



CATHOLIC SCHOOLS NSW



2022
ANNUAL
REPORT

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ACKNOWLEDGEMENT

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

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 2022 Annual Report of Catholic Schools New South Wales Ltd (CSNSW) for the consideration of Bishop Members.

This report highlights the key achievements of CSNSW for 2022, as it worked to advance the mission of Catholic schooling in NSW and meet the challenges ahead.

Yours sincerely,



Stephen Sedgwick AO,
Chairman



CHAIRMAN'S REPORT

After several COVID-disrupted years, 2022 almost felt 'normal' – or at least as normal as is possible in a year in which floods severely disrupted school operations in several dioceses. Greater freedom of movement allowed work to progress more quickly on several projects carried over from earlier years, including a stock take of school infrastructure to support the collaborative work in hand to understand better the sector's requirement for capital investment (see page 44). The Board was pleased to resume school visits and is grateful to the Diocese of Wollongong for stepping in at short notice to facilitate a program of visits in August (Lismore having had to withdraw following the devastating losses suffered during floods earlier in the year). Although somewhat rain affected, Catholic Schools NSW's (CSNSW) Catholic Sports division resumed (indeed, expanded) its range of school sports events and CSSA continued providing HSC trial examinations in addition to implementing an online examination development platform.

Approximately \$3.3 Billion of recurrent and capital Commonwealth and State government funding was again distributed to Diocesan Schools Offices or schools (with associated accountability and reporting obligations). The Financial Compliance Framework has reached a relatively mature phase, with the principal new activity being the development of a new methodology to support the establishment of Reasonable Market Value for financial transactions with Related Parties (page 29).

Substantial advocacy continued (page 30), following extensive consultations and collaborative policy development within the sector. This included representations to the NSW government on its proposed revisions to school curriculums and a research paper that canvassed options for broader reporting of the HSC than traditional measures.



Significant new activities in 2022 included:

- A formal external review of the operations of CSNSW, as required by the Constitution, with a report to be provided in early 2023. The review panel conducted extensive consultations, both face to face and via written submissions, and administered a survey that drew some 150 responses (page 25).
- Substantial progress in collaboration with Diocesan Schools' Offices and other stakeholders, in further work to articulate better the future workforce requirements of the Catholic school sector (page 28).
- The commencement of work, at the suggestion of the Conference of Diocesan Directors, to broaden the range of performance measures reported in the State of the System Reports beyond academic outcomes (page 28).
- The commencement of work, at the suggestion of the Conference of Diocesan Directors, to better understand and promote discussion about the role that the Church and its agencies play in Early Childhood Education and Care, prompted in part by growing policy activism by both the state and Commonwealth governments (page 46).
- Substantial progress in collaboration with Diocesan Schools' Offices and other stakeholders, in work to understand better the role(s) that Catholic schools can or could play in promoting Connected Catholic Communities, work that has its genesis in the continuing dialogue throughout the five-year life of CSNSW about the mission and identity of Catholic schools in contemporary society (page 25).
- Significant work to assess the implications of and, in collaboration with Diocesan Schools Offices, to co-design an approach to implement a proposal by NESA that CSNSW should assume the monitoring responsibilities of the single Approved Schools Authority in respect to school registration currently undertaken by each schools' office regarding its schools. The Bishop Members of CSNSW agreed to adopt NESA's proposal in November and the formal consent of school proprietors was sought early in 2023 against an expectation. If consent is obtained, that the new arrangements would take effect from mid-year (page 26).

- The distribution of \$22.1 Million of NSW Government funding to provide targeted and intensive small-group tuition to students with the greatest learning needs in primary, secondary, and special schools, recognising the difficulties that COVID-19 caused for students and school communities. CSNSW also provided \$1M to the Diocese of Lismore Catholic Schools Office for flood assistance from the Non-Government Reform Support Fund to support 13 schools impacted by devastating floods in early 2022.
- In addition to 'business as usual' activities, Catholic Employment Relations Limited (CERL) supported schools' offices as they navigated a period of industrial Bargaining in relation to their Enterprise Agreements, work that carried over into 2023.

It was, without doubt, another year of substantial achievement and innovation. As in previous years, the Board acknowledges, with grateful thanks, the highly professional and committed work of the CEO, Dallas McInerney, and his Leadership Team and staff. Their resilience and willingness to 'go the extra mile' to support Catholic schools and their communities is exemplary.

CSNSW has been established, amongst other things, to strike a proper balance between the twin principles of subsidiarity and solidarity in support of the common good, and to meet better the contemporary requirements of governments, students, and their parents, including in respect of compliance. CSNSW operates within a federation of systemic schools' offices and non-systemic, RI/MPJP, Catholic schools. School proprietors and their delegates operate the schools. CSNSW's Board, management and staff are proud of the reforms they have facilitated and the activities that they undertake in support of schools and their students. In a spirit of continuous improvement, we acknowledge that how CSNSW most effectively discharges its responsibilities and how the balance is struck in practice between the twin principles remain a work in progress. We sincerely thank Bishop Members for their continuing prayerful support.



Stephen Sedgwick AO,
Chairman

THE ROLE AND FUNCTIONS OF CATHOLIC SCHOOLS NSW

CSNSW was established as a company limited by guarantee and began operations in 2017 following the 2016 review of its precursor body, the Catholic Education Commission of NSW (CECNSW). Each of the nine diocesan Bishops and two Archbishops of NSW and the ACT (the Bishops) is a Member of the Company.

The functions and authority of CSNSW are derived from the CSNSW Constitution and the Members' Canonical Mandate when exercising their jurisdiction as local ordinaries.

CSNSW neither owns nor operates schools but fulfils the functions outlined below.

THE FUNCTIONS AND RESPONSIBILITIES OF CSNSW

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

The aims and powers of CSNSW are set out in section 7 of the Company's Constitution:

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

The responsibilities of CSNSW are determined by its Constitution and by legislation. CSNSW is accountable to the Bishops and Archbishop of the Province of Sydney and the Archbishop of Canberra and Goulburn (the 'Bishop Members') and seeks to work in partnership with a wide range of stakeholders, particularly the directors of Catholic education in each diocese, not simply to discharge joint and several legislated compliance obligations regarding government funding and the like, but also to advance the common good in support of the Mission of the Church in education and evangelisation. Importantly, these responsibilities include acting as:

- The Approved System Authority (ASA) under Commonwealth and NSW legislation, responsible for distributing in excess of \$3 billion of recurrent funding each year
- The Block Grant Authority under Commonwealth and NSW legislation in respect of capital funding
- The designated non-government schools' representative body for Catholic education in NSW
- The peak advocate for Catholic education in NSW
- On 11 November 2022, the Bishop Members endorsed a proposal from the NSW Education Standards Authority for CSNSW to operate as the single approved registration authority for systemic Catholic schools in NSW. The reform is expected to become effective on 1 July 2023.

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

FUNDING

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

CSNSW receives and allocates capital funding from the federal and NSW governments and works with CSAs to ensure it is distributed, used, managed, and accounted for in full compliance with government guidelines. CSNSW works closely with the 11 Catholic School Agencies (CSAs) in all activities associated with making applications for capital works funding.

COMPLIANCE

In recent years, governments have significantly enhanced the oversight and supervision of Australian schools, resulting in increased compliance obligations and responsibility. This can fall heavily on school principals and senior staff. CSNSW develops policies and procedures for schools and systems to use in fulfilling their statutory and regulatory obligations concerning financial audits, reporting to government, federal and state regulation of not-for-profits, and other compliance requirements, especially those arising from the statutory roles of the NSW Education Standards Authority (NESA).

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



EFFICIENCY AND EFFECTIVENESS

CSNSW has a well-established framework for reporting on the educational effectiveness of Catholic schooling in NSW and provides regular 'State of the System' reports to the Bishop Members. These reports are developed in consultation with CSAs. To improve its own efficiency and effectiveness, CSNSW works with CSAs to identify services in the best position to provide for the Common Good.

EDUCATION POLICY AND PROGRAMME MANAGEMENT

CSNSW is the lead agency for engagement with governments and regulators on all education policy matters affecting Catholic schools and provides expert policy advice to regulators and Governments on behalf of the sector, as well as to all CSAs across NSW. Policy areas range from pre-school education through to post-school pathways, curriculum, assessment, Aboriginal education, vocational education, diverse learning, wellbeing, safe and supportive schools, teacher accreditation and school registration.

CSNSW is also the chief agency for coordinating various Commonwealth and state 'targeted' programmes, including Vocation Education and Training (VET) delivered to secondary Students, Road Safety, COVID Intensive Learning Support and Chaplaincy. As the Non-Government Representative Body for the Catholic School Sector, it also manages a large programme of work to support the National Schools Reform Agreement through the Non-Government Reform Support Fund (NGRSF). NGRSF focus areas include:

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

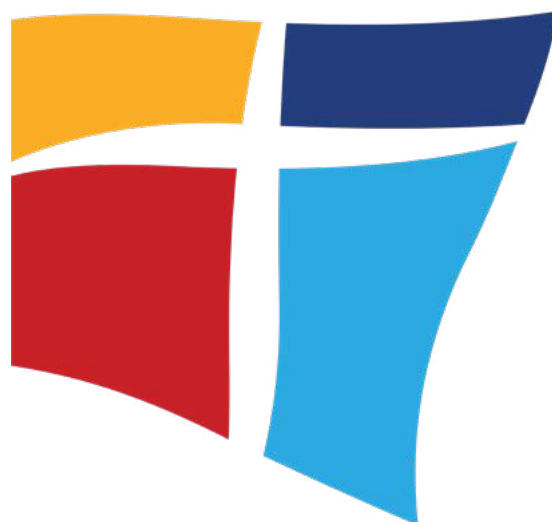
To enhance the quality of education in Catholic schools and maintain a Catholic identity, CSNSW

works with all CSAs to engage with education policy reform and implementation. It does this through its extensive advisory structures, which include reference groups, time-limited working groups, and policy networks (a list of these is provided in Appendix A). CSNSW also develops, through consultation with the sector, discussion papers, research briefs, benchmarking capability and a broad offering of Professional Learning and training opportunities.

ADVOCACY

CSNSW presents a single voice in advocating for and representing Catholic schools to state and federal governments, public bodies, the media, parents, and society. CSNSW assumes the role of the Non-Government Representative Body (NGRB) on behalf of the sector. It advocates publicly for Catholic schools as an education choice by contributing to discourse and debate. Its advocacy follows evidence-based research and is informed by extensive consultation throughout the sector.

The Bishops have tasked CSNSW to liaise with other key Church stakeholders in education, including the Council of Catholic School Parents, the Association of Catholic School Principals, the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT, the National Catholic Education Commission, and other state and territory Catholic education commissions.





CSNSW SPORT SERVICES

CSNSW Sport Services is a division of CSNSW and is responsible for sports pathways for the Catholic school sector. More than 22 sporting pathways are available for Catholic school students. The major sport pathways are:

- New South Wales Combined Catholic Colleges (NSWCCC) - enabling Catholic Secondary School students to compete at NSW All Schools Championships and events; and
- NSW Catholic Primary Schools (NSWCPS) - comprising of MacKillop (Southern NSW) and Polding (Northern NSW).

Additional details are provided later in this report under the heading: CSNSW Sport Services.

CSSA

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

Additional details are provided later in this report under the heading: CSSA.

CATHOLIC EMPLOYMENT RELATIONS LTD

Catholic Employment Relations Ltd (CERL) is a wholly owned subsidiary of CSNSW. It is a member-based legal practice providing legal, employment relations, industrial and human resources advice to Catholic agencies.

Additional details are provided later in this report under the heading: Catholic Employment Relations Ltd.

OUR MISSION

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



OUR VALUES



SERVICE

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



ACCOUNTABILITY

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



INTEGRITY

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



COLLEGIALITY

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

2022 AT A GLANCE

263K STUDENTS

TOTAL	262,573
DIOCESAN TOTAL	223,560
Diocesan Primary	125,853
Diocesan Secondary	97,707
RI/MPJP TOTAL	39,013
RI/MPJP Primary	5,652
RI/MPJP Secondary	33,361
DEMOGRAPHICS	
Catholic	66%
Other Christian	10%
Other	10%
No Religion	9%
Orthodox	5%
Female	131,409
Male	131,134

594 SCHOOLS

TOTAL	594
DIOCESAN TOTAL	548
Diocesan Primary	417
Diocesan Secondary	109
Diocesan Combined	18
Diocesan Special†	4
RI/MPJP TOTAL	46
RI/MPJP Primary	1
RI/MPJP Secondary	20
RI/MPJP Combined	15
RI/MPJP Special†	10
Co-Educational	539
Female	29
Male	26
Boarding	13

†Includes Special Assistance Schools

STUDENTS

BY CATHOLIC SCHOOL AGENCY

Sydney	71,685
Parramatta	44,437
RI/MPJP	39,013
Maitland-Newcastle	20,513
Wollongong	19,664
Lismore	17,805
Broken Bay	16,829
Bathurst	9,513
Wagga Wagga	8,604
Canberra & Goulburn (NSW located schools)	6,822
Armidale	5,948
Wilcannia-Forbes	1,740

SCHOOLS

BY CATHOLIC SCHOOL AGENCY

Sydney	149
Parramatta	83
Maitland-Newcastle	58
RI/MPJP	46
Lismore	45
Broken Bay	44
Wollongong	38
Bathurst	33
Wagga Wagga	29
Canberra & Goulburn (NSW located schools)	27
Armidale	24
Wilcannia-Forbes	18



32K STAFF

Teaching	21,416
Non-Teaching	10,224
Diocesan	25,856
RI/MPJP	5,784
Catholic	72%
Non-Catholic	28%
Female	78%
Male	22%
Full-Time	58%
Part-Time	42%

SCHOOLS BY SIZE

<50 Students	7%
50-199	24%
200-499	36%
500-999	23%
1,000+	10%

The average size of a Catholic school in NSW is 442 students (286 in primary and 851 in secondary).

SCHOOLS BY GEOGRAPHICAL REMOTENESS

Major Cities	66%
Inner Regional	22%
Outer Regional	10%
Remote	2%
Very Remote	<1%



STUDENT DIVERSITY

Language Background Other Than English	33%
From Overseas	3.7%
Aboriginal & Torres Strait Islander	3.8%
Students with Disability	20%

RECURRENT AND CAPITAL GRANTS

Commonwealth Government Diocesan Schools	\$2,646.8M
Nsw Government Diocesan Schools	\$698.6M
Capital Projects 2022 Application Round Allocation	\$68.8M

TARGETED PROGRAMMES 2022

Special Needs Support	\$2.6M
External HSC VET	\$2.7M
Vocational Education Training in Schools	\$1.8M
NSW Literacy & Numeracy Plan	\$5.3M
National School Chaplaincy	\$2.0M
Road Safety Education	\$0.7M
Choice & Affordability Fund	\$21.0M
Covid Intensive Learning	\$22.1M
Countering Violent Extremism	\$0.2M

BISHOP MEMBERS OF CSNSW

The nine NSW diocesan Bishops, the Archbishop of Sydney and the Archbishop of Canberra and Goulburn, are the eleven Members of the Company. Operational responsibility for Catholic diocesan schools remains the responsibility of the relevant proprietor.¹ The CSNSW Board reports to Bishop Members at least three times each year, drawing their attention to matters of strategic importance to NSW Catholic schools. Decision-making on certain matters is reserved for the Bishop Members alone.



Most Rev Michael Kennedy DD
Armidale



Most Rev Michael J McKenna DD
Bathurst



Most Rev Anthony Randazzo DD
Broken Bay



Most Rev Christopher Prowse DD
Canberra & Goulburn



Most Rev Gregory Homeming OCD DD
Lismore



Father Greg Barker (Diocesan Administrator)
Maitland-Newcastle

¹With two exceptions (the Archdiocese of Sydney and the Diocese of Lismore), the proprietor is typically the diocesan bishop or archbishop as a trustee of the diocese or archdiocese.



Most Rev Vincent Long Van Nguyen OFM Conv D
Parramatta



Most Rev Anthony Fisher OP DD
Sydney



Most Rev Mark Edwards OMI DD
Wagga Wagga



Most Rev Columba Macbeth-Green OSPPE DD
Wilcannia-Forbes



Most Rev Brian G Mascord DD
Wollongong

BOARD OF DIRECTORS

The 2022 CSNSW Board had ten directors, including the Chair. The directors bring a wide range of skills to their positions and provide informed decision-making.

To assist in the execution of its role, the Board has five committees with regular schedules, one ad hoc committee, and one panel, each of these have their own charter:

AUDIT AND RISK (ARC)

COMPLIANCE AND RESOURCING (CRC)

EDUCATION EFFECTIVENESS (EEC)

EXECUTIVE (EC)

GOVERNANCE, HUMAN RESOURCES AND REMUNERATION (GHRRC)

POLITICAL AND COMMUNICATIONS AD HOC (PCC)

CAPITAL PROJECTS EVALUATION PANEL (CPEP)



The Board has delegated responsibility for assessing applications for capital grants to CPEP. All directors are members of at least one committee and a director chairs each committee.

Some members of the CSNSW Board are also members of the wholly-owned subsidiary CERL, as indicated in the following list.



Stephen Sedgwick AO (chair)

Chair of the Board, the Compliance and Resourcing Committee, the Education Effectiveness Committee, and the Executive Committee and member of the Political and Communications Committee.



Helen Conway

Chair of the Governance, Human Resources and Remuneration Committee and member of the Compliance and Resourcing Committee. Helen resigned from the CSNSW Board in December 2022.



Anne Cummins

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



Toni Downes

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



Vince Graham AM KCSG

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



Hon Michael Lee OAM

Chair of the Political and Communications Committee, Member of the Audit and Risk Committee and the Education Effectiveness Committee.



Moira Najdecki

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



Most Rev Danny Meagher

Member of the Executive Committee.



David Robinson

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



Julian Widdup

Chair of the Audit and Risk Committee.



BOARD FORMATION AND CULTURAL AWARENESS TRAINING

In 2022, the CSNSW Board participated in a two-part formation and cultural awareness programme. The first part was an 'on-country' experience at Coogee. The day featured a guided coastal walk and explanation of the beach culture of the Gadigal and Bidjigal people, workshops on Indigenous food and medicine, and a smoking ceremony. The experience concluded with Mass at the Reconciliation Church in La Perouse, giving participants time to reflect on their experience.

The second part of the programme was a cultural competency workshop titled Crossing Cultures, Hidden Histories, facilitated by CSNSW's Senior Aboriginal Education Manager. The content of the workshop built on the contextual knowledge gained in the on-country experience and included Aboriginal and Torres Strait Islander history with an emphasis on aboriginal spirituality.

All CSNSW staff have engaged in the programme per the recommendations of the CSNSW Reconciliation Action Plan and the CSNSW Strategic Plan.

MANAGEMENT TEAM

CSNSW operated from offices in the Polding Centre, 133 Liverpool Street, Sydney, throughout 2022. The Management Team is responsible for the following:

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



Dallas McInerney
Chief Executive Officer



Bernard Ryall
Chief Operating Officer



Audrey Bower
Chief Legal and Risk Officer



Danielle Cronin
Director of Education Policy



Kevin Morrison
Director of Capital Planning and
Resources



Peter Yates
Director of Resources and Stewardship



Robert Rush
Director of Sport Services



James Tudehope
Director of Public Affairs and
Engagement



STRATEGIC PRIORITIES

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

01. Governance Best Practice:

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

02. Effectiveness and Efficiency

Maximise student outcomes and the efficiency and effectiveness of the NSW Catholic School System.

