



2024

WESTMEAD CHRISTIAN GRAMMAR SCHOOL

Annual School Report

Westmead Christian Grammar School

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MESSAGES FROM KEY BODIES:

Principal (Dr. Alese Plichta)

Westmead Christian Grammar School has a rich history, spanning over forty years of providing quality Christian education. With over 200 students in Kindergarten to Year 6, and a preparatory program in the year before Kindergarten, WCGS is a community which values relationships. By investing in relationships between teachers, teachers to students, and families, we seek to create a culture where every member of the community is valued as part of the family. When children feel safe and supported, they gain confidence to try new endeavours, learn, and grow. As a Christian school, we strive to provide Christ-based education, as the fundamental mission of what we do each day. It is my privilege to continue as part of this wonderful community of learners.

Board Chair (Mrs Belinda Turner)

It has been a privilege to serve as the Board Chair for Westmead Christian Grammar School throughout 2024. This year has marked another season of growth, with a continued increase in student enrolments as families seek a Christ-centred education that nurtures the whole child. We celebrate the many outstanding achievements of our students across academic, sporting, and creative pursuits, a testament to their hard work and the dedication of our staff.

We are also pleased to report meaningful progress in securing space for the school's future building project, which will allow us to meet the growing needs of our community while staying true to our mission.

Our school remains a safe, secure, and stable environment where students are supported to thrive. We are grateful for the leadership of Dr. Alese Plichta and Deputy Principal Netta Collins, and for the ongoing commitment of our exceptional teachers and staff. The positive involvement of families and the broader community continues to strengthen our school culture. We give thanks to God for His continued favour, provision, and guidance as we step forward in faith into all that He has planned for the next season.



Deputy Principal (Mrs Netta Collins)

2024 was another exceptional year for the school. The growth in enrolments and engagement with our families highlights the positive reputation of the school and the quality education framed in a community setting of the school. The school underwent its registration inspection with NESI and received excellent feedback on the programs and policies, providing registration renewal for the next five years.

Some high points of the year included the school musical, Let's Rock, which was performed to a capacity crowd and delighted response. We also celebrated the standout efforts of individual students in academic and sporting endeavours.

The teaching staff had a focus over the year on promoting a position of kindness amongst the students, and this was demonstrated through an increase in senior students looking for ways to assist teachers in the playground and finding ways to support junior students. It was also delightful to see students look for ways to raise money for Compassion, as they made items at home to sell to their peers at school. One of the biggest hits came from a Year 2 student, who made tubs of slime to sell.

During professional development, the teachers spent time increasing their understanding of the new English and Mathematics syllabus documents, engaging with new ways to teach these subject areas. The staff also reviewed strategies to support students who had undergone trauma, writing individual education programs, supporting students who speak English as an additional language and looked at ways to embed grammar into writing lessons.

Some favourite moments over the year include the opportunities to let the students dress up and have fun, while engaging with learning in a different way. The two literacy days for 2024 were themed around Superheros and Where's Wally. The students had a great time looking for Wally all over the school in a sea of red and white. Both book fairs also had excellent attendance from families, as they purchased over \$6000 in books this year. We also held a second "Walk Safely to School Day" event at the school, closing the carpark and setting up play equipment. Students were able to order a fruit cup or fruit and yoghurt cup for breakfast and parents and students spent time together enjoying the sunshine, physical activities and yummy food.

Our "Afternoon with the Teachers" event was a full house, particularly the behaviour management and helping students with homework sessions. We look forward to holding more of these events in the future. Parent feedback was very positive and many parents communicated about the usefulness of the sessions.

Overall, the school enjoyed a positively framed year, with staff, students and families connecting and building community in many different meaningful ways.



Coordinator's Report (Ms Asli Senel)

In 2024, our school community continued to embrace a holistic approach to learning that nurtures the academic, social, emotional, and spiritual growth of every student. As School Coordinator, I have overseen the development and implementation of programs in Literacy, Numeracy, and Wellbeing, with a strong focus on early intervention, parent partnerships, and inclusive practices.

We placed significant emphasis on strengthening early literacy through the explicit teaching of phonics and sight words, particularly in the early years in 2024. Daily review routines, decodable texts, small learning support groups and phonics-based assessment tools supported our literacy goals. We also worked closely with parents, learning support staff, and external professionals, including speech pathologists, occupational therapists, and psychologists, to provide early identification and intervention for students with literacy needs. Teachers received ongoing support in adjusting classroom practice to meet the learning profiles of students with specific needs.

A major area of focus has been improving the quality and effectiveness of Individual Education Plans. Staff participated in professional learning on writing individual goals for students, differentiation in lessons, and collaborative goal setting with families and health professionals. As a result, IEPs are now more personalised, measurable and better aligned with curriculum outcomes. Parent engagement in the planning process has also increased significantly, fostering stronger partnerships and shared responsibility.

In Numeracy, we continued to encourage students to develop conceptual understanding through the use of hands-on materials, open-ended questions, and visible thinking strategies. Teachers prioritised mathematical fluency and reasoning while differentiating tasks to cater for diverse learners. Data from our Numeracy Continuum and classroom assessments assisted us with ongoing planning and small group interventions.

Student wellbeing remained a key priority in 2024. We supported students' emotional regulation through the continued implementation of the Highway Heroes program and built in creative and movement-based outlets during the school week. These included:

- Lunch Clubs (e.g., Art, Dance, Chess) to promote student interests and friendships,
- A school Talent Show in term 3, encouraging confidence and celebration of individual gifts,
- Coordination of the Sporting Schools Football Program, which promoted fitness, teamwork, and positive sporting behaviours, and
- Our Whole School Musical, which united students across K–6 in a creative, collaborative experience.

