

A photograph of a woman and a young girl looking at a document together. The woman is on the left, wearing a dark blue long-sleeved shirt and a gold watch. The girl is on the right, wearing a blue and white plaid school uniform. They are both looking down at a document on a table. The background is blurred, showing what appears to be a classroom or office setting.

Catholic Schools NSW

2018 ANNUAL REPORT

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Letter of Transmittal

Most Reverend Anthony Fisher OP

Chairman, Bishop Members of Catholic Schools NSW
Level 16, Polding Centre
133 Liverpool Street
SYDNEY NSW 2000

Your Grace,

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

In its first full year of operation CSNSW has been able to better secure and systematise many aspects of the governance of Catholic schools in NSW. This report records our achievements and challenges that we continue to face in oversight of Catholic schooling in NSW.

It is a privilege to be entrusted with these important responsibilities and to be involved in leading improved effectiveness across the NSW Catholic Schools system.

I commend the 2018 Catholic Schools NSW Annual Report to the Bishop Members of CSNSW.

Yours sincerely,



Stephen Sedgwick AO
Chairman
12 June 2019

Chairman's Report

December 2018 marked the eighteenth month of operations of Catholic Schools NSW Ltd (CSNSW).

The establishment of the new company has been the most substantial change to the governance of Catholic education since the formation of its predecessor body, the Catholic Education Commission NSW (CECNSW), in 1974.

On 1 January 2018 CSNSW became the approved funding authority for the NSW Catholic schools system. It receives and disburses some \$2.6b of recurrent funding provided for systemic schools by the Commonwealth and state governments. It also assumed the responsibilities of the capital grants Catholic Block Grant Authority (CBGA), which requires CSNSW to assess proposals to construct or refurbish schools and make recommendations to the relevant Commonwealth or State Minister. Grants amounting to \$58m were awarded in 2018.

The Bishops of NSW introduced this new governance model for NSW's Catholic schools to better address a number of objectives, including:

- To meet contemporary standards of governance;
- To improve the ability and effectiveness with which systemic schools meet their obligations to funders and regulators; and
- To strengthen the dialogue between Catholic schools - and the advocacy on behalf of Catholic schools - to ensure we get the best outcomes for our students with the available resources.

Substantial progress has been made since July 2017 to secure the professional staff and systems needed to meet the significantly broader remit of CSNSW compared to its predecessor bodies. The wider remit includes Constitutional requirements (a) to ensure that the NSW system of Catholic schools meets its compliance obligations under several pieces of Commonwealth and State legislation, and (b) to provide advice to Bishop Members about the efficiency and effectiveness of the Catholic school system in NSW. I have elsewhere likened the process of strengthening CSNSW's capabilities this year to rebuilding the ship whilst under sail. It has certainly not all been smooth sailing. However, the progress achieved has been substantial and a credit to CEO Dallas McInerney and his team.

Full details are provided elsewhere in this Report. However, notable achievements for 2018 include:

- Enhanced capacity to assess the relative merits of proposals for CBGA grants and provide well based recommendations to government;
- Revised approaches which strengthen the capacity of diocesan schools offices to demonstrate compliance with legislative requirements, especially the not for profit provisions of the NSW Education Act;
- The introduction of a new Report to Bishop Members, the *State of the System Report*, which amongst other things provides comparative information about the effectiveness of NSW Catholic schools;

- Reports for Bishop Members on the cost of Educating a Child and into enrolment trends; and
- Substantial and successful advocacy on behalf of Catholic schools, including in respect of funding issues, religious freedom and similar matters.

I pay tribute to the members of the inaugural Board of CSNSW, each of whom has been actively and professionally engaged in the work of the Board and its Committees. Collectively the Board has considerable experience in corporate governance; directors also have wide professional experience, including in law, education, public policy and advocacy, accounting and finance. There were two changes to membership in 2018. Bishop Comensoli resigned to take up his appointment to the Archdiocese of Melbourne. Bishop Randazzo ably replaced him. Justine Turnbull resigned in December. Action to replace her commenced immediately.

I also pay tribute to the support provided to CSNSW by the Diocesan Directors and members of staff of Diocesan Schools Offices, and the leadership of the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW & ACT and many congregational schools that have strong relationships with us. We benefit also from productive, professional relationships with key government and education stakeholders. We hope to build on these relationships to further the interests of student and staff at Catholic schools in NSW.



Stephen Sedgwick AO
Chairman

Who we are

CSNSW is a company whose members are the 11 Bishop Ordinaries of NSW. Each Bishop has responsibility for the Catholic School Agency in his diocese. Collectively these agencies are recognised by governments as the NSW Catholic school system.

CSNSW derives its authority and mandate from the Catholic Bishops of NSW. In particular, a company Constitution and Canonical Mandates from the Bishops of NSW outline the functions and authority of CSNSW.

The Board of Catholic Schools NSW Ltd is delegated to govern the NSW school system in regard to:

1. Acting as the recipient of federal and state government funding for Diocesan schools;
2. Compliance in relation to Federal and State Government funding and associated legislative requirements;
3. Reporting against a range of efficiency and effectiveness indicators relating to the provision of Catholic education; and
4. Encouraging and fostering greater collaboration at different levels among all Christ's faithful who share in the apostolate of Catholic education.

- Catholic Schools New South Wales (CSNSW) is a company limited by guarantee established to act as an overarching entity for the purpose of advancing education and religion in Catholic Schools in NSW.
- CSNSW is the representative body for NSW Catholic schools.
- Members of the Company are the Bishop Ordinaries of the 11 dioceses in NSW.
- A Board of nine Directors is charged with running the Company.
- The Chief Executive Officer leads a management team in support of the work of the Company.
- There are two types of Catholic schools in NSW: systemic schools operated by the 11 dioceses and congregational schools operated by religious institutes or Ministerial PJPs established by religious institutes.
- In 2018 there were 550 Catholic systemic and 46 Catholic congregational schools.
- CSNSW is the approved authority for the distribution of federal and state government funding to the NSW Catholic school system.
- It also distributes targeted funding to the systemic schools, and to those congregational schools that choose CSNSW as provider.
- As the Catholic Block Grant Authority (CBGA), CSNSW recommends capital grant allocations to member schools and manages the distribution of approved grants.

2018: First Year of Operation

CSNSW commenced full operations on 1 January 2018. The Company now acts as the:

- Approved System Authority for funding of the NSW Catholic schools system under the Australian Education Act;
- Non-Government Schools Representative Body for NSW Catholic schools; and
- Catholic Block Grant Authority in New South Wales.

All staff continuing from the Catholic Education Commission (CECNSW) were transferred to CSNSW.

The Board's Committee structure was established and is now operational.

Charters for the Board and its committees are in place and are subject to annual review.

The former core committees of CECNSW were reviewed and refocused as Reference Groups assisting the Directors of Education Policy and Resources Policy or as State coordination activities. Membership of these Reference Groups is drawn from Diocesan Catholic School Agencies and congregational schools.

Following the publication of its 2017 final financial statements and annual report, the Catholic Education Commission (CECNSW) was de-registered with the ACNC in July 2018.

The Year at a Glance

- In 2018 17,690 teachers in NSW Catholic schools (systemic and congregational) educated 254,611 students.
- \$2.002 billion in recurrent grants from the Australian Government distributed to Catholic systemic schools.
- \$579.4 million in recurrent grants from the NSW Government distributed to Catholic systemic schools.
- Systemic schools attract a per capita grant based on enrolments plus loadings for:
 - Students with disability
 - Indigenous students
 - Low Socio-Economic Status
 - Low English Language Proficiency
 - School location
 - School size
- \$25.5 million in targeted funding was allocated for literacy and numeracy, special learning needs, vocational education, road safety education, refugee students from Syria and Iraq, chaplaincy and before and after school care in systemic schools and those congregational schools that choose CSNSW as provider.
- \$58 million in government funding assisted 23 school building projects in systemic and congregational schools that are members of the CBGA.
- In systemic schools, \$64.5 million in total private income was provided by school fees, donations and bequests.

Bishop Members of CSNSW 2018

The Members of the Company are the Bishop Ordinaries of the 11 dioceses in NSW. The operational responsibility for Catholic schools remains the responsibility of the individual Bishop Member.

The CSNSW Board reports to Bishop Members at least three times each year, drawing to their attention matters of strategic importance to NSW Catholic schools. Certain matters are reserve powers of the Bishop Members.

Bishop Members



Armidale
Most Rev Michael
Kennedy DD



Bathurst
Most Rev Michael
McKenna DD



Broken Bay
Very Rev Dr David
Ranson
(Diocesan
Administrator)



Canberra & Goulburn
Most Rev Christopher
Prowse DD STD



Lismore
Most Rev Gregory
Homing OCD



Maitland-Newcastle
Most Rev William
Wright DD



Parramatta
Most Rev Vincent
Long Van Nguyen
OFMConv DD



Sydney
Most Rev Anthony
Fisher OP DD BA LLB
B. Theol D.Phil.



Wagga Wagga
Most Rev Christopher
Prowse DD STD
(Apostolic
Administrator)



Wilcannia-Forbes
Most Rev Columba
Macbeth-Green
OSPPE DD



Wollongong
Most Rev Brian G
Mascord DD

Board of Directors of CSNSW

The 2018 Board of Catholic Schools NSW had nine Directors including the Chairman. Directors bring a wide range of skills to provide informed decision-making.

As a consequence of his appointment as the ninth Archbishop of Melbourne, Bishop Peter A Comensoli resigned from the Board effective 31 July 2018. The Members appointed Archdiocese of Sydney Auxiliary Bishop Anthony Randazzo as his replacement.

To assist in the execution of its role, the Board has five committees each with its own charter. All directors are members of at least one (and typically two) committees. Each committee is chaired by a Board Director and some draw on external expertise as required. The five Board Committees are:

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

The Directors

Stephen Sedgwick AO (Chairman)



Stephen Sedgwick is a distinguished former public servant who comes into the role with a 40-year career in the public sector. This included five years as Australian Public Service Commissioner and 10 as Secretary of the departments of Finance, Employment and Education, serving governments of all persuasions.

Stephen has developed and led significant change agendas as both an agency head and a senior leader in the Australian Public Service. His expertise is in economic and social policy, effective governance, leadership development and intergovernmental relations. He represented Australia and other governments on the Asian Development Bank board from 2002 to 2007.

Stephen served as Senior Economic Adviser to Prime Minister Bob Hawke for three years from late 1985, a period of major transformational reform of the Australian economy.

Currently, he is Deputy Chairman of the Board of Sir Roland Wilson Foundation based at the Australian National University and serves on international advisory panels to the public services of Canada and Singapore.

Stephen is an Officer in the Order of Australia, was awarded a Centenary Medal in 2002 and is a national Fellow of the Institute of Public Administration Australia.

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

Helen Conway (Board Director)



Helen Conway is a lawyer and corporate executive with 40 years' experience. Helen is currently a non-executive director of Endeavour Energy and of insurance subsidiaries of Westpac. She has held a range of board memberships including AON Superannuation, Sydney Ferries, Caltex Superannuation and Catholic Healthcare. She was Chief Executive of Workplace Gender Equality Agency, Company Secretary and General Counsel of Caltex and NRMA, and General Counsel of Airservices Australia.

Helen chairs the Governance, Human Resources and Remuneration Committee and is a member of the Compliance and Resourcing Committee of the Board.

Anne Cummins (Board Director)



Professor Anne Cummins was Deputy Vice-Chancellor (Students, Learning and Teaching) at the Australian Catholic University until October 2018. Anne brings a wealth of teaching and learning knowledge to CSNSW, having had extensive experience in education as an executive and a consultant. For 23 years, she was an educator and executive in the Catholic education system, including principal of Merici College in the ACT. She has a longstanding commitment to equity and access in education and children and young peoples' services.

