrolled in the 20 Focus Schools) have a PLP in place
Action 26: All Focus Schools have in place evidence-based attendance strategies to ensure the regular attendance of Aboriginal and Torres Strait Islander students	Nine of the 20 Focus Schools have implemented evidence based attendance strategies to ensure that Aboriginal and Torres Strait Islander students are attending school regularly
Action 31: All Focus Schools have in place whole of school literacy and numeracy strategies	The 20 Focus Schools all have in place whole of school literacy and numeracy strategies.

This is an area that requires continual effort. However the majority of Catholic schools have in place policies and practices for monitoring student attendance for all students.

Many of the principals of Focus Schools identified their Aboriginal Education Workers as a critical element of success for the work of supporting Aboriginal and Torres Strait Islander students' achievement of educational outcomes comparable to their non-Aboriginal peers. Where progress toward the achievement of the actions of the Action Plan was not fulfilled it was in most cases when the Aboriginal Education Worker was absent for extended periods of time as a result of illness.

Key Aboriginal and Torres Strait Islander Education Initiatives

Key CECNSW Aboriginal Education initiatives in 2013 included:

- collaboration, negotiation representation with DEC, NSW AECG and NSW Board of Studies;
- representation and advice: the More Aboriginal and Torres Strait Islander Teachers Initiative, NSW education stakeholders working group for the development of the Aboriginal and Torres Strait Islander Action Plan 2015-2018;
- facilitation of various workshops on the Australian Curriculum and the implementation of the priority area of Aboriginal and Torres Strait Islander histories and cultures;
- facilitation of a NSW Catholic Education Australian Curriculum project for the priority area of Aboriginal and Torres Strait Islander histories and cultures;
- development of an online environment to support the implementation of the Australian Curriculum; and
- professional learning focusing on the Australian Curriculum and Professional Teacher Standards 1.4 and 2.4.

Country Areas Program

In 2013, \$1.7 million was expended from the Country Areas Program (CAP) administered under the Commonwealth *Schools Assistance Act 2008*.

This program aims to help rural schools and their communities improve the educational outcomes and opportunities of students who are educationally disadvantaged because of their geographical isolation. Eligibility for the CAP is confirmed by the Australian Government while the NSW Minister for Education and Training manages the CAP school declaration process.

CECNSW is represented on the NSW Ministerial Country Areas Program State Advisory Council which has developed criteria for identification of CAP-funded schools. The criteria relate to the population of the area, distance from a major population centre and the density (number) of schools in the local area.

In 2013, 39 NSW Catholic schools in the Armidale, Bathurst, Canberra and Goulburn, Wagga Wagga and Wilcannia-Forbes Dioceses were recipients of CAP funding. No Congregational schools met the criteria.

Funds were used to fund a range of initiatives in the six CAP priority areas. These included:

- **School Support:** The DEC NSW supported four of the five Catholic Dioceses with schools in the CAP program. Support was provided by trained officers working with schools and with materials and web support.
- **Curriculum Enhancement:** Isolation poses particular challenges for the quality delivery of school curriculum. CAP schools were linked and supported thus assisting teachers to provide enhanced opportunities for their students with additional teaching and learning materials. As well they gained access through web interface to locations and events that would otherwise not be available.
- **Purchase of Essential Resources:** Many schools identified under the CAP are small schools whose funds do not always cover the resources available in larger schools. In some cases CAP funds were used to fill this void and in others it was possible to purchase additional resources to enhance teaching and learning;
- **Professional Development:** Teachers in isolated schools need extra support to engage in professional learning opportunities. In 2013, teachers and leaders were supported in their endeavour to engage in professional learning by providing travel support and engaging extra staff to enable in-school teacher learning.
- **Information and Communication Technology:** ICT and instruction in the use of ICT to enhance classroom activity are important in isolated schools. The supply of resources and training in the use of ICT materials has continued in 2013.
- **Promotion of CAP:** the Country Areas Program has a proud history in supporting more isolated schools and communities. Parents have been working with schools over many years to help them support student learning.

ESL New Arrivals

A total of \$1.3 million was expended in 2013 in the ESL New Arrivals Program administered under the Commonwealth *Schools Assistance Act (2008)*.

This program provides Australian Government funding to state and territory non-government education authorities to assist with the cost of delivering intensive English language tuition to eligible newly arrived migrant primary and secondary students in Catholic and independent schools. The program aims to improve the educational opportunities and outcomes of newly arrived students of non-English speaking backgrounds by developing their English language competence and facilitating their participation in mainstream educational activities.

In 2013, schools were funded at the rate of \$7,149 per eligible Australian citizen or holder of a non-humanitarian permanent visa and \$14,294 per eligible new arrival holding a humanitarian visa. In NSW Catholic schools 169 newly enrolled students were supported through this program. This 2013 intake represents a 6.6% drop in eligible student numbers from 2012.

This is the last year this program will be administered as a separately identifiable targeted program. From 2014, the funding for this programme will be redirected into the Australian Government's contribution to schools funding.

Special Needs Students

\$36.9 million was expended in 2013 in support of students with special needs across five broad programs (see below).

1. Special Learning Needs

\$13.1 million from the 2013 Literacy and Numeracy and Special Learning Needs grant (LNSLN) was expended on Special Learning Needs (SLN) in Dioceses and Congregational schools. This program also funded the *CECNSW State Coordinator - Special Learning Needs* who manages the Special Learning Needs Program, supports Dioceses and provides specialist consulting services to Congregational schools.

During 2009, the Special Education Working Party developed a new CECNSW distribution formula for the funding of Students with Disabilities (SWD) in Catholic schools. The new simplified formula recognises the incidence of SWD students and surrogate measures of service needs and delivery costs.

In 2013, the formula set out below was applied to SLN funds which were distributed to NSW Diocesan Catholic Schools Authorities and Congregational schools as follows:

Element	Based Upon
70%	Total number of enrolled Students With Disabilities (SWD)
20%	Loading for secondary (7-12) SWD enrolments
10%	Loading for the remoteness of each SWD

2. Special Schools

In 2013 \$3.9 million from the LNSLN grant was expended on Special Learning Needs in Special Schools (one Diocesan and six Congregational schools).

Special Schools receive 23% of the SLN funding pool. Current allocation of SLN funding to each of the seven Special Schools is determined through a mix of inputs which include total government funding and associated student teacher ratios.

3. Students with Disabilities per Capita Grant

\$12.6 million from the LNSLN per capita grant was expended on Students with Disabilities (SWD) in both regular and special schools.

In 2013, funding for Students with Disabilities supported schools in:

- adjusting curriculum and assessment needs for students, according to the Disability Discrimination Act, Education Standards 2005 and the NSW Board of Studies requirements;
- implementing medical and health care plans for students requiring medical procedures;
- implementing risk assessment and behaviour support plans to ensure the safety and wellbeing needs of individual students;
- implementing language intervention and support programs with the support of speech pathologists;

- instigating individual programs for fine motor and gross motor skills with the support of consultant physiotherapists and occupational therapists;
- arranging assistive technology support as required; and
- collaborating with specialist counsellors, doctors and therapists in support planning for students with mental health issues.

During 2013, the CECNSW State Coordinator – Special Learning Needs:

- provided advice and support in regard to the implementation of the More Support for Students with Disabilities initiative (reported on elsewhere in this report). This support included representation on the management committee for the national initiative to develop e-learning modules to support the understanding the DDA: Standards for Education;
- provided specialist consultancy service to Congregational regular and Special schools, on request. Policy advice was provided in respect to DDA: Standards for Education for schools and funding accountability requirements of schools;
- supported Congregational schools to implement the individual planning tool to assist planning, reporting and meeting the support needs of funded students with disabilities as well as meeting the requirements of the Disability Discrimination Act and Education Standards (2005);
- liaised with an external consultancy in regard to the development of an Individual Planning Tool upgrade and, on request, assisted Dioceses in training teachers in the use of the Individual Planning Tool;
- represented NCECNSW on the ACARA Special Education Reference Group to assist in the inclusion of requirements of students with special learning needs in the Australian National Curriculum;
- represented CECNSW on the NSW State implementation committee for the Positive Partnerships Helping Children with Autism package in the development and delivery of Professional Development to teachers and parents. This package involves the national delivery of a professional development program for teachers and information sessions for parents and carers of school-aged children with Autistic Spectrum Disorder; and
- represented the interests of students with disabilities in NSW Catholic schools on the NSW Board of Studies Special Education Advisory Committee, the NSW DEC Special Transport Advisory Committee and the NSW Department of Human Resources' Ageing, Disability and Home Care Post School Programs.

4. Special Needs Support (NSW “Needy School’s” Program)

In 2009, the NSW State Government abolished the Back to School allowance and redirected some \$20 million to all NSW schools through a ‘needy schools’ allocation based upon the February census. NSW Catholic schools’ share of these State funds in 2013 was \$2.8 million.

CECNSW distributed the funds to students with special learning needs requiring additional assistance and learning support according to the same formula developed for the Commonwealth funded Special Learning Needs program. Funds were distributed according to 2013 enrolment data.

Special Schools received a total of 6% of these funds apportioned according to their Commonwealth Special Schools allocation.

5. More Support for Students with Disabilities

The Australian Government announced the *More Support for Students with Disabilities* National Partnership initiative in the May 2011 Budget. \$4.5 million was received and disbursed under this arrangement during 2013.

Programs supported by this National Partnership included

- professional learning experiences with the focus of improving learning outcomes for students with disabilities in accordance with the Disability Standards for Education 2005 under the Disability Discrimination Act;
- support for teachers in the development of collaborative approaches through the engagement of experienced facilitator;
- projects to support school communities in partnership with Universities;
- on-line training with the support of tutor/mentors;
- approaches to the effective transition processes for students with the aim of developing a more effective transition into school, from class to class, particularly at key transition points such as Year 6 into Year 7 and from school into further education, training and employment;
- the purchase of appropriate assistive technology to support the participation of students;
- ongoing, strategic and collaborative intervention from health and allied health professionals; and
- the development of an e-learning resource is to improve participants’ capacity to enact their obligations under the Disability Discrimination Act and Disability Standards for Education (DSE) 2005.
- A Student “Profiling” project for the better identification of the needs of Students with Disabilities.

Literacy and Numeracy

\$25.5 million from the Literacy and Numeracy and Special Learning grant was expended on Literacy and Numeracy during 2013. This represents 60% of the grant; the remaining 40% is applied to the Special Needs Program and Special Schools (see previous section).

The Commission applied the formula below across NSW Diocesan Catholic Schools Authorities and Congregational schools as follows:

Element	Based Upon
30.0%	Number of students with Language Backgrounds Other Than English (LBOTE)
18.0%	Density of LBOTE enrolments in school population
12.0%	Number of ESL New Arrival students enrolled in the past two years
17.5%	Lowest 25% of schools by SES ranking
17.5%	Enrolments comprising the lowest 25% of students by SES ranking
2.5%	Number of total Aboriginal and Torres Strait Islander enrolments
2.5%	Country Areas Program enrolments

In 2013, NSW Diocesan Catholic Schools Authorities and Congregational schools developed literacy and numeracy policies and plans, which outlined strategic approaches to improving literacy and numeracy outcomes. These approaches include a focus on:

- early Literacy and Numeracy interventions such as *Reading Recovery*, *Count Me In*, *Count Me In Too*, *First Steps* and *Stepping Out*;
- specialist support for students with specific needs, including Aboriginal students and students learning English as a second language; and
- professional learning for teachers on explicit and systematic teaching of literacy and numeracy with emphasis on use of data and explicit modelling of strategies.

School Languages

\$2.7 million was expended in 2013 from the Commonwealth School Languages Program, supporting initiatives to improve the learning outcomes of students who are learning languages other than English. Non-English languages typically taught in NSW Catholic schools in 2013 were: Arabic, Chinese, French, German, various Australian Aboriginal, Indonesian, Italian, Japanese, Spanish and Vietnamese.

National Partnerships

N.B. Activity under the ***More Support for Students with Disabilities National Partnership*** has been reported above in the 'Special Needs' section of this report.

\$35.86 million was expended on National Partnerships in 2013 to support the following programs:

1. Empowering Local Schools National Partnership

Using \$3.3 million provided in 2012, the project continued throughout 2013 with schools engaged in activities in areas of:

- enhancement of in-school ability to employ and manage quality staff;
- development and implementation of advisory school boards;
- development of schools' capacity to manage and maintain financial systems and structures;
- expansion of the capacity of principals and schools to develop and lead development of self, innovation, improvement and change;
- enhancing and developing the culture of performance and performance management by concentration on:
 - role of principal in performance management;
 - school performance management process;
 - self-performance management approaches;
- enhancing School Review processes;
- development of a coaching culture.

Across-diocesan projects under this National Partnership included:

- establishing and developing Advisory School Boards;
- building financial management capacity in schools;
- developing leadership capacity, performance management and accountability.

2. Low Socio-Economic Status School Communities National Partnership

The Low SES National Partnership (LSNP) involved total funds of \$53 million being made available between 2009 and 2013, including a supplementary \$15 million provided by the NSW Government. There were no additional reward funds available under this program.

In March 2009, 39 NSW Catholic schools were identified to participate in the Low SES National Partnership. The NSW Government's supplementation for this Program enabled an additional 23 NSW Catholic schools to be added. Both Governments allowed considerable autonomy to the Commission in identifying Low SES school communities to participate in this National Partnership.

During 2013, \$16.1 million was expended on this program. A comprehensive report is available at <http://www.nationalpartnerships.nsw.edu.au/downloads.php>

3. Rewarding Great Teachers National Partnership

In November 2011, following a pre-election commitment made the previous year, the then Federal Education Minister, the Hon. Peter Garrett MP, announced elements of the *Rewards for Great Teachers* initiative.

Funding received in late 2012 from all related sources for the Rewards for Great Teachers National Partnership was combined into one educational program and used during 2013 to support the implementation of the Australian Teacher Performance and Development Framework, teacher Professional Learning and Teacher Recognition against the National Teaching Standards as administered by the NSW Institute of Teachers. \$1.2 million was expended in 2013.

The newly-elected Australian Government abolished the program at the end of 2013.