03. Value Proposition

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

04. Advocacy and Counsel

Present CSNSW as the peak advocate and source of counsel for the advancement and interests of Catholic schools in NSW.

05. Service Offerings

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



STRATEGIC PROJECTS

CSNSW CORPORATE REVIEW

The Constitution of CSNSW requires that after five years of operation, the Board of CSNSW undertake a review of the Company. To conduct the review, the Board appointed an external panel (the Panel) consisting of the following persons:

- Professor Gabrielle McMullen AM (Chair): Deputy Chancellor, University of Divinity; Emeritus Professor, Australian Catholic University and Chair, Australian Catholic Council for Pastoral Research.
- John Watkins: Chair, Catholic Health Australia; former NSW Deputy Premier; former Chair of Mary Mackillop Today.
- Pam Betts: former Executive Director, Brisbane Catholic Education.

The Panel undertook extensive stakeholder consultation, including over 130 responses to a survey, 15 written submissions, and 44 face-to-face interviews.

The Panel's final report will be delivered to the CSNSW Board and the Bishop Members in early 2023.

CONNECTED CATHOLIC COMMUNITIES PROJECT

The Connected Catholic Communities project was launched in early 2022 to explore how schools might reimagine their future to broaden community services and interactions to meet families' needs better. The discovery phase of the project explored the mission of the Catholic school as a community that exists in *communio*, and examined the role of Catholic schools as integral resources within the communities they serve. This phase of the project delivered a paper and literature review on the theological and educational foundations of schools working with their broader communities as well as case studies to inform and inspire new thinking. The University of NSW was commissioned to develop a Theory of Change and impact measurement indicators.

The outputs of this work were shared at an inaugural Connected Catholic Communities Symposium in November 2022. The positive response from the over 150 participants affirmed the need to continue exploring and supporting the potential from schools working in partnership with others to provide safe, welcoming, and supportive communities for the greater good. This work will continue into 2023.

Participants at the Symposium came from Catholic schools and universities, early childhood education and care, Catholic health and social services, parent bodies, youth ministry and parishes. A key question explored at the Symposium was how we might leverage the vast footprint of the Catholic Church in mutually supportive and reinforcing ways to build and sustain flourishing 'connected Catholic communities.'



NSW GOVERNMENT EARLY YEARS COMMITMENT: CATHOLIC EDUCATION STAKEHOLDER FORUM

On 12 December 2022, CSNSW hosted a forum with key Catholic education stakeholders to discuss the NSW Government's Early Years Commitment (EYC).

Danielle Cronin, the CSNSW Director of Education Policy, welcomed senior officers from the NSW Department of Education, including Gillian White, Deputy Secretary for Early Childhood Outcomes, who gave a comprehensive overview of the EYC. This overview covered Brighter Beginnings, the Childcare and Economic Opportunity Fund, the affordable preschool programme, and investments in the workforce. There was also a deeper dive into Universal Pre-Kindergarten education. Attendees discussed key aspects of the NSW Government's plan for Universal Pre-Kindergarten and explored opportunities for the Catholic education sector to engage with this element of the EYC.

NESA SCHOOL REGISTRATION REFORM

On 11 November 2022, the Bishop Members endorsed a proposal from the NSW Education Standards Authority for CSNSW to operate as the single approved registration authority for systemic Catholic schools in NSW. This followed a significant period of consultation with Catholic education stakeholders and the construction of a co-responsible model for school registration reform through the work of the CSNSW Expert Working Group. The reform aims to reduce complexity, ensure greater consistency, and achieve improved economies of scale in the regulatory oversight of Catholic schools. This model of co-responsible compliance is underpinned by the core Catholic principles of solidarity and subsidiarity in support of the Common Good. While RI/MPJP school authorities participated in the consultation and co-design phase, initially the single registration authority model will only apply to Catholic systemic schools. The formal consent of the proprietors of schools will be sought in the first half of 2023, and, subject to those consents, the reform is expected to become effective on 1 July 2023



CURRICULUM REFORM

In 2022, CSNSW continued its work as the sector representative for consultation supporting reform of the NSW school curriculum. This role, with a multilevel responsibility and approach, has deepened relationships with NESAs and the Department of Education, and has given the sector's leaders and teachers opportunities to influence the direction of the next wave of curriculum reform while accessing high-quality professional learning.

To fulfil these roles, CSNSW:

- Facilitated Catholic sector participation in sector reference groups for each revised syllabus (these consultation processes play a critical role in advising NESAs of the needs of teachers and schools for curriculum implementation support and Professional Learning).
- Promoted proposed syllabus changes and the Have Your Say consultation periods via webinars hosted by CSNSW in partnership with subject matter experts from NESAs.
- Disseminated information and shared resources via the Curriculum Reform Hub.
- Facilitated the K-6 Curriculum Reform Working Group, with representation from each of the 11 Dioceses.
- Partnered with the Department of Education in the trial of centrally designed K-2 units of work that incorporated the new syllabuses' mandated content and pedagogical approaches. The trial schools gave feedback that contributed to the revision and improvement of this initial work in the second half of 2022.
- Engaged content experts to produce online, on-demand Professional Learning modules. These modules have been thematically grouped and were accessed by teachers in the Catholic sector and members of the Teacher Expert Networks (TENs) from the Department of Education and Association of Independent Schools.
- Supported the TENs through participation in the TENs Sector Working Group, with preparation and presentation at the All-TENs Conference, promotion of the TENs pursuing Highly Accomplished and Lead Teacher (HALT) accreditation and the provision of CSNSW Professional Learning to all TENs. This work is particularly significant as it marks a high point in cross-sector collegiality and the sharing of expertise and resources.
- Prepared and facilitated the movement of NAPLAN (The National Assessment Program – Literacy and Numeracy) testing to term one, 2023.
- Presented to diocesan secondary education officers' networks, and by invitation at RI/MPJP schools, on curriculum reform and the implications for pedagogical approaches and programmes, professional learning and registration and accreditation.
- Collaborated with the CSSA in the facilitation of a forum that explored Stage 6 curriculum reform, the construction of the evidence base for reform, centralised online curriculum materials and the role of workforce planning to support the reforms.
- Negotiated for greater access to standardised online diagnostic tools provided by the Department of Education via the Assessment for Literacy and Numeracy (ALAN) platform.
- Participated in the consultation processes associated with the construction of the NSW Student Learner Profile and Education Wallet. This project will let students keep and share a verified record of all their capabilities and achievements in an electronic format, which has great potential to support them in the successful transition to post-school pathways.

REPORTING FRAMEWORK: STATE OF THE SYSTEM, VOLUMES 1 AND 2

In response to its mandate, CSNSW has initiated twice-yearly, system-wide reporting on a range of performance indicators through its State of the System reports. These reports give insights into key trends and issues based on a statistical snapshot of the Catholic education system in NSW.

The first volume of the 2022 report was delivered to the NSW Bishops in July 2022 and explored enrolment trends, the growth of the independent sector, population and religion trends and academic performance, including analysis of NAPLAN and HSC results. The second volume, delivered in October 2022, included a deep dive into demographic and enrolment trends across NSW.

CSNSW STRATEGIC WORKFORCE REVIEW, PHASES 3 AND 4

In 2020, CSNSW initiated a first-of-its-kind strategic review of the Catholic school workforce. This review has generated qualitative and quantitative reports on the current workforce, as well as identifying drivers of supply and demand.

During 2022, workforce issues were the focus of the CSNSW Board stakeholder day, where recognised experts and major stakeholders came together in a collegial forum to canvass ideas and proposals and share perspectives.

The work in 2022 emphasised understanding the requirements to improve the quality, breadth and accessibility of data needed to inform workforce planning. Other work extended to enhancing relationships with initial teacher education providers, promoting teaching and Catholic education as an employer of choice, and improving approaches to recruitment and accreditation to work, teach and lead in a Catholic school. These activities will continue into 2023.

REVIEW OF CAPACITY TO CONTRIBUTE

NSW and Australian Government capital grant programs are underpinned by the principle that grants should be directed towards areas of greatest need, including financial need. In this respect, schools must contribute toward project costs to the maximum extent possible.

In 2021, CSNSW engaged Paul Murray to review of the CBGA (Murray Review). The review identified an opportunity to improve stakeholders' understanding of grant funding assessment methodology.

In 2022, in response to the recommendations of the Murray Review and to better support grant approval processes, CSNSW engaged a strategic consulting firm to conduct an additional review that examined the steps that calculate, rank, and allocate funds to capital projects.

After examining the financial reports of each CSA and considering the appropriate method for assessing a school's capacity to contribute to capital projects, alternative elements to the methodology were proposed: The 2022 Review looked closely at the options of using either the CSNSW-modified Capacity to Contribute (CTC) curve or the Government CTC curve, in line with the percentages set out section 54 of the Australian Education Act 2013.

The 2022 Review recommended the CBGA adopt the Government CTC Curve.

CSNSW continues to consult with CBGA Membership on the most appropriate assessment methodology for capital grants.

TREASURY SERVICES REVIEW PROJECT: RMV INTEREST RATE METHODOLOGY

Phase one of the Treasury Services Review Project involved transitioning to an updated interest rate RMV methodology, developed by an expert advisory firm in consultation with CSNSW stakeholders. Rollout and implementation of this methodology by CSAs is a key part of the transition to CSAs assuming more responsibility for relevant audit and assurance processes as the CSA's compliance framework matures.

RECURRENT FUNDING DISTRIBUTION MODEL

The recurrent Funding Distribution Model (FDM), approved by the Bishop Members in 2019, expires in December 2023. A further six years remain on the Australian Government's current funding agreement, which covers 2024 to 2029. Work on developing a new recurrent FDM for the 11 CSAs began in 2022 with an initial period of consultation. A Funding Distribution Model Working Group, consisting of a representative from each of the CSAs, has been formed to support this work and advise CSNSW.



ADVOCACY



KATHLEEN BURROW RESEARCH INSTITUTE ANNUAL LECTURE

CSNSW's preeminent public event, The Kathleen Burrow Research Institute Annual Lecture, was held on 5 October 2022 in the Holme Building at The University of Sydney. In attendance were members of the CSNSW Board, executive members of various law faculties, law students and family members of Kathleen Burrow and CSNSW staff.

The lecture was delivered by The Honourable Justice Jacqueline Gleeson SC, Justice of the High Court of Australia. Justice Gleeson spoke about the value and current practice of educating students and the public on the judicial system's processes and importance.

Justice Gleeson's speech is available on the CNSW and High Court websites.

HSC PUBLIC REPORTING REFORM

In March 2022, Catholic Schools NSW released a report, HSC Public Reporting Reform, which explored aspects of public reporting on HSC results and identified alternative approaches.

The paper critiqued the current approach to HSC reporting, identifying its limits and shortcomings. The paper argued that there is considerable educational and social benefit from allowing a wider perspective on HSC performance and reporting to acknowledge the efforts of all students and schools sufficiently. Alternative suggestions included publishing non-HSC data,

such as VET completion rates, median Australian Tertiary Admission Rank (ATAR), growth measures focusing on students' progress and band distributions to show the range of achievement within schools better.

The report received media coverage in The Sydney Morning Herald and prompted a review of HSC reporting by the NSW Government.

REVIEW OF THE NON-GOVERNMENT SCHOOLS NOT-FOR-PROFIT GUIDELINES

In late March 2022, the NSW Department of Education (DOE) finalised the Terms of Reference to guide the development of a regulatory framework and a review of the non-Government schools' Not-For-Profit Guidelines (NFP Guidelines). Subsequently, the DOE held two co-design workshops to facilitate stakeholder input into key elements of that work, together with engagement with the Non-Government Schools NFP Advisory Committee. A Discussion Paper was published on the Department's website on 26 October 2022 and CSNSW engaged all 11 CSAs as part of the Catholic sector's response to that Discussion Paper. A new regulatory framework and revised NFP Guidelines are expected in 2023.

2022 COVID INTENSIVE LEARNING SUPPORT PROGRAM

On 8 December 2021, CSNSW executed a funding agreement with the NSW Government to deliver the 2022 COVID Intensive Learning Support Program. The purpose of the programme is to provide targeted and intensive small-group tuition to students with the greatest learning needs in primary, secondary, and special schools, recognising the difficulties that COVID-19 has created for students and school communities.

For CSNSW to administer and disburse funding under the programme and meet its reporting obligations to the NSW Government, CSNSW has entered separate agreements with each CSA and eligible RI/MPJP Catholic schools responsible for implementing the 2022 programme.



iStock, Lismore, Australia - March 31st, 2022

FLOOD DISASTER ASSISTANCE

CSNSW distributed \$1M to the Diocese of Lismore CSA for flood assistance from the Non-Government Reform Support Fund in support of 13 schools impacted by devastating floods in early 2022.

SUBMISSION TO THE REVIEW OF THE CHILDREN'S GUARDIAN ACT

In 2022, the Office of the Children's Guardian (OCG) undertook a statutory review of the Children's Guardian Act 2019 (NSW). As the peak body for Catholic schooling in New South Wales, CSNSW sought feedback from the Catholic school sector and provided a submission to the OCG. The submission focused on the role of the OCG and the Child Safe and Reportable Conduct Scheme (RCS).

The key purpose of the RCS is to hold organisations accountable when child-safe practices are not followed and to provide feedback and support on how an organisation may improve their response to misconduct involving children.

CSNSW's submission endorsed the independence of the OCG and supported the continuous improvement and best practice approaches to child safety, addressed the strengths and weaknesses of the RCS, concerns around the ability of the scheme to triage and effectively capture the more high-risk matters, the clarity of definitions and thresholds for reporting, a need for greater synergy across the Child Safe Scheme and RCS, expanding the scheme to third party employers, and improving the resourcing of the OCG.

ENGAGEMENT

BOARD STAKEHOLDER DAY

The CSNSW Board Stakeholder Day, held on 11 May 2022, engaged stakeholders in assessing the teaching workforce's status and gauged stakeholders' priorities for action. Recognised experts and major stakeholders were brought together in a collegial forum where ideas and proposals were canvassed, with various perspectives shared. Workforce Project plans for 2022 were refined to incorporate the priorities identified by the stakeholders.

ATSI CONFERENCE

The CSNSW Strategic Plan for Aboriginal Education 2018-2022 includes ensuring 'Aboriginal and Torres Strait Islander reconciliation and education is a priority'. During October, CSNSW co-hosted the triennial Aboriginal and Torres Strait Islander Education Conference, 'Transforming with the Spirit', held in the Blue Mountains. The conference was moderated by Aboriginal author and poet Anita Heiss and brought together more than 500 participants. At the Conference, The Hon Linda Burney MP, Federal Minister for Indigenous Australians, delivered a powerful message on the National Agreement on Closing the Gap; Auntie Miriam Rose Ungunmerr-Baumann administered a gentle reminder on the power of 'One Australia' and walking together on the journey of reconciliation; and youth speakers Isaiah Dawe and Brooke Boney gave witness to the power of positive Aboriginal and Torres Strait role models in education.

TEACHER WORKFORCE WORKING GROUP

In 2022 a CSNSW Teacher Workforce Working Group (TWWG) was established. The TWWG will initially focus on improving the quality, breadth, and accessibility of workforce data. As part of this initiative, an audit of workforce data capability and systems maturity was undertaken. CSNSW convened a workshop where perspectives from the NSW Department

of Education, Australian Institute for Teaching and School Leadership (AITSL) and other non-education entities regarding current best practice workforce planning efforts. Key findings and recommendations from this work are being reviewed to position the Catholic sector to have greater confidence in workforce planning.

CSNSW is developing papers on accreditation requirements to work in Catholic schools, new models of school service delivery, and implications for future workforce requirements. This work is aligned with the Connected Catholic Communities project.

The Federal and State Governments have now recognised the extent and severity of the teacher workforce shortage. The NCEC and CSNSW have been actively engaged in discussions assessing policy initiatives to address the teacher shortage. The Australian Government released a National Teacher Workforce Action Plan on 3 November 2022 and an update on 18 January 2023.

EARLY CAREER TEACHER NCCD WORKSHOP

On 28 October 2022, CSNSW, in partnership with the learning support coordinators (LSC), hosted a workshop focused on the Nationally Consistent Collection of Data (NCCD) for Early Career Teachers (ECTs). The workshop aimed to enhance participating ECTs' understanding of how to support students with disability through existing school NCCD processes. Schools owned and operated by religious institutes and ministerial public juridic persons (RI/MPJPs) were the focus audience for this event. Each CSA was invited to send relevant staff to experience the structure and format of the training.

During the workshop, ECTs worked alongside their learning support leader to learn how NCCD processes support students with disability in their schools. There were many opportunities for discussion, sharing of processes and networking throughout the day.

CSNSW VIRTUAL EDUCATION SYMPOSIUM

On 10 October 2022, CSNSW hosted a virtual symposium to support Professional Learning across the Catholic school sector in NSW. The symposium programme included an array of guest speakers, including a keynote presentation by Professor Jim Tognolini, University of Sydney, on using quantitative and qualitative assessment to inform teaching and learning in primary and secondary classrooms. The symposium contributed five hours of NESA-approved professional development.

VET DANGEROUS IDEAS SYMPOSIUM

The VET Dangerous Ideas Symposium was held on 20 May 2022 at the Sydney Masonic Centre. The Symposium, facilitated by PwC, drew over a hundred participants from among diocesan schools and offices and representatives of RI/MPJP schools. Keynote presenters included Professor Peter Shergold, the chair of NESA, who addressed the dangerous idea of making vocational education and training (VET) compulsory for all students in secondary schools. David Carney, from the Careers Industry Council of Australia, explored the question of whether early career education is important, and Phillip Le Feuvre from the Northern Council for Further Education in the UK explored lifting the profile of vocational education. In the final session, participants devised and presented their own dangerous idea that, if implemented, could transform schools' current approach to vocational education.

CSNSW MENTAL HEALTH SYMPOSIUM

On 12 September 2022, CSNSW hosted a Mental Health Symposium focused on identifying the latest research and best practice in child and adolescent mental health and providing practical strategies for managing students with complex needs. The Symposium was attended by 115 staff from across the NSW Catholic sector.

The catalyst for the Symposium was the increasing number of students presenting with complex mental health issues following the return to school after COVID-19 lockdowns.

Some of Australia's most renowned speakers presented on the current mental health profile of NSW school students, including issues related to screen time and other wellbeing matters.

Speakers included:

- Dr Michael Bowden, senior clinical advisor, NSW Health
- Associate Professor Wayne Warburton, Macquarie University
- Professor Donna Cross OAM, University of Western Australia
- Dr Kris Kafer, Black Dog Institute.

As part of the symposium, CSNSW launched guidelines for managing students with suicidality and non-suicidal injury, which were developed in partnership with the Black Dog Institute and the Heads of School Counselling Network. CSNSW is currently assisting CSAs, and leaders from systemic and non-systemic Catholic schools, with the implementation of these guidelines and will roll out associated professional development for staff in 2023.

The guidelines respond to increasing numbers of students exhibiting suicidality and self-harming behaviours. They will help standardise mental health best practices by school counsellors across the sector, support student wellbeing and aid school staff in mitigating these risks.

CSSA FORUM: 'ON THE HORIZON' SYMPOSIUM

The CSSA 'On the Horizon' Symposium was held on 3 November 2022 at the Sydney Masonic Centre to engage with upcoming issues in secondary education. Facilitated by CSNSW, it brought together more than a hundred participants, including those from diocesan schools and offices and representatives from RI/MPJP schools.

