

2023

Annual Report to the School Community



**St Bede's
College**

St Bede's College

2 Mentone Parade, MENTONE 3194

Principal: Deborah Frizza

Web: www.stbedes.catholic.edu.au

Registration: 1431, E Number: E1148

Principal's Attestation

I, Deborah Frizza, attest that St Bede's College is compliant with:

- The minimum standards and other requirements for school registration and school boarding premises (if applicable) as specified in the Education and Training Reform Act 2006 (Vic) and the Education and Training Reform Regulations 2017 (Vic).
- Australian Government accountability requirements related to the 2023 school year under the Australian Education Act 2013 (Cth) and the Australian Education Regulations 2023 (Cth).
- The Child Safe Standards as prescribed in Ministerial Order 1359 – Implementing the Child Safe Standards, Managing the Risk of Child Abuse in Schools and School Boarding Premises.

Attested on 24 May 2024

About this report

St Bede's College is registered by the Victorian Registration and Qualifications Authority (VRQA). The Annual Report to the School Community (ARSC), provides parents and the wider community with information about the school's activities and achievements throughout the year including information about various aspects of school performance. The Report is supplementary to other forms of regular communication to the school community regarding initiatives, activities and programs which support the learning and wellbeing of its students. Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

Governing Authority Report

FROM THE CHAIR

This year has seen some relatively smooth sailing after the events that March 2020 and beyond brought to the world of education. 2023 has provided a more stable platform for our College to focus on its mission of educating boys in an inclusive, connected, globally aware and values-driven environment.

The College theme for 2023 has been 'Together we serve: locally and globally', and while the local aspect of the theme seems straightforward, how the College operates in a global context is an interesting and challenging question, especially amid turbulent times in parts of the world.

In February, the College was privileged to host a presentation by Br. Peter Bray, Vice Chancellor of Bethlehem University. Bethlehem is a Catholic university in the West Bank providing tertiary education to all Palestinians. Br. Peter painted a vivid picture of how challenging it is for the University's students to get to school. Such things may seem remote to the day-to-day lives of our students, but we should remember that in their digital lives they are far less constrained by geography than previous generations.

Global citizenship is a key tenet of the Council of International Schools (CIS), of which St Bede's is one of few accredited member schools in Australia, and we expect this will be a valuable guiding light in how we 'serve globally' over the coming years. On a more tangible level, our College is reaching out into the world again, with several trips planned to Europe and Asia for language and community purposes.

The global context has also been a factor in another matter occupying the Board this year. Like most families and organisations, we have spent significant time and energy on how to best manage increasing costs. With the new Enterprise Agreement that came into effect this year, it has significantly added to staffing overheads, both in term of salaries and the number of teachers required. Other expenses such as insurance and utilities have also increased markedly. In something of a 'double whammy', the school's Direct Measure of Income (DMI) rating also increased, reducing slightly the Government funding received.

Two of our guiding principles are to ensure the school can provide excellent service whilst keeping fee increases to a minimum, and also providing support to those families that need it. The Board recognises the fantastic work performed in this area by Business Manager Dominic Langdon and his team. Dom also functions as Company Secretary in his 'spare' time.

Governance has also been a key theme for 2023. Under our new 2022 constitution, the College is required to convene an Annual General Meeting, and we held the first of these in May this year in conjunction with the company members.

We are grateful for the support provided by these members, led by the Lasallian Brother Visitor Br Tim Peter, with Br Peter Ryan, Maria Pearson and our liaison member Mary Fitzgerald. We look forward to working closely with the members across important school matters in 2024.

I would also like to thank the Board's Risk Committee led by John Csorgo, who has done a sterling job of finalising our risk framework. Compliance and Risk Management are a growing burden for both the College and its volunteer board, and the framework provides an excellent foundation for handling risk in a methodical and transparent way.

Thanks also to Marg Burge for leading the Board Composition committee and to Sal Algeri and the Finance Committee for working closely with Dom to ensure the College continues to be in strong and stable financial position.

My gratitude goes to all other Directors and committee members Tim Honey, Paula Wilton, Karen Chandler, Bec Kotow and Tony Hirst, all of whom are so gracious with their time and expertise.

Thank you as well to Deb Frizza and the Senior Leadership Team for supporting the Board, and also to those in the Parents and Friends, Old Collegians, the canteen and other areas where volunteers make such an important contribution to the life of the school. Lastly a special thank you to Jo Hynes without whom we could not function.

With several important initiatives planned in 2024, we look forward to an exciting year for St Bede's College.

Keiren Tilbrook

Chair of the Board

Vision and Mission

VISION AND MISSION

Our Vision

St Bede's College aspires to educate students in living "by right paths" to become confident, values-driven adults. Through a commitment to a life of learning and justice we aim to develop resilient leaders who approach the future with zeal.