Anne is a member of both the Executive Committee and the Education Effectiveness Committee of the Board.

Vince Graham AM KCSG (Board Director)



Vince Graham is a civil engineer and is currently on the board of the Australian Rail Track Corporation and the Western Sydney Airport Corporation. He is also a member of the NSW Public Service Commission Advisory Board and of the People & Culture Senate Committee of the University of Sydney.

For more than 20 years, he led several large government-owned enterprises undergoing substantial change management including Networks NSW, National Rail Corporation and the State Rail Authority of NSW. He has also served on many boards of Catholic organisations. Vince is a Knight Commander of the Order of St Gregory and a Member of the Order of Australia. He is also a Fellow of the Australian Institute of Company Directors.

Vince is a member of both the Compliance and Resourcing Committee and the Education Effectiveness Committee of the Board.

Michael Lee (Board Director)



Michael Lee is an engineer and Chair of the industry body Communications Alliance and a director of Communications Compliance. During a 17-year career as a Federal MP, he was Minister for Communications and Shadow Minister for Education. Michael has previously chaired the NSW TAFE Commission board and Central Coast Campuses of the University of Newcastle. He is the Chairman of Calvary Ministries.

Michael is a member of the Audit and Risk Committee and an observer on the Education Effectiveness Committee of the Board.

Moira Najdecki (Board Director)



Moira Najdecki is a distinguished educator and schools' administrator who retired as Director of Education in the Archdiocese of Canberra and Goulburn in 2016. She has served on many boards of educational institutions, including the Senate of Australian Catholic University. Moira is currently a member of the governing body of Good Samaritan Education and serves as a Company Member for Mater Dei, a special school in Camden.

Moira is a member of both the Governance, Human Resources and Remuneration Committee and the Education Effectiveness Committee of the Board.

Bishop Anthony Randazzo (Board Director)



Most Rev Bishop Anthony (Tony) Randazzo is an auxiliary Bishop of the Archdiocese of Sydney. He was ordained a priest on 29 November 1991 at the Cathedral of Saint Stephen, Brisbane. From 1992-1994, he was a curate at Saint Mary's Parish Ipswich before serving as Master of Ceremonies at the Cathedral in Brisbane from 1995-1997. In 1998, he began studying Canon Law at Rome's Pontifical Gregorian University, returning to Brisbane in 2001 as Pastor of Regina Coeli Parish Coorparoo Heights, Associate Judicial Vicar at the Regional Tribunal and Director of Vocations for the Archdiocese. From 2004, he worked in Rome at the Congregation for the Doctrine of the Faith for five years. He returned to Australia to become Rector of the Holy Spirit Seminary of Queensland in 2009. In 2016, Pope Francis appointed him as auxiliary Bishop to the Archdiocese of Sydney.

Bishop Anthony is a member of the Executive Committee.

David Robinson (Board Director)



David Robinson is a chartered accountant with more than 40 years' experience. David is currently a Partner with ESV Accounting and Business Advisors. His expertise is in advising SMEs, trade unions and not-for-profit organisations. He is an experienced public company non-executive director and since 2009, a Trustee of Mary Aikenhead Ministries, the responsible entity for the health, education and social care ministries formerly under the stewardship of the Sisters of Charity of Australia.

David chairs the Audit and Risk Committee and is a member of the Compliance and Resourcing Committee of the Board.

Justine Turnbull (Board Director)



Justine Turnbull is an employment and discrimination lawyer and workplace investigator. Formerly a Partner of Seyfarth Shaw Australia and Herbert Smith Freehills, she is a member of the advisory board of NSW TAFE Commission and is also on the board of AccessEAP, a Sydney Archdiocesan not-for-profit body promoting positive organisational behaviour, employee wellbeing and workplace productivity.

Justine was a member of both the Governance, Human Resources and Remuneration Committee and the Audit and Risk Committee of the Board.

Justine resigned from the Board effective 13 December 2018.

Strategic Plan

Introduction

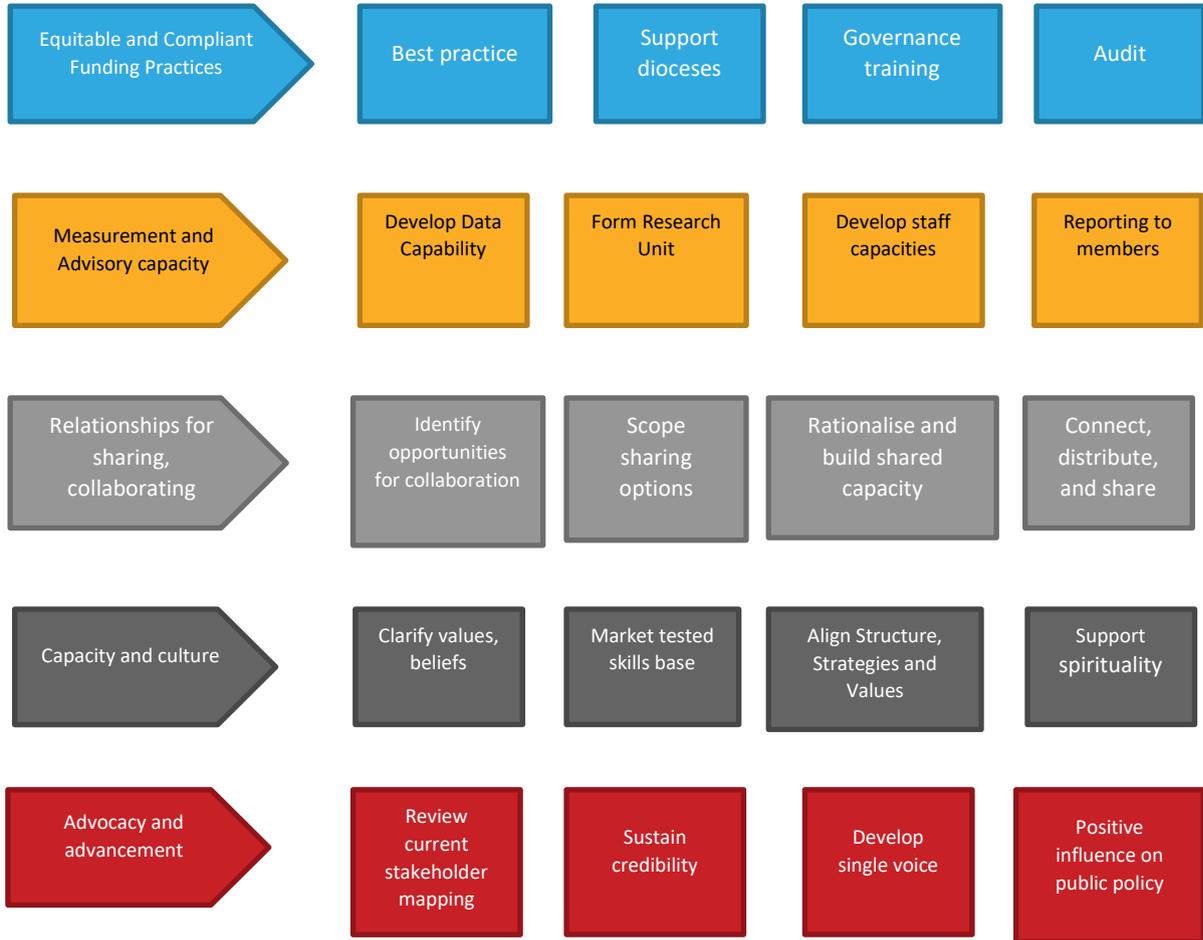
The CSNSW 2018-2022 Strategic Plan was the initial formulation of the new Company's immediate priorities.

The Strategic Plan content reflected the outcomes of extensive consultation across the NSW Catholic schools' sector. The document was subject to ongoing review by management to ensure that the strategy was supported by an aligned internal work program. The Plan was approved by Members in November 2017 for 2018.

Strategic Plan: 2018-2022

1. Develop and support **equitable and compliant funding practices** for the NSW Catholic school system.
2. Develop measurement and advisory capacity with respect to the **efficiency and effectiveness** of NSW Catholic schools.
3. Build quality relationships across the NSW Catholic schools' sector for the purposes of high-level **collaboration and service delivery**.
4. Build CSNSW's **culture and capacity** to offer advice to the Members and execute against its mission, faithful to the project of Catholic schooling in NSW.
5. Provide effective **advocacy and advancement** of the interests of Catholic schools in NSW.

Implementation Actions for the Strategic Plan 2018-2022



Non-Government Reform Support Fund

In addition, as well as being the first year of operation of Catholic Schools NSW, 2018 was the first year of implementation of the Australian Government's Non-Government Reform Support Fund (the Reform Fund). CSNSW is recognised by the Australian Government as the Representative Body for NSW Catholic schools for the purpose of this Fund.

The Reform Fund will provide \$7.6m each year from 2018 to 2022 to support the implementation in NSW Catholic schools of existing and new national policy initiatives and state-specific educational reforms.

CSNSW's 2018 Reform Fund projects addressed the Australian Government's school reform priorities:

1. Quality assurance, moderation and support for the continued improvement of the Nationally Consistent Collection of Data on School Students with Disability;
2. Implementation of online delivery of the National Assessment Program; and
3. Improving Governance and Financial Management Practices.

The prime focus of 2018 Reform Fund activity was to establish CSNSW infrastructure and processes required to faithfully respond to the Australian Government's school reform priorities.

Our Achievements 2018

Strategy 1: Equitable and Compliant Funding

Recurrent Funding 2018

In 2017 the Board recommended, and the Bishop Members of the Company approved, a 2018 Funding Model for distributing recurrent grants totalling \$2.6 billion to Diocesan Catholic School Agencies (not to schools directly).

Systemic schools attracted a base grant amount calculated on enrolments plus loadings for:

- Students with disability;
- Indigenous students;
- Low Socio-Economic Status;
- Low English Language Proficiency;
- School location; and
- School size.

The distribution of base grants and loadings to systemic schools is the responsibility of Diocesan Catholic School Agencies.

Recurrent Funding 2019

Bishop Members approved the 2018 model for 2019 as a further transition year pending the development of a longer-term model. Planning for the longer-term model began in the second half of 2018. Subsequently, the Commonwealth agreed to make an additional \$38m available in 2019 in (partial) recognition of the disadvantages inherent in the Gonski 2 funding model as applied since 2017. The estimates of total funds available to each diocese change as enrolments and cost increases vary from year to year.

Recurrent Funding 2020 and beyond

The Commonwealth has agreed to introduce revised funding arrangements to apply from 2020 to 2029 including the following changes:

- to adopt the Personal Income Tax (PIT) methodology rather than the SES score to capture the relative capacity of households to contribute, as recommended by the National School Resourcing Board; and
- to adopt school-based transition arrangements to phase in adjustments aligning the treatment of Catholic systemic schools with that of other non-government schools.

Steps are already in hand to begin the consultative process to establish the CSNSW model to allocate funds to Diocesan Catholic School Agencies. Diocesan Directors nominated members for an expert group to assist in this work and the first meeting was held in December 2018. In addition to the new issues introduced by the measures discussed above, this work will seek to develop a distribution model that can be applicable for a three-year period and hence involve a more detailed examination of fundamental matters.

As in previous years, the Board's work program in this area will be oversighted by its Compliance and Resourcing Committee. The Board expects to recommend a new funding model to Bishop Members by no later than the annual general meeting scheduled for 25 July 2019.

Capital Funding: The Catholic Block Grant Authority (CBGA)

CSNSW was appointed as the Catholic Block Grant Authority on 1 January 2018.

New membership agreements were signed by Diocesan Catholic School Agencies and participating congregational schools, binding them to the CBGA *Principles* approved by Bishop Members and to Commonwealth and NSW government requirements.

The Board of CSNSW has delegated responsibility for the CBGA to the Capital Programs Evaluation Panel (CPEP), a panel comprising three Board members.