The list of keynote speakers was headed by Justine Ferrari, the director of curriculum and assessment policy at NESA, and Darren Taylor, group director of curriculum development at NESA, who addressed curriculum reform in NSW. Eric Land and Chris Cividino, education leads for the NSW Education Wallet at the NSW Department of Education, presented on developments in the new 'wallet' and engaged with participants' further ideas and feedback.

Zid Mancenido, senior manager of research and evaluation at the Australian Education Research Organisation (AERO), shared what is working well and what needs to change in how teachers in Australian schools use evidence to improve educational outcomes. To complement this session, Reid Smith, Co-CEO of Ochre Education, then explained how hundreds of high-quality curriculum resources were developed, how teachers can access and use them, and how this will promote academic excellence and equity in educational outcomes. Rebecca McGlashan and Rosemary Murphy of PeopleBench unpacked current global and national trends and issues for school workforces.

CAPITAL FUNDING WORKSHOP FINANCE WORKING GROUP

CSNSW engaged Deloitte to facilitate a workshop on planning and financing capital projects which was held in December 2022. Participants included finance and property staff from all 11 CSAs.

SECTION 83C TRAINING

Throughout the year, CSNSW provided CSA and RI/MPJP school staff with presentations and training on the principles, interpretation, and importance of financial compliance, including compliance with section 83C of the *Education Act 1990* (NSW).

INTERNATIONAL ENGAGEMENTS

Catholic Schools and Religious Liberty: A Global Perspective

In December 2022, CSNSW CEO, Dallas McInerney, and Joseph Watson, Manager, Strategy and Research, Office of the CEO, attended the 'Catholic Schools and Religious Liberty: A Global Perspective' conference in Rome. The conference was organised jointly by the Australian Catholic University and the University of Notre Dame, Indiana.

The four-day conference convened legal and policy experts from the USA, Canada, Latin America, Europe, Africa, and Asia. Speakers addressed topics relating to:

- the religious liberty challenges facing Catholic and other faith-based schools around the world
- constraints that shape the operations of Catholic schools and related civil law protections for religious liberty
- Catholic school governance models and religious freedom
- solutions to challenges to religious freedom and the maintenance of the identity and mission of Catholic schools
- Catholic schools, religious liberty, and global diplomacy.

A broad range of keynote speakers included representatives from the US, Canada, Nigeria, Wales, and Australia, among others. Cardinal George Pell spoke on the challenges and path forward for Catholic education, exhorting those in attendance to improve education outcomes in Catholic schools while making them authentic communities of faith.



GLOBAL CONGRESS ON CATHOLIC EDUCATION

In December 2022, CSNSW Board Director, Moira Najdecki, and Director of Education Policy, Danielle Cronin attended the Global Congress on Catholic Education in Marseille, France. The congress was organised by the International Office of Catholic Education (IOCE). The Holy See recognises the IOCE and collaborates closely with the Vatican Dicastery for Catholic Culture and Education. It has consultative status with the United Nations (Economic and Social Council, Geneva and New York), United Nations Educational, Scientific and Cultural Organization (UNESCO) and the Council of Europe.

The four-day gathering, which coincided with the 70th anniversary of the IOCE, brought together more than 450 leaders of Catholic education from 55 countries around the world.

A letter to congress participants was sent by Pope Francis and the theme for 2022 Congress, was *'The Catholic school as a body of hope to change the world: Building the educational village together'*.

ANNUAL EDUCATION LAW SYMPOSIUM

In 2022, CSNSW continued the tradition of providing quality professional learning to support and guide 'responsible persons' in their critical roles in the management and operation of Catholic schools and systems. The 2022 Education Law Symposium was held on Thursday, 29 September, at the Sydney Masonic Centre. The symposium theme: Catholic School Governance: In the Spirit of Service, reflected the shared commitment to excellence in governance as the Catholic sector strives to meet its statutory and canonical obligations. The keynote speaker was Hon Sarah Mitchell, Minister for Education. Presentation topics included Safeguarding, financial compliance, vaccinations, religious freedom, and managing unreasonable complainants.

SERVICES AND SUPPORT

DATA ANALYTICS

The CSNSW analytics team plays a critical role in delivering on CSNSW's reporting and measuring framework. Initiatives in 2022 included:

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

CSNSW PROFESSIONAL LEARNING

The CSNSW Professional Learning platform provides Catholic school educators and responsible persons with a complementary suite of affordable and high-quality offerings.

Professional learning was included in the 2022 COVID Intensive Learning Support Program that was funded by the NSW Government. In response, CSNSW developed Professional Learning support to:

- help schools implement and embed evidence-based practice
- support teachers, educators and school staff to develop their knowledge, skills and qualities
- meet the diverse needs of students.

PLAYLISTS IN THE CSNSW PROFESSIONAL LEARNING PLATFORM

The CSNSW Professional Learning platform now lets users develop their own learning

playlists, which supports teachers and systems in developing pathways responsive to learner needs. The feature collates and organises learning opportunities from among those available on the platform, making them more accessible and achievable. The head of Professional Learning and Accreditation at CSNSW has worked with stakeholders to ensure the platform has optimal structure and content.

NEW SYLLABUS: K-2 ENGLISH AND MATHEMATICS

In early 2022, NSW CSAs, through the Curriculum Reform Working Group, asked CSNSW for support to address the new mathematics and English syllabuses. In response, CSNSW engaged Dr Christine Mae (Mathematics) and Helen West (English) to develop on-demand online modules. CSNSW has launched six Mathematics modules and four English modules, which have been accessed by over a thousand teachers and educational advisors from all CSAs. The feedback on the content has been excellent. The modules are approved as NESA Priority Professional Development in the priority area of Delivery and Assessment in the NSW curriculum and Early Years Learning Framework.

CSNSW GOVERNANCE TRAINING FOR RESPONSIBLE PERSONS

In September 2022, CSNSW launched three online NESA-approved governance training modules for responsible persons. The modules include topics such as not-for-profit requirements (section 83C of the Education Act 1990 (NSW), conflicts of interest and privacy. Over 400 responsible persons have completed the modules, which add to the existing suite of on-demand training available to responsible persons through the CSNSW Professional Learning Portal. These modules, and the annual CSNSW Education Law Symposium, are key elements supporting the requirement for 12 hours of NESA-approved training for responsible persons across a three-year cycle.

INSTRUCTIONAL STRATEGIES FOR SUPPORTING STUDENTS WITH DISABILITY

In 2022, CSNSW offered a variety of NESA-accredited short courses on evidence-based instructional strategies, covering systematic instruction, video modelling and functional behavioural assessment.

Dr Bree Jimenez, an internationally recognised expert in the field, designed the course content. In 2022, the format of the courses was adjusted to suit the changing nature of professional learning. The courses were made available on demand over six weeks, with individual feedback continuously provided by Dr Jimenez as the tutor.

The 2022 teacher shortage presented some unexpected challenges for course uptake. Application numbers were high, but completion rates were significantly lower than in previous years. Teachers reported that difficulty completing the course resulted from increased pressure and workload at school.

CSNSW made a mid-year decision to increase the support for teachers who wished to commit to the course by facilitating a diocesan cohort of learning support teachers. This cohort was supported by the course tutor and by their CSA disability leaders and with release time from class. This model, trialled by the Diocese of Wagga Wagga, achieved a significantly higher completion and transferral rate.

EDUCATIONAL EFFECTIVENESS AND ANALYTICS SUPPORT

CSNSW's reporting and measurement framework includes a range of activities to support CSNSW's mandate in educational efficiency and effectiveness. Activities in 2022 included:

- the delivery of the annual CSNSW HSC Analysis data and seminar programme, supported by Dr John DeCourcy
- initiating research projects to investigate the impact of NAPLAN data not being available for the 2023 HSC cohort and the implications for HSC value-add analysis
- the provision of high-level analytic support in interpreting the HSC, NAPLAN and other academic measures of performance
- the provision of custom data requests supporting diocesan and RI/MPJP schools

- help with projects undertaken by a range of stakeholders.

NATIONALLY CONSISTENT COLLECTION OF DATA ON STUDENTS WITH DISABILITY

In 2022, CSNSW continued to support schools with the annual completion of the Nationally Consistent Collection of Data on Students with Disability (NCCD).

As part of its quality-assurance processes, CSNSW provided the capacity for schools and CSAs:

- with their data reporting, to verify and confirm the information and evidence that the NCCD National Guidelines stipulate; and
- with their moderation processes, to access a credible source of truth for resources and training workshops that maximise consistency in decision-making and minimise the risk of non-compliance and or producing outliers.

NCCD training workshops were held throughout the year to target the needs of specific cohorts. These included training for diocesan leaders, inter-school sector moderation, online workshops on quality assurance, an RI/MPJP school-leader reflection workshop and an early career teacher workshop on supporting students with disability.

NATIONALLY CONSISTENT COLLECTION OF DATA AND CENSUS DAY 2022

The 2022 NCCD was completed on Census Day, 5 August 2022, with 599 school principals confirming their data via the CSNSW NETiD Personalised Planning application. This 12-month data-collection cycle reflects the comprehensive learning and wellbeing structures that support students with disability in Catholic schools. In 2022, CSNSW continued to work closely with schools and CSAs throughout the NCCD process, providing Professional Learning opportunities and ongoing personalised support. CSNSW support has included census webinars, individual school data analysis reports, moderation advice and multiple communications via various platforms.

MENTAL HEALTH FIRST AID

CSNSW organised two workshops on Mental Health First Aid attended by CSAs and RI/MPJP teachers and staff. The focus of the training was on Aboriginal and Torres Strait Islander adults, young people, and families who may be experiencing a mental health problem or crisis. The training is designed to assist CSA teachers and staff in implementing practical, evidence-based action plans that can aid the individual until professional assistance is received or the crisis resolves.

EARLY CHILDHOOD 2022: SHOWCASE

The Early Years Foundations for Learning Microsite

The Early Years Foundations for Learning microsite continued to grow, adding content and videos to support families as first educators while strengthening the partnership between school and home. New content included material on helping students with diverse learning needs and seven videos with associated content on 'becoming, belonging, and being', transition, literacy and numeracy, and supporting families after receiving a diagnosis.

Early Childhood Education and Care Online Professional Development and Training

In 2022, the Early Childhood Education and Care (ECEC) online professional development and training programme added a range of new learning modules, including:

- Illume Learning, comprised of nine modules on topics including adapting instruction in reading, writing and mathematics, inclusive education, rethinking the role of teaching assistants, understanding behaviour as communication, and universal design for learning
- the early learner series by Cathie Harrison, on who is the child we see, who is the teacher of the early learner, and who is the early learner

- a module on developing social skills for children with diverse learning needs by Sue Larkey
- three modules on the updated or new NSW K-2 English syllabus, by Helen West, on essentials, knowing the content and taking a balanced approach
- five modules on the updated or new K-2 mathematics syllabus by Dr Christine Mae on whole numbers, combining and separating quantities, forming groups, three-dimensional spatial structure and non-spatial measurement.

The Early Years Network also conducted virtual meetings once a term, which involved presenters on various facets of ECEC, to inform and support diocesan staff and those of early years providers. These presenters included Jen Jackson, Director of the Early Childhood programme at AERO, and Dr Wendy Lee, the Faculty Head of Early Childhood Education and Care at the University of Sydney.

ECEC Podcast Interviews

Interviews on ECEC were also made available during 2022 in a podcast format:

- Catherine Garrett-Jones, Chair of the Council of Catholic School Parents, spoke about the importance of supporting parents as children's first educators and building strong partnerships between home and school.
- Dr Loraine Fordham, an expert in quality early childhood and inclusive education at Macquarie University, discussed how to best support children with diverse learning needs in early years settings to ensure high-quality practices.
- Dr Kerry Staples of the University of Western Sydney discussed inclusive education, disability in context, and effective working relationships to support children with diverse learning needs when they enter ECEC and transition into 'big school'.

2022 NAPLAN

All 594 Catholic Systemic schools successfully completed testing of NAPLAN as an online assessment.

Student and school summary results were made available to schools via the NAPLAN assessment platform within four weeks of the conclusion of the test security period.

Full reports, including state and national means and standard deviations, were made available to schools and systems at the end of August in Scout, an analytics tool. Individual student reports were given to schools to dispatch to parents from 29 August 2022.

CSNSW, together with CSAs and RI/MPJP schools, have been able to identify and analyse student results and trends to improve learning and teaching. Reports and analyses available through Scout, to which every NSW Catholic school has access, have further supported student achievement.

CSNSW began sector preparations for 2023 NAPLAN during term four of 2022. Delivery of NAPLAN earlier in the year significantly affects school preparations and sector processes. Mitigation strategies, assessment-platform familiarisation training for schools and systems, and additional support plans were developed during term four to prepare for the 2023 school year.

CSSA TRIAL HSC EXAMINATIONS

CSSA (previously known as Catholic Secondary Schools Association) successfully administered its 2022 Trial HSC Examinations at more than 500 schools across all three school sectors. The official assessment period took place from 1 August 2022 to 15 August 2022.

Preparations for the 2023 CSSA examination cycle commenced in October 2022. Work focused on the engagement of examination writers and assessors, and external providers, creating

a professional development programme and implementing an online examination development platform.

A CSSA Convenor Orientation Day was held in October 2022, focusing on using Microsoft Teams, legal and financial risk mitigation, and creating premium Trial HSC Examinations.

The creation of an online examination for Science Extension was investigated, including discussions with NESA and external service providers. A CSNSW proposal will be developed for consideration in early 2023.

A 2023 CSSA Trial HSC Examination Validation Study will be undertaken in 2023 in partnership with Professor Jim Tognolini of the University of Sydney, Bruce Mowbray, and Jude Gliddon. This study is the first of its kind for the CSSA. Three 2023 CSSA Trial HSC Examinations will be included:

- Advanced English
- Advanced Mathematics
- Studies of Religion II.





CSNSW SPORT SERVICES

In 2022, CSNSW Sport Services recommenced its programmes for the first full year since 2019. CSNSW Sport was responsible for approximately 150 events which were attended by a combined total of approximately 20,000 students; these included representative pathway events, championships, as well as gala days.

CSNSW's larger events included:

CSNSW SPORTS EVENTS	COMPETITORS
NSWCCC and NSWCPS cross-country (primary and secondary)	2,000
NSWCPS Netball Championship (school primary tournament)	2,000
NSWCPS swimming (primary)	950
NSWCCC swimming (secondary)	1,300
NSWCCC Netball Championship (school secondary tournament)	1,100
NSWCCC athletics (secondary)	1,100
NSWCPS swimming (primary)	950
Polding athletics (primary)	900
MacKillop athletics (primary)	900

CSNSW introduced new events, some of which had a non-elite focus and were open for schools to enter directly. These included the NSWCPS rugby league girls' gala day and the NSWCCC girls' cricket championship.



Some CSNSW Sport events were affected by adverse weather and were postponed due to heavy rain. Attempting to re-schedule these events for later in the year led to further congestion in the sporting calendar.

Difficulties were faced by some CSAs, such as Lismore, due to flooding. CSNSW Sport worked with CSAs affected by adverse weather to ensure student representation in sporting pathways was not unfairly affected.

External Communications

CSNSW Sport has expanded its broadcasting of larger events via Clutch TV, which is free for viewers. The team has received positive feedback from stakeholders in response to this initiative, with increased viewership on social media and increased readership of the online newsletter content.

Professional Development

CSNSW hosted the inaugural Sport Governance Forum at De La Salle Revesby in November 2022. Sessions included: updates from risk and governance experts on topics including risk assessment and child protection, Q&A discussion about the future of Catholic sport, and

presentations from USA colleges on scholarship opportunities. The day was live-streamed, and recordings of the sessions were offered to stakeholders to provide to their own schools.

Awards

On 28 November 2022, at MacKillop Catholic College Warnervale, CSNSW Sport hosted the NSWCCC Blues Award, which recognises outstanding achievement for teachers and students in the Catholic secondary system. The event was well received, with over 250 people attending. The Blues Award focuses on secondary student achievements, and the viability of a similar awards function for primary schools is being examined.

Academy Sportswear

CSNSW Sport's ongoing partnership with Academy Sportswear, as its supplier of merchandise and apparel, continued to provide value with stakeholders purchasing approximately \$1 million worth of stock. There has been positive feedback on the new range of apparel, especially for the First Nations pattern used on representative playing apparel and merchandise.

INSURANCE FOR WORK EXPERIENCE AND PLACEMENTS

Insurance for work experience and placements has been difficult to secure for several years. Through representations to the insurer Ansvar Insurance Ltd, CSNSW secured employer liability cover for 20,376 students in Catholic schools in NSW and the ACT undertaking school-approved work experience and placement programmes in 2022. Participants numbered 9,474 for work experience and 10,902 for work placements across all Diocesan and RI/MPJP participating schools.

NESA-APPROVED GOVERNANCE TRAINING FOR RESPONSIBLE PERSONS

CSNSW published three new online NESA-approved training modules for teachers and responsible persons.

Two of the modules are particularly relevant for all those involved in the operation and management of schools and are specifically aimed at ensuring that schools comply with financial and governance requirements. The two modules are: conflicts of Interest and related party transactions; and not-for-profit requirements and section 83C of the Education Act.

The team also developed a module introducing new and continuing teachers to privacy issues in the classroom and how to manage those issues to ensure compliance with relevant legislation.

REGULATORY COMPLIANCE

CSNSW continued to provide advice, training, and support on financial compliance for Catholic School Agencies in 2022. It also supported individual Catholic schools and diocesan registration systems with school and system registration and accreditation requirements pursuant to the Education Act 1990 (NSW).

CSNSW met regularly with NESA to ensure effective communication and consultation regarding any changes to compliance-monitoring processes or requirements. It also advised CSA compliance officers on a range of matters, including child protection, privacy and attendance, who met regularly through the Inter-Diocesan Educational Accountability Group.



RESOURCES AND STEWARDSHIP

FINANCIAL COMPLIANCE FRAMEWORK

CSNSW, as the Approved System Authority (ASA) for the NSW Catholic School System, has responsibilities to federal and state regulators concerning financial compliance and reporting, which mirror the responsibilities of the CSAs. The Financial Compliance Framework (FCF) is a comprehensive resource for the use of CSA finance staff and diocesan auditors. The FCF explains responsibilities and provides instructions and templates to enable compliance and reporting. The FCF has been progressively built over recent years and was updated in 2022, although there were only very limited changes and virtually no new obligations. The FCF has been moved into an online portal that contains all the information needed for the audit and assurance processes relating to the receipt of recurrent government funding. There are various obligations under the FCF, plus practical guidance and templates to fulfil those obligations. The online FCF will be updated as needed, and supplemented by face-to-face or email communications to ensure users are informed of key matters on a timely basis. Access to the FCF is via the CSNSW Knowledge Base.

FINANCIAL COMPLIANCE AND REPORTING

CSNSW continued working with CSAs, including finance staff and auditors, on financial compliance and reporting, including via the monthly Finance Working Group meetings. Annual financial certifications to the government were completed without any qualifications.

Annual financial certifications to the NSW and Australian governments were completed without any new qualifications, helping to maintain the obligations of the Approved System Authority

and the National School Resourcing Board.