Our Mission

St Bede's College is a Catholic secondary school for boys, guided by the Lasallian values of faith, service and community. Relationships are central to our learning experience and help us to connect with others. We live an inclusive culture where one's personal best is encouraged, embraced and celebrated. We are globally aware and contribute positively to the world around us. It's our mission to teach students from diverse backgrounds and beliefs to learn, live and lead 'by right paths' to become confident, socially just and resilient individuals.

College Overview

COLLEGE OVERVIEW

Here at St Bede's College, we specialise in delivering a holistic educational program that supports the individual needs of each student so that they may experience enjoyment and success in learning.

Our College has a rich history dating back to 1938 and is unwavering in its commitment to the mission of Jesus Christ and the Church over that time. It has become an educational destination for families over three generations, and is a well-known, loved and iconic place of welcome.

Offering a Christian education, the development of young people who find success and fulfilment in the service of others has always been the focus of the College and continues to direct our mission today. Our students are socially just and become aware that they are part of a global society.

We are an inclusive community where students have the right to be safe, valued, challenged and respected by all. We believe that such respect carries mutual responsibility for others as part of the College family. St Bede's College thrives on the Community, where we are brothers and sisters to one another. We understand that the quality of relationships is essential in the lives and education of our students and the establishment of productive staff/student relationships has strong resonance with our staff. Each student should be named and known.

Strong pastoral care links between each student, each family and our College are a hallmark of St Bede's College. For our young people to fully grow, it is essential that everyone they encounter at school has an interest in their development beyond their capabilities as a student.

Our motto is *Per Vias Rectas* (By Right Paths). It is important that young people have a strong set of values that underpin the way they live and that they are provided with opportunities to take on leadership and responsibility.

Our College has Five Guiding Principles that support our Mission. These Principles centre our focus on God, our sense of brotherhood/sisterhood and our care for others, showing respect and valuing best effort and achievement in all fields of endeavour—faith, cultural, academic, sporting. These values and principles allow us to respect and honour our heritage while looking with imagination and optimism to the future.

We constantly search to ensure our students experience an innovative and dynamic learning environment that provides them with the academic and personal skills to flourish in the 21st century. Academic aspiration matters, and it is important that every student is inspired to be the best they can be. Our vision for learning encompasses all aspects of life, the intellectual, spiritual, physical, social, emotional, ethical, and cultural dimensions where education is consciously structured to develop the whole person in a caring, family-oriented community.

Principal's Report

Our opening College student enrolment for 2023 was 1901. This opening enrolment included 326 Year 7 students and 15 students new to the College at other levels. The full-time equivalent staffing number of 330 consisted of 247 teachers and 83 non-teaching staff.

The theme we adopt each year provides the community with a lens through which we can express our Lasallian identity for that year. Our theme for 2023 was Together We Serve: Locally and Globally. Lasallian identity is based on the three characteristics of Faith, Service, and Community. At St Bede's College, we have a proud tradition of serving together to make a difference to many who are in need, locally and globally. Our students again stepped up in 2023. Almost \$88,000 was raised on Mission Action Day (MAD), exceeding our goal of \$85,000 for 85 years! The activities of March 24th raised awareness of, and raised funds for, the De La Salle Mission schools in Balgo WA, Papua New Guinea, Pakistan, and other Lasallian works in need.

Following some years in recess, in June our boys visited our Lasallian school in Balgo, WA. Eight Year 10 students and three staff members spent time in community service with staff and students at Luurnpa Catholic School in the Wirrimanu Community of Balgo Hills. Our participants worked with Luurnpa's K- Year 10 students in the classroom and conducted sporting activities. The daily journals kept by the students made for interesting reading about their perceptions of the area and their pride in making a meaningful contribution to the life of the school.

704 students, staff and families participated in and supported the St Bede's College team in the Push-Up Challenge, raising over \$8,700 for mens' mental health initiative, Movember. Again, students were generous in support of St Vincent de Paul's Winter Appeal, and followed up at the end of the year with the provision of Christmas Hampers and gift vouchers to the various Vinnies Conferences in our area.

In December, seven 2023 Year 12 students and two accompanying staff made their way to Fiji for our annual Service Tour and Immersion Program. The purpose of the tour was to assist with building repairs, maintenance, gardening, painting as well as assisting with educational programs in village schools at Belo Village and Nakalova Village on the Coral Coast of Fiji.

During 2023, St Bede's College became a member of the International Boys' Schools Coalition (IBSC).