4. Smarter Schools National Partnership – Principal Professional Development Program

Funds for the Principal Professional Development Program were made available through an extension of the Smarter Schools' National Partnership. This two-year program supported the implementation of the new Australian Principals' Standard. During 2013, \$1.38 million was provided to Diocesan Catholic Schools Authorities and Congregational schools based on teacher FTEs. Schools implemented initiatives in the areas of:

- principal action learning communities
- building instructional leadership capacity; and
- leading improvement, innovation and change.

5. Improving Literacy and Numeracy National Partnership

Prior to the 2012/13 Federal budget, the Australian Government announced an extension to the Literacy and Numeracy National Partnership to 'provide focused support for states and territories to implement effective and evidence-based strategies in schools that are still struggling to achieve satisfactory results in literacy and numeracy'. Its objective was to target students who are falling behind in literacy and numeracy. Funding, focused on Primary schools with Year 7 students participating through a cluster arrangement, was allocated across the 11 Diocesan Catholic Schools Authorities and five Congregational schools. All school activity for this National Partnership took place during 2013 with a total expenditure of \$11.4 million.

NSW Literacy and Numeracy Action Plan

The State Government's *NSW 2021 Plan* sets out seven targets aimed at improving education and learning outcomes for all students. Two of the targets focus on increasing the proportion of students in Years 3, 5, 7 and 9 scoring above the national minimum standard for reading and numeracy, and in increasing the proportion of students in the top two performance bands. To achieve this, the Government proposed to implement a NSW Literacy and Numeracy Action Plan.

\$7.0 million under the NSW Literacy and Numeracy Plan was made available in 2013 for 108 Catholic schools which were eligible for targeted support in order to generate 60 FTE positions. Commissioners agreed that the available funds would be dispersed using a formula which allocated a base amount and apportioned the remaining funds on the basis of school size. As a result, 98 of the 108 schools with NAPLAN performance in the lowest quartile of NSW Catholic schools received the benefit of specialist support during 2013.

Student Wellbeing

During 2013, \$0.8 million was expended on student wellbeing programs managed by the CECNSW State Coordinator - Student Wellbeing as follows:

Program	\$'000
Road Safety Education	415
Drug Education / Student Wellbeing	395
TOTAL	810

Funding of \$400,000 was provided by the NSW Road and Traffic Authority's Centre for Road Safety (NSWCRS) and \$395,000 from the NSW State Government to support the delivery of a number of targeted Student Wellbeing programs in safety education.

Funds received were distributed as grants to Diocesan Catholic Schools Authorities to support the salaries of Diocesan Road Safety/Drug Education Advisors (5.4 FTE) who deliver professional development support for these two programs. They also partially funded the State Coordinator - Student Wellbeing to coordinate the delivery of school-based road safety and drug education in association with the Diocesan Catholic Schools Authorities. The NSW Road Safety Education Advisors participated in two workshops throughout 2013 to support developments in Road Safety Education, including annual planning, evaluations and participation in Transport for NSW Centre for Road Safety forums.

The annual funding provided to NSW Catholic Schools for the Drug Education/Student Wellbeing Program comes from both Commonwealth and State Government sources. The NSW State component has remained fixed at \$220,000 per annum since 1996. At present, this State funding supports the equivalent of up to 2 FTE positions across 11 Dioceses, including program management at the CECNSW. The funding provided does not allow for any additional expenditure to cover travel and accommodation costs, or other related on-costs in relation to the provision of professional development activity. Other professional development expenses are supported by funds provided by the Australian Government. The management of this program was altered in 2013 in order for it to be treated as a calendar year program rather than a financial year program, in keeping with most other programs administered by Diocesan offices.

All Diocesan Catholic Schools Authorities have participated in the State Drug Education Program, which is coordinated and administered by the CECNSW State Coordinator – Student Wellbeing. Support is provided by the Drug Education Advisors to both systemic and non-systemic Catholic schools.

The Drug Education Program partially funds the employment of Advisors in each of the 11 Dioceses in NSW. The remaining funds required are drawn from multiple alternative sources. Generally, the role of the Advisors is to support schools across a range of health promotion and student wellbeing initiatives. This is often coupled with other specifically funded programs, such as the delivery of Road Safety Education.

The Student Wellbeing networking group did not formally meet in 2013 due to the impact on CECNSW Secretariat of ongoing national funding negotiations. However, communication with this network was maintained via email.

Teacher Professional Development

The Australian Government Quality Teacher Program supported the development of teachers in both Diocesan and Congregational schools in 2013. During 2013 \$1.8 million was expended for this purpose.

During 2013, Diocesan Catholic Schools Authorities and Congregational schools managed a variety of Teacher Professional Learning projects targeting specific system, regional, teacher and school needs. For each project, a mid-year and end-year project report was provided to the funding agent as evidence of a successful program. The program demonstrates the effectiveness of in-classroom professional learning and the importance of professional conversations. The Australian Teaching Standards and the Australian Teacher Performance and Development Framework have been used widely as a means to describe the profession and as a structure to improve it.

AGQTP reports indicated particular interest in the preparation for the introduction of the Australian Curriculum, improvement of pedagogy through use of ICT in the classroom and assisting teachers in their implementation of high quality student well-being programs. The support of classroom teachers through positions such as *teacher educators*, *leaders of pedagogy* and *highly accomplished teachers* is becoming more the expectation than the exception.

NSW Syllabus Implementation Support of the Australian Curriculum – K - 10

The NSW Government provided \$4.9 million for the support of the implementation of the Australian Curriculum K–10 across NSW Catholic Schools. The funds were distributed to Dioceses and Congregation schools on a teacher FTE basis to enable teachers to be supported in their professional learning. Dioceses and schools collaborated in this endeavour to ensure the best possible outcome across the NSW Catholic sector. Of the total provided by government 2% was used in support of collaboration across the system. Curriculum materials resulting from the investment have been made available across the sector and education officers have been working in an intra-diocesan manner to ensure smaller Dioceses have been provided with the benefits produced by larger systems. The project will continue until the end of 2014.

Vocational Education and Training

CECNSW receives two annual grants to support the delivery of VET in Catholic secondary schools. These grants are:

- VET In Schools (support for RTOs); and
- TVET (TAFE Delivered VET).

These grants are an annual appropriation made at the discretion of the NSW Minister for Education on the advice of the NSW Board of Vocational Education and Training (BVET) now known as the NSW Skills Board.

As part of the current COAG Funding Agreement for VET, CECNSW receives an annual grant from DEC. This grant is for the purpose of supporting the implementation of VET in Schools courses delivered in NSW Catholic Schools.

VETiS funds are distributed to Dioceses based on the total number of students in years 11 and 12 (inclusive of Congregational school students where the school is a member of the Diocesan RTO). Dioceses are required to include Congregational schools in both their funding allocations and expenditure planning.

In 2013, \$1.7 million was expended on the Vocational Education and Training in Schools program (VETiS) and a further \$2.69 million was expended on externally delivered Higher School Certificate Vocational Education (HSC VET), known as the TVET program and primarily delivered through Technical and Further Education (TAFE) colleges. The HSC VET funding included provision of \$180,000 specifically to purchase externally delivered Stage 5 courses.

In 2013, VET in Schools enrolments in the Catholic sector totalled 12885 students, based on data sets from the NSW Board of Studies. This represents 34% of HSC enrolments in Catholic schools, up from 31% in 2012. VET course enrolments have also increased by 6.8% to 18,413, showing growth in both the scope and depth of VET participation by NSW Catholic Schools. (Source: BOS Data Warehouse)

TRAINING PACKAGE		ENROLMENT		
Code	Name	Male	Female	Total
AHC10	Agriculture, Horticulture and Conservation and Land Management	220	78	298
AUR05	Automotive Industry Retail, Service and Repair	241	14	255
BSB07	Business Services	504	1,489	1,993
CHC02	Community Services	5	34	39
CHC08	Community Services	8	240	248
CPC08	Construction, Plumbing and Services	2,627	23	2,650
CUE03	Entertainment	320	514	834
FNS10	Financial Services	28	2	30
ICA05	Information and Communications Technology	50	7	57
ICA11	Information and Communications Technology	747	129	876
MEM05	Metal and Engineering	741	13	754
SIR07	Retail Services	245	602	847
SIT07	Tourism, Hospitality and Events	1,565	3,546	5,111
UEE07	Electrotechnology	131	5	136
UEE11	Electrotechnology	92	3	95
	Board Endorsed Courses	2,356	1,834	4,190
	TOTAL ENROLMENTS	9,880	8,533	18,413

In 2013 3011 Australian Quality Framework (AQF) VET qualifications were completed, with the majority of enrolments at Certificate II level. Participation in School-based Apprenticeships and Traineeships (SBATs) has strengthened with the introduction of Trades Training Centres.

Professional Development

CECNSW coordinates the training of VET teachers for all NSW Catholic Schools. The number of new VET teachers trained cross-sectorally during 2013 was:

Construction	16
Business Services	26
Entertainment	2
Information and Digital Technology	8
Metal and Engineering	3
Primary Industries	3
Retail Services	8
Hospitality - Commercial Cookery	30
Hospitality - Food and Beverage	14
Generic Orientation BECS	16
Total	126
Certificate IV in Training and Assessment (TAE) NEW	85
Certificate IV in Training and Assessment (TAE) UPGRADE from old qualification	40

Gap training was provided for trained teachers to meet the requirements of new training packages and qualifications as follows:

Construction	CPC08 Training Package	129
Hospitality	SIT12 Training Package	256
Information and Digital Technology	ICA11 Training Package	61
Primary Industries	AHC10 Training Package	21
Retail	SIR12 Training Package	67

All VET teachers are now required to hold the Certificate IV in Training and Assessment (TAE) TAE40110 or equivalent. Many teachers gain this training pre-service or during training for another framework course. 85 teachers enrolled in this training in 2013, via an arrangement with South Western Sydney TAFE Institute.

In addition, CECNSW engaged RTO VETASSESS to develop an RPL process to ensure government and non-government teachers holding the BSZ 40198 Certificate IV in Assessment and Workplace Training were upgraded to the Certificate IV in TAE40110. 40 teachers in the Catholic sector completed the upgrade process to the TAE40110 in 2013.

Australian Training Awards

Southern Cross Catholic Vocational College Burwood was acknowledged in 2013 for the Australian Training Awards. These awards are the peak national awards for the vocational education and training (VET) sector, recognising organisations, training providers and individuals for their contribution to skilling Australia. The Australian Training Awards were held in Perth on 22 November 2013.

Southern Cross Catholic Vocational College Burwood has won the national School Pathways to VET Award for 2013. The school won the award ahead of the Southern Tasmanian Catholic Colleges Trade Training Centre and Queensland's St Columban's College.

The award recognised the College as having delivered excellent education and training programs to secondary school students and its commitment to ensuring students become the best they can, undertaking quality training on-and-off campus, so they can emerge confident, skilled and employable.

Work Placement

NSW Board of Vocational Education and Training (BVET) had allocated National Partnership Youth and Attainment funding to support a network of 30 Workplace Learning Service Providers (WLSP) who assist schools in sourcing quality placements for students enrolled in Industry Curriculum Frameworks (ICF). CECNSW was involved in maintaining the multi-year funding model to ensure continuity of work placement coordination services. This resulted in certainty for schools and TAFE NSW that quality work placement coordination services will be available to support their HSC Industry Curriculum Framework students for three years, servicing schools across sectors.

CECNSW worked with insurance broker Marsh Pty Ltd to secure employer liability cover with QBE Insurance for a total of 18,375 students undertaking structured work placement and work experience programs. Work placement is a mandatory requirement of all school-delivered VET courses. This QBE cover indemnifies employers, complementing diocesan and school policies which provide 24 hour insurance cover to students. Policies are provided under strict conditions and exclusions are reviewed annually. Reporting is managed through CECNSW.

Trade Training Centres

The Catholic sector has increased participation in the Trade Training Centres Program by the establishment of specialist VET secondary schools and specialist skills shortage trade streams in existing schools. The 8 successful applications for funding in Round 5 Phase 1 in 2013 bring the tally to 34 successful applications representing 75 Catholic schools. The delivery of Construction, Electrotechnology, Horticulture, Agriculture, Hospitality, Hairdressing and Auto Vehicle Servicing qualifications target the local skills shortages of these successful TTCs in 2013.

Supporting Activities

Vocational Education Advisory Group met 9 times in 2013. Four of the meetings used Videoconference for remote participants. Four of these meetings were all-day events, which incorporated afternoon workshops. Workshops covered:

- Teacher Training
- BOS Developments
- Transition and teach out
- ASQA compliance

NSW Catholic VET Advisors, School Executives and Facilities Managers participated in a one-day visit to The Saint Yon Trade Training Centre (LaSalle Catholic College, Bankstown) hosted by Sydney Diocese. They attended workshops focussed on curriculum and facility issues related to developing TTC projects.

An online CECNSW VET Noticeboard was maintained at:

<http://www.CECNSW.catholic.edu.au/dbpage.php?pg=view&dbase=programs&id=43>

CECNSW has continued to work with RTOs to develop ASQA compliance mapping documentation to support RTOs during the auditing process.

Diocesan RTO registrations dates are as follows:

- Canberra Goulburn December 2012 (Complete)
- Bathurst April 2013 (Complete)
- Lismore August 2013 (Audited December 2013)
- Wollongong September 2013 (Audited December 2013)
- Maitland-Newcastle December 2013
- Wagga Wagga December 2013
- Parramatta April 2014
- Broken Bay June 2014
- Sydney December 2014

Capital Programs

Capital Programs are administered by the Catholic Block Grant Authority of NSW (CBGA) which is led by Bishop Anthony Fisher OP and has representatives from all NSW Diocesan Catholic Schools Authorities and most NSW Congregational schools. Bishop Anthony has delegated the management of the CBGA to the Executive Officer, Mike Flynn.

- **Australian Government Capital Grant Programs**

During 2013, \$62.9 million in capital grants were disbursed by the CBGA, with \$53.3 million or about 85% from the Australian Government for National Partnership and General Capital Grant funding programs. The *Trade Training Centres in Schools Program* and the *Digital Education Revolution* comprised \$22.8 million which represents 43% of total Australian Government funds.

- **New South Wales Government Capital Grant Programs**

During 2013, \$9.6 million in capital grants were disbursed by the CBGA for the *Building Grants Assistance Scheme*. This represents 15% of all capital grant funding. All capital programs administered by the CBGA in 2013 complied fully with government requirements and received an external audit opinion without qualification.