ILLUSTRATIVE EXAMPLE OF ANNUAL FINANCIAL REPORT (GENERAL PURPOSE FINANCIAL STATEMENTS)

CSNSW developed and published a draft of the *Catholic Dioceses within New South Wales' Diocesan Schools System: Illustrative Example Annual Financial Report* in consultation with accounting and advisory firm Pitcher Partners. It incorporates changes introduced via the Australian Accounting Standards (in AASB 1060) requiring reporting entities to adopt general-purpose financial statements from 30 June 2022 (applicable to CSAs for their 31 December 2022 annual reports). In April 2022, CSNSW distributed the document to aid stakeholders in adopting these changes. The document is for illustrative purposes only and is not intended to be prescriptive. It is acknowledged that each CSA is separate and unique. A CSA may prepare its annual financial statements for the system as a whole or for a school as it sees fit.

CAPITAL PLANNING AND RESOURCES

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

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

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

The assessment team rated each project against a defined set of project attributes and ranked projects in order of priority for funding.

In 2022, there were 32 project applications submitted to CSNSW from CSA and RI/MPJP schools. CSNSW recommended 24 of those applications - representing \$68.8 million in grants - to the Australian and NSW governments for funding in two rounds, the main round in September 2022 and a supplementary round in March 2023.

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

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



POLICY & REGULATION

COVID-19

CSNSW continued to support Catholic schools across the state in responding to the ongoing challenges posed by COVID-19. In consultation with NSW Health and the other school sectors, CSNSW developed layered safety measures – vaccination, masks, ‘cohorting’, physical distancing, ventilation, rapid antigen testing, hygiene, and cleaning – that allowed schools to prioritise student and staff wellbeing while keeping schools open. CSNSW has worked closely with NSW Health to develop further guidance on minimising risk in specific activities, including camps and excursions, events, exams, inter-school and whole-school gatherings (including swimming carnivals), instrumental music and singing. CSNSW personnel coordinated the distribution of rapid antigen testing kits to all diocesan systemic and RI/MPJP schools for the first four weeks of term one. Additional kits were provided to support the response of Catholic boarding schools.

TEACHER ACCREDITATION AUTHORITY REFORM

On 29 November 2022, NESAs became NSW’s sole teacher accreditation authority. For the first-time, teachers from the three school sectors and early childhood services have the same accreditation decision-maker and a consistent process. Previously, sector authorities, systems and schools had varying authority to accredit teachers and confirm that they had maintained their accreditation.

CSNSW worked closely with the CSAs and RI/MPJP schools to engage them in the consultation process and support them in the move to a new teacher accreditation authority. NESAs actively sought and received feedback from the Catholic sector. Most of this was supplied through the Teacher Accreditation Authority Network Group, which evaluated its terms of reference in November 2022 and will continue in 2023 as the Teacher Accreditation Advisory Group (TAAG). The TAAG will work to ensure the development and implementation of the correct system and

school procedures to ensure the delivery of the NESAs teacher accreditation policies set out in the *NSW Teacher Accreditation Manual 2022*.

The new teacher accreditation legislation required the establishment of a public register of teachers and suitability to teach requirements, bringing NSW in line with other states and territories.

NESA will conduct periodic, risk-based audits and inspections of teacher accreditation records and employers’ internal processes to ensure compliance with the legislation.

POLICY ON THE REASONABLE MARKET VALUE ASSESSMENT FOR PROPERTY TRANSACTIONS

In November 2022, Bishop Members approved a reasonable market value (RMV) assessment policy for related-party property transactions. The policy forms part of the Financial Compliance Framework (FCF) for the NSW Catholic School System and will be implemented in early 2023. Typically, property transactions are of material value, and assessments of RMV can be highly technical. To support RMV compliance processes, CSNSW introduced a state-wide policy requiring CSAs to undertake contemporaneous RMV assessments of property-related transactions.

COUNTERING VIOLENT EXTREMISM

In 2022, CSNSW entered into a three-year cross-sector agreement and work plan to help schools manage and mitigate the risk caused by violent extremist behaviour from students. CSNSW has begun developing programme initiatives in line with the NSW Government’s reporting accountabilities and will continue this project into 2023.



2022 PHONICS SCREENING CHECK ASSESSMENT

The revised K-2 English syllabus includes a significant number of new outcomes related to the systematic and explicit teaching of phonics to improve reading in the early years of school. The revised syllabus is due for full implementation in schools in 2023.

The Year 1 Phonics Screening Check (PSC), developed by the NSW Department of Education, lets students show what they know and can do when blending sounds together to read words. It is available on an opt-in basis and was delivered to 170 Catholic primary schools in NSW in 2022.

The results of the assessment are automatically mapped to NSW English syllabus outcomes and the National Literacy Learning Progression in an analytics application that supports the assessment. The information and reports available from this application have helped teachers make decisions about individual learning needs during the teaching and learning cycle.

THE EARLY YEARS COMMITMENT

The Early Years Commitment (EYC) is a historic \$15.9 billion investment by the NSW Government in transforming Early Childhood Education and Care (ECEC). The element of the EYC with the greatest implications for the Catholic school sector in NSW is the Government's plan to introduce Universal Preschool. The NSW Government has announced its intention that by 2030 NSW will offer a year of no-cost preschool for every child in the year before kindergarten. The NSW Government is working across the early childhood sector to deliver this reform, which could include adding new facilities to schools as

well as expanding existing community preschools and long day-care centres.

In response, CSNSW:

- held a stakeholder forum with NSW Catholic school diocesan representatives and the NSW Department of Education
- tendered a submission in collaboration with the NSW Catholic education sector regarding the NSW Department of Education's call for public submissions on Universal Preschool
- developed terms of reference toward establishing a Catholic ECEC Providers Working Group. The Working Group will be formed in early 2023.

MODERN SLAVERY

In 2019, CSNSW voluntarily opted into the statutory reporting framework contained within the *Modern Slavery Act 2018* (Cth). This decision was consistent with the Catholic Church's overall commitment to prioritise and take a leading role in eradicating modern slavery.

CSNSW seeks to promote awareness of the reality of modern slavery and to take practical steps to eradicate it from its business operations. CSNSW continued participating in the Australian Catholic Anti-Slavery Network (ACAN).

CSNSW filed its second Modern Slavery Statement as part of the ACAN compendium of statements and continues to provide information through updates in the weekly Scholaris e-bulletin to schools and on the legal hotline that supports schools and CSAs.



CATHOLIC SCHOOLS NSW LOCATION

With CSNSW's Polding Centre lease agreement expiring in June 2023, along with the decision by the Catholic Archdiocese of Sydney to dispose of the Polding Centre building at 133 Liverpool Street, CSNSW required alternative office space.

After a workplace review of office-space needs, an extensive market search was undertaken in 2022 to locate and consider possible options, with expert advice to ensure available market incentives for office space were optimised.

After a comprehensive market assessment and due-diligence process, CSNSW secured new office space at Level 7, Angel Place, 123 Pitt Street, Sydney. This space will accommodate CSNSW, and parts will be subleased to CERL and the Council of Catholic School Parents. CSNSW expects to relocate to this new space by July 2023 and looks forward to welcoming its employees, colleagues, and friends to its new offices.

CATHOLIC EMPLOYMENT RELATIONS LTD

Catholic Employment Relations Ltd (CERL) was established on 12 August 2020, following a strategic review of the Catholic Commission of Employment Relations (CCER).

CERL is a company limited by guarantee, registered with the Australian Securities and Investments Commission, and a registered charity with the Australian Charities and Not-for-Profits Commission. It is also an incorporated legal practice meeting the requirements of the NSW Legal Profession General Uniform Rules 2015.

CSNSW reserves certain powers over the governance of CERL, including approving the annual business plan and budget and appointing directors. CERL's Board comprises nine members, including CERL's CEO as its managing director. Consistent with accounting standards, CERL consolidates its financial statements with its parent, CSNSW. These statements are contained in the relevant section of this report.

CERL is restructuring its service offering to Catholic agencies by focusing on their essential employment risks and providing advice and services to support the active management of those risks. CERL's status as a Catholic agency and a for-purpose organisation gives it a unique place in advising Catholic agencies where the Catholic context can create issues beyond everyday commercial considerations.

CERL recognises that its education-sector clients have significant funding compliance obligations under section 83C of the Education Act 1990 (NSW). It has undertaken a considerable review of its membership fee arrangements to ensure that all members clearly understand the services offered and the associated costs. CERL has structured its membership arrangements to ensure that expert advice is obtained at highly competitive prices and in a way that best suits each member's business strategy and compliance obligations.



APPENDIX A:

ADVISORY AND CONSULTATIVE ACTIVITY

Membership of Reference Groups, Networks and Working Groups as of November 2022:

REFERENCE GROUPS

EDUCATION POLICY REFERENCE GROUP

The Education Policy Reference Group met twice in 2022.

FOCUS

The Education Policy Reference Group advises CSNSW on key developments in national and state policy.

MEMBERSHIP

- Regina Menz, Catholic Schools Office, Diocese of Armidale
- Rose Marie Van Raad, Catholic Education, Diocese of Bathurst
- Andrew Fraser, Catholic Schools Broken Bay
- Danielle Cronin (Chair), CSNSW
- Andrew Mellas, CSNSW
- Joanne Hack, CSNSW
- Maura Manning, Catholic Schools Parramatta Diocese
- Tony Fitzgerald, St Mary Star of the Sea College
- Prue Horan, Catholic Education, Diocese of Wagga Wagga
- Anne-Maree Creenaune, Catholic Education, Diocese of Wollongong.

MISSION AND IDENTITY REFERENCE GROUP

The Mission and Identity Reference Group met twice in 2022.

FOCUS

The Mission and Identity Reference Group advised CSNSW on the following matters:

- opportunities of Pope Francis' Global Compact on education
- accreditation to teach Religious Education policies and their effect on the recruitment of staff

- Connected Catholic Communities
- Studies of Religion HSC results
- Early Years commitment of the NSW government and the implications for Catholic schools
- implications of The Congregation of Catholic Education Instruction- The Identity of the Catholic School for a Culture of Dialogue
- implications of the National Catholic Education Commission document – Created and Loved: A guide for Catholic schools on gender and identity.

MEMBERSHIP

- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Angelo Belmonte, Catholic Education, Diocese of Bathurst
- Simon Hyland, Catholic Schools Broken Bay
- Danielle Cronin (Chair), CSNSW
- Andrew Mellas, CSNSW
- Joanne Hack, CSNSW
- Gary Reen, Diocese of Lismore Catholic Schools
- Monica Officer, Catholic Schools Parramatta Diocese
- Stephen Dwyer, Red Bend Catholic College Forbes
- Sandra Harvey, Catholic Education, Diocese of Wagga Wagga
- Jo Kenny, Catholic Education, Diocese of Wollongong.

VOCATIONAL EDUCATION AND TRAINING (VET) REFERENCE GROUP

The VET Reference Group met four times in 2022.

FOCUS

The VET Reference Group acts in an advisory capacity, providing advice to CSNSW in relation to policy, programmes and research supporting vocational education and training, careers, and transition for the full range of Catholic school students. It also assists Catholic Registered Training Organisations to meet compliance requirements determined by NESAs and ASQA and other regulatory agencies, including Work Cover.

MEMBERSHIP

- Stephen Mitchell, Catholic Education, Diocese of Bathurst
- Phil Cox, Catholic Schools Broken Bay
- Karen Ruppert, Catholic Education, Archdiocese of Canberra Goulburn
- Michael Blowes, Christian Brothers Lewisham
- Gerard Delany (Chair), CSNSW
- Sue Watts, Diocese of Lismore Catholic Schools
- Stephen Pares, Diocese of Lismore Catholic Schools
- Geraldine Blake, Catholic Schools Office, Diocese of Maitland Newcastle
- Irene Periera, Catholic Schools Parramatta Diocese
- Iris Nastasi, Rosebank College, Five Dock
- Anthony Patton, Sydney Catholic Schools
- Vanessa Jennings, Catholic Education Diocese of Wagga Wagga
- Christina Desmond, Catholic Education, Diocese of Wollongong.

CATHOLIC SECONDARY SCHOOLS REFERENCE GROUP

The Catholic Secondary Schools Reference Group met five times in 2022.

FOCUS

The Catholic Secondary Schools Reference Group provided advice to CSNSW on matters pertaining to the CSSA Trial HSC Examinations and CSSA Forums feedback to CSNSW on CSSA projects.

MEMBERSHIP

- Regina Menz, Catholic Schools Office, Diocese of Armidale
- Monica O'Brien (Chair), CSNSW
- Danielle Cronin, CSNSW
- Craig Wattam, Education Consultant
- Frank Chiment, Catholic Schools Parramatta Diocese
- Anne Ryan, Catholic Education Diocese of Wagga Wagga
- Chris Browne, Catholic Education Diocese of Wagga Wagga.

ABORIGINAL & TORRES STRAIT ISLANDER EDUCATION POLICY REFERENCE GROUP

The Aboriginal and Torres Strait Islander Education Policy Reference Group met five times in 2022.

FOCUS

The Aboriginal and Torres Strait Islander Education Policy Reference Group provided advice and support in the following areas:

- the development of a professional learning module titled 'Crossing Cultures Hidden Histories'
- the development of an On Country, Cultural Immersion and Competency training program delivered to CSNSW Staff and Board Members
- NESAs syllabus and curriculum reform
- the 2022 CSNSW Aboriginal and Torres Strait Islander Education Conference
- advice to the National Catholic Education Commission (NCEC)'s development of liturgical Resources, Boarding for Indigenous students and families and advice on the Early Years
- the Australian Institute for Teaching and School Leadership's Indigenous Cultural Competency Training
- the development of CSNSW's Aboriginal and Torres Strait Islander Strategy and its implementation.

MEMBERSHIP

- Darlene Murdoch, Catholic Education, Diocese of Bathurst
- Michelle Moylan, Catholic Schools Broken Bay

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

WORKING GROUPS

FINANCE WORKING GROUP

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

MEMBERSHIP

- Helen Bentham, Catholic Schools Office, Diocese of Armidale
- Jason Cooke, Catholic Education, Diocese of Bathurst
- Shirley Mojini, Catholic Education, Diocese of Bathurst
- Danny Casey, Catholic Schools Broken Bay
- David Linos, Catholic Schools Broken Bay
- Amelia Falconer, Catholic Schools Broken Bay
- Tracey McRoberts, Catholic Education, Archdiocese of Canberra Goulburn
- Felicity Loftus, Catholic Education, Archdiocese of Canberra Goulburn
- Wynand Janse Van Rensburg, Catholic Education, Archdiocese of Canberra Goulburn
- Peter Yates (Chair), CSNSW
- Richard Enriquez, CSNSW
- Con La Spina, CSNSW
- Tika Regmi, CSNSW
- Stewart Brown, Diocese of Lismore Catholic Schools
- Graham Penman, Diocese of Lismore Catholic Schools
- Joanne Abrams, Catholic Schools Office, Diocese of Maitland Newcastle
- Nick Shaw, Catholic Schools Parramatta Diocese
- Gerard Giesekam, Catholic Schools Parramatta Diocese
- Rincy Varughese, Catholic

- Schools Parramatta Diocese
- Shrey Chopra, Catholic Schools Parramatta Diocese
- Glenn McLachan, Sydney Catholic Schools
- Hayley Wilding, Sydney Catholic Schools
- Rebekah Oh, Sydney Catholic Schools
- David Collins, Catholic Education Diocese of Wagga Wagga
- Meaghan Tait, Catholic Education Diocese of Wagga Wagga
- Malcolm Goodwin, Catholic Education Wilcannia-Forbes
- Steve Testa, Catholic Education, Diocese of Wollongong.

FUNDING DISTRIBUTION MODEL WORKING GROUP

The Funding Distribution Model Working Group (FDMWG) met twice in 2022.

FOCUS

The FDMWG is a forum for CSA representatives to provide input and feedback to CSNSW to assist in the development of the next Funding Distribution Model. The FDMWG includes CSA representatives nominated by each of the eleven Diocesan Directors and is an advisory group to CSNSW management.

MEMBERSHIP

- Helen Bentham, Catholic Schools Office, Diocese of Armidale
- Jason Cooke, Catholic Education, Diocese of Bathurst
- David Linos, Catholic Schools Broken Bay
- Jeff Shen, Catholic Education, Archdiocese of Canberra Goulburn
- Dallas McInerney, CSNSW
- Peter Yates (Chair), CSNSW

- Peter Yates (Chair), CSNSW
- Richard Enriquez, CSNSW
- Tika Regmi, CSNSW
- Hayden Marsden, Diocese of Lismore Catholic Schools
- Joanne Abrams, Catholic Schools Office, Diocese of Maitland Newcastle
- Fiona Findlay, Catholic Schools Parramatta Diocese
- Sarah Nguyen, Sydney Catholic Schools
- David Collins, Catholic Education Diocese of Wagga Wagga
- Malcolm Goodwin, Catholic Education Wilcannia-Forbes
- Steve Testa, Catholic Education, Diocese of Wollongong

K-6 CURRICULUM REFORM WORKING GROUP

The K-6 Curriculum Reform Working Group met eight times in 2022.

FOCUS

The K-6 Curriculum Reform Working group focused on:

- dissemination of key messages from NESA related to the curriculum reform
- consultation on key documents related to the curriculum reform
- sharing of Diocesan plans for implementation
- opportunities to pose questions that promoted collegial conversation
- sharing of resources and professional support
- access and use of the Department of Education Accelerated Adopters units of work.

MEMBERSHIP

- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Tracey Hughes-Butters, Catholic Schools Office, Diocese of Armidale
- Trish Mitchell, Catholic Schools Office, Diocese of Armidale
- Kate Harris, Catholic Education, Diocese of Bathurst
- Liz Calabria, Catholic Schools Broken Bay
- Chris Higgins, Catholic Education, Archdiocese of Canberra Goulburn

- Joanne Hack (Chair), CSNSW
- Karen Ferrante, CSNSW
- Sean Maloney, CSNSW
- Mary Ryan CSNSW
- Kerrin Cronin, Diocese of Lismore Catholic Schools
- Sharon Sawyer, Maitland Newcastle
- Barbara McHugh, Catholic Schools Parramatta Diocese
- Christine MacDonald, Sydney Catholic Schools
- Fiona Hillier, Catholic Education Diocese of Wagga Wagga
- Marisa Hart, Catholic Education Diocese of Wagga Wagga
- Melissa Kupkee, Catholic Education Wilcannia-Forbes
- Virginia Rice, Catholic Education Wilcannia-Forbes
- Genevieve Cook, Catholic Education, Diocese of Wollongong
- Kay Blundell, Catholic Education, Diocese of Wollongong

NAPLAN ONLINE WORKING GROUP

The NAPLAN Online Working Group met monthly during 2022.

FOCUS

The NAPLAN Online Working Group sought to facilitate the full participation of NSW Catholic schools online NAPLAN tests. In addition, the working group ensured full participation of Catholic schools in mandatory preparation activities such as the March Practice Tests and required device updates. The working group was also responsible for the dissemination of communications to Catholic schools regarding accessing NAPLAN results and the analytics available to them in the Scout analytics tool.