In 2018, there were 41 project applications from systemic and congregational schools. The 41 applications required funding of \$158m; available CBGA funding was \$58m.

In June 2018, all schools were visited by the capital assessment team which included:

- an experienced school architect;
- a condition assessment expert; and
- a professional quantity surveyor/cost engineer.

Subsequently each project was rated against a pre-defined set of project attributes and then ranked by CSNSW in order of priority for funding.

The projects and supporting evidence were then submitted to CPEP for review and the rankings were recommended to the respective government Minister for final approval of the grants. Twenty-three applications were recommended to government for funding.

The Board signalled further review of the 2018 process for future improvements. Additionally, it has proposed the development of a ten-year capital and asset management plan to assist with representations to government and to maintain a competitive offering with state and independent schools.

The 2018 list of approved capital projects for funding is provided in Appendix B.

Financial Compliance, Reporting and Governance

CSNSW, in its capacity as approved authority for funding the NSW Catholic Schools system, receives each year approximately \$2.6 billion in recurrent grant funding as well as much smaller amounts of funds in targeted grants. CSNSW, in its capacity as the NSW Catholic Block Grant Authority (CBGA), also receives approximately \$50 million per annum in grants for capital works (in 2018 the amount was \$58m).

All of these grants have financial compliance obligations associated with them.

CSNSW has a mandate from the Bishop Members to ensure compliance with all Commonwealth and NSW legislation by Diocesan Catholic School Agencies. Under the Non-Government Reform Support Fund, the Commonwealth will provide \$7.6m each year from 2018 to 2022 to support the implementation in NSW Catholic schools of existing and new national policy initiatives and state-specific reforms including with relation to governance practices.

A strategic priority for CSNSW in 2018 was to develop and support equitable and compliant funding practices for diocesan school systems.

A set of Agreed-Upon Procedures regarding financial matters was conducted by the system auditors HLB Mann Judd, through the various diocesan auditors, to inform financial compliance practices including future improvements. Decision makers are primarily responsible for ensuring that education funds are used for education purposes only, that services are procured at reasonable market prices and related party transactions are managed appropriately.

In late 2018, Deloitte was engaged by CSNSW to implement a new Financial Compliance Framework, assisted by diocesan financial officers to ensure coordination across Diocesan Catholic School Agencies. This work will carry into 2019.

In 2018 CSNSW was able to provide the various sign-offs to the effect that 2018 school grants were deployed according to the terms of the grants, including that the NSW Catholic schools system is not operating for profit.

Governance Training for Responsible Persons

CSNSW expanded Governance training for diocesan and school-based Responsible Persons with the development or upgrade of eight online training modules which address the requirements of the:

- Australian Education Act and other requirements of the Australian Government Department of Education;
- Australian Charities and Not-for-profits Commission (ACNC);
- NSW Education Standards Authority¹; and
- NSW Education Act, Section 83C.

In 2018, 237 responsible persons across 207 schools and diocesan offices completed a total of 952 CSNSW courses.

Strategy 2: Efficiency and Effectiveness

The Company has a constitutional requirement to provide Catholic School Agencies and Members with a reporting framework on the efficiency and effectiveness of NSW Catholic schools. Given the competitive climate for school enrolments in NSW and the consumeristic orientation that has emerged among parents focused on results and 'value for money', this work has become a major strategic imperative, not simply a constitutional requirement.

Accordingly, a strategic priority of the Board for 2018 was to develop measurement and advisory capacity with respect to the efficiency and effectiveness of NSW Catholic schools.

The CSNSW Board has accepted that the framework will generate two annual reports to be known as the *State of the System Report*, a statistical report in July and a comprehensive thematic report in November each year.

The 2018 State of the System Report

While work moves to completion of an holistic reporting framework, CSNSW has developed the following brief summative reports on the State of the System in 2018:

- A stand-alone publication, *Catholic Schooling in New South Wales: Australian, NSW and Church Contexts*, designed to serve as a companion reference for future reports.
- A *State of the System Report* providing a statistical summary of key system performance indicators with some longitudinal/ trend data. It also provides a brief analysis of 2018 NAPLAN data.
- A *Diocesan Compendium* to the State of the System Report.

An Efficiency and Effectiveness Working Group was established to support CSNSW in its obligation to this mandate. The Conference of Diocesan Directors collectively nominated five representatives for membership purposes. The purpose of the Working Group is to provide advice to CSNSW regarding the framework for reporting on the efficient delivery of effective Catholic schooling in NSW and to provide greater diocesan connectivity to this work program. More details are provided below.

¹ The canonical mandate of the bishops excludes the delegation to CSNSW of the role of Approved School Registration Authority under section 40 of the NSW Education Act 1990. The compliance regarding school registration remains the responsibility of each diocese.

Strategy 3: Collaboration and Service Delivery

A strategic priority of the Board in 2018 was to build quality relationships across the NSW Catholic schools sector for the purposes of high-level collaboration and service delivery.

In addition to the mandated stakeholder activities in CSNSW's constitution, extensive time on the part of CSNSW management has been devoted to sectoral relationships. This outreach involved a formal consultation process to solicit responses from Diocesan Catholic School Agencies and congregational schools about what services they would value from CSNSW.

Review of Three Province Entities

The Trustees of the Province of Sydney and Archdiocese of Canberra and Goulburn (Province) requested the Board of CSNSW to review the governance and effectiveness of three shared services:

1. Catholic Schools Sports Services (CSSS) which directly services schools and students in NSW, opening up opportunities for gifted students with sporting talent.
2. Catholic Education Network (CENet) which provides a model for delivering significant aggregated savings and improved IT infrastructure for Catholic School Agencies not only in New South Wales but also in the ACT, Queensland and Tasmania.
3. Catholic Commission for Employment Relations (CCER) which delivers professional industrial relations services to a variety of Catholic entities in NSW while applying a Catholic ethos and perspective.

Consultancy firm RSM proposed four top priorities for consideration by the Board of CSNSW which added additional insights in taking the proposals to the Members.

The outcomes of these deliberations were:

1. Catholic Schools Sports Services: The Members appointed the CEO and Company Secretary of CSNSW as board members of CSSS with a brief to bring CSSS into the CSNSW structure.
2. Catholic Commission for Employment Relations: The Members agreed that CSNSW establish a working group to assist the Board to further explore options to improve the governance and effectiveness of CCER (by 25 July 2019).
3. CENet: The Members agreed that CSNSW establish a working group to assist the Board to further explore options to improve the governance and effectiveness of CENet leading to improved arrangements.

Enrolment Trends in NSW Catholic Systemic Schools

CSNSW investigated, in partnership with the dioceses, issues of enrolment decline and potential strategies that could be considered for a response. Since 1986 (when NSW expanded to 11 dioceses) systemic school enrolments increased by almost 42,000 students to 216,782 students in 2018. Over the past 32 years there have been times when systemic school enrolments have increased significantly but also years where there was no increase or even decreased enrolments. 2018 saw a reduction of 1253 students in systemic schools from 2017, which continues a trend of slowing enrolments since 2013.

The study identified a need for:

- Common strategies to attract enrolments across dioceses and schools;
- Better data e.g. student exit/entry surveys;
- A stronger market presence;
- Clearer enrolment policies and processes;
- Fee transparency;
- Maximising the online MySchool tool; and
- An advocacy toolkit.

The study highlighted actionable insights to be put forward for further development and research. CSNSW has begun work with dioceses in pursuing these opportunities.

Full Cost of Educating a Child in a Catholic School

Bishop Members requested a research project to understand the full cost of educating a student. Bishop Members considered that they would benefit from a full exposition of all costs, including identifying contributory costs in support of the NSW Catholic school system.

The Board agreed that this was an important research project, noting it could also aid in advocacy with governments and providing explanations to parents and the broader community with respect to school funding generally. This would also assist in understanding the opportunity cost of capital and assist in discussions about the distribution of loadings under the *Australian Education Act* (AEA).

CSNSW is progressing this work via an investigation of the *full economic costs of educating a child in NSW Catholic systemic schools* ensuring all costs are covered.

The Review presented its initial findings to Bishop Members in November 2018. Findings included the notion that spending does not correspond precisely with attribution and that school and class size are the main drivers of costs as well as the breadth of the curriculum.

It signalled that more work needs to be done to obtain an understanding of the economic cost of capital. Work is also required to obtain a better understanding and identifying the ownership of assets as well as a condition assessment of Catholic schools, both of which are longer-term projects.

Strategy 4: Culture and Capacity

The Board held a full-day workshop on 19 July 2018 with key stakeholders at Mary MacKillop Place, North Sydney which:

- Provided feedback on the first year of operation of CSNSW;
- Engaged stakeholders with strategic issues facing Catholic schools in NSW;
- Sought to clarify the role of CSNSW in the efficiency and effectiveness of schools; and
- Discussed the emerging regulatory and policy environment in 2018/19.

In attendance were Board members, senior staff of CSNSW management; Diocesan Directors; the Chair, Executive Officer and three Councillors from the Federation of Religious Institute & Ministerial PJP Catholic School Authorities in NSW & ACT; Chair of the Catholic Secondary Schools Association; President of the Australian Catholic School Principals and Executive Director of the Council of Catholic School Parents in NSW. The workshop was facilitated by the NOUS Consulting Group.

The CSNSW Board and Management and the Conference of Diocesan Directors convene annually in one of the dioceses to familiarise themselves with the issues of that particular diocese, to visit some schools and the education office, share a liturgy and meal, and hold a joint meeting. In 2018 this took place in the diocese of Bathurst on 22-23 August. This event provided an opportunity to consider CSNSW Priorities for the next 12 months, to share learnings around the demands of Compliance (including NCCD) and to discuss the National School Reform Agreement.

To ensure Directors are in touch with school realities, Board meetings were scheduled in systemic and congregational schools. Meetings were held at Southern Cross Vocational College Burwood in November 2018 and at St Scholastica's College Glebe in December 2018.

A key element of stakeholder engagement is the group of Management Reference Groups established by the Board to assist it in the formation of policy, to provide input to external reviews and to enhance relationships with external bodies such as AIS and DET. Members of the Reference Groups are drawn from schools and diocesan education agencies across the state. More details about the five Management Reference Groups is provided below.

The Chief Executive Officer visited seven of the 11 dioceses throughout NSW in 2018. He engaged with the staff of their Catholic Schools Offices and made numerous systemic school visits.

The Chief Executive Officer met with representatives of the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW & ACT along and visited some 20 schools distributed widely throughout metropolitan and regional NSW.

Three times annually, as required by the Constitution, the Board meets with the Bishop Members. The March meeting is the Annual General Meeting. Meetings provide an opportunity for concerns of the Members and Board to be addressed.

Board members were given the opportunity to deepen their understanding of the Mission of the Church in Catholic education with a professional learning session at their December meeting provided by the Very Rev Dr Gerald Gleeson, Vicar General of the Archdiocese of Sydney.

Strategy 5: Advocacy and Advancement

The Board regards advocacy on behalf of Catholic education as central to CSNSW's mission of advancing Catholic schools. Critical to the success of CSNSW's advocacy is effective engagement with a wide range of stakeholders, in particular policymakers and school providers.

Catholic Schools NSW has a relationship with the NSW State Government through membership of the NSW Schools Advisory Council, the Non-Government Schools Advisory Council, the NSW Non-Government Schools Not-For-Profit Advisory Committee and the Board of the NSW Education Standards Authority (NESA). In addition, CSNSW has direct liaison at the highest level with the External Relations Directorate of the NSW Department of Education and at the operational and policy implementation levels with departmental and NESA officers.

In 2018, CSNSW revamped its communications to stakeholders through a new email newsletter, *Scholaris*, which featured new elements of relevance. It also provided summaries of the Federal and State Budgets to school owners and other stakeholders, and coordinated the establishment of a new support group, the NSW Parliamentary Friends of Catholic Schools. It has begun to offer school leadership teams half-day sessions in crisis media preparation, providing a more tailored and practical form of media training and issues management.