Programs	\$ million
Trade Training Centres in Schools	5.8
Digital Education Revolution	17.0
Sub-Total: National Partnership Programs	22.8
General Capital Grants	30.5
Total Australian Government	53.3
Building Grants Assistance Scheme	9.6
Total New South Wales Government	9.6
Total Government	62.9

Trade Training Centres (TTC)

In late 2007, the Government established this program to increase the proportion of students achieving Year 12 or an equivalent qualification as well as address skill shortages in traditional trades and emerging industries. They allocated \$2.5 billion over 10 years for all Australian schools, and in 2013 \$5.8 million was distributed by the CBGA.

Digital Education Revolution (DER)

In late 2007, the Government established this program to provide each student in years 9 to 12 with a computing device to access on-line curriculum. In 2013, \$17.0 million was disbursed to NSW Catholic secondary schools and colleges to sustain the computer to student ratio of 1:1 reached by each secondary school or college in December 2011. This brought the level of total funding under this program to \$149.9 million providing over 102,000 devices.

General Capital Grants and Building Grants Assistance Scheme (GNE and BGAS)

Funding from these two programs, which are combined for the purposes of administering the overall Capital Grants Program, both provides financial support for approved applications by schools and colleges to establish augment and refurbish new, developing and existing schools. In 2013, funds disbursed from these programs totalled \$40.4 million supporting 49 different projects.





ADVOCACY AND REPRESENTATION

Overview

Main educational priorities addressed by the Catholic Education Commission during 2013 were:

- Catholic mission and identity and the role of CECNSW
- strategic decision making for Catholic education
- the national funding model and related Commonwealth legislation
- state government funding and related State legislation
- early childhood education and care
- the Australian Government's "Better Schools' Plan"
- Engagement with 2013 Federal Election education policies
- Development of the 2013 Australia Education Act and Regulation
- NSW 'Keep Them Safe' child protection strategies

In addition, priority continued to be given to programs associated with:

- support for students with disabilities
- the new State Plan for improving literacy and numeracy across K- 2

Other advocacy and representation activities included:

- Anti-discrimination law and Catholic Schools
- Australian Charities & Not-for-Profit Commission legislation
- CECNSW as 'Representative Body' under the Commonwealth Education Act 2013
- Great Teaching Inspired Learning initiatives of the NSW Government
- NSW Languages Review
- Privacy law and Copyright law compliance advice.

CECNSW 2012 Compliance Certificate for DEEWR

The CECNSW's agreement with the Australian Government for funding under the Schools Assistance Act 2008 requires annual certification of compliance with certain education accountability requirements. Dioceses have certified compliance across four requirements:

- participation in national sample assessments (if a school was sampled in 2012)
- collection of required student background characteristics information
- issuance of 'plain language' student reports to parents
- publication of the 2012 Annual School Reports by schools.

The CECNSW completed the online 2012 compliance certificate on 27 August 2013.

Mission and Identity of Catholic Schools

During 2012, CECNSW considered its response to the NSW/ACT Bishops' request for a more detailed analysis of the responses of all NSW Catholic Schools to the four key challenges inherent in the 2007 *Catholic Schools at a Crossroads* document. In 2013, a further request was made for CECNSW to conduct a survey on behalf of the NSW/ACT Bishops, of priests, school families and parishioners in regard to *Crossroads* implementation.

In response to the 2013 request, Commissioners agreed that the work should be staged. The first action would be conduct of a research project. The second stage would be to use the outcomes of the research project to progress the *Crossroads* agenda. To carry out this work a CECNSW Mission and Identity Working Party was formed in May 2013.

Through the Australian Catholic University, the possibility of a study was considered to explore, identify and profile the achievements of Catholic schools in NSW and the ACT towards attaining the goals that are outlined in *Crossroads*. In addition towards the end of Term 4, Dioceses were asked to provide case studies of successful local initiatives. The Working Party has also consulted with the NCEC especially with regard to the NCEC role in mission and identity and Catholic schools.

The work will continue throughout 2014.

National Funding Model and the Bill for the Australian Education Act

Since its release in February 2012, the Gonski Report and its implications were closely analysed by the Commission. In April 2013, the then Prime Minister Julia Gillard announced the details of the new national funding model for schools based on this Report. The Australian Government pledged that through the Australian Education Act 2013, which would establish the funding trajectory from 2014, no Australian school or system of schools would receive a dollar less funding than it attracted in 2013.

Negotiations with the Government were carried out through the NCEC. In July 2013, the NCEC announced that all state and territory Catholic Education Commissions had agreed to the Government's funding arrangements known as the 'Better Schools Plan'. In NSW, these new arrangements were to deliver a \$19 million real increase in school funding in 2014, based upon common measures of student need across all education sectors. Catholic education systems, like participating government education systems, would preserve their autonomy and ability to distribute funding according to identified local need.

Funding for all existing Commonwealth National Partnerships and Targeted Programs was to be rolled into the Better Schools Program in 2014. There would be a standard school resource base funding per student, augmented with loadings for Indigenous education, Students with Disabilities, English language proficiency, SES, size of school and location.

In view of the timeframe for change the Commission decided that 2014 would be considered a funding transition year during which there would be no change to the current CECNSW General Recurrent Grants distribution model for NSW Catholic Systemic Schools as approved by the Bishops.

From September 2013, uncertainties engendered by the change of Australian Government were alleviated in December when Prime Minister Abbott reiterated that the new Government would preserve its election undertaking to retain for the period 2014-2017 the same Commonwealth financial commitment to schools funding as had been agreed by the previous Government. With this assurance the CECNSW could move into 2014.

National Plan for School Improvement

Following the April 2013 decision of the NSW Government to implement the Gonski funding reforms, it was announced that the National Plan for School Improvement (NPSI) would be adopted by the NSW Government as its blueprint for NSW school reform.

An inter-diocesan workshop was held in early October 2013 focusing on the NPSI requirements. At that time, the NCEC confirmed that Minister Pyne had withdrawn the draft MOU and advised that the focus of 2014 compliance activity was to be the *Australian Education Act 2013* section 99 requirement that the 'approved authority must have an implementation plan'.

As a consequence, the Commission developed an Implementation Plan applying to the five objects of the Australian Education Act 2013 interpreted in the context of the Abbott Government's education policy commitments, namely:

- Quality Teaching
- Quality Learning
- Empowered school leadership
- Transparency and Accountability
- Meeting student needs

Approval of this plan, to be known as 'Students First', allowed funds to be granted to CECNSW for the support of Systemic schools in 2014. All Congregational schools are required to finalise a school improvement plan by 2015. The adoption of the Implementation Plan committed Dioceses, through CECNSW, to a range of school reform requirements and tasks. These will be progressed consistent with:

- relevant SCSEEC resolutions and agreements;
- Commonwealth Department of Education Guide to the implementation of the Commonwealth Education Act and Regulation 2013;
- Commonwealth and State of NSW NERA Bilateral Agreement as executed 4 August 2013; and
- requirements of the NSW Board of Studies (BoSTES) in relation to NSW School Curriculum and school and teacher registration.

CECNSW Representative Body under Section 70 of the Australian Education Act 2013

Under the Better Schools Implementation Plan CECNSW was required, pursuant to Sections 70 and 89 to 99 of the Australian Education Act 2013, to sign a Memorandum of Understanding with the Commonwealth of Australia as a precondition to CECNSW obtaining funding under Section 70 of the Commonwealth Education Act. The MOU was to be signed by February 2014 in order for Commonwealth funds to flow to NSW Catholic schools for years 2014 to 2017.

That is, the CECNSW, as both a school 'representative body' and an 'approved system authority', was required to sign two separate but related memoranda of understanding: one to cover the Commonwealth and State grants for schools (**MOU 1**) the other, 'the implementation fund', to cover the activities and administration required of the NSW Catholic Schools System to meet the requirements of the *Students First* agenda (**MOU 2**).

The second MOU outlined how the CECNSW would assist Catholic schools to support implementation of national reform efforts and school improvement generally. It recognised the CECNSW as both an approved authority for the NSW Catholic schools system (that is systemic schools) and representative body for all NSW Catholic schools.

Funding of \$4.4 million per annum for four years was provided to CECNSW in support of programs to improve teacher quality, improve quality learning, empower school leadership, meet students' needs and improve transparency and accountability across all NSW Catholic schools.

Since the CECNSW was proposed as the representative body for all NSW Catholic schools, Congregational schools met in December 2013 to discuss which representative body they would align with, that is either AIS or CECNSW. It was considered necessary that some dialogue with Bishops was essential before Congregational schools could make known their election to the Australian Government Department of Education in February 2014. It was agreed that positive steps needed to be taken to better involve Congregational schools in the future work of CECNSW.

NSW State Funding and the NSW Education Act

On 23 April 2013, the then Prime Minister Julia Gillard and the Premier of New South Wales, Barry O'Farrell, signed the National Education Reform Agreement. This Agreement incorporated the National Plan for School Improvement and new needs-based funding arrangements to apply to New South Wales schools from 2014 to 2019.

The National Education Reform Agreement (NERA) required the NSW government to align its funding arrangements with the national funding model. This provided a benchmark for consistency of school funding across Government and non-Government schools. In implementing this model over a transition period, \$5 billion of additional investment would flow into Government, Catholic and Independent schools, of which non-government schools will receive approximately \$789 million. A feature of the agreement was that the NSW Government will provide funding to non-government schools according to a needs-based model, rather than the current Education Resource Index which had been in place since 1990.

Concomitant with this agreement, however, was the necessity to amend Section 21 of the NSW Education Act: Financial Assistance for Students Attending Non-Government Schools, since it rendered non-functional the linking in the Act of per-capita funding to non-Government schools to a proportion of Government schools expenditure.

The specific changes to the Act were to enable NSW Government recurrent funding for non-government schools to be delivered according to a needs-based funding mechanism consistent with the Schooling Resourcing Standard (SRS) from 2015 and removed the requirement that per capita grants to non-government schools be tied to 25% of the average cost of educating government school children.

In October 2013, the NSW Parliament enacted the amending legislation. The new Section 21:

- links financial assistance to the National Education Reform Agreement (NERA);
- requires funding for non-government schools to be maintained in the absence of the National Education Reform Agreement;
- allows the Minister to provide additional funding beyond NERA requirements;
- maintains the funding role of CECNSW;
- requires a Ministerial Review to be undertaken in 2017.

NSW Government funding for non-government schools will transition over the period 2014-2019 to be consistent with the National Schooling Resource Standard. Transitional arrangements will commence in 2014. Base funding will be provided by the NSW Government according to the current Education Resource Index, with additional funding distributed consistent with the Schooling Resource Standard. Transitional arrangements include the termination, by the end of 2014, of the 2012 NSW Government funding cap for non-government schools.

CECNSW Resourcing Principles for NSW Catholic Schools

Commissioners at their July 2013 meeting requested CECNSW Secretariat to canvas views and propose options for a statement of intent and principles which would best govern decisions about resourcing of NSW Catholic schools for the future. Commissioners at their meeting in August discussed principles for the resourcing of NSW Catholic schools and the CECNSW method for distributing government funds as well as the need for dialogue with Congregational schools on these matters.

Funding principles were required to inform the development of a funding MOU executed in December 2013 with the new Australian Government Department of Education. The principles provided an outline of the way in which, from 2014 to 2019, Commonwealth Government funding would be distributed to schools within the NSW Catholic schools system, through Diocesan Catholic Schools Authorities.

In view of the MOU between the NSW Bishops and CLRI covering the possible entry of any Congregational school into the NSW Catholic School System for funding purposes, the principles were developed in such a way as to cover both Systemic schools and the broad range of Congregational schools.

Common principles applying across all NSW Catholic schools were thus defined as:

- the provision of high quality education in the context of the Catholic faith and the Church's education mission;
- nurturing the God-given human dignity of all students;
- supporting the right of parents to choose the education they want for each child;
- accessibility to all students subject to the availability of places and giving priority to Catholic students.

These Principles are to be applied in the context of a partnership between governments, parents and Catholic Schools Authorities to ensure the delivery of quality education in a safe and secure environment for students. It was noted that the funding partnership involves parents paying appropriate fees for the services provided. The sum of private fees and government grants must cover the full cost of education services including capital amortisation which allows for timely and programmed renewal of essential school sites and facilities.

Great Teaching Inspired Learning: The NSW Plan to Raise Teaching Standards

In mid-2012, the NSW Government's discussion paper *Great Teaching Inspired Learning* was released for the purpose of commencing a dialogue about improving teaching standards. Commissioners resolved to make a substantial submission to this paper and provided it to the Ministerial Review Group in December 2012.

In March 2013, Premier Barry O'Farrell released the NSW Government's policy response in the document *Great Teaching Inspired Learning: a blueprint for action*. CECNSW attention turned to the implementation of this 'blueprint' which was explored at the 20 March 2013 Commission meeting and over several meetings of the Education Policy Committee.

One of the key GTIL Reforms aimed to bring all teachers under the requirements of the amended NSW Institute of Teachers legislation by 2018. This requires all teachers to be accredited, including those previously not subject to the Act.

On 13 August 2013, St Michael's Catholic Primary School Stanmore hosted the announcement by the NSW Minister of Education and Communities, the Hon. Adrian Piccoli MP, of a number of measures to support the implementation of *Great Teaching, Inspired Learning*. These include new programs to

attract more high scoring HSC students to teaching, supporting improved teacher education, performance management for teachers and new processes for dismissing underperforming teachers.

In this context, it was announced that \$155 million will be allocated to the implementation of the program in NSW government schools. Likewise both Catholic and Independent schools are committed to providing improved support for new and existing teachers, identifying prospective teacher education students and implementing programs for existing teachers to be accredited with the new AITSL teaching standards, including the higher levels, through the NSW Institute of Teachers. From 2014, the Institute will work with all education authorities to bring all NSW teachers within the scope of the Institute of Teachers Act 2004 by 2018.

One GTIL priority is that *Teachers found unable to meet the Professional Teaching Standards will be removed from the profession*. In this context the NSW Institute of Teachers is now establishing a process 'to revise the Institute's policy on the revocation of mandatory accreditation and refusal to accredit at Professional competence'. Both CECNSW and CCER participated in an Institute Working Party to address teacher accreditation in the context of a refusal to accredit at Professional competence.