MEMBERSHIP

- Carmel Heagney, Catholic Schools Office, Diocese of Armidale
- Fiona Chisholm, Catholic Schools Office, Diocese of Armidale
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Damian Sylvester, Catholic Schools Broken Bay
- Erin Brady, Catholic Schools Broken Bay

- Phil Pettit, Catholic Education, Archdiocese of Canberra Goulburn
- Dean Leddy, CENet
- Karen Ferrante (Chair), CSNSW
- Anne Addicoat, CSNSW
- Gary Molloy, CSNSW
- Andrew Madden, Diocese of Lismore Catholic Schools
- Rick Sanderson, Diocese of Lismore Catholic Schools
- Alicia Dibben, Maitland Newcastle
- Stefan Boffa, Catholic Schools Parramatta Diocese
- Lisa Nash, Catholic Schools Parramatta Diocese
- Marisa Nicholls, Sydney Catholic Schools
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Simone Harding, Catholic Education Wilcannia-Forbes
- Mark Woolley, Catholic Education, Diocese of Wollongong
- Therese Campbell, Catholic Education, Diocese of Wollongong

SCHOOL REGULATION REFORM EXPERT WORKING GROUP

The School Regulation Reform Expert Working Group met on thirteen occasions in 2022.

FOCUS

Constituted in 2021, the members of this group were nominated by Diocesan Directors and the Federation of Religious Institute and Ministerial PJP School Authorities in NSW and ACT. The Group provides advice to CSNSW on reforms to the regulation of non-government schools. Examination of the implications of these reforms, and the development of a Catholic education response, are included in the group's terms of reference.

In 2022, the Group provided:

- advice to CSNSW on the NESA school registration reform proposal and its implications for Catholic schools in NSW
- input on a number of key documents that formed part of the CSNSW response to the NESA proposal that Catholic

Schools NSW become the single registration system authority for CSAs

- feedback to CSNSW on the NESA proposed changes to the Registration Systems and Member Non-government Schools (NSW) Manual.

MEMBERSHIP

- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Damien Carlton, Catholic Education, Diocese of Bathurst
- Trish Biok, Catholic Schools Broken Bay
- Tim Elliott, Canberra-Goulburn
- Andrew Mellas (Chair), CSNSW
- Bronwyn Hession, CSNSW
- David Murphy, CSNSW
- Jennie Hickey, Federation of RI/MPJPs
- Lee MacMaster, Diocese of Lismore Catholic Schools
- Lisa Little, Catholic Schools Office, Diocese of Maitland Newcastle
- John Gildea, Catholic Schools Parramatta Diocese
- Karen Cahill, Sydney Catholic Schools
- Anne Ryan, Catholic Education Diocese of Wagga Wagga
- Brett Henderson, Catholic Education Wilcannia-Forbes
- John Barrington, Catholic Education, Diocese of Wollongong

INTER-DIOCESAN EDUCATIONAL ACCOUNTABILITY (IDEA) GROUP

The Inter-Diocesan Educational Accountability Group (IDEA) met four times in 2022 and is chaired by Diocesan representatives on a rotational basis.

MEMBERSHIP

- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Damien Carlton, Catholic Education, Diocese of Bathurst
- Amber McDonnell, Catholic Schools Broken Bay

- Cathy Scott, Catholic Schools Broken Bay
- Trish Biok, Catholic Schools Broken Bay
- Brenda Foley, Catholic Education, Archdiocese of Canberra Goulburn
- Tim Elliott, Catholic Education, Archdiocese of Canberra Goulburn
- Andrew Mellas (guest), CSNSW
- Andrew Madden, Diocese of Lismore Catholic Schools
- Emma Fountain, Diocese of Lismore Catholic Schools
- Lisa Little, Catholic Schools Office, Diocese of Maitland Newcastle
- Francis Mackay, Catholic Schools Parramatta Diocese
- Peter Regan, Catholic Schools Parramatta Diocese
- Jacinta Russo, Sydney Catholic Schools
- Melissa Golsby, Sydney Catholic Schools
- Suzanne Ashby, Sydney Catholic Schools
- Danny Malone, Catholic Education Diocese of Wagga Wagga
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Brett Henderson, Catholic Education Wilcannia-Forbes

LITERACY AND NUMERACY ACTION PLAN WORKING GROUP

The Literacy and Numeracy Action Plan Working Group met monthly during 2022.

FOCUS

The Literacy and Numeracy Action Plan Working Group focused on the following areas:

- facilitating 99 selected Catholic schools to complete mandatory compliance activities in preparation for the conclusion of the Action Plan in October
- Facilitating non-Action Plan schools opt-in to online formative assessments (Best Start Kindergarten Assessment, Year 1 Phonics Screen Check and Transition to Year 7)
- supporting school and student registration processes, access to professional learning for teachers and analysis of student results in PLAN2
- developing new terms of reference for

the group to form an Online Curriculum Assessment Working Group which will replace the LNAP working group in 2023.

MEMBERSHIP

- Claire Ryan, Catholic Schools Office, Diocese of Armidale
- Elise Baird, Catholic Schools Office, Diocese of Armidale
- Trish Mitchell, Catholic Schools Office, Diocese of Armidale
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Jane Denny, Catholic Schools Broken Bay
- Chris Higgins, Catholic Education, Archdiocese of Canberra Goulburn
- Jessica Colleuterradas, Catholic Education, Archdiocese of Canberra Goulburn
- Patrick Ellis, Catholic Education, Archdiocese of Canberra Goulburn
- Karen Ferrante (Chair), CSNSW
- Sean Maloney, CSNSW
- Mary Walsh, Diocese of Lismore Catholic Schools
- Leanne Feltis, Diocese of Lismore Catholic Schools
- Sharon Sawyer, Catholic Schools Office, Diocese of Maitland Newcastle
- Paul Develin, Catholic Schools Parramatta Diocese
- Attila Lendvai, Catholic Schools Parramatta Diocese
- Marisa Nicholls, Sydney Catholic Schools
- Tosca Galluzzo, Sydney Catholic Schools
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Fiona Hillier, Catholic Education Diocese of Wagga Wagga
- Simone Harding, Catholic Education Wilcannia-Forbes
- Kay Blundell, Catholic Education, Diocese of Wollongong
- Genevieve Cook, Catholic Education, Diocese of Wollongong

NETWORKS

CHILD PROTECTION PRACTITIONERS NETWORK

The Child Protection Practitioners Network met once per term.

FOCUS

The Child Protection Network focused on child safety (including issues of violence, problematic sexualised and/or criminal behaviours), Child Safe Standards, reportable conduct, and aspects of staff employment relating to child protection and safety.

The network works closely with the Office of the Children's Guardian.

MEMBERSHIP

- Leanne Woods, Catholic Schools Office, Diocese of Armidale
- Stefan Sorenson, Catholic Schools Office, Diocese of Armidale
- Lisa Thurston, Catholic Education, Diocese of Bathurst
- Anne Burke, Catholic Education, Diocese of Bathurst
- Sandra Bartlett, Catholic Schools Broken Bay
- Natalia O'Keefe, Catholic Schools Broken Bay
- Melinda Rixon, Catholic Schools Broken Bay
- Lachlan Ellis, Catholic Education, Archdiocese of Canberra Goulburn
- Jon Sleeman, Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen (Chair), CSNSW
- Julie Patston, Diocese of Lismore Catholic Schools
- Hayley Youngberry, Diocese of Lismore Catholic Schools
- Zoe Trypass, Catholic Schools Office, Diocese of Maitland Newcastle
- Lisa Wollschlager, Catholic Schools Office, Diocese of Maitland Newcastle
- Laura Rowell, Catholic Schools Parramatta Diocese
- Erin Morin, Catholic Schools Parramatta Diocese
- Sandra Reynolds, Sydney Catholic Schools
- Virginia Pattison, Catholic Education

Diocese of Wagga Wagga

- Fiona Piltz, Catholic Education Diocese of Wagga Wagga
- Kathryn Nadin, Catholic Education Wilcannia-Forbes
- Bethany Woodstone, Catholic Education, Diocese of Wollongong
- Margaret Chittick, Catholic Education, Diocese of Wollongong

DIOCESAN DISABILITY SUPPORT NETWORK

The Diocesan Disability Support Network met five times in 2022.

FOCUS

The Diocesan Disability Support Network:

- constituted a professional forum for sharing advice and information on state and federal disability policy
- collaborated on approaches to personalised planning and the resulting documentation of the student plan
- collaborated to share experience on NCCD processes and implementation, including moderation
- guided diocesan schools through the 2022 NCCD collection with greater consistency and stability in data quality as well as an increase in teacher capacity and confidence to implement the NCCD Guidelines.

MEMBERSHIP

- Pauline Hawkins, Catholic Schools Office, Diocese of Armidale
- Tracey Gunning, Catholic Education, Diocese of Bathurst
- Diana Scullard, Catholic Education, Diocese of Bathurst
- Suzanne Waters, Catholic Schools Broken Bay
- Christine Wanjura, Catholic Education, Archdiocese of Canberra Goulburn
- Margaret Pollard, Catholic Education, Archdiocese of Canberra Goulburn
- Kerry Barnett (Chair), CSNSW
- Joanne Hall, Diocese of Lismore Catholic Schools

- Kathy Gillespie, Catholic Schools Office, Diocese of Maitland Newcastle
- Alma George, Catholic Schools Parramatta Diocese
- Lisa Finnan, Catholic Schools Parramatta Diocese
- Karen Cahill, Sydney Catholic Schools
- Antonella Isgro-Attwood, Sydney Catholic Schools
- Dot Rogers, Sydney Catholic Schools
- Mary Anne Thorne, Sydney Catholic Schools
- Kerrie Adams, Sydney Catholic Schools
- Dianna Martic, Sydney Catholic Schools
- Monica Cameron, Catholic Education Diocese of Wagga Wagga
- Amanda Catena, Catholic Education Diocese of Wagga Wagga
- Polly (Pauline) Drezins, Catholic Education Wilcannia-Forbes
- Cindy Williams, Catholic Education, Diocese of Wollongong
- Louise Brown, Catholic Education, Diocese of Wollongong
- Katie Carroll, Catholic Education, Diocese of Wollongong
- Monique Beange, Catholic Care Diocese of Broken Bay
- Sean Maloney (Chair), CSNSW
- Karen Ferrante, CSNSW
- Cathie Renfrew, CSNSW
- Mary Ryan, CSNSW
- Christy Ismay, Diocese of Lismore Catholic Schools
- Marina Hynes, Diocese of Lismore Catholic Schools
- Pamela Templeton, Mater Dei
- Attila Lendvai, Catholic Schools Parramatta Diocese
- Jo Tapley, Parramatta Diocese Catholic Early Learning Centres
- Anthony Goonan, Catholic Schools Parramatta Diocese Services Ltd
- Tracey Sweetman, St Nicholas Early Education
- Fiona Wissink, St Nicholas Early Education
- Kim Moroney, Sydney Catholic Schools
- Sally Harrison, Sydney Catholic Schools
- Franceyn O'Connor, Sydney Catholic Schools ECS
- Elisabeth Pahor, Sydney Catholic Schools ECS
- Belinda Brereton, Catholic Education Diocese of Wagga Wagga
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Melissa Hill, Catholic Education Wilcannia-Forbes
- Jo Treffone, Catholic Education, Diocese of Wollongong
- Kay Blundell, Catholic Education, Diocese of Wollongong

EARLY YEARS NETWORK

The Early Years Network met twice in 2022.

FOCUS

The Early Years Network provided advice to CSNSW on the NSW Government Early Years Commitment and discussed and analysed the 2021 AEDC results.

MEMBERSHIP

- Elise Baird, Catholic Schools Office, Diocese of Armidale
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Mary Brown, Catholic Schools Broken Bay
- Jane Denny, Catholic Schools Broken Bay
- Alice Castrission, Catholic Education, Archdiocese of Canberra Goulburn
- Jessie Counted, Catholic Care Blue Mountains
- Janaki Aiyer, Catholic Care Diocese of Broken Bay

HEADS OF SCHOOL COUNSELLING

The Heads of School Counselling network met once per term. This Interdiocesan network is made up of senior mental health clinicians across the sector who oversee the delivery of K-12 school counselling services.

FOCUS

The Heads of School Counselling network focused on best-practice management of students with serious mental health and behavioural issues (e.g., self-harm, suicidality, disordered eating, depression and anxiety), particularly in relation to the clinical management and support of the child or young person at school, working with external stakeholders, and relevant risk management procedures (mitigation).

MEMBERSHIP

- Fiona Dupen, Catholic Schools Broken Bay
- Shawn Van der Linden Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen (Chair), CSNSW
- Karen Evans, Diocese of Lismore Catholic Schools
- Emma Merlino, Catholic Schools Office, Diocese of Maitland Newcastle
- Tamaryne Dickens, Catholic Schools Parramatta Diocese
- Wendy Howlett, Sydney Catholic Schools
- Gloria Blacka, Catholic Education Diocese of Wagga Wagga

K-6 NETWORK

The K-6 Network met twice in 2022.

FOCUS

The K-6 Network focused on the following areas:

- dissemination of and feedback on the decision to move NAPLAN to earlier in the year
- use of Online formative testing
- best practice approaches to supporting literacy and numeracy
- reports from the SeRGs on Curriculum Reform
- opportunities to provide feedback on curriculum reform draft documents.

MEMBERSHIP

- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Ann Walton, Catholic Education, Diocese of Bathurst
- Darlene Murdoch, Catholic Education, Diocese of Bathurst
- Kate Harris, Catholic Education,

Diocese of Bathurst

- Rose Marie Van Raad, Catholic Education, Diocese of Bathurst
- Amber McDonnell, Catholic Schools Broken Bay
- Andrew Fraser, Catholic Schools Broken Bay
- Jane Denny, Catholic Schools Broken Bay
- Liz Calabria, Catholic Schools Broken Bay
- Mary Brown, Catholic Schools Broken Bay
- Rosemary Vellar, Catholic Schools Broken Bay
- Chris Higgins, Catholic Education, Archdiocese of Canberra Goulburn
- Kerry O'Callaghan, Catholic Education, Archdiocese of Canberra Goulburn
- Phil Pettit, Catholic Education, Archdiocese of Canberra Goulburn
- Joanne Hack, CSNSW
- Karen Ferrante, CSNSW
- Mary Ryan, CSNSW
- Sean Maloney (Chair), CSNSW
- Sharon Cooke, CSNSW
- Amanda Thompson, Diocese of Lismore Catholic Schools
- Debbie Dwyer, Diocese of Lismore Catholic Schools
- Doreen Flanders, Diocese of Lismore Catholic Schools
- Michele McDonald, Diocese of Lismore Catholic Schools
- Catherine Murray, Catholic Schools Office, Diocese of Maitland Newcastle
- Louise Campbell, Catholic Schools Office, Diocese of Maitland Newcastle
- Sharon Sawyer, Catholic Schools Office, Diocese of Maitland Newcastle
- Barbara McHugh, Catholic Schools Parramatta Diocese
- Julie Waddell, Catholic Schools Parramatta Diocese
- Kathy Ferrari, Catholic Schools Parramatta Diocese
- Maura Manning, Catholic Schools Parramatta Diocese
- Christine MacDonald, Sydney Catholic Schools

- Jane Bridges, Sydney Catholic Schools
- Sally Harrison, Sydney Catholic Schools
- Sue Sinko, Sydney Catholic Schools
- Kim Moroney, Sydney Catholic Schools
- Marisa Hart, Catholic Education Diocese of Wagga Wagga
- Mary Atkinson, Catholic Education Diocese of Wagga Wagga
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Karen O'Malley, Catholic Education Wilcannia-Forbes
- Mary-Ellen Dempsey, Catholic Education Wilcannia-Forbes
- Merindah Wilson, Catholic Education Wilcannia-Forbes
- Joanne Treffone, Catholic Education, Diocese of Wollongong
- Kay Blundell, Catholic Education, Diocese of Wollongong
- Genevieve Cook, Catholic Education, Diocese of Wollongong

MAWAMBUL

The Mawumbil Network met five times in 2022.

FOCUS

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

MEMBERSHIP

- Darlene Murdoch, Catholic Education, Diocese of Bathurst
- Michelle Moylan, Catholic Schools Broken Bay
- Kerry O'Callaghan, Catholic Education, Archdiocese of Canberra Goulburn
- Sharon Cooke (Co-ordination), CSNSW
- Doreen Flanders, Diocese of Lismore Catholic Schools
- Craig Duncan, Catholic Schools Office, Diocese of Maitland Newcastle
- Louise Campbell, Catholic Schools Office, Diocese of Maitland Newcastle

- Julie Waddell, Catholic Schools Parramatta Diocese
- Jane Bridges, Sydney Catholic Schools
- Luke Wighton, Catholic Education Diocese of Wagga Wagga
- Mary Atkinson, Catholic Education Diocese of Wagga Wagga
- Merindah Wilson, Catholic Education Wilcannia-Forbes
- Karan Taylor, Catholic Education, Diocese of Wollongong

NATIONAL SCHOOL CHAPLAINCY NETWORK

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

FOCUS

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

MEMBERSHIP

- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Louise Hennessy, Catholic Education, Diocese of Bathurst
- Shawn Van der Linden, Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen, CSNSW
- Karen Evans, Diocese of Lismore Catholic Schools
- Bernadette Gibson, Maitland Newcastle
- Gloria Blacka, Catholic Education Diocese of Wagga Wagga
- Mary-Ellen Dempsey, Catholic Education Wilcannia-Forbes
- Jo Kenny, Catholic Education, Diocese of Wollongong
- Grant Dodds, Catholic Education, Diocese of Wollongong

RI/MPJP DISABILITY NETWORK

The RI/MPJP Disability Network met four times in 2022.

FOCUS

The RI/MPJP Disability Network focused on training and support for the Nationally Consistent Collection of Data on School Students with Disability (NCCD), including quality assurance and moderation support.

CSNSW further supported this network through the facilitation of an Early Career Teacher workshop which focused on supporting students with disability.