CSNSW took on a more strategic role in liaising with state and federal governments on school funding. It drafted a letter to then-PM Malcolm Turnbull and arranged for it to be counter-signed by all 11 NSW Diocesan Directors, urging resolution of school funding issues. The letter led to higher-level negotiations for a long-term national school funding deal. Archbishop Fisher and the Special Negotiating Team led by CSNSW Chair, Steve Sedgwick, met the Prime Minister to progress key issues. CEO Dallas McInerney also briefed the Federal Coalition's Education Backbench Committee on school funding matters. In addition, Mr McInerney led successful representations with NSW Premier Gladys Berejiklian and Liberal MPs to persuade NSW Education Minister Rob Stokes to support the new Commonwealth/State school funding arrangements.

Planning for the 2019 state and federal elections commenced in 2018. CSNSW's External Relations team hosted a two-day NSW diocesan schools communicators conference, outlining strategic communications planning for both elections.

Liaison with state and federal parliamentarians increased with school visits arranged for ministers and shadow ministers. A dinner was hosted for new Federal Education Minister Dan Tehan with some 50 Catholic education stakeholders. Shadow Education minister, Tanya Plibersek, accepted an invitation to address a CSNSW Board meeting. CSNSW briefed new Greens education spokesperson, Senator Mehreen Faruqi.

Noting changes to news and information consumer habits, CSNSW continued to build and refine its social media infrastructure.

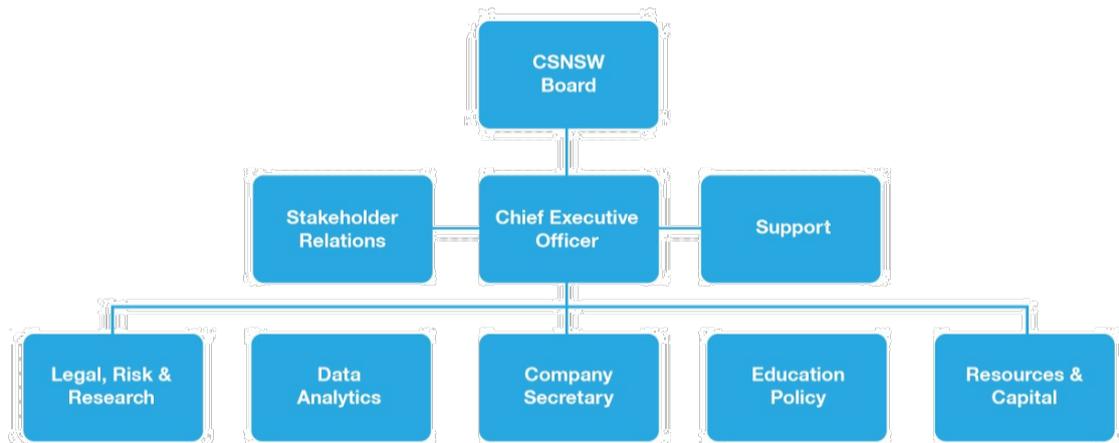
CSNSW Management Team

CSNSW's Management Team operates from offices on Levels 9 and 12 of the Polding Centre, 133 Liverpool Street, Sydney.

The Management Team is responsible for:

- leading the work program of the Company as agreed with the Board;
- monitoring education policy issues such as funding, curriculum and teaching;
- managing Catholic dioceses' and schools' compliance with the requirements of legislation and funding agreements; and
- supporting CSNSW's consideration of policy through regular consultations with government and peak education bodies, and working in consultation with Board Committees and Reference Groups.

Structure



Chief Executive Officer (CEO)



Chief Executive Officer Dallas McInerney leads the CSNSW Management Team responsible for the daily operations of CSNSW. In conjunction with the Board, Dallas advises the NSW/ACT Bishops on strategic directions, policies and resource matters in Catholic education. He represents NSW Catholic schools on high level national and state education bodies and committees; advocates for the NSW Catholic schools sector with governments and other agencies; and coordinates with other Catholic education and related organisations on behalf of NSW Catholic schools.

Dallas has degrees in Arts/Law and holds a Master's Degree in Public Policy. He has held a series of senior roles across regulatory, legal and compliance functions in corporate Australia and the Australian government.

Dallas is a Director of the NSW Education Standards Authority (NESA).

Directorates

Legal, Risk and Research



Audrey Bower leads the Legal, Risk and Research Team. As the Chief Legal and Risk Officer (CLRO), Audrey provides high quality legal advice and related compliance services to the Board, Chief Executive Officer and Catholic School Agencies. The Legal Risk and Research Team researches, develops and implements strategies, policies and procedures that provide the Company with a legal and risk framework in which to operate.

Education Policy



Danielle Cronin joined CSNSW in July 2018 as Director, Education Policy and took over responsibilities of the Education Policy Directorate. The Directorate provides a range of services and support to NSW Catholic schools in the areas of curriculum, assessment and reporting, teacher and school registration and accreditation, professional learning, compliance, vocational education, disability, Aboriginal and Torres Strait Islander education, early years education and mission and identity.

Company Secretary



John Kitney is the Company Secretary and is responsible for secretariat support to the Board and its committees. He also manages the Company's corporate services including finance and accounting, human resources, office support and information technology.

Resources and Capital



Brian McDonald leads the Resources and Capital Directorate, responsible for the administration of recurrent funding in support of the NSW Catholic schools system. The Directorate manages the distribution of the funding; coordinates annual financial reporting compliance, provides advice and analysis of resource needs, costs and funding arrangements; and reviews current financial practices across the system to facilitate greater efficiency. He also manages the capital grants program.

Data Analytics



Kwame Wetsi leads the Data Analytics Team. As Chief Data Officer (CDO), Kwame has responsibility for the design, implementation and maintenance of CSNSW's Data Strategy. The Data Analytics Team is responsible for all data assets and the development of analytics programs in the pursuit of improving educational and student outcomes in NSW Catholic Schools. The Team is also responsible for the annual schools census and the collection of other data for reporting and analysis.

State-wide Programs Administered by CSNSW

A number of programs form part of the existing collaboration between CSNSW and dioceses and schools and are a continuation of programs that are a result of government initiatives.

Five State Managers, Policy and Programs within the Education Policy Directorate are responsible for providing expert education policy and program advice to CSNSW, the Catholic School Agencies, schools and government. Each State Manager, typically, has a portfolio of policy and program areas and acts as the executive officer of a reference group, policy network or other consultative group. The State Managers also represent CSNSW on numerous external boards, committees and working groups.

Vocational Education and Training (VET)

The Vocational Education and Training State Manager supported activity across dioceses and schools in relation to VET including in the areas of Agriculture, Automotive Servicing, Business, Construction, Early Childhood Education and Care, Engineering, Electrotechnology, Financial Services, Hospitality, Individual Support (Ageing), Retail Services and Sports Coaching.

The role involves managing the VET Teacher Training Program to ensure the Catholic sector has qualified VET trainers, and overseeing the External Vocational Education and Training (EVET) program for the Catholic sector which involves working with the NSW Department of Education and Association of Independent Schools and external Registered Training Organisations.

CSNSW has advocated for and represented the Catholic sector with external stakeholders through a range of committees including the NSW Schools Consortium, the Work Placement Management Group, NESA curriculum committees and the National Career Education Strategy Working Group.

Funded VET Programs

In 2018, 11,124 students undertaking a Higher School Certificate (HSC) study were enrolled in at least one VET qualification (28.35%). The total VET qualification enrolments that contributed towards the HSC in 2018 were 19,749. There were also 391 students in Years 9 and 10 who were enrolled in at least one VET qualification that contributed towards the NSW Record of School Achievement (ROSA).

CSNSW receives two annual funding sources from the NSW's Skills Board; VET Delivered to Secondary Students funds amount to \$1.78 million and Externally Delivered HSC VET funds amount to \$2.66 million. These funds are considered to be a contribution towards the cost of VET that is delivered within Catholic schools under one of the nine Catholic sector Registered Training Organisations (RTOs) or by an external RTO (i.e. TAFE NSW).

Assessment Programs and Early Learning

The Assessment Programs and Early Learning State Manager supported activity across dioceses and congregational schools in relation to the National Assessment Program, including the transition of the tests to an online mode of delivery, and the implementation of the NSW Literacy and Numeracy Action Plan.

2018 NAPLAN

Years 3, 5, 7 and 9 students in 65 targeted schools across three dioceses (Armidale, Canberra and Goulburn and Wilcannia-Forbes) delivered NAPLAN Online in May 2018. Ministers decided that 2018 is the first year of transition towards full NAPLAN Online implementation required by 2020.

The experience of NAPLAN Online for participating schools was generally successful. In addition, approximately 80,000 students across years 3, 5, 7 and 9 were supported for delivery of NAPLAN in its paper-based format in May 2018.

To determine their readiness to deliver NAPLAN online tests in 2019, schools participated in the August/September 2018 School Readiness Test (SRT), having received prior training to administer the SRT on the online platform. The training also provided an opportunity to familiarise schools with the new data analytics package, Scout. CSNSW hosted an SRT/Scout training day for congregational schools and Key diocesan representatives on 1 August and coordinated invitations to diocesan-based training (face-to-face and webinar) where required.

Following analysis of 2018 SRT feedback data, an additional 384 Catholic systemic schools will deliver NAPLAN online in 2019 making a total of 432 systemic schools. The remaining 117 primary schools from the Archdioceses of Sydney and Canberra and Goulburn will transition in 2020.

Congregational schools determined their own level of readiness for 2019 transition and provided this advice directly to NESA. NESA reports that 22 congregational schools will deliver NAPLAN online in 2019 with the remainder continuing to be supported by readiness activities to deliver the tests online in 2020.

All NSW Catholic School Agencies are engaged in NAPLAN Online development processes with a view to full implementation in 2020.

Implementation of NAPLAN Online in NSW is coordinated by the NSW Education Standards Authority (NESA) through a number of cross-sectoral working groups. CSNSW has had full membership of the working groups since commencement of statewide planning for NAPLAN Online in 2016. This cross sector implementation structure continued in 2018.

The CSNSW NAPLAN Online Working Group coordinates the effective implementation of NAPLAN in its online format in all NSW Catholic schools from 2020 with critical liaison with NESA, the NSW Department of Education and the Association of Independent Schools. More information about the Working Group is provided below.

Literacy and Numeracy

CSNSW continues to support 99 schools targeted for participation in the K-2 element of the NSW Literacy Numeracy Strategy 2017-2020. As an obligation under the funding agreement which provides \$10m annually to support these schools, an interim progress report submitted to the NSW Minister for Education in late October. Service agreements have been undertaken with the NSW Department of Education to enable access by other Catholic schools to literacy and numeracy assessments developed as part of the strategy, including the Best Start Kindergarten Assessment and Best Start Year 7 assessment.

Implementation of the NSW Literacy and Numeracy Strategy is coordinated by the NSW Department of Education through cross-sectoral Steering and Implementation Groups. CSNSW has had full membership of both groups since commencement of the Strategy in 2016.

CSNSW supports a network of diocesan managers of Literacy and Numeracy programs to ensure full representation of Catholic sector interests at State meetings and to assist managers in their implementation of literacy and numeracy initiatives.

Mission and Student Wellbeing

The Mission and Student Wellbeing State Manager supported activity across dioceses and congregational schools in relation to mission and identity, religious education and areas pertaining to the Catholic ethos of the school, in addition to student health, safety, welfare and wellbeing.

Towards Wholeness

The State Manager oversaw completion of the review and digitisation of *Towards Wholeness* to support the teaching of Personal Development, Health and Physical Education (PDHPE) K-10 in NSW Catholic schools.