The IBSC is dedicated to the education and development of all students at boys' schools across the world, the professional growth of those who work with them, and the advocacy and advancement of institutions—primarily schools for boys—that serve them. We are now

members of two international educational institutions, the other being the Council of International Schools (CIS).

The Parents and Friends Association sponsored the College's first International Women's Day Breakfast, with around 300 people in attendance to hear internationally acclaimed speaker, Rachael Robertson, tell of her time leading a team through 12 months in Antarctica. Thank you to members of the P&F for hosting the event; the feedback for which has been extremely positive. Student Leaders and senior staff members from Kilbreda College, De La Salle College and Mentone Girls' Grammar also attended.

On the final day of Term 1, we were honoured to receive three Lasallian Leaders at St Bede's College for a Pastoral visit. The pastoral visit was made by:

- Br Armin Luistro, newly elected 28th Superior General of the De La Salle Brothers and the Lasallian Institute,
- Br Chris Patino, newly elected General Councillor of the De La Salle Brothers and the Lasallian Institute, and
- Br Tim Peter, Provincial of the De La Salle Brothers of Australia, New Zealand, Pakistan and Papua New Guinea.

Representatives from St Bede's College and students from Benilde House had the privilege of attending the Reef Renaming Ceremony at Aspendale beach in memory of Rhys Gillard.

The Reef is now called Rhys Reef, a fitting tribute to a fine young man, who was taken from us far too soon. We also remembered Rhys in a Benilde House prayer service on the anniversary of his death. It was lovely to have the Gillard family in attendance – Anna, David, Austen and Tom.

At the Annual General Meeting of the St Bede's College Board, we were pleased to welcome new Members representing the Chair of Members, Br Peter Ryan. There have been some changes to the structure under which the College operates as part of the De La Salle District Council. Previously, the sole trustee of the school was the Brother Visitor, the term given to the head of the District. This has been broadened to a panel of four Members; two Brothers and two Lay People, to support a closer and more collaborative working relationship with the trustees. These changes do not impact the mission or operation of our College.

The Board welcomed three new Members to its team in 2023; Rebecca Kotow, Tim Honey and John Csorgo. Each brings significant experience and is warmly welcomed. I am grateful for the time and expertise the Board provides, especially Chair of the Board, Keiren Tilbrook, with its particular focus on quality governance of our College.

CIS Community surveys are conducted annually as a requirement of our continued membership of the Council of International Schools. Having now completed the survey for 3 years, we are now in a position to start identifying the trends in responses. Surveys were conducted of Teachers, Support Staff, the College Board, Old Collegians, Students and

Parents. Due to staff retirements, there has been some change in teaching staff profile with an increase in the proportion of staff at the College for less than a year. Staff who have been at the College for 10 – 15 years remains our highest demographic. There was quite a high level of congruence in the survey responses from each of the groups surveyed.

College Productions

- A Midsummer Night's Dream (with Kilbreda and Mentone Girls' Grammar School)
- Legally Blonde (with Mentone Girls' Grammar School)
- Holes (Junior production with Our Lady of the Sacred Heart College)

Grounds & Buildings projects undertaken

- Mentone Campus
- Major renovations to the Sports Pavillion and Change rooms
- New Senior Canteen and Café
- Cladding replacement for the Sports Centre
- VCAL/VET roof repairs
- Replacement of air-conditions to six classrooms
- Replacements of Classroom doors (26 doors are now glass doors)
- Shade sail for the Senior Canteen
- New solar panel on McCristal Building

Bentleigh East Campus

- Roof replacement for the administration building
- Drainage of the oval
- Roof replacement for the Science Atrium
- Upgrade of electronic keying system to all external doors
- Solar project
- New shade sail (Government Grant)

ACC

The College has performed to a very high level in all aspects of Associated Catholic Colleges Competitions. The College placed first in the Swimming and Cross-Country Carnivals, won the Year 7-10 Golf Championship and the Public Speaking Competitions at Senior, Intermediate and Junior levels.

In various weekly sporting competitions, the overall St Bede's College aggregate results for 2023 were as follows.

Seniors – 1st, with 4 premierships

Year 10 – 2nd, with 1 premiership

Year 9 – 3rd, with 2 premierships

Year 8 – 2nd, with 4 premierships

Year 7 – 2nd, with 5 premierships

Annual Action Plan, 2023

Some important achievements coming out of our Annual Action Plan for 2023 include:

Education in Faith

- Community service trip to Balgo, Western Australia.
- Year 12 Religious Education program redeveloped.
- The Rite Journey program introduced in the Year 9 Religious Education curriculum.
- Investigated and mapped the Outreach/Immersion programs for Years 11/12 students, 2024 and beyond.
- Supported, guided and resourced the newly appointed Integral Ecological Leaders.
- Investigate and map Outreach / Immersion programs for Years 11 and 12 students for 2024.