MEMBERSHIP

- Helen Thomas, Brigidine College
- Lisa Grimmond, Brigidine College
- Marg Hampton, Chevalier College
- Christina Cleaver, Christian Brothers Lewisham
- Szilvia Soter, Christian Brothers Lewisham
- Joel Hamill, Dunlea Centre
- Kate MacLaren, Dunlea Centre
- Paul Mastronardi, Dunlea Centre
- Renate Dunkerley, Edmund Rice College
- Helen Leigh, Eileen O'Connor
- Adam Richter (Acting P-- Term 1 2022), EREA Flexible Learning Centres
- Atesh Maharaj, EREA Flexible Learning Centres
- Mathew Rattenbury, EREA Flexible Learning Centres
- Michael Loudoun, EREA Flexible Learning Centres
- Dianne Klumpp, Holy Saviour
- Lisa Ford, Holy Saviour
- Emily Cranney, Jarjum
- Matt Smith, Jarjum
- Nicole Winkler, Kincoppal Rose Bay
- Stephanie Kuldán, Kincoppal Rose Bay
- Agnes Ko, Loreto Kiribilli
- Lucie Reynolds, Loreto Kiribilli
- Michelle Langdon, Loreto Kiribilli
- Sharon Portlock, Loreto Kiribilli
- Ann Marie Duncan, Loreto Normanhurst
- Marina Ugonotti, Loreto Normanhurst
- Simonetta Cesamolo, Loreto Normanhurst
- Erin McCluskey, Maronite College of the Holy Family
- Nicole Saap, Maronite College of the Holy Family Rose Macura, Maronite College of the Holy Family
- Sam Overy, Maronite College of the Holy Family
- Anne McDermott, Mater Dei
- Jennifer Twine, Mater Dei
- Kylee Laugesen, Mater Dei
- Mark Raue, Mater Dei
- Catherine Boydell, Monte Sant'Angelo Mercy College
- Lynette Butler, Mount Saint Benedict College
- Monica Watts, Oakhill College
- Marisa Zadro, OLMC Catholic Schools Parramatta Diocese
- Tanya Brangwin, OLMC Catholic Schools Parramatta Diocese
- Karen Umbers, Red Bend Catholic College Forbes
- Jacqueline Mastroianni, Rosebank College Five Dock
- Helen Dallas, Santa Sabina College
- Joanne Giannini, Santa Sabina College
- Karen Campbell, Santa Sabina College
- Maxine Borg, Santa Sabina College
- Paulina Skerman, Santa Sabina College
- Deborah Oates, St Aloysius
- Leah Crowley, St Augustine's College
- Mona Mansour, St Charbel's College
- Therese Walsh, St Charbel's College
- Rachel Jones, St Dominic's College
- Billie-Lee Stanley, St Dominic's College
- Katie Neilly, St Dominic's College
- Pam Dalton, St Dominic's College
- Michael Farrell, St Edmund's and St Gabriel's
- Rebecca Kirwan, St Edmund's and St Gabriel's
- Victoria Worrall, St Edward's College East Gosford
- Julie-Anne Bankowski, St Gregory's College Campbelltown (Pri)
- Melina Sangster, St Gregory's College Campbelltown (Pri)

- Paul Bailey, St Gregory's College Campbelltown (Pri)
- Dominic Wilkinson, St Ignatius' College Riverview
- Michelle Teys, St Joseph's College Hunter's Hill
- David Raphael, St Lucy's
- Jacqui Cashmore, St Lucy's
- Jono Carey, St Lucy's
- Katherine Mavromatis, St Lucy's
- Kirstin Willis, St Lucy's
- Susan Jones, St Lucy's
- Madalena Novella-Oxford, St Luke's Arrunga
- Maia loujakova, St Maroun's College
- Mary Boyle, St Mary's Catholic Education, Diocese of Wollongong
- Jacqueline Benney, St Patrick's Campbelltown
- Abby Turner Jensen, St Patrick's Strathfield
- Miriam Gascoigne, St Patrick's Strathfield
- Sara Touchard, St Patrick's Strathfield
- Penny Doust, St Patrick's Strathfield (Junior School)
- Janine Timillero, St Patrick's Strathfield (Senior School)
- Sarah Tatola, St Patrick's Strathfield (Senior School)
- Annabel Gunns, St Pius X College Chatswood
- Adrian Eussen, St Scholastica's College
- Michelle Renshaw, St Scholastica's College
- Jacqueline Hunt, St Stanislaus College Catholic Education, Diocese of Bathurst
- Alanna Rose, St Vincent's College Potts Point
- Cath Douglas, Stella Maris College
- James le Huray, The John Berne School
- Toni Ivers, Trinity College Diocese of Lismore Catholic Schools
- David Parnell, Waverly College

ROAD SAFETY NETWORK

The Road Safety Network met each term in 2022. This Interdiocesan network is comprised of representatives from each of the 11 Dioceses whose roles include acting as a road safety education officer.

FOCUS

The Road Safety Network focused on delivering the Road Safety Education Program, aimed at reducing the number of children and young people in traffic accidents. Traffic accidents are a leading cause of death for young people under the age of 24.

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

MEMBERSHIP

- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Steve Maguire, Catholic Education, Diocese of Bathurst
- Sherree Bush, Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen (Co-Chair), CSNSW
- Karen Evans, Diocese of Lismore Catholic Schools
- Bernadette Duggan, Catholic Schools Office, Diocese of Maitland Newcastle
- Beth Lincoln (Co-Chair), Catholic Schools Parramatta Diocese
- Andrew Sortwell, Sydney Catholic Schools
- Anthony Hood, Catholic Education Diocese of Wagga Wagga

NB Catholic Schools Broken Bay and Catholic Education Wilcannia-Forbes were supported by Beth Lincoln.

SECONDARY ID NETWORK

MEMBERSHIP

- A Pringle, Catholic Schools Office, Diocese of Armidale
- Amelia Woolaston, Catholic Schools Office, Diocese of Armidale
- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- T Hughes, Catholic Schools Office, Diocese of Armidale
- Louise Puslednik, Catholic Education, Diocese of Bathurst
- Rose Marie Van Raad, Catholic Education, Diocese of Bathurst
- Vicki Vance, Catholic Education, Diocese of Bathurst
- Andrew Fraser, Catholic Schools Broken Bay
- Damian Sylvester, Catholic Schools Broken Bay
- Phil Cox, Catholic Schools Broken Bay
- Rosemary Vellar, Catholic Schools Broken Bay
- Chris Higgins, Catholic Education, Archdiocese of Canberra Goulburn
- Lee Herden, Catholic Education, Archdiocese of Canberra Goulburn
- Lora Bance, Catholic Education, Archdiocese of Canberra Goulburn
- B Smith, Diocese of Lismore Catholic Schools
- Kurt Challinor, Diocese of Lismore Catholic Schools
- T Kelly, Diocese of Lismore Catholic Schools
- Alana Partridge, Catholic Schools Office, Diocese of Maitland Newcastle
- Carmel Tapley, Catholic Schools Office, Diocese of Maitland Newcastle
- Christine Chapple, Catholic Schools Office, Diocese of Maitland Newcastle
- Barbara McHugh, Catholic Schools Parramatta Diocese
- Gavin Hays, Catholic Schools Parramatta Diocese
- Jane Kaperonis, Catholic Schools Parramatta Diocese
- P Stenning, Catholic Schools Parramatta Diocese
- Eva Spata, Sydney Catholic Schools

- Jan Stewart, Sydney Catholic Schools
- Kevin Carragher, Sydney Catholic Schools
- Lynette Fetterplace, Sydney Catholic Schools
- Meaghan Hird, Sydney Catholic Schools
- Jennifer Stephens, Catholic Education Diocese of Wagga Wagga
- P Hunt, Catholic Education Diocese of Wagga Wagga
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Mark Woolley, Catholic Education, Diocese of Wollongong
- P Plunkett, Catholic Education, Diocese of Wollongong
- Paul Hughes, Catholic Education, Diocese of Wollongong

STUDENT ATTENDANCE NETWORK

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

FOCUS

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

MEMBERSHIP

- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Anne Burke, Catholic Education, Diocese of Bathurst
- Cath Gaudry, Catholic Education, Diocese of Bathurst

- Anne Nicol, Catholic Schools Broken Bay
- David Thiele, Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen (Chair), CSNSW
- Andrew Madden, Diocese of Lismore Catholic Schools
- Lisa Little, Catholic Schools Office, Diocese of Maitland Newcastle
- Matthew White, Catholic Schools Parramatta Diocese
- Cate Munro, Catholic Schools Parramatta Diocese
- Michelle Walters, Sydney Catholic Schools
- Rosemary Clarke, Catholic Education Diocese of Wagga Wagga
- Monica Cameron, Catholic Education Diocese of Wagga Wagga
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Kath Nadin, Catholic Education Wilcannia-Forbes
- Anthony Kenna, Catholic Education, Diocese of Wollongong

TEACHER ACCREDITATION AUTHORITIES NETWORK

The Teacher Accreditation Authorities Network met four times in 2022.

FOCUS

Members of the Teacher Accreditation Authority (TAA) group:

- provided feedback to NESA on the implementation of policies and processes and procedures for TAAs
- shared preparation strategies for new legislation impacting teacher accreditation and maintenance, effective TAA monitoring of member school compliance with teacher accreditation policies and procedures
- provided advice and support on TAA Accomplished/Lead and TAA Proficient, sharing resources and expertise
- revised the Terms of Reference of the TAA to address the impact of teacher accreditation legislation on the work of the work of the network members.

MEMBERSHIP

- Damien Carlton, Catholic Education, Diocese of Bathurst
- Suzanne Dickson, Catholic Education, Diocese of Bathurst
- Brenton Gurney, Catholic Schools Broken Bay
- Natalie Cooper, Catholic Schools Broken Bay
- Margaret Pollard, Catholic Education, Archdiocese of Canberra Goulburn
- Mary Ryan (Chair), CSNSW
- Amelia Woolaston, Diocese of Lismore Catholic Schools
- Amanda Scott, Diocese of Lismore Catholic Schools
- Jenny Laird, Diocese of Lismore Catholic Schools
- Leisa Fisher, Diocese of Lismore Catholic Schools
- Michele McDonald, Diocese of Lismore Catholic Schools
- Jane Scahill, Maitland Newcastle
- Narelle Cross, Maitland Newcastle
- John Gildea, Catholic Schools Parramatta Diocese
- Matthew Troy, Catholic Schools Parramatta Diocese
- Sue McKenzie, Catholic Schools Parramatta Diocese
- Caroline Messer, Sydney Catholic Schools
- Elizabeth Alderton, Sydney Catholic Schools
- Emily McKinney, Catholic Education Diocese of Wagga Wagga
- Karen Gardner, Catholic Education Diocese of Wagga Wagga
- Simone McCarthy, Catholic Education Wilcannia-Forbes
- Karen Richards, Catholic Education, Diocese of Wollongong
- Robyn Fletcher, Catholic Education, Diocese of Wollongong

TEACHER DEVELOPMENT NETWORK

The Teacher Development Network met three times in 2022 including as a teacher workforce symposium.

FOCUS

The Teacher Development Network focused on the following areas:

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

MEMBERSHIP

- Amelia Woolaston, Catholic Schools Office, Diocese of Armidale
- Damien Carlton, Catholic Education, Diocese of Bathurst
- Suzanne Dickson, Catholic Education, Diocese of Bathurst
- Brenton Gurney (Executive), Catholic Schools Broken Bay
- Jamie Kemp, Catholic Education, Archdiocese of Canberra Goulburn
- Bernadette Rayner, Catholic Education, Archdiocese of Canberra Goulburn
- Trazel Scott, Catholic Education, Archdiocese of Canberra Goulburn
- Mary Ryan (Executive), CSNSW
- John McKay, Diocese of Lismore Catholic Schools
- Leisa Fisher, Diocese of Lismore Catholic Schools
- Michele McDonald, Diocese of Lismore Catholic Schools
- Narelle Cross, Catholic Schools Office, Diocese of Maitland Newcastle
- Jane Scahill (Executive), Catholic Schools Office, Diocese of Maitland Newcastle
- Liz Latham, Catholic Schools Office, Diocese of Maitland Newcastle

- Elizabeth Devlin, Catholic Schools Parramatta Diocese
- Matthew Troy, Catholic Schools Parramatta Diocese
- Sue McKenzie, Catholic Schools Parramatta Diocese
- Caroline Messer, Sydney Catholic Schools
- Elizabeth Alderton, Sydney Catholic Schools
- Anne Ryan (Executive), Catholic Education Diocese of Wagga Wagga
- Emily McKinney, Catholic Education Diocese of Wagga Wagga
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga
- Prue Horan, Catholic Education Diocese of Wagga Wagga
- Angela Kennedy, Catholic Education Wilcannia-Forbes
- Mary-Ellen Dempsey, Catholic Education Wilcannia-Forbes
- Natalie Johnston, Catholic Education Wilcannia-Forbes
- Vicki Bourne Fallon, Catholic Education Wilcannia-Forbes
- Robyn Fletcher, Catholic Education, Diocese of Wollongong

VET ADVISORY GROUP

The VET Advisory Group (VEAG) met nine times in 2022.

FOCUS

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

MEMBERSHIP

- Stephen Mitchell, Catholic Education, Diocese of Bathurst
- Phil Cox, Catholic Schools Broken Bay
- Karen Ruppert, Catholic Education, Archdiocese of Canberra Goulburn
- Gerard Delany, CSNSW
- Josie Busby, Diocese of Lismore Catholic Schools
- Sue Watts, Diocese of Lismore Catholic Schools
- Geraldine Blake, Catholic Schools Office, Diocese of Maitland Newcastle
- Irene Periera, Catholic Schools Parramatta Diocese
- Michael Morris, Sydney Catholic Schools
- Mary Bancks, Sydney Catholic Schools
- Mary-Clare Turnbull, Sydney Catholic Schools
- Vanessa Jennings, Catholic Education Diocese of Wagga Wagga
- Christina Desmond, Catholic Education, Diocese of Wollongong

WELLBEING NETWORK

The Wellbeing Network held a symposium in 2022.

FOCUS

The Wellbeing Network focused on Student Wellbeing best practice, building on priority areas at a local, state and federal level.

MEMBERSHIP

- Kristy Curry, Catholic Schools Office, Diocese of Armidale
- Diana Scullard, Catholic Education, Diocese of Bathurst
- Christine Wanjura, Catholic Education, Archdiocese of Canberra Goulburn
- Jennifer Coen, CSNSW
- Karen Evans, Diocese of Lismore Catholic Schools
- Craig Moore, Catholic Schools Office, Diocese of Maitland Newcastle
- Kathy Gillespie, Catholic Schools Office, Diocese of Maitland Newcastle
- Tamaryne Dickens, Catholic Schools Parramatta Diocese

- Deirdre Clifton, Sydney Catholic Schools
- Gloria Blacka, Catholic Education Diocese of Wagga Wagga
- Georgie Blake, Catholic Education Diocese of Wagga Wagga
- Polly (Pauline) Drezins, Catholic Education Wilcannia-Forbes
- Monica Trauth, Catholic Education, Diocese of Wollongong
- Kerrie Hayes-Williams, Catholic Education, Diocese of Wollongong

CONSULTATION WITH STAKEHOLDERS

The CSNSW Board meets with the Conference of Diocesan Directors of Catholic School Agencies collectively twice per annum.

A Stakeholder Day was held on 11 May 2022. All Diocesan Directors of NSW Catholic School Agencies, representatives of the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT, and the Association of Catholic School Principals and the Council of Catholic School Parents NSW/ACT were invited to participate.

The CSNSW Board conducted a Stakeholder Visit to Wollongong on 16-17 August 2022, which was hosted by Catholic Education Diocese of Wollongong. All members of the Conference of Diocesan Directors of Catholic School Agencies were invited to participate.

CSNSW STAKEHOLDER DAY ATTENDEES - 11 MAY 2022

- Chris Smyth, Diocesan Director, Catholic Schools Office Armidale
- Greg Whitby, Diocesan Director, Catholic Schools Parramatta Diocese
- Danny Casey, Diocesan Director, Catholic Schools Broken Bay
- Gerard Mowbray, Diocesan Director, Catholic Schools Office, Diocese of Maitland Newcastle
- Peter Hill, Diocesan Director, Catholic Education Diocese of Wollongong
- Christina Trimble, Diocesan Director, Catholic Education, Diocese of Bathurst
- Anthony Gordon, Diocesan Director, Catholic Education Wilcannia-Forbes

- Andrew Watson, Diocesan Director, Catholic Education Diocese of Wagga Wagga
- Jenny Allen, Diocesan Director, Diocese of Lismore Catholic Schools
- Ed Maher, Director of System Performance, Sydney Catholic Schools
- Natalie Harper, People and Culture Leader, Catholic Education Canberra Goulburn
- Christine Howe, Deputy Executive Director and Director of Strategic Delivery, Catholic Schools Parramatta Diocese
- Michael Egan, President, Association of Catholic School Principals
- Julie King, Executive Director, Association of Catholic School Principals
- Frank Malloy, National Director, Marist Schools Australia
- Michael McDonald, Executive Director, Federation of RI & PJP Schools
- Wayne Davie, Chair, Council of Catholic School Parents
- Ian Yard-Smith, CEO and Managing Director, Catholic Employment Relations Limited
- Peter Leuenberger, Regional Director, Edmund Rice Education Australia
- John Kyle-Robinson, Regional Director (NSW/ACT), Marist Schools Australia
- Vicki Hartley, Head of Projects, Professional Officer to the Director of Schools, Catholic Schools Office Armidale
- Anne Fry, Principal of St Vincent's College Potts Point
- Frances Bonanno, Principal of St Felix's Catholic Primary School
- Michael Bezzina, Facilitator
- Teash Richmond, Principal of Brigidine College, St Ives
- Neil McCann, Special Project Officer, Leadership and Professional Growth, Catholic Education Diocese of Wollongong
- Sherryn Moore, Professional Officer, Leadership and Professional Growth, Catholic Education Diocese of Wollongong
- Lisa Paul, Chair, Independent Review Panel of Initial Teacher Education
- Edmund Mission, Deputy Chief Executive Officer, Australian Institute for Teaching and Leadership
- Glenn Fahey, Director of Education Program, The Centre for Independent Studies
- Gary Reen, Assistant Director, Mission Services, Diocese of Lismore Catholic Schools
- Alice DeBoos, Managing Partner, Kingston Reid
- Matthew Winslade, Chair, NSW Tertiary Professional Experience Directors and NSW Delegate to the Network of Academic Directors of Professional Experience (Australia)
- Stephen Sedgwick, Chair of CSNSW Board
- Anne Cummins, Member of CSNSW Board
- Vince Graham, Member of CSNSW Board
- Michael Lee, Member of CSNSW Board
- David Robinson, Member of CSNSW Board
- Dallas McInerney, Chief Executive Officer, CSNSW
- Bernard Ryall, Chief Operating Officer, CSNSW
- Audrey Bower, Chief Legal and Risk Officer, CSNSW
- Danielle Cronin, Director, Education Policy, CSNSW
- Rob Rush, Director Sports Services, CSNSW
- James Tudehope, Director, Public Affairs and Engagement, CSNSW
- Kevin Morrison, Director, Capital Planning and Resources, CSNSW
- Peter Yates, Director, Resources and Stewardship, CSNSW
- Patricia Dickson, Human Resources Manager, CSNSW
- Gary Molloy, Manager Research, Data & Analysis, CSNSW
- Grace Taylor, Junior Legal Counsel & Risk Associate, CSNSW
- Benjamin Wilding, Senior Legal Counsel, CSNSW
- Nancy Rainbird, Risk and Compliance Manager, CSNSW
- Kristi Jarvis, Company Secretary, CSNSW
- Celia Skrlec, Assistant Company Secretary, CSNSW
- Joanne Hack, Head, Curriculum and Assessment, CSNSW
- Mary Ryan, Head, Professional Learning and Accreditation, CSNSW

APPENDIX B:

2022 FINANCIAL REPORT AND INDEPENDENT AUDITOR'S REPORT

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

STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
Revenue from continuing operations	2	39,661,714	34,402,581	35,450,524	30,335,994
Employee benefits expense		(14,937,916)	(14,133,645)	(11,613,566)	(10,954,096)
Depreciation and amortisation expense		(1,776,293)	(2,167,219)	(1,460,332)	(1,689,197)
Finance charges		(57,265)	(127,285)	(46,378)	(90,606)
Projects and grant costs		(7,865,398)	(4,439,493)	(7,728,202)	(4,408,267)
Office services expense		(1,072,709)	(808,290)	(894,248)	(698,026)
Travel expense		(752,506)	(267,754)	(674,118)	(198,980)
Information technology expense		(3,049,879)	(2,300,132)	(2,810,467)	(1,941,458)
Administration expense		<u>(8,216,883)</u>	<u>(8,189,065)</u>	<u>(7,706,418)</u>	<u>(7,519,848)</u>
Surplus for the year before transfer of assets		1,932,865	1,969,698	2,516,795	2,835,516
Gain on transfer of net assets from CSSA and CCER		-	3,361,875	-	909,338
Surplus for the year from continuing operations		1,932,865	5,331,573	2,516,795	3,744,854
Other comprehensive income		-	-	-	-
Total comprehensive income for the year		<u>1,932,865</u>	<u>5,331,573</u>	<u>2,516,795</u>	<u>3,744,854</u>