ACNC Governance and Registration: Australian Government Requirements

In December 2012, the Australian Charities and Not-for-Profits Commission (ACNC) Act was passed, and the ACNC began operations by requiring existing charities to confirm their registration with the ACNC by 2 June 2013.

At their meeting on 14 February 2013, Commissioners agreed that each Diocese needed to decide which of their entities needed to register with the Australian Charities and Not for Profit Commission (ACNC), and arrange registration by 2 June 2013. The February 2013 meeting reviewed a range of school-related ACNC compliance issues such as:

- implications for unincorporated associations compared with incorporated entities;
- Basic Religious Charities (BRCs) exemption and the definitional criteria for BRCs;
- entity constitutions and governance standards;
- operation of the three year financial reporting moratorium for schools.

Each entity was required to register with the ACNC by 1 July 2013.

Following ACBC and NCEC negotiations with the ACNC, it was decided that Catholic schools entities would be registered through their ABNs. Dioceses and schools were advised to commence keeping records in order to compile and provide ACNC with an information statement for 2013 by 30 June 2014. An initial transitional reporting period was negotiated (2013-2015). In effect this means that ACNC will accept school reporting to the Australian Government Department of Education and ACARA in satisfaction of ACNC financial reporting requirements until 31 December 2015. Similarly the agreement between ACNC and NCEC addressed the overlap with the emerging accountability requirements of the Australian Education Act 2013. Beyond the transitional period, that is, from 2016, Catholic schools will need to be complaint with all ACNC reporting, including financial reporting requirements unless the new Coalition Government successfully amends ACNC Legislation.

Early Childhood Agenda and Catholic Schools

The Commission has engaged with Early Childhood Education for several years: the first CECNSW Working Party on Early Childhood Education reported in 2006. In March 2013 the current Working Party, developed a scaffold of key areas of advice for presentation to the Commission in their *Report on Early Learning and Out of School Hours Care (OSHC)*. Issues on which Commissioners had sought advice were:

- the Church's purpose in providing early childhood and out of school hours care services;
- Out of School Hours Care (OSHC) service provision, governance arrangements and models of practice including funding;
- workforce remuneration and related IR issues, the range of existing arrangements and salary schedules.

In response the Working Party reported that

- while identifying clear reasons for Catholic sector engagement in Early Childhood service delivery, it was not possible to identify a single Catholic sector working model for early childhood service provision that is fully sustainable in the absence of government funding;
- there is a gap in the Church's current provision of formal early childhood services which is unlikely to be improved by any imminent government funding support;
- there are significant opportunities for the CECNSW, Dioceses and schools to develop programs which build on current understandings about the nature of early learning including the spirituality of early learners and their families.

At their 22 August 2013 meeting, Commissioners agreed to progress the agenda in two phases: the first concerning establishing and sustaining out of school hours care services (OHSC) for NSW Catholic schools including an implementation plan outlining how to initiate, fund and sustain services in the current environment. A report was provided to the December Commission meeting identifying efficiencies and enhancements flowing from shared services across schools and Dioceses and areas in which a state-wide approach could assist. These matters will be further addressed early in 2014. Exploration of the second phase, concerning pre-school education, was deferred until 2014 in the context of the new Australian Government initiating a Productivity Commission Inquiry into Early Childhood Service provision issues.

National Partnerships

More Support for Students with Disabilities National Partnership

The More Support for Students with Disabilities (MSSD) National Partnership is fully Commonwealth-funded and was implemented over 2012 and 2013. In April 2013 the Australian Government announced that this initiative would now include a further \$5,831,000 in Commonwealth funding for CECNSW for the 2014 school year. This extension is intended to assist in the support of students and teachers while work is underway to build a national data set which will be the basis of a new National Funding Model loading for students with disability. It is anticipated that the National Funding Model loading for students with disability will be phased in from 2015.

The CECNSW MSSD Implementation Plan for 2014 will focus on outputs, performance benchmarks, activities and efforts required of each output. A particular 2014 focus will be nationally consistent data collection for students with disabilities.

The variation to the MSSD funding agreement for the non-government education authorities will, as with the original initiative, align with the documentation for a National Partnership Agreement.

During March 2013, the Diocese of Wagga Wagga hosted an evaluation forum on behalf of the Catholic sector and presented a case study of one of their projects. Following this forum a team from the Archdiocese of Sydney presented a case study at a Sydney evaluation forum. The evaluator from Phillips KPA responded well to both presentations and commented on the impressive improvement data which was evident in the Catholic initiatives. A showcase of effective initiatives from all Dioceses was held in November 2013.

The 2014 MSSD Funding Agreement between CECNSW and the Australian Government Department of Education was finalised in December 2013.

Improving Literacy and Numeracy National Partnership

In November 2012, the agreement for a new National Partnership on improving literacy and numeracy was signed. This new National Partnership between Commonwealth and NSW Governments was for 2013 only and had as its objectives:

- lifting the performance of students at the tail end (i.e. reducing the proportion of students in the bottom two bands in NAPLAN);
- focusing on Aboriginal and Torres Strait Islander students meeting basic literacy and numeracy standards and lifting overall performance;
- making evidence-based good practice the standard practice in targeted communities and targeted cohorts;
- increasing the volume of contributions to the repository of evidence-based literacy and numeracy strategies; and enhance its capabilities as a tool for decision making; and
- managing the transition from targeted Commonwealth funding for literacy and numeracy initiatives to the new schools National Funding Model.

The total funding allocation to the NSW Catholic sector was \$11.4 million for 2013.

NSW was required to submit an Implementation Plan together with a list of participating schools to the Commonwealth at the end of February 2013. The CECNSW worked with the other two NSW school education sectors to finalise the NSW NP Implementation Plan and negotiate its approval with the Commonwealth.

State Literacy and Numeracy Plan 2013

The NSW Literacy and Numeracy Action Plan delivers on a Coalition pre-2011 State election commitment of \$260 million over five years involving the provision of additional specialist literacy and numeracy teachers K - 2.

In 2012, the three school sectors applied a common methodology which resulted in the identification of 98 Catholic systemic primary schools across ten Dioceses to be targeted under this initiative.

During 2013, these 98 schools continued to be the targeted under the program. In the second half of 2013, however, a new list of target schools was identified for Commission endorsement consistent with clause 9 of the Governing Agreement. The need to agree an acceptable evaluation strategy remained a core task. The need to focus on teacher development and up-skilling is a shared objective.

The Commission decided that a review of Catholic schools targeted under the State Action Plan would take place towards the end of 2013. In addition it was decided to fund 66 FTE additional positions to support implementation of the State Literacy and Numeracy Action Plan throughout 2014. All Dioceses reviewed the list of 111 possible targeted schools and confirmed a list of 107 schools for the Minister's approval for 2014.

The funding allocation and annual targets for additional FTE teachers employed under the Plan will increase, as indicated:

	2013	2014	2015	2016*
Funding (\$m)	7.02	7.701	11.27	5.771
FTE teachers	60	66	99	99

*Funding and target for Semester 1, 2016

Strategic Directions for CECNSW

The Commission has for some time been reforming its meetings and strategic thinking processes. This has been done by:

- introducing a restructured agenda to allow more time for strategic thinking and discussions;
- introducing an advance agenda for future meetings to allow Commissioners to signal strategic issues to be discussed at a future meeting;
- re-focusing the CECNSW Work Plan and identifying high level Strategic Directions for the specific attention of Commissioners; and
- re-introduction of an annual Commission Strategy Day supported by a facilitator.

On 21 August 2013 a planning day was held with Damien Brennan as facilitator. Other stakeholders made presentations which acted as catalysts for further discussion and assisted in identifying strategic issues. The day was designed to promote the following outcomes for 2014 and beyond:

- a thorough assessment of the strategic environment in which the Commission will function including child protection in the light of the Royal Commission;
- enhanced thinking and informed discussion of strategic options; and
- identification of key response strategies.

2013 Goals for CECNSW

Having considered the end of year report for tracking progress with respect to meeting 2013 CECNSW strategic directions, it was clear to Commissioners that much of the planning for 2013 had assumed that the details of the new school funding system would be determined by mid- 2013. In reality, much of the time of the Executive Director, the Director-School Resources and other staff was taken up with analysing and developing the new national funding model. Other tasks had to be rescheduled. In general, Commissioners expressed satisfaction with progress noting that some 2013 actions had been transferred to the 2014 Strategic Directions.

Promoting Co-Operative Support Services across Dioceses

The NSW Bishops have requested that more cooperation occur between Diocesan Catholic Schools Authorities and State-wide agencies such as CECNSW and CCER with the view to improving efficiency, reducing duplication and containing costs. The establishment of shared services is widely practised with governments at all levels to drive efficiencies and has been successful in some circumstances.

In this context the Commission has discussed the desirability and possibility of developing cooperative support services across Catholic schools in NSW. It was noted that a precursor to successful shared services is the sharing of existing information and processes.

To evaluate shared services options, the CECNSW Executive Director, Dr Brian Croke joined a Committee established by the NSW/ACT Bishops to investigate the issues.

National Aboriginal and Torres Strait Islander Education Action Plan 2010-2014 and 2014 Review and Extension

CECNSW was advised through NCECNSW that the expiring National Aboriginal and Torres Strait Islander Education Action Plan was to be revised and extended for years 2015-2019 inclusive. Action Plan accountabilities are likely to be embedded in 'Students First' requirements for schools. Also Action Plan initiatives could be linked to National Funding Model Loading funds for Aboriginal students. CECNSW through NCEC engaged in the Action Plan review processes. Both the CECNSW Aboriginal Education Advisory Committee and the CECNSW Education Policy Committee continue to be involved.

Road Safety Education Report and New Funding Contract with the State Government

Transport NSW has agreed to the proposal submitted by CECNSW for increased funding for the NSW Road Safety Education in Schools Program for 2014-2016. The allocation of \$580,000 plus GST indexed at 3% per annum represents an increase of 45%.

The CECNSW is contractually obliged to provide Transport for NSW with Road Safety Education Activity Reports each quarter. The reports for Terms 1 and 2 were submitted in May and July 2014 respectively and the report for Term 3 in October. These reports identify the details of actions and initiatives conducted by Diocesan Education Offices at individual schools, groups of schools or sector-wide. These reports also document the outputs and outcomes achieved against agreed performance measures stipulated in the contract.

School Counsellors' Practice Issues: Advice for Catholic School Authorities

In 2012 a CECNSW Working Party on School Counsellors was established. At the fifth meeting of the Working Party held in March 2013, members developed key areas of advice to be provided to Commissioners.

In 2013, Commissioners considered a series of Advisory Papers and, subject to the completion of editing, approved a final consolidated advisory report being made available early in 2014 as an internal policy advice paper for Diocesan Directors and Principals of Congregational schools.

Revised Privacy Compliance Manual for Catholic Schools

CECNSW coordinates and hosts advice on Commonwealth Privacy law compliance issues for Catholic schools. Privacy legislation has an increasing impact on the operation of schools. In November 2012, the Commonwealth Parliament passed amendments to the *Privacy Act 1988 (Cwlth)*, the *Privacy Amendment (Enhancing Privacy Protection) Bill 2012 (the Amending Bill)*. The amendments, which are significant, will come into force from March 2014.

At their 14 February 2013 meeting, Commissioners were advised of the need to amend Privacy Compliance advice for all Australian non-government schools as a consequence of the Commonwealth 2012 *Privacy Amendment Bill*. The new guide was made available to Diocesan Catholic Schools Authorities and to all schools and in October 2013 a workshop was conducted to explain the amendments. The revised Privacy Manual for Catholic schools was subsequently uploaded to the CECNSW website under Programs/Compliance. The Manual is a joint CECNSW and NCEC resource and is made available to all Catholic Education Commissions across Australia.

Passage of the Board of Studies, Teaching and Educational Standards Bill 2013

On 13 November 2013 the NSW Parliament passed the Board of Studies, Teaching and Educational Standards Bill 2013. This new Act implemented the NSW government's earlier announcement to combine the functions of the Board of Studies and the NSW Institute of Teachers under a single body, by establishing three Acts for application to the management of school education in NSW, viz. The Board of Studies, Teaching and Educational Standards (BoSTES) Act 2013, the Education Act 1990 and The Teacher Accreditation Act 2004.

The new BoSTES Act includes provisions relating to:

- the Board Membership will include a nominee of CECNSW;
- the objectives and functions of the Act include the requirement to 'maintain flexibility' in its monitoring of the delivery of curriculum and assessment;
- the function of the registration of schools is not confined to non-government schools;
- A review of the Act five years from the date of assent;
- A new requirement regarding "proper governance" of schools.

CECNSW supported the enactment of this new legislative package and looks forward to working with the new Board of Studies, Teaching and Educational Standard (BoSTES).

Students with Disability Funding from 2014

CECNSW has two long standing and ongoing review projects which have been informing engagement with SWD support, SWD funding and Commonwealth Disability Discrimination Act (DDA) compliance matters. These CECNSW projects are:

- CECNSW Special Education Project; and
- Catholic Special School Review Matters.

CECNSW also facilitated the implementation of the Nationally Consistent Collection of Data on School Students with Disability.

Nationally Consistent Collection of Data on School Students with Disability

The new nationally consistent approach to data collection is intended to:

- ensure comparability of data;
- be more accurate and comprehensive;
- inform policy and planning at all levels;
- assist schools to understand their responsibilities; and
- pave the way for a new National funding loading for SWDs based upon levels of adjustments.

As part of the new National Funding Model, an innovative process and mechanism for determining the funding loading for students with disability is being developed. Implementation is taking place in stages from 2013-2015. For NSW Catholic schools, this new Commonwealth SWD National Student identification process closely aligns with the CECNSW Student planning/profiling process.

Launch of Catholic School Parents Australia (CSPA)

On 14 October 2013, *Catholic School Parents Australia* (CSPA) was officially launched in Sydney. For the first time, all state and territory Catholic parent bodies are linked to a common national parent body. Dr Brian Croke, Executive Director, CECNSW and Grainne Norton, former CECNSW Commissioner, former Chair of Council of Catholic School Parents and former member of the NCEC Parent Committee addressed the representatives of the constituent bodies. On 15 October 2013 CSPA conducted its inaugural Annual General Meeting. The meeting endorsed Tony O’Byrne of Melbourne as Chair following out of session voting. Following the AGM, CSPA conducted its first meeting under its new Chair.