Road Safety in Schools Program

In 2018, the NSW Government provided funding equivalent to 4.0 FTE diocesan positions across 11 dioceses. The funding supported the salary and on-costs of 2.8 FTE positions with the remaining funds allocated for professional learning, generally by way of teacher release.

NSW Anti-bullying Strategy

Following Minister Stokes' launch of the NSW Anti-bullying Strategy website in 2017, CSNSW contributed to the ongoing development of the website's content. A cross-sectoral two-day conference was held in Sydney under the theme of *Care. Respect. Support. NSW Schools Working Together to Address Student Bullying*. To complement the conference, regional workshops were held in Dubbo, Wagga Wagga and Ballina. Altogether, more than 1,000 delegates attended the conference and workshops.

Child Protection

At the invitation of the NSW Advocate for Children and Young People, CSNSW participated in National Child Protection Week 2018 activities and the *Creating a Safe Church from Within* workshops hosted by the dioceses of Parramatta and Wollongong.

Royal Commission into Institutional Responses to Child Sexual Abuse

CSNSW contributed to the development of the NSW Government's response to the recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse. CSNSW also provided feedback to Catholic Professional Standards Limited on its draft National Catholic Safeguarding Standards.

Attendance

CSNSW continued to provide advice to dioceses and schools in relation to attendance matters and acted as the conduit for habitual non-attendance referrals to the NSW Department of Education's Legal Services Division in accordance with NSW Education Act requirements.

CSNSW has advocated for and represented the Catholic sector with external stakeholders through a range of cross sector school education committees and committees convened by health, welfare and child safety agencies.

Aboriginal Education

The Aboriginal Education State Manager supported substantial activity across dioceses and congregational schools including in the areas of culturally inclusive schools, strategic partnerships, leadership, quality teaching and workforce development, student attendance and transition, literacy and numeracy and parent, family and community engagement.

At a state level, an Aboriginal Spirituality Framework for Formation for Mission in Catholic Education is under development as is planning for the CSNSW Aboriginal and Torres Strait Islander Conference to be held in 2019.

In December 2018, the CSNSW Board received an in-depth briefing on Aboriginal education in NSW Catholic schools against the COAG Closing the Gap targets and, as a result, the Directorate will pursue further work in support of an Aboriginal education action plan in 2019.

As Chair of CSNSW Aboriginal and Torres Strait Islander Reference Group and committee member of the National Catholic Education Commission (NCEC) Aboriginal Education Advisory Committee and NSW Education Standards Authority (NESA) Aboriginal Education Committee, the State Manager provides policy advice and liaises in areas of curriculum development and course structure including the provision of implementation advice to and on behalf of NSW Catholic schools.

The State Manager represents CSNSW on the Indigenous Veterans Commemorations Service Committee.

Special Learning Needs

The Special Learning Needs State Manager supported activity across dioceses and congregational schools by providing advice and guidance to assist schools in completing the annual NCCD census through individualised school support and/or through professional learning workshops and networking opportunities and resources.

Nationally Consistent Collection of Data on Students with Disability

CSNSW improved National Consistent Collection of Data (NCCD) quality assurance and moderation processes, thus improving consistency of NCCD data for the 50,000 students with disability enrolled in NSW Catholic schools and providing an improved, reliable and transparent basis for the funding of students with disability.

CSNSW commissioned Professor Evans from Sydney University to undertake a review of CSNSW's personalised planning for students with disability (PPSD) process. While recognising that the design of the personalised planning tool upheld many of the key features of best practice, the review recommended a number of ways the tool could be enhanced. As a result, CSNSW embarked on a process to redevelop the tool in consultation with congregational schools and dioceses. This work was consistent with and supported by the Australian Government's Reform Fund priority, *Quality assurance, moderation and support for the continued improvement of the Nationally Consistent Collection of Data on School Students with Disability*.

Up to and including 2018, the NCCD for students with disabilities is collected from schools by CSNSW through this personalised planning (PPSD) tool. In 2018, CSNSW had a very stable 18.84% of students accounted for in the NCCD (as a percentage of total school enrolments) as compared to 18.9% in 2017. CSNSW sector data for the NCCD also sits very closely to the national average in 2017 of 18.1%. Data emanating from the NCCD was used by the Australian Government for funding purposes for the first time in 2018.

To support the ongoing robustness of the NCCD data collection, CSNSW has embarked on a quality assurance and professional learning project which will build the capacity of schools and dioceses to consistently apply the NCCD guidelines to moderate and validate data.

CSNSW has advocated for and represented the Catholic sector with external stakeholders by:

- Providing feedback to the national NCCD Joint Working Group on the re-development of the National NCCD website portal and contents, the national Teacher Professional Judgement Project, the Urbis Gap Analysis on Teacher Understanding of the NCCD, and the Review of materials, resources and adjustment level descriptors;
- Engaging with the NSW Curriculum Review process;
- Representing CSNSW on various committees and panels.

Management Reference Groups

In 2018, CSNSW renewed its governance and advisory structures and implemented a suite of new reference groups to provide expert advice on a range of policy and program matters to Management and the Board. These groups were formally established in July 2018 and replaced a number of pre-existing committees. The new reference groups met for the first time in September 2018.

The reference groups are an important part of stakeholder engagement, particularly in considering the views of our Catholic partners. Appointments were made after extensive engagement with the school diocesan offices and congregational schools. Individuals were selected on the strength of their professional history and likely contribution, finding the right mix between rural and regional representatives, primary and secondary school representatives, in addition to congregational representation. CSNSW has four reference groups.

Aboriginal and Torres Strait Islander Reference Group

The purpose of the Aboriginal and Torres Strait Islander Reference Group is to provide high-level strategic advice to senior management and the CSNSW Board (and related committees) on Aboriginal and Torres Strait Islander education policy and the delivery of programs including emerging trends and risks. The Aboriginal and Torres Strait Islander Reference Group maintains high-level working knowledge about program and policy issues related to state and federal education policy and provides expert technical, policy and program advice to Catholic school agencies and schools.

The first meeting of the Reference Group was held in September 2018.

Membership

- Jayde Ward (Chair), State Manager, Aboriginal Education, CSNSW
- Sharon Cooke, Diocese of Armidale
- Darlene Murdoch, Diocese of Bathurst
- Kerry O'Callaghan, Archdiocese of Canberra and Goulburn
- Kate Rayment, St Scholastica's College, Glebe
- Karan Taylor, Diocese of Wollongong
- Merindah Wilson, Diocese of Wilcannia-Forbes

Achievements

The Aboriginal and Torres Strait Islander Reference Group:

- Developed a Spirituality Framework for Formation for Mission in Catholic Education;
- Contributed to the CSNSW response to the Gonski Review to Achieve Educational Excellence in Australian Schools and its recommendations;
- Provided advice on Aboriginal issues within early childhood and a stronger Aboriginal perspective woven into key documents;
- Provided advice and guidance regarding CSNSW's Reconciliation Action Plan;
- Participated in NATSICC workshops and provided guidance with respect to the acknowledgement plaques endorsed by the Australian Catholic Bishops Conference;
- Provided expert advice to NESA regarding the Aboriginal Languages K-10 Syllabus development;
- Provided advice on NSW Aboriginal and Torres Strait Islander Policy;
- Undertook planning for the CSNSW Aboriginal and Torres Strait Islander Conference to be held in 2019; and
- Contributed to the NSW Curriculum Review.

Education Policy Reference Group

The purpose of the Education Policy Reference Group is to act as an advisor to CSNSW regarding the operation of schools and dioceses including curriculum, student wellbeing, teacher registration and to provide input regarding education policy and related legal or compliance issues.

The first meeting of the group took place on 19 September 2018.

Membership

- Danielle Cronin (Chair), Director, Education Policy, CSNSW
- Paul Brooks, St Joseph's College, Hunters Hill
- Tony Fitzgerald, Mater Dei, Camden
- Carmel Kriz, Diocese of Broken Bay
- Rose-Marie Van Raad, Diocese of Bathurst
- Sue Walsh, Diocese of Parramatta
- Maree Williams, Archdiocese of Canberra and Goulburn

Achievements

The Education Policy Reference Group provided advice to CSNSW on three key policy documents:

- The National Schools Reform Agreement and Bilateral Negotiations;
- The NSW Curriculum Review by NESA (ongoing); and
- *Through Growth to Achievement*. The Report of the review to Achieve Educational Excellence in Australian Schools, March 2018 (Gonski).

Vocational Education and Training Reference Group

The purpose of the Vocational Education and Training Reference Group (VETRG) is to monitor and promote vocational learning in schools through curriculum development, teacher professional development, career and transition education, compliance with ASQA standards, resourcing and trade training centres. It has a particular focus to ensure that the status of VET in schools is on parity with academic pathways. The first meeting of the VET Reference Group was held on 19 September 2018.

Membership

- Gerard Delaney (Chair), State Manager, Vocational Education, CSNSW
- Geraldine Blake, Diocese of Maitland-Newcastle
- Nathan Cooper, Diocese of Wagga Wagga
- Phil Cox, Diocese of Broken Bay
- Joanne Flanagan, Diocese of Wollongong
- Stephen Mitchell, Diocese of Bathurst
- Stephen Pares, Newman Senior Technical College, Port Macquarie
- Mark Pincott, Archdiocese of Canberra and Goulburn
- Christine Shakya, Archdiocese of Sydney
- Virginia Van Gend, St Stanislaus College Bathurst
- Sue Watts, Diocese of Lismore

Achievements

The Vocational Education and Training Reference Group:

- Supported the delivery of Vocational Education and Training in Catholic Schools;
- Assisted the nine Catholic sector RTOs to ensure their compliance under the Standards for RTOs;
- Supported the development of vocational learning and careers development in Catholic schools;
- Supported teacher training for new teachers and the transitioning of teachers to the new qualifications where the qualification was superseded; and
- Provided advice to CSNSW on VET as part of the NSW Education Standards Authority review of the curriculum.

Mission and Identity Reference Group

The purpose of the Mission and Identity Reference Group is to act as an advisor to CSNSW for the purpose of advancing religion in Catholic Schools; to assist CSNSW in work relating to Crossroads²; and to provide support to the Bishops in relation to Religious Education.

Membership

- Peter Grace (Chair), State Manager, Mission and Student Wellbeing, CSNSW
- Giovanna Angeli, Council of Catholic School Parents
- Gary Borg, Diocese of Parramatta
- Anthony Cleary, Archdiocese of Sydney
- Joanne Hack, St Mary Star of the Sea College, Wollongong
- John Kyle-Robinson, Marist Schools Australia
- Gary Reen, Diocese of Lismore

Achievements

The Mission and Identity Reference Group:

- Reviewed the engagement of CSNSW with initiatives related to the ongoing implementation of and outcomes arising from *Catholic Schools at a Crossroads*;
- Advised CSNSW on social and educational trends and initiatives impacting on Mission and Identity of NSW Catholic Schools; and
- Contributed to the CSNSW response to the NESA Curriculum Review.

² *Catholic Schools at a Crossroads*: Pastoral Letter of the Bishops of NSW and the ACT, August 2007

Working Groups

In 2018, in addition to the reference groups, five ad hoc working groups supported the work of CSNSW by providing advice on specific topics.

Catholic Education and Social Services Coordinating Committee

This group has existed since 2007 and has continued in 2018. The purpose of the Catholic Education and Social Services Coordinating Committee is to offer guidance to CSNSW and Catholic Social Services NSW (CSSNSW) on student and other welfare and wellbeing policy matters and to assist with the coordination and monitoring of policies and procedures which promote student welfare in schools.