Learning and Teaching

- Continuous reporting made available to parents through Simon platform.
- Staff undertake professional learning in the use of formative assessment.
- Development of a data system and professional development for staff on using the system.
- Introduced an identifiable literacy improvement strategy for each subject area.
- Appointment of a Gifted and Talented Coordinator, growth coaching for students and staff and expansion of the mentor program for Year 12 students. Greater provision for students across the year levels to access challenge opportunities.
- Following review, recommendations were made for year level programs and pathways —VCE-VM and Year 9.

Student Wellbeing

- Introduction of Pastoral Period, Years 7-12.

- Structured Assemblies to focus on key College and Student issues.
- Continued work in risk analysis of potential threats to child safety.
- Update of College policies to reflect changes to new Child Safety Standards (2022).
- Staff briefings regarding Child Safety and Safeguarding.
- Staff awareness of Mandated Reporting requirements.
- The Resilience Project and The Rite Journey program introduced for Year 9 students.
- Student promotion of safety and inclusivity (One Beda Group)
- Planning for the reintroduction of an international travel opportunity for students.
- The appointment of two Integral Ecological Leaders.
- Further advancements made in provision for Student Voice.
- Use made of Students and Teacher Planners and TRP resources for structured lessons around Resilience, Gratitude, Empathy and Mindfulness.
- Additional Open Days and information flow.
- Re-designed student orientation programs for Year 6 students and those transitioning between campuses.

Learning and Management

- Strategic Plan for 2024-2027 was approved.
- All Deputy Principals undertook an external formative performance review.
- College successfully complete a VRQA Statutory Compliance check.
- Board Chairperson, Business Manager and Principal attended 2-day CECV Board Governance Training.
- Aspects related to the Resilience Program now included in the staff PL programs.
- Communication from Leadership improved and delivered in a clear and timely fashion.
- ARM data is collected to form the basis for individual and College professional learning.
- A formative appraisal and feedback model is used in conjunction with all staff ARMs.
- Appointment of a Human Resources Manager.
- Past records digitised.
- Further steps taken to protect College data from unauthorized access and loss.

School Community

- Record number of members on the P&F committee.
- Inaugural International Women's Day breakfast with guest speakers.
- Mother's and Father's Day breakfasts held at both campuses.
- Very successful expansion in the use of social media to provide information and reports on College events and activities.
- Systems developed to access parent view-points in College decision making. This includes use of Old-Collegians and P&F.

- Data-base developed to record volunteers and attendees at various events as a way of encouraging participation and involvement.

Congratulations to the Class of 2023 on its achievements. Well done for navigating such uncertain and challenging times such as they faced during these six years. Their leadership around the College during 2023 has done much to consign the school memories of the COVID years to the archives. The holistic education our College provides, together with the love and support of families, will have shaped our fine young men and better prepared them for life after Year 12.

2023 VCE results highlights: Median Study Score – 31

Median ATAR Score – 73.3%

ATAR > 90 -- 14.01%; 29 students

ATAR > 80 – 35.27%; 73 students

A+/A Grade Scores – 26%

% of Study Scores above 40 – 8.3%

Thanks to parents for supporting the College through attendance at parent's meetings and briefings or by dropping off, picking up, supporting sons and teams. Thanks to the Leadership Team, the Brothers, the College Board, the Old Collegians and the Parents and Friends for their support and advice. Thanks to all staff for their teaching or provision of service to our students, coaching and management of teams, camp attendance, and leadership of other co-curricular activities.

I would like to thank the students, your sons, for their hard work and effort in 'aiming for their personal best', aspiring to do their best in all things and for their humour and friendship.

The College community of 2023 has continued to make St Bede's College an amazing place to be.

Per Vias Rectas

Catholic Identity and Mission

Goals & Intended Outcomes

GOAL & INTENDED OUTCOMES

To strengthen the St Bede's College Community within the Catholic and Lasallian tradition, paying particular attention to identity and service (locally and globally).

- To evaluate and improve the Religious Education through engagement of students and staff.
- To increase participation of students and staff in social justice and outreach activities.
- To increase the involvement and engagement of students and staff in faith development opportunities.

Achievements

ACHIEVEMENTS

- Alignment of agreed and consistent RE curriculum across both College Campuses for 2023.
- Modified assessment tasks and adjusted developmental rubrics for students identified within NCCD.
- Refined and enhanced the Year 9 Personhood' by drawing on the CEM guidelines, 'Identity and Growth – a perspective for Catholic Schools' in consultation with The Resilience Project and The Rite Journey.
- Designed, implemented and evaluated the dedicated Year 12 RE Program.
- Designed, resourced and evaluated 'The Rite Journey' program across both Campuses, including families in its launch and conclusion.
- Implemented and executed an Indigenous Immersion Experience for students to Balgo, Western Australia.
- Comprehensive research and mapping offers for 2024 and beyond
- Formation of Student Ecological Leaders, a student-led team to design and promote initiatives that care for our environment.