Vocational Education

Funding Agreement

The Commission endorsed the Vocational Education and Training in Schools Program (VETIS) Funding Agreement 2013, providing \$1,709,110 in funding. It was noted that in the context of the new National Funding Model for schools this might be the last VETIS funding agreement for NSW Catholic Schools.

VETAssess Agreement

VETASSESS provides assessment resources for trainers, assessors, teachers, industry personnel and students. The project aims to provide support for teachers delivering Industry Curriculum Framework courses particularly in the areas of assessment and assessment validation. It allows all NSW VET teachers to access an online assessment system, ASSESSITNOW which gives fast, responsive and secure access to high quality assessment resources for the National Training Packages.

The cost remained at the 2012 level of \$60,000 and is shared proportionally across the three school sectors. The Catholic School sector’s proportion for 2013 was \$14,388.

The Accreditation of Catholic Schools to Implement VET Courses

The new national VET regulator, the *Australian Skills Quality Authority* (ASQA), commenced operations on 1 July 2011. RTOs wishing to renew their registration are required to demonstrate to ASQA that they are delivering quality training and assessment outcomes, and continuously improving their training and assessment outcomes in order to meet the needs of industry and learners.

During 2013 Commissioners expressed increasing concerns with the manner in which ASQA is overlooking VET compliance requirements for Diocesan RTOs, noting that ASQA appears not to understand the culture and purposes of schools. CECNSW Secretariat is following up issues arising. BoS, DEC and AIS are being consulted.

Anaphylaxis Guidelines for Schools

CECNSW provides compliance advice for Diocesan Education Offices and Catholic schools on a range of compliance issues. Following a review process a revised set of Anaphylaxis Guidelines for NSW Catholic schools was finalised.

The Commission endorsed these revised Anaphylaxis Guidelines and approved publication on the CECNSW website.

NSW Animal Research Act: Renewal of CECNSW Accreditation

CECNSW is an Accredited Animal Research Establishment under the NSW Animal Research Act 1985 on behalf of all NSW Catholic schools. This Accreditation is renewable every three years. In 2013 an application for renewal of the CECNSW's Accreditation was successfully submitted to the NSW Department of Primary Industries.

CECNSW discharges its Accreditation obligations through the joint DEC, AIS and CECNSW Schools Animal Care and Ethics Committee (SACECNSW). Each school sector contributes to SACECNSW operational costs on a student FTE share basis. For 2013 CECNSW contributed \$54,955.00 to the SACECNSW funding pool.

NSW Catholic Schools Annual Report: Scope and Format

CECNSW publishes an Annual Statistical Report *NSW Catholic Schools Statistics* which provides detailed tabulated information on schools, students and staff. The scope and format of the annual Statistics Report has remained largely unchanged for twenty years, and it uses school Census data collected by CECNSW and selected ABS data. The NCEC also publishes an Annual Report on *Australian Catholic Schools* which provides information on funding of schools, as well as information on schools, students and staff. The data for the NCEC report is derived from several sources. CECNSW assists with the development of the NCEC report.

The Commission agreed in 2012 to explore the preparation of an annual report for NSW Catholic schools more consistent with the NCEC report in terms of narrative, variety of data and presentation.

Commissioners considered that having a school statistics report for New South Wales similar to that available from the NCEC on Australian Catholic schools was worthwhile and agreed that CECNSW produce a prototype applying 2012 data. This was first made available in October 2013.

NSW Anti-Discrimination Act

The Hon. Alex Greenwich, the independent member for Sydney, circulated his 'Anti-Discrimination Amendment (Private Education Authorities) Bill 2013. This Bill proposed, inter alia, to remove certain exemptions which currently apply to NSW non-Government schools in respect of the grounds of sex, marital or domestic status and homosexuality. Commissioners agreed that the proposed amendments would prejudice the capacity of religious schools to maintain their identity and mission.

The Commission endorsed and adopted the NSW Anti-Discrimination law advice provided to the NSW Premier by Commission Chairman Bishop Anthony.

Brother John Taylor Fellowship

At the May 2012 meeting it was agreed that it was time to change the nature of The Brother John Taylor Award for Excellence, established in 1995 and in its place to fund a fellowship for professional development, along the lines of the Fulbright or Churchill Fellowships.

During 2013 Commissioners reaffirmed the proposal for a Brother John Taylor Fellowship to the value of \$25,000 to be awarded annually with the following elements:

- The Fellowship will be available to any educationist, regardless of age, who can demonstrate the capacity to make a valuable contribution towards Catholic education in the future.
- An interview process will be used to select the Fellow from among a group of applicants;
- The Fellowship will be a developmental process and will require a mentor for the Fellow;
- Employers, not CECNSW, will carry the costs associated with releasing the applicant from their normal work in order to undertake the fellowship;
- CECNSW made a budget allocation of \$25,000 for the Fellowship.

Systems are being put in place to call for and receive submissions for the Fellowship. The availability of the Fellowship will be advertised in 2014.

Rural Fire Service: Hawkesbury Road Project

CECNSW is a conduit for emergency information for all NSW Catholic schools from the State Emergency Operations Centre. Under the Rural Fires Act 1997 the Commissioner of the Rural Fire Service has extensive powers when Section 44 Declarations are made. On 5 March 2013, the Hawkesbury Road Project workshop was conducted at Winmalee Rural Fire Brigade station. The project arose from the emphasis placed on principals' decision-making regarding bushfire emergencies by the NSW Rural Fire Service (RFS) in their sectoral briefing held in July 2012.

The workshop was attended by local AIS and Catholic schools and representatives from RFS, NSW Police, State Emergency Service, and Transport for NSW and NSW Health. The workshop was a 'proof of concept' for an exercise to provide school leadership teams with the kind of information needed for them to be able to respond to the RFS's emergency management expectations. CECNSW will be discussing with RFS how the model can be extended to other areas of the state.

The number of uncontrolled bushfires which threatened life and property in NSW later in October and November put to the test the CECNSW and diocesan emergency communication systems developed by CECNSW in 2011 and 2012.

NSW Languages Review

In October 2013 the NSW Board of Studies released a Consultation Paper *Learning Through Languages: Review of Languages Education in NSW* outlining initial proposals for the foundations for a broader, more inclusive languages education for all NSW students. Ms Gillian Cordy, CEO Sydney, was the CECNSW representative on the Board's Review Reference Group.

Through survey questions on a web link the CECNSW sought feedback from Dioceses and Congregational schools on

- the proposed K-10 Languages Curriculum Framework;
- new approach to post-compulsory languages education;
- language proficiency; and
- strengthening and supporting the provision of Aboriginal languages.

In its response to the review CECNSW attested that the learning of languages is an inherently valuable cognitive and effective experience for students of all ages. Given adequate programing, resourcing and instructional strategies, languages education can also be a meaningful experience for all students. In summary, the CECNSW's four key policy propositions supported:

- the introduction of a Languages K-6 KLA, noting that the mandatory implementation of all three existing BOS syllabus strands may be a longer term goal;
- the delivery of the 100 mandatory hours in Stage 4 as a short-term focus until K-6 mandatory Languages is implemented;
- the proposals for post-compulsory Languages Education;
- the proposal to form a high-level advisory group with representation from the three school sectors which reports to the NSW Minister for Education.

Copyright Compliance and Schools

CECNSW has responsibility on behalf of NCEC in leading Catholic sector input to national copyright negotiations in respect of the six common Australia wide copyright licences for schools.

- Copyright Agency Limited (both print and digital);
- Screenrights;
- Australian Mechanical Copyright Owners Society Limited;
- Australian Mechanical Copyright Owners Society Limited/Australian Performing Rights Association;
- Australian Performing Rights Association; and
- Roadshow.

In total for 2013, CECNSW paid \$6.0 million in copyright fees on behalf of NSW Catholic schools. These fees were then recovered on a per capita basis from NSW Diocesan Catholic Schools Authorities and Congregational schools.

A critical emerging negotiation issue has been the matter of how Learning Management Systems (LMS) are impacting the copying and communication practices of schools and school authorities.

Another key focus was Catholic Sector engagement with the Australian Law Reform Commission Review of the Copyright Act.

Copyright licence negotiations continued in relation to music involving AMCOS, APRA and ARIA. Commissioners were advised that in the absence of appropriate Copyright law reform the cost of school-based copying could substantially increase over the next four years. It was noted that NCEC is actively involved in supporting Standing Council on School Education and Early Childhood (SCSEEC) and its Copyright Advisory Group (CAG) priorities for Copyright Law Reform.

Copyright fees payable to the various collecting societies on behalf of copyright owners for 2013 in terms of the copyright agreements held by CECNSW on behalf of NSW Catholic schools were:

COLLECTING SOCIETY	RATES PAYABLE 2013 \$ per pupil*
AMCOS	0.8160
AMCOS / ARIA / APRA	0.7489
APRA	Primary: 0.2169 Secondary: 0.3156
CAL (Combined digital & print)	16.934
SCREENRIGHTS	5.97
ROADSHOW	Average per pupil rate: 0.2952

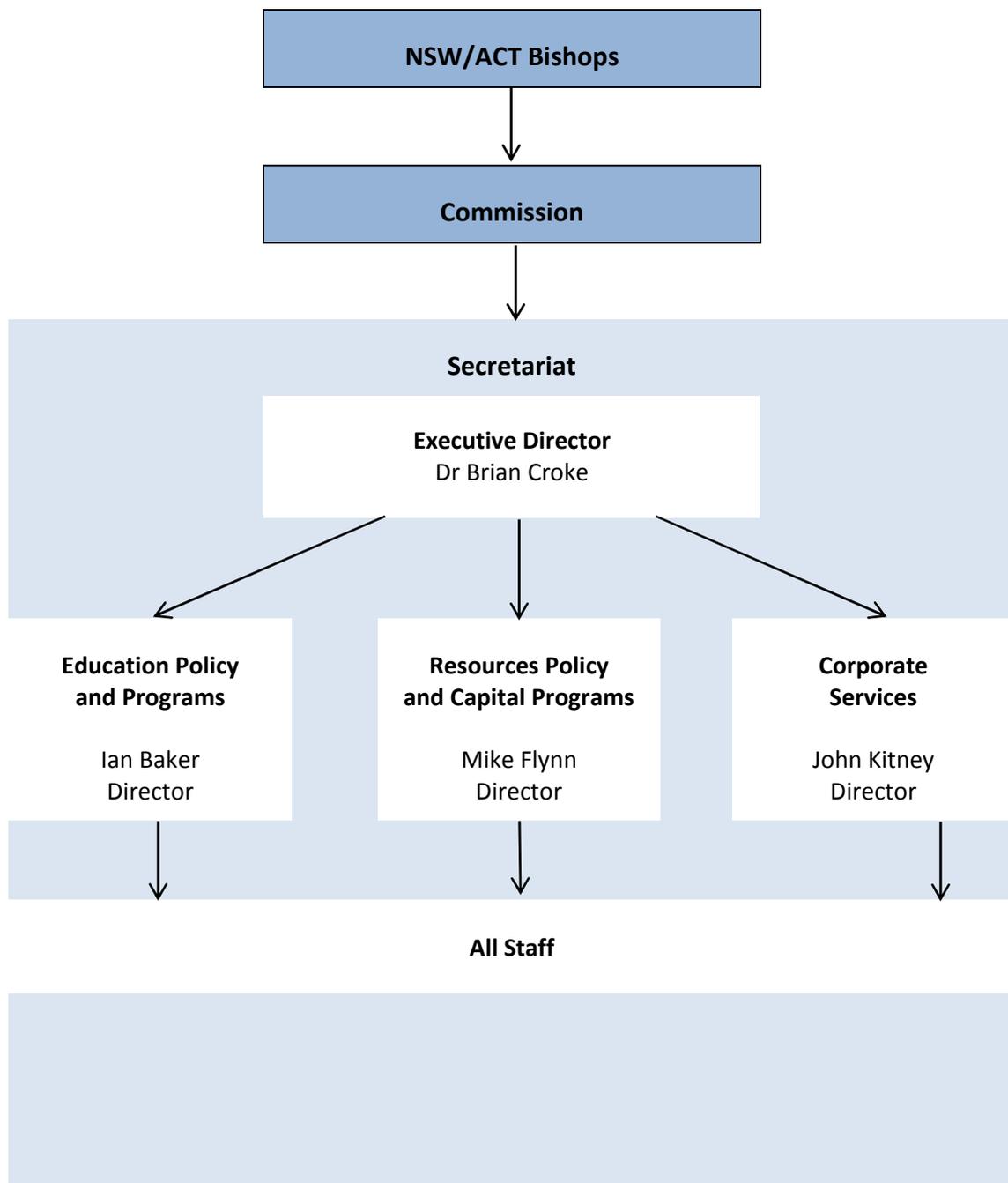
CECNSW and NCEC Copyright issues and negotiations are managed through the SCSEEC Copyright Advisory Group and its supporting National Copyright Unit.





OUR PEOPLE

The Commission is supported by CECNSW Secretariat. As at 31 December 2013, there were 35 staff members in the Secretariat or 32.8 full time equivalents. The 2013 gender mix was 18 female and 17 male.



Executive Director's Office

The Executive Director is Dr Brian Croke who:

- manages CECNSW Secretariat;
- is the principal adviser to the Commission and to the NSW/ACT Bishops on education strategic directions, education policies and resource matters;
- ensures compliance with the CECNSW Charter;
- represents the NSW Catholic schools sector on high level National and State education bodies;
- provides a statistical and research service to Diocesan Catholic Schools Authorities on school resources and demographics.
- advocates for the NSW Catholic schools sector with governments and other agencies;
- co-ordinates with other Catholic education and related organisations on behalf of NSW Catholic schools; and
- supports *Crossroads* implementation.

Dr. Croke is also:

- a Commissioner of the National Catholic Education Commission;
- a member of the NSW Board of Studies, Teaching and Education Standards (BoSTES); and
- a member of the Board of Directors of the:
 - Australian Curriculum Assessment and Reporting Authority;
 - Australian Council for Education Research; and
 - Education Services Australia.