Membership

- Kristin Johnston rsj (Chair)
- Margaret Chittick, Diocese of Wollongong
- Danielle Cronin, CSNSW
- Peter Grace (Executive Officer), CSNSW
- Emma Howden, Catholic Commission for Employment Relations
- Tamara Hughes, Diocese of Broken Bay
- Cathy McClellan, Diocese of Broken Bay
- Linda McNeil, Council of Catholic School Parents (until July 2018)
- Tracey Pahl, Centacare, South West NSW
- Roseanne Plunkett, CatholicCare, Diocese of Wollongong
- Stephen Said, Archdiocese of Sydney

Achievements

The Catholic Education and Social Services Coordinating Committee:

- Contributed to the CSNSW response to the NSW Legislative Council's Standing Committee on Law and Justice Inquiry into the adequacy and scope of special care offences;
- Monitored and collaborated with the Diocesan Directors' Child Protection Practitioners' Group (CPPG) in the preparation of a response to the Ombudsman in respect of Behaviour Management matters;
- Assisted CPPG with revisions to the *Children and Young People with Sexualised Behaviours Guidelines* (for Catholic Schools and Catholic Welfare Agencies);
- Provided feedback to Catholic Professional Standards Ltd on the draft *National Catholic Safeguarding Standards*;
- Monitored developments in the Senate Inquiry into cyberbullying laws;
- Monitored developments in the establishment of the National Education Initiative for mental health, *Be You*.

Efficiency and Effectiveness Working Group

The purpose of the Efficiency and Effectiveness Working Group is to provide advice to CSNSW regarding the framework for reporting on the efficient delivery of effective Catholic schooling in NSW. Work includes providing advice on the meaning of efficiency and effectiveness from the perspective of Catholic education; the appropriate domains for the reporting of efficiency and effectiveness and the best means of reporting on them; and the most appropriate areas for research which would promote improvements in the efficiency and effectiveness of Catholic schools in NSW.

Membership

- Danielle Cronin (Chair), Director Education Policy, CSNSW
- Jenny Allen, Diocese of Bathurst
- Michael Bezzina, Education Consultant
- Steve Reissig, International Education specialist (by invitation)
- Bede Ritchie, Diocese of Wollongong
- Chris Smyth, Diocese of Armidale
- Rose-Marie van Raad, Diocese of Bathurst
- Dan White, Archdiocese of Sydney

Achievements

The Efficiency and Effectiveness Working Group:

- Provided advice on the initial CSNSW State of the System report provided to the NSW Bishops in November 2018;
- Contributed to the development of a future reporting framework through expert advice on trends and best practice in system and school improvement and measuring and reporting on student and other outcomes.

NAPLAN Online Working Group

The purpose of the NAPLAN Online Working Group is to co-ordinate the effective implementation of NAPLAN in the online format across diocesan and congregational schools involving critical liaison with NESAs, the NSW Department of Education and the Association of Independent Schools in NSW and the ACT.

Membership

- Anne Addicoat (Chair), Archdiocese of Sydney
- Mark Askew, Diocese of Broken Bay
- Stefan Boffa, Diocese of Parramatta
- Gary Brown, Diocese of Parramatta
- Dale Cain, Diocese of Armidale
- Therese Campbell, Diocese of Wollongong
- Colin Davey, Catholic Commission for Employment Relations
- Bradley Dixon – CeNet
- Teresa Dobrosz, Diocese of Bathurst
- David Emery, Diocese of Wollongong
- Karen Ferrante, CSNSW
- Karen Gardiner, Diocese of Wagga Wagga
- Ian Gregory, CeNet
- Simone Harding, Diocese of Wilcannia-Forbes
- Carmel Kriz, Diocese of Broken Bay
- Andrew Madden, Diocese of Lismore
- Catherine Murray, Diocese of Maitland-Newcastle
- Phil Pettit, Archdiocese of Canberra and Goulburn
- Rick Sanderson, Diocese of Lismore
- Vicki Vance, Diocese of Bathurst

Achievements

The NAPLAN Online Working Group:

- Co-ordinated the operation of the Student Readiness Test in schools;
- Undertook detailed data analysis provided by the SRT to determine school readiness and IT capacity;
- Co-ordinated the participation in a mandatory practice test event in March 2019 including the provision of face-to-face and online training for schools delivering the tests online in the May event;
- Evaluated the new analytics package, Scout, and provided feedback to the NSW Department of Education regarding required enhancements;
- Considered proposals from NESA regarding the establishment of a NAPLAN unique and persistent identifier to replace the Student Registration Number (SRN) from 2019.

Tell Them from Me (TTFM) Working Group

The purpose of the Tell Them From Me (TTFM) Working Group was to explore the possibilities of a state-wide implementation of the TTFM survey tool.

The TTFM Working Group completed its work in the period February to June 2018.

Membership

- Ian Baker (Chair), Director Education Policy, CSNSW (until June 2018)
- Mark Askew, Diocese of Broken Bay
- Teresa Dobosz, Diocese of Bathurst
- Peter Grace, CSNSW
- Kate O'Brien, Archdiocese of Sydney
- Raju Varanasi, Diocese of Parramatta
- Kwame Wetsi, Chief Data Officer, CSNSW

Achievements

- A thorough investigation of the TTFM Survey Tool and Reporting system was undertaken;
- Data from satisfaction surveys from dioceses not engaged with TTFM were collected and analysed;
- Diocesan governance principles documents were investigated to advise CSNSW around issues of custodianship, ownership and confidentiality.

Financial Compliance and Funding Distribution Model Working Group

The purpose of the Financial Compliance and Funding Distribution Model Working Group is to provide advice and counsel from a diocesan perspective as CSNSW pursues continuous improvements in responding to external legislative and regulatory obligations and develops general recurrent funding models for following years.

Membership

- Brian McDonald (Chair), Director, Resources Policy and Capital Programs, CSNSW
- Helen Bentham, Diocese of Broken Bay
- Sue Boss, Diocese of Bathurst
- Dirk Botha, Diocese of Lismore
- Margaret Ciccolini, Archdiocese of Canberra and Goulburn
- Oliver Connolly, Diocese of Maitland-Newcastle
- Mal Goodwin, Diocese of Wilcannia-Forbes
- Mark Holyoake, Diocese of Parramatta
- Con La Spina, CSNSW
- John Leotta, DeLoitte
- Dallas McInerney, CEO, CSNSW
- Andrew McIntosh, Diocese of Wagga Wagga
- Peter McWilliam, Diocese of Lismore
- Geoff Miller, CSNSW
- Bede Ritchie, Diocese of Wollongong
- Nick Shaw, Diocese of Parramatta
- Steven Shaw, Diocese of Parramatta
- Anthony Smith, Archdiocese of Sydney
- Karen Stathis, Diocese of Maitland-Newcastle
- Alison Wildman, Archdiocese of Canberra and Goulburn
- Helen Williamson, Diocese of Armidale

Achievements

The Financial Compliance and Funding Distribution Model Working Group:

- Developed common policies to be used by diocesan school offices and schools in relation to related party transactions and conflicts of interest;
- Developed a common Related Party Transactions Register used by diocesan school offices and schools;
- Established a minimum level of substantive evidence required to satisfy reasonable market value (RMV) for transactions as required by S83C of the Education Act NSW (1990);
- Developed a common understanding within dioceses of expectations to be able to comply with S83C;
- Developed a declaration process and forms to ensure satisfactory levels of compliance;
- Identified areas that would become part of the next phase of the compliance project, namely treasury transactions pertaining to working capital and property transactions, in particular sales and rentals; and
- Determined and agreed the 2019 funding distribution model for advice to the Compliance and Resourcing Committee.

Appendix A: 2018 Financial Report and Independent Auditor's Report

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 369

FINANCIAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2018

The financial report was authorised for issue by the Directors on 12 June 2019. The Directors have the power to amend and reissue the financial report.

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Year Ended 31 December 2018 \$	Period from 7 June to 31 December 2017 \$
Revenue from Continuing Operations	2	12,562,121	1,515
Employee benefits expense		(6,961,182)	(265,996)
Depreciation and amortisation expense		(147,465)	(1,883)
Projects and grant costs		(2,217,589)	(52,805)
Office services expense		(953,453)	(19,697)
Travel expense		(286,350)	(29,325)
Information technology expense		(639,027)	(993)
Administration expense		<u>(1,242,309)</u>	<u>(355,242)</u>
Surplus (deficit) for the year before transfer of assets from Catholic Education Commission New South Wales ("the CECNSW")		114,746	(724,426)
Gain on transfer of assets from CECNSW	3	<u>3,475,264</u>	<u>1,042,451</u>
Surplus for the year from continuing operations		3,590,010	318,025
Other comprehensive income		<u>-</u>	<u>-</u>
Total Comprehensive Income for the year		<u>3,590,010</u>	<u>318,025</u>

This Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2018

	Year Ended 31 December 2018 \$	Period from 7 June to 31 December 2017 \$
Total Equity at the Beginning of the Year	318,025	-
Total Comprehensive income for the Year	<u>3,590,010</u>	<u>318,025</u>
Total Equity at the End of the Year	<u><u>3,908,035</u></u>	<u><u>318,025</u></u>

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

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639

STATEMENT OF FINANCIAL POSITION
AT 31 DECEMBER 2018

	Note	2018 \$	2017 \$
CURRENT ASSETS			
Cash and cash equivalents	4	464,416	43,273
Trade and other receivables	5	701,088	166,683
Other financial assets	6	41,086,447	250,000
Other assets	7	995,117	37,834
Total Current Assets		<u>43,247,068</u>	<u>497,790</u>
NON-CURRENT ASSETS			
Property, plant & equipment and intangible assets	8	<u>332,027</u>	<u>27,442</u>
Total Non-current Assets		<u>332,027</u>	<u>27,442</u>
Total Assets		<u>43,579,095</u>	<u>525,232</u>
CURRENT LIABILITIES			
Trade and other payables	9	38,386,820	200,520
Employee entitlements	10	<u>1,012,134</u>	<u>6,687</u>
Total Current Liabilities		<u>39,398,954</u>	<u>207,207</u>
NON-CURRENT LIABILITIES			
Employee entitlements	10	<u>272,106</u>	<u>-</u>
Total Non-current Liabilities		<u>272,106</u>	<u>-</u>
Total Liabilities		<u>39,671,060</u>	<u>207,207</u>
Net Assets		<u><u>3,908,035</u></u>	<u><u>318,025</u></u>
EQUITY			
Accumulated Funds	11	<u>3,908,035</u>	<u>318,025</u>
Total Equity		<u><u>3,908,035</u></u>	<u><u>318,025</u></u>

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

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	Year Ended 31 December 2018 \$	Period from 7 June to 31 December 2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers (inclusive of goods and services tax)		14,105,047	33,363
Payments to suppliers and employees (inclusive of goods and services tax)		(13,356,857)	(690,591)
		<hr/>	<hr/>
		748,190	(657,228)
Net interest received		317,982	491
Other revenue		44,018	-
		<hr/>	<hr/>
		-	-
Net Cash Inflow (Outflow) From Operating Activities		<u>1,110,190</u>	<u>(656,737)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant & equipment and intangible assets		(249,972)	(29,325)
Proceeds from sale of property, plant & equipment		21,189	-
Net cash inflow (outflow) received from (paid to) related entities		(335,255)	(63,116)
Net cash inflow attributable to government programs		11,769,136	-
		<hr/>	<hr/>
Net Cash Inflow (Outflow) From Investing Activities		<u>11,205,098</u>	<u>(92,441)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Proceeds on transfer of cash from CECNSW	3	736,619	602,786
Proceeds on transfer of deposits from CECNSW	3	28,205,683	-
Payments on behalf of CSNSW by CECNSW		-	439,665
		<hr/>	<hr/>
Net Cash Inflow From Financing Activities		<u>28,942,302</u>	<u>1,042,451</u>
Net Increase in Cash Held		41,257,590	293,273
Cash and cash equivalents at the beginning of the year		<hr/>	<hr/>
		293,273	-
Cash and Cash Equivalents at the End of the Year	4	<u><u>41,550,863</u></u>	<u><u>293,273</u></u>

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Catholic Schools NSW Limited ("CSNSW") is a not for profit company limited by guarantee incorporated and domiciled in Australia. The significant accounting policies adopted in the preparation of CSNSW financial statements are set out below. The comparative information covers the period from date of incorporation on 7 June 2017 to 31 December 2017.