Value Added

- Hosted a Pastoral Visit from Br Armin Luistro (Superior General), Br Chris Patino, (General Councillor), Br Tim Peter (Brother Visitor) in March 2023.
- **The Rite Journey** 'opt-in' Mentor Program, had 40+ students and mentors participate in this additional program in Year 9.

- **Seasons for Growth** student program was led by our Campus Minister to highlight the social support associated with grief and loss, and practice new skills to cope effectively with change and loss.
- **Mission Action Day** fundraising moved to an online platform resulting in a substantial increase in funds raised, over 100% increase from 2022 to 2023.

Learning and Teaching

Goals & Intended Outcomes

GOALS & INTENDED OUTCOMES

Continue to implement and develop a contemporary and individual approach to learning and teaching through;

- Use data to inform teaching and improve student outcomes.
- Contextualise and increase the capacity to teach literacy across all subject areas.
- Embed formative assessment as part of teaching practice at St Bede's College.

To improve student outcomes through contemporary pedagogical approaches.

Improve subject offerings, year level learning programs and pathways that meet the needs of all students across the College.

Design improved programs and pathways across all year levels at St Bede's College.

Achievements

ACHIEVEMENTS

- Professional Learning Time dedicated to use of data system.
- Increase understanding and use of data system.
- Learning Area actions regarding approaches informed by student outcome data.
- Sharing of effective practise across Learning Area and year levels.
- Introduction and implementation of identifiable literacy improvement strategy within each subject area.
- Improved capacity for formative assessment for all teachers through professional learning and implementation in classroom.
- Recommendations for Year 9 program structure in 2024.
- More engaging programs and increased choice for 2024 student programs.
- Development of Vocational Major program for 2024.
- Staff Professional Learning focused on formative assessment as a means of improving outcomes.
- Improving student learning outcomes via development of a data system and professional development for staff to leverage data.
- Introduced an identifiable literacy improvement strategy for each subject area.

- Gifted and Talented Program Coordinator appointment and subsequent implementation of program, with growth coaching for students and mentoring staff. Greater provision for students across year levels to access challenge opportunities including but not limited to Beda Enrichment & Academic Mentorship (BEAM); Accelerated Maths Program (AMPED), F1 in Schools (STEM challenge).

Student Learning Outcomes

STUDENT LEARNING OUTCOMES

- Introduction of Formative Assessment approaches across all Learning Areas and Year Levels in order to improve student outcomes.
- Increased focus on VCE student data in order to determine appropriate teacher-led actions that lead to improved student outcomes.

NAPLAN 2023 RESULTS

Year 7 Testing

The average score was higher than national and state averages for Reading, and significantly higher in Numeracy. Writing and Grammar and Punctuation was performed slightly lower than the state average, however remained above the national average. Spelling is an area for growth as results were below both the state and national averages.

Year 7 Proficiency Standards

READING - NAS 2.5% / Developing 17.4% / Strong 57.9% / Exceeding 22.1%
 WRITING - NAS 3.8% / Developing 24.7% / Strong 63.1% / Exceeding 8.4%
 SPELLING - NAS 6.2% / Developing 18.3% / Strong 60.6% / Exceeding 14.9%
 GRAMMAR & P - NAS 5.3% / Developing 26.7% / Strong 58.1% / Exceeding 9.9%
 NUMERACY - NAS 3.2% / Developing 10.8% / Strong 72.2% / Exceeding 13.9%

The percentage of students classified as Strong or Exceeding in the Reading and Numeracy tests led to a strong College performance in these areas. Attention is required for those Developing in Grammar and Punctuation and Writing.

Year 9 Testing

The average score was higher than national and state averages across all five testing areas (albeit only slightly for Spelling), suggesting a strong cohort in both literacy and numeracy. Performance in Numeracy was strongest, with the College score 12.90 points above the state mean.

Year 9 Proficiency Standards

READING - NAS 4.7% / Developing 21.9% / Strong 54.2% / Exceeding 19.3%

WRITING - NAS 2.7% / Developing 28.8% / Strong 55.9% / Exceeding 12.7%

SPELLING - NAS 5.7% / Developing 16.1% / Strong 64.5% / Exceeding 13.7%

GRAMMAR & P - NAS 6% / Developing 27.4% / Strong 54.2% / Exceeding 12.4%

NUMERACY - NAS 3.7% / Developing 17.6% / Strong 68.1% / Exceeding 10.5%

The standards were encouraging, with more than two thirds achieving Strong or Exceeding across all five testing areas. However, further work must be focussed on the large group of students at Developing level across Reading and Writing.