Staffing of the Executive Director's Office as at 31 December 2013 was as follows:

Position	Name	FTE
Executive Director	Dr Brian Croke	1.0
Personal Assistant to the Executive Director	Anne Phillips	1.0
Senior Manager Government Relations and Media	Jim Hanna	1.0
Executive Research Analyst	Kristi Jarvis	1.0
Professional Assistant to the Executive Director	Dr Tony McArthur	1.0
Principal Research Officer	Crichton Smith	1.0
Data Management/Processing Support Officer	Elizabeth Smith	0.6
	TOTAL FTE	6.6

Education Policy and Programs

The Education Policy and Programs Directorate is led by the Director, Ian Baker.

This Directorate covers the following responsibilities:

Advocacy and Liaison Representing NSW Catholic schools	Services to NSW Catholic schools
<p>Grant Programs</p> <ul style="list-style-type: none">• Advises on national funding model loadings within the National funding model eg. SWD data collection and low English language proficiency definitions.• Liaises with Governments on the administration of special grant programs.• Ensures that grant authorities are satisfied that targeted grant conditions are met and “value for money” is achieved.	<ul style="list-style-type: none">• Supports <i>Crossroads</i> implementation• Manages government education programs.• Maintains sectoral databases relating to specific programs and National Partnerships.• Advises on grant administration requirements and acquittal of special education programs such as More Support for Students with Disabilities.• Coordinates the audits of targeted education programs and the finalisation of grant requirements.
<p>Education Programs</p> <ul style="list-style-type: none">• Participates in the development of National and NSW State education programs.• Advocates for Catholic religious freedom with Governments and in other forums.• Liaises with cross sectoral agencies on key education issues.• Compiles sectoral reports to demonstrate achievement of education outcomes against Government targets.• Negotiates and supports Teaching Standards with BoSTES and AITSL.	<ul style="list-style-type: none">• Advises on BoSTES and ACARA curriculum requirements• Advises Diocesan Catholic Schools Authorities and Congregational schools on implementation of Government education programs.• Undertakes research and develops education materials.• Manages Government mandated education testing regimes such as NAPLAN.• Provides data analyses on HSC results and other education outcomes.• Liaises with other Catholic agencies for the coordination of effort or to resolve sectoral issues.• Coordinates implementation of Government education policies and intra sectoral guidelines.• Runs forums on key education issues.• Disseminates information on key education issues.• Supports teacher accreditation.• Supports VET RTOs.

Advocacy and Liaison Representing NSW Catholic schools	Services to NSW Catholic schools
<p>Compliance</p> <ul style="list-style-type: none"> • Undertakes environmental scans on compliance issues. • Liaises with Governments and their agencies on compliance matters including negotiations on the cost of compliance including “Students First” requirements and BoSTES school registration. • Liaises with cross sectoral agencies with the view to resolving compliance issues, including ACARA and BoSTES. <p>Teacher Professional Development</p> <ul style="list-style-type: none"> • Negotiates funding for NSW Catholic teacher professional development include Reward Funding. 	<ul style="list-style-type: none"> • Monitors the legal environment impacting schooling. • Disseminates information on compliance matters and related legal issues. • Provides an advisory service on compliance matters. • Coordinates implementation of key schools compliance requirements and other legal matters. • Supports child protection KTS implementation. • Coordinates professional development compliance for Diocesan Catholic Schools Authorities and Congregational schools. • Coordinates professional development activities for NSW Catholic teachers and keeping of databases, especially for VET teachers. • Implement Mission and Identity projects.

Staffing of the Education Policy and Programs Directorate as at 31 December 2013 was as follows:

Position	Name	FTE
Director	Ian Baker	1.0
Assistant Director – Education Policy	Rosalie Nott	1.0
Assistant Director – Education Programs	Paul Rodney	1.0
Personal Assistant to Director	Erica Boundy	1.0
State Coordinator – Vocational Education and Training	Gerard Delany	1.0
Administrative Assistant (part-time)	Lee - Anne Evans	0.6
CECNSW Testing Officer, BoSTES Liaison and Early Childhood	Karen Ferrante	1.0
State Coordinator – Student Wellbeing	Peter Grace	1.0
State Coordinator – Special Learning Needs	Gerry Gray	1.0
Administrative Assistant	Melinda Kumar	1.0
State Coordinator – Aboriginal Education	Mary Senj	1.0
TOTAL FTE	TOTAL FTE	10.6

Resources Policy and Capital Programs

The Resources Policy and Capital Programs Directorate is led by the Director, Mike Flynn.

This Directorate serves both the CECNSW and provides administrative support to the CBGA Delegate and covers the following responsibilities:

Advocacy and Liaison Representing NSW Catholic schools	Services to NSW Catholic schools
<p>CECNSW</p> <ul style="list-style-type: none"> • Negotiates recurrent funding with the Australian and NSW Governments. • Liaises with Governments on the administration of recurrent funding programs. • Liaises with the Australian Bureau of Statistics on key statistics relating to schools' administration. • Liaises with cross sectoral agencies on schools resources matters. • Ensures that grant authorities are satisfied that recurrent funding conditions are met and "value for money" is achieved. • Coordinates the annual census of schools as required under legislation. • Coordinates the annual Financial Questionnaire for the NSW Catholic schools system to the Australian Government Department of Education • Coordinates the submission of school financial information for publication in MySchool <p>Catholic Block Grant Authority NSW</p> <ul style="list-style-type: none"> • Negotiates block grant funding with the Australian and NSW Governments. • Liaises with the Australian Government and NSW Governments on the administration of block grants. • Liaises with the NSW Government to improve DA processing. • Liaises with other Block Grant Authorities and other cross sectoral agencies on block grant matters. • Ensures that governmental block grant funding conditions are met and "value for money" is achieved. 	<ul style="list-style-type: none"> • Manages the development of recurrent funding models for Diocesan Catholic Schools Authorities, including analyses of resource needs and cost profiles. • Maintains sectoral databases on schools' resources, number of students, numbers and profile of teachers and demographics of schools. • Facilitates forums to better understand school resource matters and to share strategies across NSW Catholic Schools Authorities. • Advises on recurrent funding conditions, and on their administration and acquittal. • Coordinates the audits of recurrent funding programs and the finalisation of grant requirements. • Provides briefings on block grant programs. • Undertakes surveys and develops materials to support sectoral block grant applications. <ul style="list-style-type: none"> • Maintains databases in support of sectoral applications. • Coordinates sectoral applications, develops application guidelines and ensures compliance with funding criteria. • Manages CBGA block programs on behalf of the NSW Catholic schools sector and coordinates acquittals of grants.

Staffing of the Resources Policy and Capital Programs Directorate as at 31 December 2013 was as follows:

Position	Name	FTE
Director	Mike Flynn	1.0
Personal Assistant to Director	Bela Ramos	1.0
Education Officer – School Data	Andrew Forbes	1.0
Professional Assistant – State Priority Committee	Greg Kervin	0.6
Administrative Assistant – Capital Programs	Natalie Bell	0.6
Coordinator – Capital Grants Programs	Kevin Morrison	1.0
	TOTAL FTE	5.2

Corporate Services

The Corporate Services Directorate is led by John Kitney, who is also the Commission Secretary. This is a general support group with a particular responsibility for corporate governance.

The responsibilities of the Directorate are as follows:

- Secretarial support for the Commission and Audit and Risk Management Committee;
- CECNSW Secretariat Office administration;
- Corporate compliance;
- Risk management; and

Support for:

- Finance, Accounting and Treasury;
- Human Relations; and
- Information Technology.

The Corporate Services Directorate also carries out the following functions in direct support of NSW Catholic schools.

Advocacy and Liaison Representing NSW Catholic schools	Services to NSW Catholic schools
<ul style="list-style-type: none"> • Liaises with Governments on grant administration, particularly in respect of the acquittal of grants and the satisfaction of grant conditions. • Manages the CECNSW public web site which <i>inter alia</i> disseminates information to and about NSW Catholic schools and is the portal for CECNSW business. 	<ul style="list-style-type: none"> • Safeguards grant funds in transit. • Effects the distribution of schools grant to Diocesan Catholic Schools Authorities and Congregational schools. • Assists Diocesan Catholic Schools Authorities and Congregational schools with the acquittal of grants. • Manages the CECNSW website, which supports education programs, and the dissemination of information and data analyses. • Manages the eBulletin. • Provides IT support for the maintenance of certain education data bases. • Manages certain events and awards of a State wide nature. • Provides IT and administrative support for certain Educational Forums. • Manages archives of CECNSW initiated State wide educational resources. • Corporate governance support for CECNSW.

Staffing of the Corporate Services Directorate as at 31 December 2013 was as follows:

Position	Name	FTE
Director	John Kitney	1.0
Personal Assistant to Director	Suzanne Palmer	1.0
Education Officer – Technology	Adrian Brown	1.0
Identity Database Coordinator	Kate Chojnowski	0.8
Receptionist	Jason Garrick	1.0
Accountant	Mei Jones	1.0
Program Accountant	Bridgett Leslie	1.0
Administrative Assistant – Corporate Services	Veronica Lina	1.0
Senior Accountant	Andrew Mandigora	1.0
Compliance and Communications Manager	Margaret O'Connor	1.0
Project Accountant	John Salman	0.6
TOTAL FTE		10.4





APPENDIX A: 2013 FINANCIAL REPORT

The Catholic Education Commission New South Wales (“CECNSW”) is an unincorporated body of the Catholic Bishops of New South Wales and Archdiocese of Canberra and Goulburn (“the Bishops”).

Its principal place of business is:

Catholic Education Commission New South Wales
Level 9 | 133 Liverpool Street
SYDNEY NSW 2000

The financial report was authorised for issue by the Commission on 21 May 2014. Commissioners have the power to amend and reissue the financial report.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2013**

		2013	2012
	Note	\$	\$
Revenue from Continuing Operations	2	8,704,501	8,029,177
Employee benefits expense		4,628,708	4,600,242
Depreciation and amortisation expense		321,897	202,330
Projects and grant costs		1,309,654	705,175
Office services expense		662,869	657,788
Travel expense		298,191	254,358
Information technology expense		939,672	998,301
Administration expense		591,525	660,173
Deficit for the year	3	(48,015)	(49,190)
Other comprehensive income		-	-
Total Comprehensive Deficit for the year		(48,015)	(49,190)

This statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
Total Equity at the Beginning of the Year	5,366,272	5,415,462
Total Comprehensive Deficit for the Year	<u>(48,015)</u>	<u>(49,190)</u>
Total Equity at the End of the Year	<u>5,318,257</u>	<u>5,366,272</u>

This statement of changes in equity should be read in conjunction with the accompanying notes.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**STATEMENT OF FINANCIAL POSITION
AT 31 DECEMBER 2013**

		2013	2012
	Note	\$	\$
CURRENT ASSETS			
Cash and cash equivalent	4	274,198	199,179
Trade and other receivables	5	569,157	114,268
Other financial assets	6	15,788,679	17,314,571
Other assets	7	238,157	137,629
Total Current Assets		16,870,191	17,765,647
NON-CURRENT ASSETS			
Property, plant, equipment and intangible assets	8	1,007,146	1,018,667
Total Non-current Assets		1,007,146	1,018,667
Total Assets		17,877,337	18,784,314
CURRENT LIABILITIES			
Trade and other payables	9	10,891,468	11,727,700
Employee entitlements	10	1,455,185	1,378,371
Total Current Liabilities		12,346,653	13,106,071
NON-CURRENT LIABILITIES			
Employee entitlements	10	212,427	311,971
Total Non-current Liabilities		212,427	311,971
Total Liabilities		12,559,080	13,418,042
Net Assets		5,318,257	5,366,272
EQUITY			
Establishment Fund	11	1,434,194	1,434,194
Accumulated Funds	12	3,884,063	3,932,078
Total Members' Equity		5,318,257	5,366,272

This statement of financial position should be read in conjunction with the accompanying notes.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2013**

	Note	2013 \$	2012 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers (inclusive of goods and services tax)		8,313,674	8,229,133
Payments to suppliers and employees (inclusive of goods and services tax)		<u>(7,076,192)</u>	<u>(8,191,526)</u>
		1,237,482	37,607
Interest received		3,135,676	3,253,113
Other revenue		1,200	113
Interest paid	2	<u>(2,746,562)</u>	<u>(3,045,127)</u>
Net Cash Inflow From Operating Activities	14(a)	<u>1,627,796</u>	<u>245,706</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant, equipment & intangibles		(387,668)	(818,941)
Proceeds from sale of property, plant & equipment		60,000	21,182
Net cash inflow (outflow) received from (paid to) related entities	14(b)	(2,880,692)	2,163,007
Net cash inflow (outflow) attributable to government programs		<u>129,691</u>	<u>(4,300,437)</u>
Net Cash Inflow (Outflow) From Investing Activities		<u>(3,078,669)</u>	<u>(2,935,189)</u>
Net Decrease in Cash Held		(1,450,873)	(2,689,483)
Cash and cash equivalents at the beginning of the year		<u>17,513,750</u>	<u>20,203,233</u>
Cash and Cash Equivalents at the End of the Year 4		<u><u>16,062,877</u></u>	<u><u>17,513,750</u></u>

This statement of cash flows should be read in conjunction with the accompanying notes.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The CECNSW is not incorporated under the Corporations Act 2001. It is an unincorporated body of the Catholic Bishops of New South Wales and Archdiocese of Canberra and Goulburn ("the Bishops") and was established in 1974. In the opinion of the Commissioners, the CECNSW is not a reporting entity as the users of its financial report have the ability to obtain information not contained in this report. This financial report is therefore a "Special Purpose Financial Report" which has been prepared to meet the requirements of the CECNSW's Charter to prepare financial statements.

Set out below is a summary of the significant accounting policies adopted by the Commissioners in the preparation of the financial statements. The accounting policies adopted are consistent with those of the previous period.

(a) Basis of preparation

As Commissioners are of the opinion that the CECNSW is a non-reporting entity, no Accounting Standards have mandatory applicability. However, the financial statements have been prepared in accordance with all applicable Australian Accounting Standards and interpretations of the Australian Accounting Standards Board, with the exception of the following:

- (i) Financial Instruments: Disclosure (AASB 7);
- (ii) Related Party Disclosures (AASB 124);
- (iii) Financial Instruments: Presentation (AASB 132);
- (iv) Provisions, Contingent Liabilities and Contingent Assets (AASB 137).