(a) Basis of preparation

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

The financial statements are presented in Australian currency.

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

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

(ii) Historical cost convention

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

(b) Transactions as trustee

The CECNSW was the approved authority for funding for the NSW Catholic Schools system and representative body for all New South Wales Catholic schools with the Australian and NSW governments and their agencies until 31 December 2017. On 1 January 2018, CSNSW took over those roles as well as being appointed the Catholic Block Grant Authority. CSNSW receives and distributes funds allocated under government financed education programs with state-wide application, co-ordinates the administration of these programs, and meets appropriate accountability requirements.

These financial statements reflect that CSNSW administers certain 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 Government grants except to the extent that CSNSW receives administration fees and retains interest earned (shown as operating revenue) for management of the grants, and the government grant received by CSNSW in relation to the Non-Government Reform Support Fund. CSNSW depends on these administration fees from the Australian and NSW governments for a significant volume of its revenue. During the 12 months ended 31 December 2018, approximately 76% (period ended 31 December 2017 - nil%) of CSNSW's revenue from operating activities was received from government programs.

The funds administered by CSNSW on behalf of the Australian and NSW governments are disclosed in note 13 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 & 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 CSNSW. Estimates of useful lives are made on a regular basis for all assets.

The depreciation rates are:

Leasehold improvements	10% - 17%
Office furniture & 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 CSNSW, 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. 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 years. Acquired computer software licenses are expensed over the duration of the licences.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

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

(f) Impairment of assets

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

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

(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 CSNSW'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 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 as a non-current liability, 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 CSNSW 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.

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

(i) Trade and other receivables

Trade receivables are initially recognised at fair value, less any allowance for 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 CSNSW will not be able to collect all amounts due according to the original terms of the receivables.

(j) Cash and cash equivalents

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

(k) Income Tax

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

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

(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 CSNSW to the various programs that CSNSW manages, and are recognised uniformly throughout the year in which the administration services performed by CSNSW have been rendered.
- iii) Interest received
Interest is recognised as it accrues on a daily basis.
- iv) Government grants received
On occasions where CSNSW provides services in relation to government grants received, revenue generated for specific programs is recognised only to the extent of work completed on the programs.

(n) Trade and other payables

These amounts represent liabilities for goods and services provided to CSNSW 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. Significant assumptions have been used by CSNSW in determining the expenditure of the Non-Government Reform Support Fund grant ("NGRSF grant"). In particular, CSNSW has estimated the cost attribution of its organisation divisions towards the achievement of Commonwealth reform objectives that relate to the NGRSF grant.

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

(p) New and amended accounting Standards adopted

CSNSW has applied AASB 9 *Financial Instruments* for the first time for its annual reporting year commencing 1 January 2018.

AASB 9 sets out requirements for classification and measurement, impairment and hedge accounting of financial instruments.

Based on CSNSW's assessment of the requirements of AASB 9, there is no material change to the way transactions and balances are recognised in the financial statements and no material impact on the disclosures in these financial statements. Comparative results are not restated.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018 \$	2017 \$
2. REVENUE		
Levies received	2,556,180	-
Administration costs recovered	3,439,942	-
Government grant revenue	6,149,317	-
Interest received (see below)	372,664	1,515
Related party service fee received - National Catholic Education Commission	37,500	-
Other revenue	6,518	-
Revenue from Continuing Operations	12,562,121	1,515

CSNSW received total interest of \$2,646,940 (period ended 31/12/2017 - \$1,515) of which \$2,265,029 (period ended 31/12/2017 - \$Nil) was applicable to funds held on behalf of government programs, \$9,247 (period ended 31/12/17 - \$nil) related to funds held on behalf of the Council of Catholic School Parents and \$372,664 (period ended 31/12/2017 - \$1,515) was applicable to CSNSW's own funds.

3. OPERATING SURPLUS

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

<i>Expenses</i>		
Amortisation of leasehold improvements and intangible assets	26,303	-
Depreciation of plant and equipment	121,162	1,883
Loss on disposal of fixed assets	10,751	-
Rental expense relating to operating leases		
Minimum lease payments	523,644	-
<i>Other Income:</i>		
Gain on transfer of assets from CECNSW	3,475,264	1,042,451

(a) Transfer of assets to Catholic Schools NSW Limited

During the year ended 31 December 2017, Catholic Schools NSW Limited ("CSNSW") was established as the overarching governance entity for Catholic Education in NSW. The Catholic Education Commission New South Wales ("the CECNSW") was CSNSW's predecessor but with a lesser remit from the NSW Bishops. On 16 November 2017, the Deed of Transfer and Assignment ("the Deed") was executed by the Board of CSNSW, the Trustees of the Province of New South Wales and the Trustees of the Province on behalf of the CECNSW. The Deed specifies that, as of 1 January 2018, the CECNSW agrees to transfer to CSNSW all business activities, assets and liabilities, contractual arrangements and employees.

On 1 January 2018 CSNSW recorded a gain of \$3,475,264, being the transfer of the net assets of the CECNSW to CSNSW at \$nil consideration. The assets and liabilities transferred from the CECNSW to CSNSW on 1 January were as follows:

Cash and cash equivalents	736,619
Trade and other receivables	250,286
Other financial assets	28,205,683
Other assets	130,260
Property, plant & equipment and intangible assets	233,364
Trade and other payables	(24,433,715)
Employee entitlements	(1,647,233)
Net assets transferred from CECNSW on 1 January 2018	3,475,264

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018 \$	2017 \$
4. CASH AND CASH EQUIVALENTS		
Cash at bank and on hand	<u>464,416</u>	<u>43,273</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	464,416	43,273
Other financial assets (Note 6)	<u>41,086,447</u>	<u>250,000</u>
Cash and Cash Equivalents as per Statement of Cash Flows	<u>41,550,863</u>	<u>293,273</u>

5. TRADE AND OTHER RECEIVABLES

Funds advanced to:		
The Council of Catholic School Parents [NSW & ACT]	-	8,191
National Catholic Education Commission	242,536	53,481
Catholic Schools Sports Services	192,652	-
Professional Standards Resources Group of NSW & ACT	-	1,444
Accounts receivable	88,459	-
Funds advanced to NSW Catholic Block Grant Authority (Note 13)	-	95,222
GST receivable	-	8,345
Sundry debtors	<u>177,441</u>	<u>-</u>
Total Trade and Other Receivables	<u>701,088</u>	<u>166,683</u>

6. OTHER FINANCIAL ASSETS

Unsecured		
Deposits at call	36,986,447	250,000
Term Deposits	<u>4,100,000</u>	<u>-</u>
Total Other Financial Assets	<u>41,086,447</u>	<u>250,000</u>

Of the \$36,986,447 (2017 - \$250,000) deposits at call, \$35,051,978 (2017 - (\$95,222)) is held on behalf of Government Programs, and \$599,499 (2017 - (\$8,191)) is held on behalf of the Council of Catholic School Parents.

7. OTHER ASSETS

Prepayments	495,734	36,810
Non-Government Reform Support Fund Grant receivable*	377,950	-
Other assets	65,727	-
Interest receivable	<u>55,706</u>	<u>1,024</u>
Total Other Assets	<u>995,117</u>	<u>37,834</u>

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018 \$	2017 \$
8. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS		
Leasehold improvements - at cost	59,458	5,760
Provision for amortisation	<u>12,597</u>	<u>-</u>
	<u>46,861</u>	<u>5,760</u>
Office furniture, equipment and motor vehicles - at cost	383,863	23,565
Provision for depreciation	<u>119,256</u>	<u>1,883</u>
	<u>264,607</u>	<u>21,682</u>
Intangibles-Software - at cost	34,265	-
Provision for amortisation	<u>13,706</u>	<u>-</u>
	<u>20,559</u>	<u>-</u>
Total Property, Plant & Equipment and Intangible Assets	<u>332,027</u>	<u>27,442</u>

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

	Intangibles- software	Office furniture, equipment and motor vehicles \$	Leasehold improvements \$	Total \$
Year ended 31 December 2018				
Carrying amount at the beginning of year	-	21,682	5,760	27,442
Transfers from CECNSW	34,265	190,191	9,562	234,018
Additions	-	205,836	44,136	249,972
Disposals	-	(31,940)	-	(31,940)
Depreciation/amortisation expense	<u>(13,706)</u>	<u>(121,162)</u>	<u>(12,597)</u>	<u>(147,465)</u>
Carrying amount at end of year	<u>20,559</u>	<u>264,607</u>	<u>46,861</u>	<u>332,027</u>
Year ended 31 December 2017				
Carrying amount at the beginning of year	-	-	-	-
Additions	-	23,565	5,760	29,325
Disposals	-	-	-	-
Depreciation/amortisation expense	<u>-</u>	<u>(1,883)</u>	<u>-</u>	<u>(1,883)</u>
Carrying amount at end of year	<u>-</u>	<u>21,682</u>	<u>5,760</u>	<u>27,442</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

	2018 \$	2017 \$
9. TRADE AND OTHER PAYABLES		
Funds held on behalf of Government Programs (Note 13)	35,051,978	-
GST payable	157,627	-
Accounts payable	678,751	144,608
Current account - Council of Catholic School Parents	599,499	-
Committed grant funding - Non-Government Reform Support Fund grant	1,409,683	-
Other creditors and accruals	489,282	55,912
	<u>38,386,820</u>	<u>200,520</u>
Total Trade and Other Payables	<u>38,386,820</u>	<u>200,520</u>
10. EMPLOYEE ENTITLEMENTS		
Current		
Annual Leave	522,713	6,687
Long service leave	489,421	-
	<u>1,012,134</u>	<u>6,687</u>
Non-Current		
Long service leave	272,106	-
	<u>272,106</u>	<u>-</u>
11. ACCUMULATED FUNDS		
Accumulated funds at the beginning of the year	318,025	-
Surplus for the year	3,590,010	318,025
	<u>3,908,035</u>	<u>318,025</u>
Accumulated funds at the end of the year	<u>3,908,035</u>	<u>318,025</u>
12. COMMITMENTS FOR EXPENDITURE		
(a) Operating Lease Commitments		
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	827,449	223,984
Later than one year but not later than 5 years	3,125,157	-
	<u>3,952,606</u>	<u>223,984</u>
Commitments not recognised as liabilities in the financial statements	<u>3,952,606</u>	<u>223,984</u>
(b) Capital Commitments		
CSNSW has capital commitments of \$726,000 (2017: \$nil) in relation to refurbishment works on level 9 and level 10 of CSNSW's office premises at Polding Centre, 133 Liverpool Street, Sydney NSW 2000, at year end.		
13. GOVERNMENT FUNDS ADMINISTERED		
CSNSW as the Approved Authority and Representative Body receives and distributes school operating and targeted grants received from the Australian and NSW governments. CSNSW in its capacity as the NSW Catholic Block Grant Authority (CBGA) manages and distributes capital and other block grants.		
During 2018, the following grants were received and distributed through CSNSW, excluding GST:		
Government program funds held (advanced) at the beginning of year	(95,222)	-
Government program funds transferred from CECNSW to CSNSW on 1 January 2018	23,378,064	-
School grants received from government during the year	2,662,046,803	-
Interest & other income earned by programs	2,313,903	-
School grants disbursed to the NSW Catholic Schools system during the year	(2,638,515,588)	-
School grants disbursed to NSW Congregational schools during the year	(3,189,161)	-
Funds retained for program administration recognised in income (Note 2)	(3,439,942)	-
Funds advanced to programs by CSNSW	-	(95,222)
Government grants used by CSNSW for program management	(6,149,317)	-
Government grants retained by CSNSW for program management	(1,031,733)	-
Net funds transferred by CBGA to CSNSW to pay GST	(265,829)	-
	<u>35,051,978</u>	<u>(95,222)</u>
Government program funds held at the end of the year (Note 9)	<u>35,051,978</u>	<u>(95,222)</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

14. RELATED PARTY DISCLOSURES

Transactions with related parties

Director transactions

Each non-executive director and chairman receives a fee for being a director of CSNSW. Total fees paid for the period ended 31 December 2018 were \$320,540 (period from date of incorporation 7 June 2017 to 31 December - \$156,038).