2023 VCE Results Highlights

Median Study Score – 31

Median ATAR Score – 73.3%

ATAR > 90 -- 14.01%; 29 students

ATAR > 80 – 35.27%; 73 students

A+/A Grade Scores – 26%

% of Study Scores above 40 – 8.3%

VCE Completion Rate: 100%

Number of VCE-VM students: 27

NAPLAN - Proportion of students meeting the proficient standards			
Domain	Year level	Mean Scale score	Proficient
Grammar & Punctuation	Year 7	542	68%
	Year 9	569	67%
Numeracy	Year 7	565	86%
	Year 9	587	79%
Reading	Year 7	552	80%
	Year 9	578	73%
Spelling	Year 7	534	75%
	Year 9	571	78%
Writing	Year 7	542	72%
	Year 9	581	69%

*A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate. Data not reported for 2023 due to participation not meeting these criteria or no students were assessed. Participants include students who were assessed, including non-attempt, or those exempted from the test.

Senior Secondary Outcomes	
VCE Median Score	31
VCE Completion Rate (includes VCE VM completions)	100.00%
VCAL Completion Rate (VCAL Intermediate)	*

*Not reported due to insufficient data i.e. less than 4 student enrolments for VCE/VCAL.

Post-School Destinations as at 2023	
Tertiary Study	*
TAFE / VET	*
Apprenticeship / Traineeship	*
Deferred	*
Employment	*
Other - The category of Other includes both students Looking for Work and those classed as Other	*

Student Wellbeing

Goals & Intended Outcomes

STUDENT WELLBEING

GOALS & INTENDED OUTCOMES

1. To maintain a strong focus on child safety.
2. To build student resilience and provide opportunity for relationship building
3. To improve the student transition experience

To continue to develop a whole school holistic approach to student wellbeing. One that integrates the academic, physical, social, emotional and spiritual development of students.

Achievements

ACHIEVEMENTS

- Implemented the new 2022 Child Safety Standards ensuring safety of the College community and legislated requirements.
- Continued risk analysis of potential threats to child safety.
- Improved student resilience including a better understanding of positive relationships and gratitude.
- Introduction of new Curriculum for Years 7 to 10.
- Partner school relationship with **The Resilience Project** to structure student lessons on gratitude, empathy and mindfulness.
- Introduction of a dedicated Wellbeing period each cycle, embedded into the student timetable.
- Implementation of structured assemblies focusing on key issues within the student cohort and College.
- Development of group activities and common interests for example, F1 in Schools.
- Promotion of student safety, inclusivity and diversity via newly formed **One Beda Inclusivity in Action Group**.
- Improved student transition process that better and earlier identifies student needs during Enrolment Application.
- Redesigned student orientation programs for Year 6 students and those transitioning from our Bentleigh East Campus to Mentone Campus via Flying Start Program.

Value Added

VALUE ADDED

- Further advancements in elevating Student Voice via official College social media accounts and newsletter, College Journal, student videos and student consultations.
- Value added student activities include the opportunity for participating in:

ACC Athletics
ACC Badminton
ACC Basketball
ACC Chess
ACC Concert Band
ACC Cricket
ACC Cross Country
ACC Debating
ACC Football
ACC Golf
ACC Hockey
ACC Music
ACC Public Speaking
ACC Soccer
ACC Swimming
ACC Table Tennis
ACC Tennis
ACC Vocal Workshop
ACC Volleyball
Art and Technology Exhibitions
Battle of the Bands
Beda Broadcast - Student Voice
Camps Program
Debating
Drama Productions
Drug and Alcohol Education
Fi in Schools program
Family masses
Founders Day Activities
House athletics
House cross country
House football
House football tipping
House swimming
Indigenous Immersion Programs (Balgo & Balnarring)

International Service Programs (Fiji)
Language and History excursions (Local & International)
Lasallian Youth Leaders
Learn To Dance program
Mens Health Seminars
Mission Action Day
Musical Collaboration - with Kilbreda College and Mentone Girls Grammar School
Netball
College Debating & Public Speaking Championships
Year Level Retreats
RSL Engagement
Ski Trip - Senior Year Levels
Social and learning activities with Kilbreda College
Student Child Safety Sub Committee
Student support groups
House Talent Quest
Trivia afternoons
Water sports
Wellbeing education and activities
Whole College Mass and Liturgy

ACC COMPETITIONS

Once again, our College performed at a consistently high level across all aspects of ACC competitions. The College placed first in the 2023 Championship for Swimming and Cross-Country Carnivals, won the Year 7 to 10 Golf Championship and won Public Speaking at Senior, Intermediate and Junior levels. In the various weekly sporting competitions, the overall St Bede's College aggregate results for 2023 were:

Seniors – 1st, with 4 premierships

Year 10 – 2nd, with 1 premiership

Year 9 – 3rd, with 2 premierships

Year 8 – 2nd, with 4 premierships

Year 7 – 2nd, with 5 premierships

These results are testament to the talented students who excel in such a wide range of sports, and to our dedicated and skilled staff who coach and manage the teams.