The financial statements are prepared in accordance with the historical cost convention and do not take into account changing money values or current valuations of non-current assets. Comparative information is reclassified where required to enhance comparability.

Accounting Standards issued but not yet operative will have no material effect on the financial statements of the CECNSW when they become operative.

(b) Transactions as trustee

On behalf of the Bishops the CECNSW represents New South Wales Catholic schools with the Australian and NSW government and their agencies. CECNSW distributes funds allocated under government financed education programs with state-wide application, coordinates the administration of these programs, and meets appropriate accountability requirements. In this capacity, the CECNSW receives funds from various government authorities and distributes those funds to Diocesan Catholic Schools Authorities and Congregational schools throughout New South Wales for the management and distribution of capital grants for NSW Catholic schools. CECNSW also assists the NSW Catholic Block Grant Authority Delegate.

These financial statements reflect that the CECNSW administers government funds in its capacity as Trustee. Other than disclosed at note 1(m)(iv), the statement of profit or loss and other comprehensive income and cash flows from operating activities do not include the financial effect of any funds received or disbursed in trust under

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

(b) Transactions as trustee (continued)

Government grants except to the extent that the CECNSW receives administration fees (shown as operating revenue) for management of the grants. The CECNSW depends on these on these administration fees from the Australian and NSW governments for a significant volume of its revenue. During the 12 months ended 31 December 2013, approximately 71% (year ended 31/12/2012 – 70%) of the CECNSW's revenue from operating activities was received from government programs.

The funds administered by the CECNSW on behalf of the Australian and NSW government are disclosed in note 15 to the financial report.

(c) Other Financial Assets

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

(d) Depreciation of property, plant and equipment

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 CECNSW. Estimates of useful lives are made on a regular basis for all assets.

The depreciation rates are:

Leasehold improvements	10% - 17%
Office furniture and equipment	20% - 40%
Motor vehicles	12.5%

(e) Software Capitalisation

Developed software is stated at cost less accumulated amortisation and impairment losses.

Expenditures in relation to the development of identifiable and unique software products used by the CECNSW, and that will generate probable economic benefits exceeding costs beyond one year, are recognised as intangible assets and amortised over their estimated useful lives. Capitalised costs include costs of software development and an appropriated portion of relevant overhead. Expenditures associated with maintaining computer software programs are recognised as an expense when incurred.

IT development costs include only those costs directly attributable to the development phase and where the entity has an intention and ability to use the asset.

Amortisation of software applications 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 3 to 5 years. Acquired computer software licenses are written off in the year in which they are incurred.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

(f) Impairment of assets

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

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

(g) Leased non-current assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased non-current assets, and operating leases under which the lessor effectively retains substantially all such risks and benefits. All of the CECNSW's leases are considered to be operating leases.

Operating lease payments are charged to profit or loss in the periods in which they are incurred.

(h) Employee leave entitlements

The amounts expected to be paid to employees for their entitlement to annual leave and long service leave and vesting sick leave (if applicable) 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 CECNSW 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 CECNSW has not made a provision for non-vesting sick leave as the Commissioners 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 impairment. 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. An allowance for impairment of trade receivables is raised when there is objective evidence that the CECNSW will not be able to collect all amounts due according to the original terms of the receivables.

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

(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

The Commission is exempt from paying income tax.

(l) Goods and services tax

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

(m) Revenue Recognition

i) Levies received

Revenue is received from levies charged to schools and other entities on an annual basis. Levies charged cover the year to 31 December.

ii) Administration costs recovered

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

iii) Interest received

Interest is recognised as it accrues on a daily basis.

(n) Trade and other payables

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

(o) Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. Other than estimating useful lives for the purpose of calculating depreciation/amortisation of property, plant & equipment and intangible assets, there are no areas involving a high degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
2. REVENUE		
Levies received	309,968	2,194,190
Administration costs recovered	2,222,274	5,597,889
Government grant income	5,625,547	-
Interest received (see below)	545,512	236,985
Other income	1,200	113
	<u>8,704,501</u>	<u>8,029,177</u>
Revenue from Continuing Operations	<u>8,704,501</u>	<u>8,029,177</u>

The CECNSW received total interest of \$3,056,530 (year ended 31/12/2012 - \$3,282,112) of which \$2,746,562 (year ended 31/12/12 - \$3,045,127) was applicable to funds held on behalf of Government Programs and \$309,968 (year ended 31/12/12 - \$236,985) was applicable to the CECNSW's own funds.

3. OPERATING DEFICIT

The operating deficit was determined after charging the following specific amounts:

Amortisation of leasehold improvements and intangible assets	200,851	80,355
Depreciation of plant and equipment	121,046	121,975
Loss on disposal of fixed assets	17,292	8,341
Provision for employee entitlements	213,087	344,243
Rental expense relating to operating leases		
Minimum lease payments	371,584	362,807
Remuneration of Auditors		
Remuneration for audit of the financial report	21,700	21,100
Remuneration for other audit related work – grant acquittals*	70,800	103,100
	<u>70,800</u>	<u>103,100</u>

*In prior years, the remuneration of auditors for other audit related work – grant acquittals was charged to the respective grant program, and therefore not incurred as an expense by the CECNSW.

Commencing the year ended 31 December 2012, Commissioners decided that these expenses would be incurred by the CECNSW, and any recoveries from the respective grant programs would be via administration costs recovered (note 2). Accordingly, audit fees also include the fees relating to grant programs.

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
4. CASH AND CASH EQUIVALENTS		
Cash at bank and on hand	<u>274,198</u>	<u>199,179</u>
For the purposes of the statement of cash flows, cash and cash equivalents are made up as follows:		
Cash at bank and on hand	274,198	199,179
Other financial assets	15,788,679	17,314,571
Cash and Cash Equivalents as per Statement of Cash Flows	<u>16,062,877</u>	<u>17,513,750</u>
5. TRADE AND OTHER RECEIVABLES		
Accounts receivable	96,627	96,627
Income advanced to programs	162,769	-
GST receivable	-	12,252
Sundry debtors	75,847	5,389
Total Trade and Other Receivables	<u>569,157</u>	<u>114,268</u>
6. OTHER FINANCIAL ASSETS		
Unsecured		
Deposits at call	9,653,131	11,416,199
Term Deposits	6,135,548	5,898,372
Total Other Financial Assets	<u>15,788,679</u>	<u>17,314,571</u>
7. OTHER ASSETS		
Prepayments	179,674	-
Interest receivable	58,483	137,629
Total Other Assets	<u>238,157</u>	<u>137,629</u>

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEARENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
8. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS		
Leasehold improvements - at cost	789,545	789,545
Provision for amortisation	757,004	719,583
	<u>32,541</u>	<u>69,962</u>
Office furniture, equipment and motor vehicles - at cost	852,020	911,841
Provision for depreciation	680,520	576,266
	<u>191,500</u>	<u>335,375</u>
Intangibles-Software – at cost	946,535	613,330
Provision for amortisation	163,430	-
	<u>783,105</u>	<u>613,330</u>
Total Property, Plant and Equipment, Intangibles	<u>1,007,146</u>	<u>1,018,867</u>

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

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

8. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS (continued)

	Intangibles - Software	Office furniture, equipment and motor vehicles	Leasehold Improvements	Total
	\$	\$	\$	\$
Year ended 31 December 2013				
Carrying amount at the beginning of year	613,330	335,375	69,962	1,018,667
Additions	333,205	54,463	-	387,668
Disposals	-	(77,292)	-	(77,292)
Depreciation/amortisation expense	<u>(163,430)</u>	<u>(121,046)</u>	<u>(37,421)</u>	<u>(321,897)</u>
Carrying amount at end of year	<u><u>783,105</u></u>	<u><u>191,500</u></u>	<u><u>32,541</u></u>	<u><u>1,007,146</u></u>
Year ended 31 December 2012				
Carrying amount at the beginning of year	-	303,644	127,935	431,579
Additions	613,330	183,229	22,382	818,941
Disposals	-	(29,523)	-	(29,523)
Depreciation/amortisation expense	<u>-</u>	<u>(121,975)</u>	<u>(80,355)</u>	<u>(202,330)</u>
Carrying amount at end of year	<u><u>613,330</u></u>	<u><u>335,375</u></u>	<u><u>69,962</u></u>	<u><u>1,018,667</u></u>

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
9. TRADE AND OTHER PAYABLES		
Funds held on behalf of Government Programs	7,813,215	10,252,778
GST payable	1,844,975	-
Program administration income received in advance	-	536,089
Accounts payable	303,214	306,387
Other creditors	930,064	632,446
Total Trade and Other Payables	<u>10,891,468</u>	<u>11,727,700</u>
10. EMPLOYEE ENTITLEMENTS		
Current		
Annual leave	344,837	349,463
Long service leave	1,110,348	1,028,908
	<u>1,455,185</u>	<u>1,378,371</u>
Non-Current		
Long service leave	<u>212,427</u>	<u>311,971</u>
11. ESTABLISHMENT FUND		
Establishment Fund at the beginning and end of the year	<u>1,434,194</u>	<u>1,434,194</u>
<p>The CECNSW is governed by a Charter approved by the Bishops. As part of a restructure approved by Commissioners on 13 March 1986, accumulated funds as at 31 January 1986 amounting to \$507,670 were regarded as the Establishment Fund. In May 2003, funds of \$926,524 held in the name of the Chairman of the CECNSW were transferred to the CECNSW.</p>		
12. ACCUMULATED FUNDS		
Accumulated funds at the beginning of the year	3,932,078	3,981,268
Deficit for the year	(48,015)	(49,190)
Accumulated funds at the end of the year	<u>3,884,063</u>	<u>3,932,078</u>

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**

	2013	2012
	\$	\$
13. COMMITMENTS FOR EXPENDITURE		
Commitments for minimum lease payments in relation to non-cancellable operating leases contracted for at the reporting date but not recognised as liabilities are payable as follows:		
Within one year	376,448	216,332
Later than one year but not later than 5 years	<u>1,214,454</u>	<u>48,880</u>
Commitments not recognised as liabilities in the financial statements	<u>1,590,902</u>	<u>265,212</u>

During the year, a new lease was signed for the premises at Level 9, Polding Centre, 133-141 Liverpool Street, Sydney covering the period 1 July 2013 to 30 June 2018.

14. CASH FLOW INFORMATION

(a) Reconciliation of surplus for the period to net cash inflow from operating activities

Surplus (deficit) for the year	(48,015)	(49,190)
Depreciation/Amortisation	321,897	202,330
Net loss on disposal of office furniture, equipment and motor vehicles	17,292	8,341
Change in operating assets and liabilities		
Decrease (Increase) in receivables	(461,418)	22,390
Decrease (Increase) in other assets	(100,528)	(28,999)
(Decrease) Increase in payables	1,921,298	(196,952)
Increase in provisions	<u>(22,730)</u>	<u>287,786</u>
Net Cash Inflow From Operating Activities	<u>1,627,796</u>	<u>245,706</u>

(b) Net cash inflow (outflow) received from (paid to) related entities

Professional Standards Resource Group	6,779	27,001
Catholic Secondary Schools Association	(250)	65
Council of Catholic School Parents	72,121	89,529
NSW Catholic Block Grant Authority	<u>(2,959,342)</u>	<u>2,046,412</u>
	<u>(2,880,692)</u>	<u>2,163,007</u>

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2013**
15. GOVERNMENT FUNDS ADMINISTERED

On behalf of the Bishops, the CECNSW signs contracts with the Australian and NSW governments and their agencies for the receipt and distribution of school operating and targeted grants. The CECNSW also assists the NSW Catholic Block Grant Authority Delegate manage and distribute capital and other block grants. During 2013 the following grants were received and distributed through the CECNSW to Diocesan Catholic Schools Authorities and Congregational schools.

	2013	2012
	\$	\$
Government program funds held at the beginning of year	10,252,778	13,042,891
Funds received from government during the year	2,094,809,119	1,978,974,615
Interest and other income earned by programs	3,717,766	5,832,220
Program funds disbursed during the year	(2,105,606,353)	(2,045,542,268)
Funds retained for program administration recognised in income (Note 2)	(5,625,547)	(5,597,889)
Funds received in advance for program administration (Note 9)	(536,089)	(536,089)
Government grants retained for project management		
Net funds transferred from NSW Catholic Block Grant Authority bank account	(545,512)	-
	<u>10,274,875</u>	<u>64,079,298</u>
Government program funds held at the end of the year	<u>7,813,215</u>	<u>10,252,778</u>

**CATHOLIC EDUCATION COMMISSION
NEW SOUTH WALES**

DECLARATION BY COMMISSIONERS

As stated in Note 1 to the financial statements, in the opinion of Commissioners, the CECNSW is not a reporting entity because there are no users dependent on general purpose financial reports. This is a special purpose financial report that has been prepared to meet the requirements of the CECNSW.

In the opinion of Commissioners, the financial statements and notes set out on pages 64 to 78 present fairly the CECNSW's financial position as at 31 December 2013 and its financial performance and its cash flows for the year ended on that date in accordance with Accounting Standards as detailed in Note 1 to the financial statements.

This declaration is made in accordance with a resolution of the Commissioners.



Bishop Anthony Fisher OP
Chairman



Dr. Brian Croke
Executive Director

Sydney
21 May 2014

CATHOLIC EDUCATION COMMISSION, NEW SOUTH WALES

INDEPENDENT AUDITOR'S REPORT

To the Catholic Education Commission, New South Wales:

We have audited the accompanying financial report, being a special purpose financial report, of the Catholic Education Commission, New South Wales ("CECNSW"), which comprises the statement of financial position as at 31 December 2013, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Declaration by Commissioners, as set out on pages 64 to 79.

Commissioners' Responsibility for the Financial Report

The Commissioners of CECNSW are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the financial reporting requirements of CECNSW's Charter and the information needs of the stakeholders of CECNSW. The Commissioners' responsibility also includes such internal control as the Commissioners determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements and plan and perform the audit to obtain reasonable assurance that the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments the auditor considers internal control relevant to CECNSW's preparation and fair presentation of the financial report that gives a true and fair view 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 CECNSW's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Commissioners, as well as evaluating the overall presentation of the financial report.

Our audit did not involve an analysis of the prudence of business decisions made by the Commissioners or management.