	2018 \$	2017 \$
Compensation of key management personnel including directors		
Total compensation	<u>2,148,070</u>	<u>240,400</u>

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

- Catholic Church Insurances;
- AccessEAP;
- The Trustees of the Roman Catholic Church for the Archdiocese of Sydney;
- The Council of Catholic School Parents [NSW & ACT];
- Professional Standards Resources Group of NSW & ACT;
- National Catholic Education Commission;
- Centacare Industries;
- Broken Bay Institute - Taite;
- Catholic Schools Sports Services Ltd, activities of which from 1 January 2019 were subsumed within CSNSW; and
- CECNSW, the predecessor organisation to CSNSW.

	2018 \$	2017 \$
Total purchases from the above related parties during the year	<u>1,264,682</u>	<u>50,111</u>
Total revenue generated from the above related parties during the year	<u>3,512,764</u>	<u>1,042,451</u>
Total payments of Government grants to the NSW Catholic Schools system	<u>2,638,515,588</u>	<u>-</u>
Total payments of Government grants to NSW Congregational schools	<u>3,189,161</u>	<u>-</u>
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:		
Current payables	<u>642,039</u>	<u>24,685</u>
Current receivables	<u>522,940</u>	<u>158,338</u>

15. CONTINGENCIES

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

16. SUBSEQUENT EVENTS

The NSW Bishops in 2017 requested the Board of CSNSW to provide advice on the governance of Catholic Schools Sports Services Ltd ("CSSS"). CSSS is a not-for-profit public company limited by guarantee established to pursue charitable purposes for the advancement of the Roman Catholic faith and the advancement of education by promoting sport and sports associated activities to students. CSNSW reviewed the governance of CSSS and reported back to the NSW Bishops at their 22 November 2018 meeting. The Bishops considered the report and requested CSNSW take over the activities of CSSS in 2019 as an additional activity of CSNSW.

On 19 March 2019, the implementation Deed ("the Deed") was executed by the Boards of CSNSW and CSSS ("the parties"). The Deed specifies that the parties have agreed to the transfer of all business, employees, contracts, assets and assumed liabilities, and assignment of the property lease from CSSS to CSNSW on and from the Agreement Date of 19 March 2019.

Prior to 31 December 2018, the CSNSW has paid \$192,652 in professional services relating to the integration, on behalf of CSSS. This has been recognised as a receivable in CSNSW. Refer to note 5.

As at 31 December 2018, CSSS had net assets amounting to \$1,414,381. During the year ending 31 December 2019, CSNSW will record a gain, being the transfer of the net assets of CSSS to CSNSW at \$nil consideration.

17. MEMBERS' GUARANTEE

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

At 31 December 2018 the number of members was 11 (2017:11).

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639

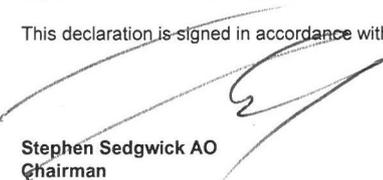
DECLARATION BY the Directors
FOR THE YEAR ENDED 31 DECEMBER 2018

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

- (a) the financial statements and notes set out on pages 38 to 49 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
- (i) complying with Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013*; and
 - (ii) giving a true and fair view of the Company's financial position as at 31 December 2018 and of its performance for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

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



Stephen Sedgwick AO
Chairman



David Robinson
Director

Sydney
Dated this 12th day of June 2019

Auditor's Independence Declaration to Catholic Schools NSW Limited

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



**Sydney, NSW
12 June 2019**

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

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

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Liability limited by a scheme approved under Professional Standards Legislation.

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

Opinion

We have audited the financial report of Catholic Schools New South Wales Limited ("the Company") which comprises the statement of financial position as at 31 December 2018, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors declaration.

In our opinion, the accompanying financial report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Company's financial position as at 31 December 2018 and of its financial performance and cash flows for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

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

We confirm that the independence declaration required by Division 60 of the ACNC Act, which has been given to directors, would be in the same terms if given as at the time of this auditor's report.

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

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 31 December 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Reduced Disclosure Requirements and the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

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

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



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
13 June 2019



A G Smith
Director

Appendix B: Projects recommended for the CBGA grant funding in 2018

School Name	Location	Diocese	Cost Plan	Const. Cost	Grant	Local Contribution
			\$m	\$m	\$m	\$m
New Places						
St Gabriel's School	Castle Hill	Cong.	5.4	4.9	3.6	1.3
St Luke's Arrunga*	Marsden Park (Special)	Par	3.9	2.2	2.2	0.0
Catherine McAuley Catholic College	Medowie	M/N	2.5	5.7	3.6	2.1
St Francis Catholic College	Edmondson Park	Wol	2.4	5.4	3.6	1.8
St Anthony of Padua Catholic School	Austral	Syd	1.3	6.3	3.6	2.7
St Lucy's School	Wahroonga	Cong.	7.1	5.3	3.6	1.7
St Luke's Catholic College	Marsden Park (Pri)	Par	6.2	1.2	0.9	0.4
St Luke's Catholic College	Marsden Park (Sec)	Par	5.9	4.0	2.8	1.2
St Patrick's Catholic Primary School	Lochinvar	M/N	4.3	2.9	2.0	0.9
St Aloysius' Catholic Primary School	Chisholm	M/N	2.3	1.3	0.9	0.4
Total New Places	10		41.2	39.3	26.8	12.5
Existing Places						
St Edmund's School	Wahroonga	Cong	5.3	3.9	3.6	0.3
Trinity Catholic College	Regents St. Campus	Syd	7.6	5.1	3.5	1.5
St Mary's Catholic College	Casino	Lis	1.5	3.6	3.6	0.0
St Patrick's Catholic Primary School	Guildford	Par	4.1	2.8	1.9	0.8
St Xavier's School	Gunnedah	Arm	5.5	4.7	3.3	1.4
Trinity Catholic College	Auburn Campus	Syd	6.9	3.9	2.8	1.2
Holy Trinity West Wagga	Ashmont	Wag	2.1	1.3	0.9	0.4
Red Bend Catholic College	Forbes	Cong	4.6	3.3	2.3	1.0
La Salle Catholic College	Bankstown	Syd	7.3	1.4	1.0	0.4
O'Connor Catholic College	Armidale	Arm	4.8	2.7	1.9	0.8
Mount St Joseph College	Milperra	Syd	6.8	3.8	2.6	1.1
St Mary's Catholic Primary School	Crookwell	C/G	1.6	0.6	0.4	0.2
St Scholasticas' College	Glebe Point	Cong	12.7	9.0	3.6	5.4
Total Existing Places	13		70.8	46.1	31.5	14.6
GRAND TOTAL	23		112.0	85.4	58.3	27.1

Appendix C: 2018 NSW Catholic Schools Statistics

NSW Catholic Schools

Table 1: Catholic schools in NSW, 2018

	2018	Change from last year (2017-2018)	Change over past decade (2008-2018)
Primary	424	0	8
Secondary	135	4	0
Combined Primary/Secondary	30	1	4
Special Schools	7	0	1
All Catholic Schools	596	5	13
Systemic Schools	550	5	12
Congregational Schools	46	0	1
Boarding Schools	14	0	-2

Students in NSW Catholic Schools

Table 2: Fulltime equivalent students in NSW Catholic schools, 2018

	2018	Change from last year (2017-2018)	Change over past decade (2008-2018)
Primary	129,940	-538	5,920
Secondary	124,671	-423	9,965
All Students	254,611	-961	15,885
Students in Systemic Schools	216,782	-1,253	14,681
Students in Congregational Schools	37,829	292	1,204
Students who are Boarding	NA ¹	2,121	2,665
Aboriginal and Torres Strait Islander Students	8,124	237	3,947
Students with a Disability	47,897 ²	13,684	9,917
Full-Fee Paying Overseas Students	361	-22	-505

Student Apparent Retention Rate³

	2018	2017	Average over past decade (2008-2018)
Year 7 to Year 12	79.3%	80.8%	79.9%

Catholic and Non-Catholic Students and Teachers (Head Count), Systemic Schools⁴

Table 3: Catholic and non-Catholic students and teachers (head count) in systemic schools

	2018		Change from last year (2017-2018)	Change over past decade (2008-2018)
Catholic Students	153,676	71%	-3,600	-7,171
Non-Catholic Students	63,106	29%	2,347	21,890
<i>Other Christian Denominations</i>	33,370		587	5,787
<i>Other Religious Affiliations</i>	8,278		600	4,936
<i>Students with no religious affiliation</i>	16,123		1,456	10,694
<i>Students where religion is unknown</i>	5,335		-296	473
Catholic Teachers	10,417	76%	-1,424	-150
Non-Catholic Teachers	3,283	24%	930	1,211

⁴Data for the religious affiliation of students and teachers in Catholic schools comes from the annual National Catholic Education Commission Catholic and Non-Catholic census. Data reflects systemic schools only as data for all congregational schools is not yet available.

Staff in NSW Catholic Schools

Table 4: School staff by school type and non-teaching staff by school type

	2018	Change from 2017	Change from 2008
Non-Teaching Staff			
Non-Teachers Primary Only	9,122	238	1,309
Non-Teachers Secondary Only	10,995	191	1,618
Combined Non-Teaching Staff			
- Primary	741	53	129
- Secondary	2,319	38	279
Non-Teachers in Special Schools	233	17	84
All Non-Teaching Staff	23,410	536	3,418
Teaching Staff			
Teachers Primary Only	7,086	111	810
Teachers Secondary Only	8,276	76	1,011
Combined Teachers			
- Primary	539	22	65
- Secondary	1,681	46	172
Teachers in Special Schools	107	7	30
All Teachers	17,690	262	2,088
Teaching Staff (Gender)			
Teachers Primary Only			
o Male	933	-6	-14
o Female	6,154	118	824
Teachers Secondary Only			
o Male	3,065	-11	146
o Female	5,211	87	865
Combined Teachers			
- Primary			
o Male	97	1	-6
o Female	442	21	72
- Secondary			
o Male	727	-4	-2
o Female	954	50	174
Teachers in Special Schools			
o Male	26	2	10
o Female	81	5	20
Total Teachers (Gender)			
o Male	4,848	-18	134
o Female	12,842	280	1,954

Student-Teacher Ratios

Table 5: Student Teacher Ratios

	2018	2017	2008
No. of Students per Teacher (Primary)	17.1 students per teacher	17.5 students per teacher	18.6 students per teacher
No. of Students per Teacher (Secondary)	13.0 students per teacher	13.2 students per teacher	13.3 students per teacher

Appendix D: Board and Committee Attendance

	Board		ARC		CRC		EEC		GHRC	
	Eligible	Attended								
Bishop Peter Comensoli	6	5								
Helen Conway	11	10			13	10			4	4
Anne Cummins	11	10					7	7		
Vince Graham	11	10			13	12	7	7		
Michael Lee	11	9	5	5			7	6	4	4
Moira Najdecki	11	10					7	7	4	4
Bishop Tony Randazzo	4	4								
David Robinson	11	11	5	5	13	12				
Stephen Sedgwick	11	11			13	13	7	7		
Justine Turnbull	11	5	5	4					4	4