Student Satisfaction

YEARS 9 TO 12 RETENTION RATE 106%

“As part of One Beda in 2023, I noticed a real change in our school environment, Walking in, it was like a breath of fresh air to see the kinds of things we were pushing for. It’s surprising how a united effort can genuinely transform a school and make it a better place for everyone.” Asher Humphrey, 2023 College Vice Captain

Student Attendance

STUDENT ATTENDANCE (YEAR LEVEL AVERAGE)

- Year 7 92.1%
- Year 8 89.6%
- Year 9 88.5%
- Year 10 86.9%
- Overall attendance 89.3% average

Years 9 - 12 Student Retention Rate	
Years 9 to 12 Student Retention Rate	106.0%

Average Student Attendance Rate by Year Level	
Y07	92.1%
Y08	89.6%
Y09	88.5%
Y10	86.9%
Overall average attendance	89.3%

Leadership

Goals & Intended Outcomes

GOALS & INTENDED OUTCOMES

To strengthen the performance and development culture of the College and enhance the continuous improvement practices of the College as a learning community.

- To develop the staff capacity with a focus on professional growth.
- To ensure that the facilities and infrastructure of the College support a contemporary and future focused learning environment.
- To move Archives to a digital platform.

Achievements

ACHIEVEMENTS

- Developed a continuous Staff Professional Learning framework focussed on improving Staff Wellbeing and Individual Professional Growth.
- Wellbeing aspects related to **The Resilience Project** incorporated in staff Professional Learning programs.
- Staff Resilience reviews connected with ARM process.
- Communication from Leadership improved and delivered in a clear and timely fashion.
- ARM data collected to form individual and College professional learning.
- Professional Learning Modules offered as required for growth and development.
- Formative appraisal and feedback model is used in conjunction with all staff ARMs.
- Management of College Staff HR processes via appointment of full time Human Resources Manager.
- Appointment of a full-time Risk, Compliance & Process Improvement Manager.
- Establishment of 2024-2027 strategic plan to inform the College Masterplan, developed in consultation with College Board, parents, students and staff.
- Development of College Masterplan with Architects appointed.
- Digitisation and upload of archival records.
- Appointment of full-time Director of College Operations.

COLLEGE FACILITIES GROUNDS & BUILDING PROJECTS

Mentone Campus

- Major renovations to the Sports Centre and change rooms.
- New Senior Canteen and Café.

- Cladding replacement for the Sports Centre.
- Roof repairs in VCAL/VET building.
- Air conditioning replacement in six classrooms.
- Door replacements in 26 classrooms.
- Shade sail installation in Senior Canteen area.
- New solar panel on McCristal Building.
- Outdoor table tennis tables installed near Sport Centre.

Bentleigh East Campus

- Roof replacement for the Administration Building.
- Required drainage of the oval.
- Roof replacement for the Science Atrium.
- Upgrade of electronic key system to all external doors.
- Solar project.
- New shade sail (Government Grant).

Expenditure And Teacher Participation in Professional Learning

List Professional Learning undertaken in 2023

St Bede's College offered a diversity and depth of opportunities for professional development and growth including:

- Formative Assessment
- High Impact Teaching Strategies
- Literacy
- Learning Diversity Disability Standards for Education modules
- The Resilience Project professional learning
- Student Wellbeing and Mental Health
- Learning Area specific Professional Learning
- Careers Education specific Professional Learning
- Catholic and Lasallian Identity Professional Learning
- Leadership conferences
- School Law Seminars
- First Aid Training
- Anaphylaxis Training
- Asthma First Aid
- OHS Training
- Emergency Management Training
- Child Safety training, including the eLearning module developed by the Department of Education and Training- Protecting Children: Mandatory Reporting and Other Obligations.
- The Principal and all Deputy Principals undertook external formative performance review.
- Learning Leaders and Year Level Coordinators participated in a formative self-reflection and 360 degree feedback appraisal process.
- College successfully complete a VRQA Statutory Compliance check.
- Board Chairperson, Business Manager and Principal attended 2-day CECV Board Governance Training. This focused on the role of the Board, Strategic Planning, Risk and Financial Reporting.
- Further steps taken to protect College data from cyberattacks, unauthorised access and loss.