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

STATEMENTS OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2022

	Retained surplus	General reserve	Strategic initiatives reserve	Staffing and human resources reserve	Total equity
Consolidated	\$	\$	\$		\$
As at 31 December 2020	3,626,922	2,500,000	1,000,000	-	7,126,922
Total comprehensive surplus for the year	5,331,573	-	-	-	5,331,573
Transferred from retained surplus to reserves (note 1 (s))	(2,210,008)	1,500,000	460,008	250,000	-
As at 31 December 2021	6,748,487	4,000,000	1,460,008	250,000	12,458,495
Total comprehensive surplus for the year	1,932,865	-	-	-	1,932,865
Transferred from retained surplus to reserves (note 1 (s))	(1,200,000)	700,000	500,000	-	-
Reserves utilised for strategic projects	241,322	-	(241,322)	-	-
As at 31 December 2022	7,722,674	4,700,000	1,718,686	250,000	14,391,360
	Retained surplus	General reserve	Strategic initiatives reserve	Staffing and human resources reserve	Total equity
Parent	\$	\$	\$		\$
As at 31 December 2020	3,626,922	2,500,000	1,000,000	-	7,126,922
Total comprehensive surplus for the year	3,744,854	-	-	-	3,744,854
Transferred from retained surplus to reserves (note 1 (s))	(1,500,000)	1,500,000	-	-	-
As at 31 December 2021	5,871,776	4,000,000	1,000,000	-	10,871,776
Total comprehensive surplus for the year	2,516,795	-	-	-	2,516,795
Transferred from retained surplus to reserves (note 1 (s))	(1,200,000)	700,000	500,000	-	-
Reserves utilised on strategic projects	241,322	-	(241,322)	-	-
As at 31 December 2022	7,429,893	4,700,000	1,258,678	-	13,388,571

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

STATEMENTS OF FINANCIAL POSITION
AT 31 DECEMBER 2022

	Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
CURRENT ASSETS					
Cash and cash equivalents	4	6,851,367	5,618,239	5,216,959	2,294,752
Trade and other receivables	5	485,183	936,231	941,872	1,968,468
Other financial assets	6	258,039,598	145,227,896	258,039,598	145,227,896
Other assets	7	2,868,768	1,500,481	2,453,217	1,421,982
Total current assets		268,244,916	153,282,847	266,651,646	150,913,098
NON-CURRENT ASSETS					
Property, plant & equipment and intangible assets	8	820,997	1,560,357	689,789	1,303,830
Right-of-use assets	9	545,644	1,637,318	379,494	1,126,910
Total non-current assets		1,366,641	3,197,675	1,069,283	2,430,740
Total assets		269,611,557	156,480,522	267,720,929	153,343,838
CURRENT LIABILITIES					
Trade and other payables	10	251,234,894	138,839,045	250,885,459	138,355,604
Employee entitlements	11	2,028,429	2,085,451	1,796,560	1,818,033
Lease liabilities	12	610,970	1,224,911	446,007	847,141
Leasehold make-good provision		350,883	-	350,883	-
Total current liabilities		254,225,176	142,149,407	253,478,909	141,020,778
NON-CURRENT LIABILITIES					
Employee entitlements	11	995,021	788,270	853,449	672,777
Lease liabilities	12	-	623,467	-	427,624
Leasehold make-good provision		-	460,883	-	350,883
Total non-current liabilities		995,021	1,872,620	853,449	1,451,284
Total liabilities		255,220,197	144,022,027	254,332,358	142,472,062
Net assets		14,391,360	12,458,495	13,388,571	10,871,776
EQUITY					
Retained surplus	13	7,722,674	6,748,487	7,429,893	5,871,776
Reserves	14	6,668,686	5,710,008	5,958,678	5,000,000
Total equity		14,391,360	12,458,495	13,388,571	10,871,776

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

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

STATEMENTS OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from customers (inclusive of goods and services tax)	38,894,442	34,234,747	35,494,226	31,418,834
Payments to suppliers and employees (inclusive of goods and services tax)	(37,542,985)	(28,994,251)	(32,089,672)	(26,035,734)
	1,351,457	5,240,496	3,404,554	5,383,100
Net interest received	442,741	117,813	440,445	82,089
Other revenue	346,267	218,318	331,070	381,823
Interest paid on lease liabilities	(57,266)	(127,285)	(46,379)	(90,584)
Net cash inflow from operating activities	2,083,199	5,449,342	4,129,690	5,756,428
CASH FLOWS FROM INVESTING ACTIVITIES				
Payments for property, plant & equipment and intangible assets	(122,399)	(484,727)	(100,772)	(404,843)
Proceeds from sale of property, plant & equipment	-	18,182	-	18,182
Net cash outflow paid to related entities	(242,037)	(736,612)	(876,484)	(1,831,426)
Net cash inflow attributable to government programs	113,410,232	76,167,954	113,410,232	76,167,954
Net cash inflow from investing activities	113,045,796	74,964,797	112,432,976	73,949,867
CASH FLOWS FROM FINANCING ACTIVITIES				
Proceeds on transfer of cash and deposits from CSSA and CCER	-	3,887,661	-	922,237
Payments on behalf of CSSA by CSNSW	-	(50,339)	-	(50,039)
Repayment of lease liabilities	(1,084,165)	(1,106,038)	(828,757)	(756,557)
Net cash inflow (outflow) from financing activities	(1,084,165)	2,731,284	(828,757)	115,641
Net increase in cash and cash equivalents	114,044,830	83,145,423	115,733,909	79,821,936
Cash and cash equivalents at the beginning of the year	150,846,135	67,700,712	147,522,648	67,700,712
Cash and cash equivalents at the end of the year	264,890,965	150,846,135	263,256,557	147,522,648

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 2022

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. CSNSW is the representative body for all NSW Catholic schools with the Australian and NSW governments and their agencies. The address of the registered office is Level 9, Polding Centre, 133 Liverpool Street, New South Wales 2000. The financial report includes separate financial statements for Catholic Schools NSW Ltd ("CSNSW", "the company" or "parent entity") as an individual entity and the consolidated entity consisting of Catholic Schools NSW Ltd and its subsidiary ("the group" or "the consolidated entity"). The company and consolidated entity are not for profit entities under Australian Accounting Standards.

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

(a) Basis of preparation

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

The financial statements are presented in Australian currency.

(i) Compliance with Australian Accounting Standards - Simplified Disclosures

The financial statements of the consolidated entity comply with Australian Accounting Standards - Simplified Disclosures as issued by the AASB.

(ii) Historical cost convention

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

(b) Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of the entity controlled by Catholic Schools NSW Ltd as at 31 December 2022, being Catholic Employment Relations Ltd ("CERL"), and the results of CERL for the year then ended. The group controls an entity when it is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The effects of all transactions between entities in the consolidated entity are eliminated.

(c) Transactions as trustee

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

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

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

(d) Other financial assets

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

(e) Property, plant & equipment

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

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

The depreciation rates are:

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

(f) Software capitalisation

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

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

The estimated useful life for software is 5 years.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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

(g) Impairment of assets

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

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

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

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

Right-of-use assets

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

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

Lease liabilities

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

(i) Contract liabilities

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

(j) Employee leave entitlements

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

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

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

(k) Trade and other receivables

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

(l) Inventories

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

(m) Cash and cash equivalents

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

(n) Income tax

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

(o) Goods and services tax

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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

(p) Revenue recognition

i) Revenue from contracts with customers

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

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

ii) Levies received

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

iii) Administration costs recovered

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

iv) Interest received

Interest is recognised as it accrues on a daily basis.

v) Government funding received (including grants)

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

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

vi) Conferences, seminars and training

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

vii) Sports affiliation fee

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

viii) Uniform sales and rebates

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

ix) Donations and sponsorship income

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

x) Trial exams paper sales

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

xi) Trial exams copyright income

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

xii) Consultancy income - CERL

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

xiii) Bishops' contribution - CERL

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

xiv) Membership fees - Catholic Employment Relations Limited

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

xv) Related party service fees

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

xvi) legal services income - CERL

Legal services income is recognised when the associated service has been performed. Any revenue billed in advance where the service has not yet been performed and relates to the next financial year is treated as contract liabilities within trade and other payables (note 10).

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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

(q) Trade and other payables

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

(r) Leasehold make-good provision

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

(s) Reserves

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

The Staffing and Human Resource Reserve is deemed part of the unrestricted funds designated to mitigate operating risk, without restricting or committing the funds formally. Such designations may be cancelled or amended if it is decided not to proceed or continue with the use for which the reserves were originally designated.

(t) Critical accounting estimates

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

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

(u) Economic Dependency

CSNSW and the consolidated entity are dependent on the ongoing receipt of financial assistance from the Commonwealth and NSW State governments to continue delivering on its recurrent, educational and capital programs. During the year ended 31 December 2022, \$32,216,549 (2021 - \$26,981,347) revenue from operating activities was received from government programs. Revenue received from government programs comprised approximately 81% (2021- 78%) of CSNSW's and the consolidated entity's revenue from operating activities. CSNSW and the consolidated entity have no reason to believe that the Commonwealth and NSW State governments will not continue to support CSNSW's and the consolidated entity's recurrent, educational and capital programs.

(v) New accounting standards and interpretations

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Company for the annual reporting period ended 31 December 2022. The Company's assessment of the impact of these new or amended Accounting Standards and Interpretations is that they will have no material impact on the financial statements of the Company, other than noted below.

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

As noted in note 1(a), the Company has applied Australian Accounting Standards – Simplified Disclosure Requirements. Australian Accounting Standards – Simplified Disclosures are based on the requirements of IFRS for small and medium-sized entities.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

2.	REVENUE FROM CONTINUING OPERATIONS	Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
	Government revenue including grants	2(a)	32,216,549	26,981,347	32,216,549	26,981,347
	Trial exam paper sales		1,190,688	1,169,589	1,190,688	1,169,589
	Trial exam copyright income		95,062	126,235	95,062	126,235
	Levies received		4,503,794	4,388,582	1,090,499	894,493
	Consultancy income - CERL		323,906	290,336	-	-
	Interest received (see below)		442,741	117,813	440,445	116,511
	Bishops' contribution - CERL		315,545	309,358	-	-
	Conferences, seminars and training		125,159	135,007	-	-
	Sports affiliation fee		72,683	100,812	72,683	100,812
	Legal services income		37,790	-	-	-
	Uniform sales and rebates		12,301	491,019	12,301	491,019
	Grants, donations and sponsorships		1,227	74,165	1,227	74,165
	Related party service fee received:					
	National Catholic Education Commission		76,625	74,631	76,625	74,631
	Catholic Employment Relations Limited		-	-	153,947	163,810
	Council of Catholic School Parents		43,928	42,899	43,928	42,899
	Other revenue		203,716	100,788	56,570	100,483
	Revenue from Continuing Operations		39,661,714	34,402,581	35,450,524	30,335,994
<p>CSNSW received total interest of \$2,166,606 (2021 - \$401,350) of which \$1,725,879 (2021 - \$283,183) was applicable to funds held on behalf of government programs, \$281 (2021 - \$354) related to funds held on behalf of the Council of Catholic School Parents and \$440,445 (2021 - \$116,511) was applicable to CSNSW's own funds.</p>						
(a)	Government revenue (including grants)					
	Commonwealth government					
	Department of Education, Skills and Employment					
	Grants - Non-Government Reform Support Fund		7,498,577	6,721,093	7,498,577	6,721,093
	Non-Government Reform Support Fund brought forward from prior year		837,907	308,362	837,907	308,362
	Program administration charges recovered	2(b)	20,052,589	18,451,448	20,052,589	18,451,448
	Program administration interest recovered		42,162	470	42,162	470
	Total Commonwealth government revenue		28,431,235	25,481,373	28,431,235	25,481,373
	State government					
	NSW Department of Education					
	Grants - State-wide Capital Planning		762,160	490,903	762,160	490,903
	Countering Violent Extremism		134,444	-	134,444	-
	COVID Intensive Learning		784,434	-	784,434	-
	Administration charges recovered	2(c)	1,910,783	981,754	1,910,783	981,754
	Administration interest recovered		74,927	5,717	74,927	5,717
	Total		3,666,748	1,478,374	3,666,748	1,478,374
	Transport for NSW					
	Administration charges recovered		112,547	20,376	112,547	20,376
	Administration interest recovered		6,019	1,224	6,019	1,224
	Total		118,566	21,600	118,566	21,600
	Total NSW State government revenue		3,785,314	1,499,974	3,785,314	1,499,974
	Total government revenue including grants	2	32,216,549	26,981,347	32,216,549	26,981,347
(b)	Commonwealth government revenue					
	Program administration charges recovered					
	Commonwealth Schools Funding Grant		18,880,336	17,410,606	18,880,336	17,410,606
	General Capital Program Grant		1,120,121	1,036,430	1,120,121	1,036,430
	Targeted Educational Programs		52,132	4,412	52,132	4,412
	Total administration charges recovered - Commonwealth		20,052,589	18,451,448	20,052,589	18,451,448
(c)	NSW State government					
	Program administration charges recovered					
	Building Grants Assistance Fund		1,500,000	503,166	1,500,000	503,166
	Targeted Educational Programs		410,783	478,588	410,783	478,588
	Total administration charges recovered NSW State		1,910,783	981,754	1,910,783	981,754
(d)	Disaggregation of revenue					
	The disaggregation of revenue from contracts with customers is as follows:					
	<i>Timing of revenue recognition</i>					
	Goods transferred at a point in time		1,202,989	1,660,608	1,202,989	1,660,608
	Services transferred at a point in time		28,441,203	25,221,615	24,230,013	21,155,028
	Services transferred over time		10,017,522	7,520,358	10,017,522	7,520,358
			39,661,714	34,402,581	35,450,524	30,335,994

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
3. OPERATING SURPLUS				
The operating surplus was determined after charging the following specific amounts:				
<i>Expenses</i>				
Amortisation of leasehold improvements, intangible assets and make-good asset	448,707	639,630	434,639	617,630
Depreciation of office furniture, equipment and motor vehicles	389,204	439,198	278,277	326,492
Depreciation of right-of-use assets	938,382	1,088,391	747,416	745,075
Copyright fees	5,214,037	5,196,288	5,214,037	5,196,288
Levies	965,906	927,659	965,906	927,659
(Gain) / Loss on disposal of fixed assets	(388)	10,245	(388)	10,245
Interest expense relating to lease liabilities	57,265	127,263	46,378	90,584
Minimum lease payments	48,970	27,942	10,632	27,942
<i>Other Income:</i>				
Gain on transfer of net assets from CSSA and CCER	-	3,361,875	-	909,338
3(a)				
During the financial year the following fees were paid or payable for services provided by HLB Mann Judd Assurance (NSW) Pty Ltd, the auditor of the company:				
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Audit of financial statements	84,600	99,000	57,600	54,000
<i>Other services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Related parties assurance	225,800	243,000	225,800	243,000
Grant acquittals	89,090	81,450	89,090	81,450
Review of other information provided by dioceses	14,670	14,000	14,670	14,000
	<u>329,560</u>	<u>338,450</u>	<u>329,560</u>	<u>338,450</u>
	<u>414,160</u>	<u>437,450</u>	<u>387,160</u>	<u>392,450</u>
4. CASH AND CASH EQUIVALENTS				
Cash at bank and on hand	<u>6,851,367</u>	<u>5,618,239</u>	<u>5,216,959</u>	<u>2,294,752</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	6,851,367	5,618,239	5,216,959	2,294,752
Other financial assets (Note 6)	258,039,598	145,227,896	258,039,598	145,227,896
Cash and cash equivalents as per Statement of Cash Flows	<u>264,890,965</u>	<u>150,846,135</u>	<u>263,256,557</u>	<u>147,522,648</u>
5. TRADE AND OTHER RECEIVABLES				
Funds advanced to National Catholic Education Commission	296,721	555,366	296,721	555,366
Funds advanced to Catholic Employment Relations Limited	-	-	497,508	1,131,955
Accounts receivable	235,205	399,196	130,007	243,950
Allowance for expected credit losses	(64,379)	(160,000)	-	-
Sundry debtors	17,636	141,669	17,636	37,197
Total trade and other receivables	<u>485,183</u>	<u>936,231</u>	<u>941,872</u>	<u>1,968,468</u>
6. OTHER FINANCIAL ASSETS				
Unsecured				
Deposits at call	10,061,501	-	10,061,501	-
Business Online Saver account	14,109,988	108,624,189	14,109,988	108,624,189
Term deposits	233,868,109	36,603,707	233,868,109	36,603,707
Total other financial assets	<u>258,039,598</u>	<u>145,227,896</u>	<u>258,039,598</u>	<u>145,227,896</u>
Of the \$258,039,598 (2021 - \$145,227,896) other financial assets, \$248,897,504 (2021 - \$136,325,178) is held on behalf of government programs, and \$35,768 (2021 - \$52,736) is held on behalf of the Council of Catholic School Parents.				
7. OTHER ASSETS				
Prepayments	1,008,618	962,597	934,362	886,428
Non-Government Reform Support Fund Grant receivable	-	377,950	-	377,950
Other assets	479,838	87,063	138,543	84,733
Interest receivable	1,380,312	72,871	1,380,312	72,871
Total other assets	<u>2,868,768</u>	<u>1,500,481</u>	<u>2,453,217</u>	<u>1,421,982</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
8. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS				
Leasehold improvements - at cost	1,234,112	1,331,842	1,221,842	1,221,842
Provision for amortisation	<u>1,053,308</u>	<u>818,319</u>	<u>1,050,240</u>	<u>741,319</u>
	<u>180,804</u>	<u>513,523</u>	<u>171,602</u>	<u>480,523</u>
Leasehold make good asset	350,883	350,883	350,883	350,883
Provision for amortisation	<u>310,650</u>	<u>230,186</u>	<u>310,650</u>	<u>230,186</u>
	<u>40,233</u>	<u>120,697</u>	<u>40,233</u>	<u>120,697</u>
Office furniture, equipment and motor vehicles - at cost	2,688,669	2,585,193	1,543,006	1,448,887
Provision for depreciation	<u>2,179,217</u>	<u>1,794,818</u>	<u>1,155,560</u>	<u>882,039</u>
	<u>509,452</u>	<u>790,375</u>	<u>387,446</u>	<u>566,848</u>
Intangibles-Software - at cost	481,335	481,335	481,335	481,335
Provision for amortisation	<u>390,827</u>	<u>345,573</u>	<u>390,827</u>	<u>345,573</u>
	<u>90,508</u>	<u>135,762</u>	<u>90,508</u>	<u>135,762</u>
Total property, plant & equipment and intangible assets	<u>820,997</u>	<u>1,560,357</u>	<u>689,789</u>	<u>1,303,830</u>