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

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

HLB Mann Judd (NSW Partnership) ABN 34 482 821 289

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CATHOLIC EDUCATION COMMISSION, NEW SOUTH WALES

INDEPENDENT AUDITOR'S REPORT (continued)

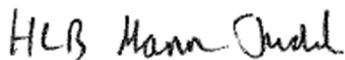
Opinion

In our opinion, the financial report of the Catholic Education Commission, New South Wales:

- (a) presents fairly, in all material respects the Catholic Education Commission, New South Wales' financial position as at 31 December 2013 and its performance for the year ended on that date; and
- (b) complies with Australian Accounting Standards to the extent described in Note 1.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report has been prepared to assist CECNSW to meet the requirements of its Charter for the purpose of fulfilling the Commissioners' financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose.

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

**HLB Mann Judd
Chartered Accountants**

**Sydney, NSW
21 May 2014**

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

**A G Smith
Partner**



APPENDIX B: COMMISSION COMMITTEES

Commission Core Committees

Aboriginal Education Advisory Committee

The Aboriginal Education Advisory Committee met four times in 2013. This Committee was chaired by Commissioner Sharon Cooke.

The functions of the Committee are to:

- advocate for the integration of Aboriginal culture and history into everyday school learning;
- develop education policies, which improve opportunities for Aboriginal students;
- advise on Aboriginal student wellbeing;
- prepare responses on key education issues specific to Aboriginal students; and
- advise the Education Policy and Resources Policy Committees on matters of funding allocation pertinent to Aboriginal students.

Membership of the Committee in 2013 was:

Sharon Cooke (Chair)	Aboriginal Commissioner, Armidale Diocese
Mary Senj (Executive Officer)	State Coordinator – Aboriginal Education, CECNSW
Darlene Murdoch	Aboriginal Education Advisor, Bathurst Diocese
Jane Bridges	Aboriginal Education Advisor, Sydney Archdiocese
Louise Campbell	Aboriginal Education Advisor Maitland-Newcastle Diocese
Dave Ella	Aboriginal Education Advisor, Broken Bay Diocese
Doreen Flanders	Aboriginal Education Advisor, Lismore Diocese
Kelly Humphrey	Aboriginal Education Advisor, Wagga Wagga Diocese
Margaret Harrison	Aboriginal Education Advisor, Parramatta Diocese
Julianne Manson	Aboriginal Education Advisor, Congregational Schools
Kerry O’Callaghan	Aboriginal Education Advisor, Canberra and Goulburn Diocese
Karan Taylor	Aboriginal Education Advisor, Wollongong Diocese
Merindah Wilson	Aboriginal Education Advisor, Wilcannia-Forbes Diocese

Executive Committee

The Executive Committee met eleven times in 2013, ahead of and to plan Commission meeting agendas. The Committee was chaired by Bishop Anthony Fisher OP and in his absence by the Deputy Chair Commissioner Peter Turner.

The functions of the Committee are to advise the Commission Chairman on Commission meeting strategies. It may also make delegated decisions on behalf of the Commission between Commission meetings in circumstances where an urgent decision needs to be made and a Commission meeting is not practical.

Membership of the Committee in 2013 was:

Bishop Anthony Fisher OP	Commission Chairman
Commissioner Peter Turner	Deputy Chair
Dr Brian Croke	Executive Director, CECNSW

Audit and Risk Management Committee

The Audit and Risk Management Committee met four times in 2013. The Committee was chaired by Commissioner Mr John Mula.

The functions of the Committee are to:

- assist the Commission in complying with its governance and other obligations;
- satisfy itself that CECNSW Secretariat has:
 - o a comprehensive risk management framework in place to identify and manage risks;
 - o processes to support an appropriate system of internal controls; and
 - o management processes to ensure that CECNSW complies with its legal, contractual and financial compliance obligations;
- review accounting policies and disclosure in the Annual Financial Report and Annual Report prior to release; and
- ensure that CECNSW has adequate procedures on matters of audit independence.

Membership of the Committee in 2013 was:

John Mula (Chair)	Director of Schools, CSO Armidale
Alan Bowyer	Director of Schools, CSO Wagga Wagga
Danielle Cronin	Executive Director, Council of Catholic School Parents NSW
Gary Daniels ¹	Chartered Accountant
Brian Goodacre ¹	Chartered Accountant

Note: ¹ external members

The Secretary of the Committee was John Kitney, Commission Secretary.

Education Policy Committee

The Education Policy Committee met eleven times in 2013. The Committee was chaired by Commissioner Ms Jenny Allen.

The Committee has prime responsibility for advising the Commission on all aspects of education policy from a State perspective. The functions of the Committee are to:

- develop and review education policy;
- prepare responses on key education issues;
- recommend on the level and type of targeted funding either within the General Recurrent Grant formula or separately and specify program outcomes;
- review the performance of targeted education programs;
- advise on the catechetical purposes of Catholic schooling; and
- liaise with CCRESS on matters relating to the religious education of Catholic children in Government schools.

Membership of the Committee in 2013 was:

Jenny Allen (Chair)	Director of Catholic Schools, CEO Bathurst
Catherine Alcock	Principal, Monte Sant' Angelo College (on leave from May 2013)
Ian Baker (Executive Officer)	Director – Education Policy and Programs, CECNSW
Michael Bezzina	Director, Teaching and Learning, CEO Sydney
Anne-Maree Creenaune	Team Leader, Curriculum and Pedagogy, CEO Wollongong
Dr Brian Croke	Executive Director, CECNSW
Sr Elizabeth Dodds rsc	Sisters of Charity (from June 2013, substitute for Ms Alcock)
Kathryn Fox	Head – Teaching and Learning, CSO Maitland-Newcastle
Lee Herden	Head of Religious Education, CSO Armidale
Michael Hopkinson	School Service Consultant (Primary), CSO Wagga Wagga (resigned July 2013)
Professor Marea Nicholson	Professor of Teacher Education, Australian Catholic University
Michael Hopkinson	School Service Consultant (Primary), CSO Wagga Wagga
Rosalie Nott	Assistant Director – Education Policy, CECNSW
Christopher Smythe	School Service Consultant (Secondary), CSO Wagga Wagga (commenced August 2013)

Resources Policy Committee

The Resources Policy Committee met eleven times in 2013. The Committee was chaired by Commissioner Peter Turner.

The functions of the Committee are to:

- advise on funding formulas for the distribution of general recurrent grants to Diocesan Catholic Schools Authorities and on other grant programs generally;
- work with the Education Policy Committee to ensure that both key priorities within local communities and government priorities are met;
- undertake research on school resources and outcomes; and
- monitor the performance of grant programs as required.

Membership of the Committee in 2013 was:

Peter Turner (Chair)	Director, CEO Wollongong
Mike Flynn (Executive Officer)	Director – Resources Policy and Capital Programs, CECNSW
Andrew Forbes (Secretary)	Education Officer – Schools Data, CECNSW
John Barker	Head of Finance and Planning, CEO Canberra and Goulburn
Helen Bentham	Head of School Accounting, CSO Broken Bay
Dr Brian Croke	Executive Director, CECNSW
Peter Fogarty	Head of Financial and Administrative Services, CEO Wollongong (up until April 2013)
Paul Murray	Head of Financial Services, CSO Newcastle (joined February 2013)
William Walker	Director of Finance, CEO Sydney
Bernard Ryall	Director of Finance, CEO Parramatta
John Sheridan	Head of Financial Services, CEO Armidale
Greg Smith	Director of Finance, OLMC Parramatta

Other Committees/Working Parties

Other Key Committees/Working Parties of the Commission and their roles are as follows:

Catholic Education and Social Welfare Co-ordinating Committee

The Catholic Education and Social Welfare Co-ordinating Committee (CESWCC) supports and advises the Commission in developing strategies to address social welfare issues that impact on students and their families. CESWCC works closely with both CECNSW and Catholic Social Services NSW.

Membership of the Committee in 2013 was:

Dr Kristin Johnston rsj (Chair)	ACU and Mary Mackillop Research Centre SOSJ
Ian Baker	Director, Education Policy and Programs, CECNSW
Peter Grace (Executive Officer)	State Coordinator – Student Wellbeing, CECNSW
Deirdre Cheers	Director – CatholicCare, Broken Bay
Margaret Chittick	Senior Professional Officer Safety and Professional Services CEO, Wollongong
Kathleen McCormack	Director – Centacare, Wollongong
Linda McNeil	Communications and Development Officer, Council of Catholic School Parents NSW/ACT
Sandra Sutalo	Executive Support Officer, Catholic Social Services NSW/ACT
Kim Linsell	Director – Counselling Services, CatholicCare Canberra and Goulburn
Gwen Bonett	Assistant Director (FCYS), CatholicCare, Sydney
Jane Cronan	Senior Officer, Human Resource Services, Child Protection and Legal, CEO, Canberra and Goulburn
Cathy McClellan (Critical friend)	Professional Officer – Child Protection, CEO, Sydney

Special Education Project Steering Group

In 2013, the Special Education Project Steering Group provided advice to the Education Policy Committee and the Resources Policy Committee in regard to the revised funding mechanism for the allocation of grants to support ***Students with Disabilities*** under the LNSLN targeted program.

Membership of the Working Party in 2013 was:

Vince Connor (Chair)	Executive Director Schools, Wilcannia-Forbes
Geraldine Gray (Executive Officer)	CECNSW
John Sheridan	CSO Armidale, Resources Committee Nominee
Danny Rankin	CSO Broken Bay
Karen Cahill	CEO Sydney
Margaret Schirmer	CEO Wagga Wagga
Kathy Freeman	Principal, St Edmund's and St Gabriel's Special Schools
Mary Leask	Principal, Nagle College Blacktown
Paula Leadbitter	Principal, St Joseph's Primary Condobolin
Ian Baker	CECNSW (ex-officio)
Paul Rodney	CECNSW (ex-officio)
Fran Moloney	Project Officer

State Priority Committee

Diocesan representatives are appointed by the respective Diocesan Bishop. The other representatives are nominated by the appropriate authority. All representatives have unlimited terms of appointment at the discretion of the relevant authority.

Membership of the Committee in 2013 was:

Paul Holman (Chair)	Assistant Director, School Services, CSO Armidale
Mike Flynn (Executive Officer, CBGA)	Director – Resources Policy and Capital Programs, CECNSW
Kevin Morrison (SPC Executive Secretary)	Coordinator – Capital Programs, CECNSW
Peter Clarke	Head School Facilities, CEO Sydney Archdiocese
John Farrugia	Team Leader – Facilities, CEO Parramatta
Mal Goodwin	Team Leader Finance and Planning, Diocesan Office, Wilcannia-Forbes
Fay Gurr	Principal, St Vincent’s College, Potts Point Sydney
Catherine Ible	Chairperson, Council of Catholic School Parents
Greg Kervin	Professional Assistant Capital Programs, CECNSW
Brenda King	Principal, St Francis de Sales Regional College, Leeton
Jeff Yates	Senior Officer, Planning and Facilities, CEO Manuka
Brian Morrissey	Head, Administrative Services, CEO Bathurst
John Menday	School Facilities, CSO Pennant Hills
Andrew Young	Diocesan Properties Officer, DBO Lismore
Lee Hennessy	Facilities Officer, CEO Wollongong
Geoff Whitnall	Facilities Manager, CSO Maitland-Newcastle

Vocational Education Advisory Group (VEAG)

The Vocational Education Advisory Group advises the Commission, through the Education Policy Committee, on Catholic Sector implementation options arising from both National and State policies for Vocational Education Training (VET) in schools. This includes policies and programs developed through the National Skills Standards Council (NSSC), the Australian Skills Quality Authority (ASQA), the NSW Board of Vocational Education and Training (BVET) and the NSW Board of Studies. Currently, VEAG meets monthly with this meeting schedule subject to review.

Membership of the Group in 2013 was:

Vince Connor (Chair)	Director of Schools, Wilcannia-Forbes
Gerard Delany	State Coordinator – Vocational Education Training, CECNSW
Paul Rodney	Assistant Director – Education Programs, CECNSW
Anne Sullivan	Assistant Director, Learning ,CSO Armidale (Jan – March 2013) (<i>Acting appointment</i>)
Norma Higgins	Educational Services, CSO Armidale (April – Dec 2013)
Stephen Mitchell	RTO Compliance Officer, CEO Bathurst
Belinda Muir	Education Officer, CEO Canberra and Goulburn
Fiona Mulhall	Conference of Leaders Religious Institutes
Lyndelle Neville	Education Officer, CSO Maitland-Newcastle
Graziella Crapis	Vocational Education, CEO Wollongong
Bill Owens	Education Officer – Secondary Vocational Learning, CSO Broken Bay (Jan – March 2013)
Carmel Kriz	Team Leader – Curriculum, Teaching and Learning CSO Broken Bay (April – June) (<i>Acting appointment</i>)
Phil Cox	Education Officer – Secondary Vocational Learning, CSO Broken Bay (Jan – March 2013) (<i>Acting appointment</i>)
Karen Ruppert	Vocational Education Officer, CEO Parramatta
Christine Shakya	Vocational Education Officer, CEO Sydney
Michelle Swan	Vocational Education Officer, CSO Wagga Wagga
Tony Winter	Vocational Education Officer, CEO Lismore

School Counsellor Working Party

The purpose of the Working Party on School Counsellor issues is to examine the role of the School Counsellor in NSW Catholic Schools and to provide the Commission with advice and recommendations on practice issues.

Membership of the Group in 2013 was:

Ian Baker (Convenor)	Director of Education Policy and Programs, CECNSW
Peter Grace (Executive Officer)	State Coordinator – Student Wellbeing, CECNSW
Gerry Gray	State Coordinator – Special Learning Needs, CECNSW
Chris Browne	Deputy Principal, St Dominic’s College, Kingswood
Paula Browne	School Counsellor, Red Bend Catholic College, Forbes
Jennie Coen	Education Officer – Counselling, CSO Broken Bay
Linda McNeil	Communications and Development Officer, Council of Catholic School Parents NSW/ACT
Ros Montague	Director, The New South Wales Institute of Psychiatry
Roseanne Plunkett	Manager, School Student and Family Program, CatholicCare, Wollongong
Elizabeth Rowe	Team Leader, Student Services, CEO Parramatta
Stephen Said	Senior Coordinator – Student Wellbeing, CEO Sydney
Alex Kohn	Partner, Makinson and D’Apice Lawyers





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