Number of teachers who participated in PL in 2023	174
Average expenditure per teacher for PL	\$1034.00

Teacher Satisfaction

CIS SURVEY STAFF 2023

The Council of International Schools survey data indicated that the College has a professional and trusting work environment and that staff feel well-supported in their roles. Staff reported high levels of professional satisfaction in their roles. Survey feedback suggested that staff would like further opportunities to reflect and receive feedback about their practice through a performance evaluative process.

Faculty have undertaken training specific to the curriculum and related pedagogical methods.

Agree 57.7% / Strongly Agree 27.7%

The school provides professional development which is relevant to my needs.

Agree 44.6% / Strongly Agree 33.1%

There is a defined process for allocation of professional development.

Agree 48.8% / Strongly Agree 33.8%

Appraisals of my performance are conducted fairly.

Agree 54.6% / Strongly Agree 26.9%

I am supported to regularly reflect on my own professional needs as a teacher.

Agree 55.4% / Strongly Agree 26.2%

The school has a professional and trusting working environment.

Agree 53.1% / Strongly Agree 39.2%

Staff understand what is expected of them in their roles at the school.

Agree 53.8% / Strongly Agree 37.7%

I am satisfied with the clarity of my employment contract with the school.

Agree 49.2% / Strongly Agree 46.9%

Teacher Qualifications	
Doctorate	0.0%
Masters	11.5%
Graduate	24.8%
Graduate Certificate	3.7%
Bachelor Degree	49.6%
Advanced Diploma	7.0%
No Qualifications Listed	3.3%

Staff Composition	
Principal Class (Headcount)	7
Teaching Staff (Headcount)	174
Teaching Staff (FTE)	160.4
Non-Teaching Staff (Headcount)	99
Non-Teaching Staff (FTE)	84.4
Indigenous Teaching Staff (Headcount)	0

Community Engagement

Goals & Intended Outcomes

GOALS & INTENDED OUTCOMES

- Create opportunities and experiences for everyone in our Community to flourish.
- Community Members contribute positively to the sense of culture of the College.
- Authentic access and active participation for all Community Members.

Achievements

Achievements

- Committees and advisory forums expanded to provide effective feedback from advisory bodies, including Parents and Friends Committee, Old Collegians Committee, staff feedback meetings. There was an increase in the Parents and Friends committee from 4 committee members to 21 in 2023.
- An increased level of participation of community members as volunteers at events.
- Activities were held to enable students, staff, and families to attend each campus in the aim of improving community connection cross-Campus.
- New event established to recognise long term relationships of families with the College, **Celebration of the Generations**
- Expanded presence, growth and engagement of official College social media channels, with and promotion of Old Collegians events.
- More frequent publication of St Bede's College Community Newsletter to fortnightly, with increased student voice.
- More frequent publication of Old Collegians newsletter to 12 editions per year, rather than bi-annual.
- Increased involvement of former staff members and De La Salle brothers involvement at Old Collegian reunions.
- Greater promotion of the St Bede's community through filming and distributing information of Old Collegians sponsors which improved community connection.
- Increase in database for Old Collegians to over 20,000 community members.
- Charity grants to 17 College families in need via The Finian Foundation, an increase from \$15,000 to \$37,075.
- An increase in St Bede's Old Collegians Association (SBOCA) reunion attendance. 6 reunions were held in 2023 with 63 more attendees than the previous year.
- A record number of donated items for the Finian Foundation Charity Golf Day with over \$5,200 worth of donations from Old Collegians.

- Inaugural event for International Women's Day, hosted by Parents and Friends. This saw over 300 parents, students, student leaders from other schools and teachers join together to celebrate.
- Parents and Friends expanded annual Mother's and Father's Day events and gift stalls to both campuses.
- New event for new families, Year 7 Parents Welcome at both campuses.

Parent Satisfaction

Parent feedback was collected in the form of qualitative statements and survey data.

The Council of International Schools (CIS) survey data indicated strong parental support of the College. There were high levels of positive responses to community and parent centred survey questions.

Of note were particularly high positive responses in relation to Child Safety and the secure environments provided for their children. Parents indicated a willingness and desire to be more involved in their child's learning in the future.

Financial Performance

The school's financial performance information and a report of the financial activities of the school's boarding premises (if applicable) have been provided to the Australian Charities and Not-for-profits Commission (ACNC) and will be available for the community to access from their website at www.acnc.gov.au.

For more detailed information regarding our school please visit our website at www.stbedes.catholic.edu.au