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

	Intangibles- software	Office furniture, equipment and motor vehicles	Leasehold make good asset	Leasehold improvements	Total
Consolidated	\$	\$	\$	\$	\$
Year ended 31 December 2022					
Carrying amount at the beginning of year	135,762	790,375	120,697	513,523	1,560,357
Additions	-	110,178	-	12,270	122,448
Disposals	-	(1,897)	-	-	(1,897)
Write offs	-	-	-	(22,000)	(22,000)
Depreciation/amortisation expense	<u>(45,254)</u>	<u>(389,204)</u>	<u>(80,464)</u>	<u>(322,989)</u>	<u>(837,911)</u>
Carrying amount at end of year	<u>90,508</u>	<u>509,452</u>	<u>40,233</u>	<u>180,804</u>	<u>820,997</u>
Year ended 31 December 2021					
Carrying amount at the beginning of year	377,282	636,194	187,713	670,347	1,871,536
Transfers from CCER	-	256,349	-	55,000	311,349
Additions	-	365,457	13,000	106,270	484,727
Disposals	-	(28,427)	-	-	(28,427)
Depreciation/amortisation expense	<u>(241,520)</u>	<u>(439,198)</u>	<u>(80,016)</u>	<u>(318,094)</u>	<u>(1,078,828)</u>
Carrying amount at end of year	<u>135,762</u>	<u>790,375</u>	<u>120,697</u>	<u>513,523</u>	<u>1,560,357</u>
Parent	\$	\$	\$	\$	\$
Year ended 31 December 2022					
Carrying amount at the beginning of year	135,762	566,848	120,697	480,523	1,303,830
Additions	-	100,772	-	-	100,772
Disposals	-	(1,897)	-	-	(1,897)
Depreciation/amortisation expense	<u>(45,254)</u>	<u>(278,277)</u>	<u>(80,464)</u>	<u>(308,921)</u>	<u>(712,916)</u>
Carrying amount at end of year	<u>90,508</u>	<u>387,446</u>	<u>40,233</u>	<u>171,602</u>	<u>689,789</u>
Year ended 31 December 2021					
Carrying amount at the beginning of year	377,282	636,194	187,713	670,347	1,871,536
Additions	-	285,573	13,000	106,270	404,843
Disposals	-	(28,427)	-	-	(28,427)
Depreciation/amortisation expense	<u>(241,520)</u>	<u>(326,492)</u>	<u>(80,016)</u>	<u>(296,094)</u>	<u>(944,122)</u>
Carrying amount at end of year	<u>135,762</u>	<u>566,848</u>	<u>120,697</u>	<u>480,523</u>	<u>1,303,830</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
9. RIGHT-OF-USE ASSETS					
Office Leases					
Balance at 1 January 2022		1,610,710	1,763,565	1,100,302	1,763,565
Additions		295,380	914,802	-	67,931
Disposals		(448,672)	-	-	-
Depreciation expense		(924,500)	(1,067,657)	(733,534)	(731,194)
Balance at 31 December 2022		<u>532,918</u>	<u>1,610,710</u>	<u>366,768</u>	<u>1,100,302</u>
Office Printer					
Balance at 1 January 2022		26,608	40,489	26,608	40,489
Additions		-	6,853	-	-
Depreciation		(13,882)	(20,734)	(13,882)	(13,881)
Balance at 31 December 2022		<u>12,726</u>	<u>26,608</u>	<u>12,726</u>	<u>26,608</u>
		545,644	1,637,318	379,494	1,126,910
10. TRADE AND OTHER PAYABLES					
Funds held on behalf of Government Programs	16	248,897,504	136,325,178	248,897,504	136,325,178
GST payable		408,405	191,784	443,727	212,223
Accounts payable		1,582,075	1,597,588	1,521,166	1,567,155
Current account - Council of Catholic School Parents		35,768	52,376	35,768	52,376
Deferred income - contract liabilities		225,060	266,728	-	-
Other creditors and accruals		86,082	405,391	(12,706)	198,672
Total trade and other payables		<u>251,234,894</u>	<u>138,839,045</u>	<u>250,885,459</u>	<u>138,355,604</u>
The funds held on behalf of Government Programs balance contains \$1,484,784 (2021 - \$837,907) of committed Non-Government Reform Support Fund grant funds retained by CSNSW for program management.					
11. EMPLOYEE ENTITLEMENTS					
Current					
Annual leave		1,179,717	1,267,665	947,848	1,000,247
Long service leave		848,712	817,786	848,712	817,786
		<u>2,028,429</u>	<u>2,085,451</u>	<u>1,796,560</u>	<u>1,818,033</u>
Non-Current					
Long service leave		<u>995,021</u>	<u>788,270</u>	<u>853,449</u>	<u>672,777</u>
12. LEASE LIABILITIES					
Current					
Lease liabilities		<u>610,970</u>	<u>1,224,911</u>	<u>446,007</u>	<u>847,141</u>
Non-Current					
Lease liabilities		<u>-</u>	<u>623,467</u>	<u>-</u>	<u>427,624</u>
<i>Future lease payments</i>					
Future lease payments are due as follows:					
Within one year		618,716	1,271,559	451,167	875,292
Later than one year but not later than 5 years		-	649,052	-	451,167
		<u>618,716</u>	<u>1,920,611</u>	<u>451,167</u>	<u>1,326,459</u>
13. RETAINED SURPLUS					
Retained surplus at the beginning of the year		6,748,487	3,626,922	5,871,776	3,626,922
Surplus for the year		1,932,865	5,331,573	2,516,795	3,744,854
Total retained surplus before transfer to reserves		8,681,352	8,958,495	8,388,571	7,371,776
Transfer to General Reserve	14	(700,000)	(1,500,000)	(700,000)	(1,500,000)
Transfer to Strategic Initiatives Reserve	14	(500,000)	(460,008)	(500,000)	-
Strategic Initiatives Reserve utilised	14	241,322	-	241,322	-
Transfer to Staffing & Human Resources Reserve	14	-	(250,000)	-	-
Retained surplus at the end of the year		<u>7,722,674</u>	<u>6,748,487</u>	<u>7,429,893</u>	<u>5,871,776</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

Note	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
14. RESERVES				
General Reserve (Note 13)	4,700,000	4,000,000	4,700,000	4,000,000
Strategic Initiatives Reserve (Note 13)	1,718,686	1,460,008	1,258,678	1,000,000
Staffing and Human Resources Reserve (Note 13)	250,000	250,000	-	-
	<u>6,668,686</u>	<u>5,710,008</u>	<u>5,958,678</u>	<u>5,000,000</u>

A portion of the 2021 comparative reserves of the consolidated entity relate to CERL, being \$460,008 of the Strategic Initiatives Reserve and \$250,000 of the Staffing and Human Resources Reserve, were previously presented within retained earnings, have now been classified within the appropriate reserve, in the current and comparative period. Refer to Note 1(s) for details of the nature and purpose of the reserves.

15. COMMITMENTS FOR EXPENDITURE

(a) Lease Commitments

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

Within one year	706,104	123,086	706,104	86,504
Later than one year but not later than 5 years	6,935,511	59,429	6,935,511	47,235
Later than 5 years	12,059,902	-	12,059,902	-
Commitments not recognised as liabilities in the financial statements	<u>19,701,517</u>	<u>182,515</u>	<u>19,701,517</u>	<u>133,739</u>

(b) Capital Commitments

CSNSW had no capital commitments as at 31 December 2022.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

16. GOVERNMENT FUNDS ADMINISTERED

CSNSW as the Approved Authority and Representative Body receives and distributes school operating and targeted grants received from the Australian and NSW governments and meets appropriate accountability requirements on a system basis. CSNSW in its capacity as the NSW Catholic Block Grant Authority (CBGA) manages and distributes capital and other block grants. The increase in funds held on behalf of government programs relates predominantly to capital programs.

During 2022, the following grants were received and distributed through CSNSW, excluding GST:

Funds held on behalf of government programs	2022 \$	2021 \$
Commonwealth government		
Department of Education, Skills and Employment		
Government program funds held at the beginning of the year	65,573,975	34,920,760
School grants received during the year	2,716,973,846	2,533,446,521
Interest earned by programs	2,375,012	181,988
School grants disbursed to the NSW Catholic Schools system during the year	(2,638,035,247)	(2,471,529,684)
School grants disbursed to NSW Congregational schools during the year	(2,835,673)	(5,897,135)
Funds retained for program administration recognised in income [Note 2(a)]	(20,052,589)	(18,451,448)
Interest retained for program administration recognised in income [Note 2(a)]	(42,162)	(470)
Current year Non-Government Reform Support Fund ("NGRSF") used by CSNSW for program management [Note 2(a)]	(7,498,577)	(6,721,093)
Previous year NGRSF used by CSNSW for program management [Note 2(a)]	(837,907)	(308,362)
NGRSF funds received in 2022 relating to 2021 expenditure	(377,950)	-
Interest distributed to NSW Catholic Schools system during the year	(736,639)	(67,102)
Commonwealth Government program funds held at the end of the year	114,506,089	65,573,975
NSW State government		
NSW Department of Education		
Government program funds held at the beginning of the year	70,061,815	24,027,720
School grants received during the year	816,906,485	786,893,296
Interest earned by programs	2,599,615	126,895
School grants disbursed to the NSW Catholic Schools system during the year	(747,169,048)	(724,497,735)
School grants disbursed to NSW Congregational schools during the year	(4,169,405)	(14,989,686)
Funds retained for program administration recognised in income [Note 2(a)]	(1,910,783)	(981,754)
Countering Violent Extremism program funds retained for program administration recognised in income [Note 2(a)]	(134,444)	-
Direct program expenses incurred during the year	(784,434)	-
Interest retained for program administration recognised in income [Note 2(a)]	(74,927)	(5,717)
State-wide Capital Planning Grant funds used by CSNSW for program management [Note 2(a)]	(762,160)	(490,903)
Interest distributed to the NSW Catholic Schools system during the year	(220,090)	(20,301)
NSW Department of Education program funds held at the end of the year	134,342,624	70,061,815
Transport for NSW		
Government program funds held at the beginning of the year	689,388	679,200
School grants received during the year	14,426	689,388
Interest earned by programs	6,019	1,224
School grants disbursed to the NSW Catholic Schools system during the year	(512,175)	(658,824)
Funds retained for program administration recognised in income [Note 2(a)]	(112,547)	(20,376)
Direct program expenses incurred during the year	(30,301)	-
Interest retained for program administration recognised in income [Note 2(a)]	(6,019)	(1,224)
Transport NSW funds held at the end of the year	48,791	689,388
NSW State Government program funds held at the end of the year	134,391,415	70,751,203
Total government funds held at the end of the year (Note 10)	248,897,504	136,325,178

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

17. RELATED PARTY DISCLOSURES

Transactions with related parties

Director transactions

Each non-executive director and chairman of CSNSW and the controlled entity receives a fee for being a director. Total fees paid by CSNSW and the controlled entity for the year ended 31 December 2022 were \$465,679 (2021 - \$497,041).

	Consolidated 2022 \$	Consolidated 2021 \$	Parent 2022 \$	Parent 2021 \$
Compensation of key management personnel including directors				
Total compensation	<u>4,376,058</u>	<u>3,802,935</u>	<u>3,106,338</u>	<u>3,214,731</u>

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

The related parties are:

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

	2022	2021	2022 \$	2021 \$
Total purchases from the above related parties during the year	<u>1,870,223</u>	<u>2,059,499</u>	<u>1,502,287</u>	<u>1,473,327</u>
Total revenue generated from the above related parties during the year	<u>4,508,212</u>	<u>2,107,006</u>	<u>680,972</u>	<u>702,037</u>
Total payments of Government grants to the NSW Catholic Schools system	<u>3,385,716,470</u>	<u>3,196,686,243</u>	<u>3,196,686,243</u>	<u>3,196,686,243</u>
Total payments of Government grants to NSW Congregational schools	<u>7,005,078</u>	<u>20,886,821</u>	<u>20,886,821</u>	<u>20,886,821</u>
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:				
Current payables	<u>105,241</u>	<u>161,632</u>	<u>73,332</u>	<u>161,632</u>
Current receivables	<u>531,926</u>	<u>590,316</u>	<u>426,728</u>	<u>1,749,573</u>

18. CONTINGENCIES

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

19. MEMBERS' GUARANTEE

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

At 31 December 2022 the number of members was 11 (2021:11).

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639
DECLARATION BY THE DIRECTORS
FOR THE YEAR ENDED 31 DECEMBER 2022

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

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

(i) complying with Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulation 2022*; and

(ii) giving a true and fair view of the Company's and the consolidated entity's financial position as at 31 December 2022 and of its performance for the financial year ended on that date; and,

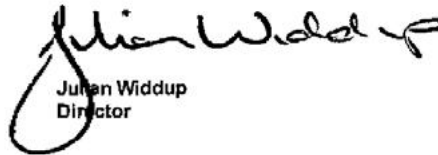
(b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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 2022.



Stephen Sedgwick AO,
Chairman



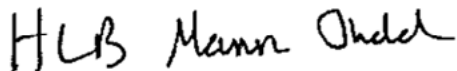
Julian Widdup
Director

Sydney
Dated this 13th day of June 2023

Auditor's Independence Declaration

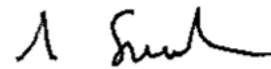
We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Catholic Schools NSW Limited for the year ended 31 December 2022.

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



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
13 June 2023



A G Smith
Director

hlb.com.au

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

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Liability limited by a scheme approved under Professional Standards Legislation.

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

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

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Catholic Schools NSW Limited ("the Parent Entity") and its controlled entities ("the Group"), which comprises the consolidated statement of financial position as at 31 December 2022, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by the Directors for both the Parent Entity and the Group.

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

- (a) giving a true and fair view of the Parent Entity's and the Group's financial position as at 31 December 2022 and of their financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

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

We confirm that the independence declaration required by Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to those charged with governance, 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.

Responsibilities of the Directors for the Financial Report

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

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

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

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Auditor's Responsibilities for the Audit of the Financial Report

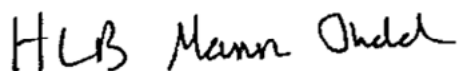
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Parent Entity's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Parent Entity's or the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide those charged with governance 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
15 June 2023



A G Smith
Director

APPENDIX C:

PROJECTS RECOMMENDED FOR CBGA FUNDING IN 2022

SCHOOL NAME	LOCATION	DIOCESE	COST	GRANT	LOCAL CONTRIBUTION
High Growth					
Eileen O'Connor School	Tuggerah	Broken Bay	\$5.5	\$5.3	\$0.2
MacKillop Catholic College	Warnervale	Broken Bay	\$5.3	\$3.7	\$1.6
			\$10.8	\$9.0	\$1.8
New Places					
St Thomas More Catholic Primary School	Cambelltown	Wollongong	\$2.3	\$1.8	\$0.6
Red Bend Catholic College	Forbes	RI/MPJP	\$5.0	\$3.5	\$1.5
St Lucy's School	Wahroonga	RI/MPJP	\$6.8	\$6.8	\$0.0
Wollongong Flexible Learning Centre	Towradgi	RI/MPJP	\$2.1	\$2.1	\$0.0
Catherine McAuley Catholic Primary School	Medowie	Maitland/Newcastle	\$10.0	\$7.0	\$3.0
Marist College	North Shore	Sydney	\$13.8	\$9.7	\$4.1
			\$40.0	\$30.9	\$ 9.2
Existing Places					
McCarthy Catholic College	Tamworth	Armidale	\$8.6	\$6.0	\$2.6
St Mary's Catholic Primary School	Noraville	Broken Bay	\$2.8	\$2.0	\$0.8
St Gerard's Catholic Primary School	Carlingford	Broken Bay	\$3.6	\$2.5	\$1.1
St Peter's Catholic College	Tuggerah	Broken Bay	\$9.1	\$6.4	\$2.7
Carrol College Broulee	Broulee	Canberra & Goulburn	\$1.4	\$1.2	\$0.2
Lumen Christi Catholic College	Pambula Beach	Canberra & Goulburn	\$4.4	\$3.1	\$1.3
Sacred Heart Central School	Cootamundra	Canberra & Goulburn	\$0.6	\$0.5	\$0.1
McAuley Catholic Central School	Tumut	Canberra & Goulburn	\$1.4	\$1.0	\$0.4
Rosary Park Catholic Primary School	Branxton	Maitland/Newcastle	\$0.5	\$0.3	\$0.2
St Kevin's Catholic Primary School	Cardiff	Maitland/Newcastle	\$0.8	\$0.6	\$0.2
St Ambrose Catholic Primary School	Concord West	Sydney	\$1.2	\$0.9	\$0.3
Holy Family Parish School	Parkes	Wilcannia/Forbes	\$0.1	\$0.1	\$0.0
St Paul's Catholic Primary School	Moss Vale	Wollongong	\$2.5	\$1.7	\$0.8
Corpus Christi Catholic High School	Oak Flats	Wollongong	\$1.1	\$0.8	\$0.3
St John the Evangelist Catholic Primary School	Campbelltown	Wollongong	\$0.6	\$0.5	\$0.1
St Mary Star of the Sea College	Wollongong	RI/MPJP	\$1.8	\$1.3	
			\$38.7	\$28.9	\$ 11.1

* Values are given in millions of Australian dollars.

APPENDIX D:

GLOSSARY OF ABBREVIATIONS

AASB	Australian Accounting Standards Board	NESA	NSW Education Standards Authority
ACAN	Australian Catholic Anti-Slavery Network	NFP	Not-for-profit
ACT	Australian Capital Territory	NGRB	Non-Government Representative Body
AITSL	Australian Institute for Teaching and School Leadership	NGRSF	Non-Government Reform Agenda
AERO	Australian Education Research Organisation	NSW	New South Wales
ALAN	Assessment for Literacy and Numeracy	NSWCCC	NSW Combined Catholic Colleges
AO	Officer of the Order of Australia	NSWCPS	NSW Catholic Primary Schools
ASA	Approved System Authority	OAM	Medal of the Order of Australia
ATAR	Australian Tertiary Admission Rank	OCD	Ordo Carmelitarum Discalceatorum (Order of Discalced Carmelites)
CBGA	Catholic Block Grant Authority	OCG	Office of the Children's Guardian
CCER	Catholic Commission of Employment Relations	OFM	Ordo Fratrum Minorum Order of Friars Minor (Franciscans)
CECNSW	Catholic Education Commission of NSW	OMI	Oblates of Mary Immaculate
CERL	Catholic Employment Relations Ltd	OP	Ordo Praedicatorum Order of Preachers (Dominicans)
CSA	Catholic School Agencies	OSPPE	Ordo Fratrum Sancti Pauli Primi Eremitae (Order of Saint Paul the First Hermit)
CSNSW	Catholic Schools New South Wales	PDHPE	Personal Development, Health and Physical Education
CSSA	(formerly) Catholic Secondary Schools Association	PSC	Phonics Screening Check
CtC	Capacity to Contribute	RCS	Child Safe and Reportable Conduct Scheme
DD	Doctor of Divinity	RI/MPJP	Religious Institutes/Ministerial Public Juridical Persons
DOE	Department of Education	RMV	Reasonable market value
ECEC	Early childhood education and care	TAAG	Teacher Accreditation Advisory Group
ECOSOC	United Nations Economic and Social Council	TENS	Teacher Expert Networks
ECT	Early Career Teacher	TWWG	Teacher Workforce Working Group
EYC	Early Years Commitment	UNESCO	United Nations Educational, Scientific and Cultural Organization
FCF	Financial Compliance Framework	VEAG	VET Advisory Group
FDM	Funding Distribution Model	VET	Vocational education and training
FDMWG	Funding Distribution Model Working Group		
HALT	Highly Accomplished and Lead Teacher		
HSC	Higher School Certificate		
IOCE	International Office of Catholic Education		
IT	Information technology		
LSC	Learning Support Coordinator		
NAPLAN	National Assessment Program – Literacy and Numeracy		
NCCD	Nationally Consistent Collection of Data on Students with Disability		
NCEC	National Catholic Education Commission		

CATHOLIC SCHOOLS NSW

2022
ANNUAL
REPORT



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