In 2025, we will continue to review our current school goals based on student data and needs and further upskill staff in inclusive and trauma-informed teaching. We will meet and create a partnership with the Western Sydney Local Health District through participation in the Live Life Well @ School program.



Staff Representative Report

2024 has brought new experiences and memorable moments to Westmead Christian Grammar School. We have represented our school in the broader community in many activities and wonderful achievements.

Madhav Menon joined our school in 2024, and his swimming prowess took him to CIS which enabled him to participate in representing our school at the State and National level. Madhav achieved 1st at the CIS competition in the 200m Individual Medley and placed 3rd in the 200m butterfly. Many students watched the race live and proudly cheered on their classmate. Well done Madhav!

In 2024 we were fortunate enough to hold two book fairs. Students and staff enjoyed dressing up and participating in our parade showcasing their creativity with our Superhero and Where's Wally themes. Students thoroughly enjoyed solving their grade's word jumble and the school wide scavenger hunt. All proceeds from our book fair have allowed us to build extensive class libraries with texts of different genres and student interest encouraging them to access a wide collection of quality literature in their classroom. We have also been fortunate to increase our collection of quality decodable readers for the classroom and home readers.

Our Athletics Carnival also proved to be an exciting day for Westmead Christian Grammar School with students from Kindergarten to Year 6 participating in various activities throughout the day. We were able to send five students to the CSSA State Athletics carnival, and all participants proudly represented their school with enthusiasm. Additionally, students participated in the State Cross Country carnival highlighting their determination to give their best in representing their school.

Our "Meet the teacher" evening was a successful night with many parents in attendance. Our teachers provided information and support to parents in understanding the core ideas for Literacy learning, behaviour management and accessing and utilising local public libraries to encourage their child to develop a love of reading. A big success of the evening was the "Healthy Food" choice presentation. Parents and students in attendance were shown many ways to make healthier choices for the lunchbox and many tips and recipes continue to be posted regularly on Dojo.



Student Representatives

We are the 2024 school captains of this school. I joined this school in 2020, when we were in year 2. And I joined in 2021, when we were in year 3. We would like to share our experiences and memories we had with this school. When I think of happy times, I think of our athletics and swimming carnivals. I like friendly competitions, especially when it's about sports. What about you? What is your favourite memory? One of my favourite memories at this school is the colour fun run that was held last year, and I liked how we had lots of obstacle courses and had fun getting sprayed with different colours.

One of the craziest and unexpected events I've experienced at this school was when we had to return from our Taronga Zoo camp in 2022. A fire broke out at Taronga Zoo while we were on the bus going there. We were all sad, but luckily, we were able to successfully complete our camp a couple of months later. One of the craziest memories I have had is when we had our crazy hair and sock day last year. In Mrs Holt's class everyone had crazy hair and socks. Some people had wigs, afros and also coloured hair too.

Let's think about something special that happened this year. You remember our camp we had this year. We went to Canberra and visited popular places there. I remember visiting the parliament and taking a tour around it. And I remember when we went to the Royal Australian Mint, the place where they make all the coins in Australia. There were so many shiny coins there, we also got to buy a special edition 2024 coin, straight out of the machine. We had a great time there! We also learnt about voting in Australia and how you need to be 18 years old and up and you need to be an Australian citizen to vote as well.

We had a great time at WCGS. When I think about how we and our class have grown so much since we first arrived in this school, it reminds me of our school motto. You're right, our school motto talks about how we grow mentally and physically, and we have. We have matured and are now ready for high school.

Thank you to all the teachers and Mrs Collins, who taught us values, discipline, care and respect to others. We will take all the learning with us from this school to the next phase of our lives. Thank you, Mr John for all the things you have taught us, and for all the good memories we have had in our final year.

Also, thank you to our fellow classmates, who have supported us in our hard times and have been with us throughout our time in this school. We've had great memories together. And we will miss you dearly once we leave this school. It's been a pleasure to be the captains of Westmead Christian Grammar School.



Parent Representative (KB)

I am truly grateful to be part of the Westmead Christian Grammar School community. My son is currently in Year 5, and previously my daughter also attended before she went to high school. My daughter now attends their sister school. I vividly remember the challenges I faced when choosing a school that would provide her with a strong Christian foundation as well as a safe and supportive environment. After researching the best schools in the Westmead area, I discovered Westmead Christian Grammar School and am confident that enrolling both my children here was the right decision. Over the years, they have been nurtured educationally, socially, emotionally, and spiritually. The staff and teachers have consistently been supportive and responsive to any concerns. I am very satisfied with the school's overall performance and am thankful for the guidance that led us here.

INTRODUCTION AND OVERVIEW 2024:

Westmead Christian Grammar School is a co-educational school, offering education, Prep through to Year Six. The school is committed to providing comprehensive academic, physical and spiritual education. Established in 1983 the school has continued to strive for excellence in providing a Christian community dedicated to serving the Westmead area and beyond. The school is proud of its multicultural student population as they celebrate the diversity amongst its community members. Westmead Christian Grammar School has an open enrolment policy for all children, providing parental consent is given to participate in all educational and spiritual programs. The culture fostered within the school provides a family atmosphere where committed Christian teachers have the opportunity to model Christ. The school is registered with NESA and is a member of the Association of Independent Schools NSW. This annual report provides parents and the wider school community with a fair, accurate and informative snapshot of the various aspects of the school throughout 2024. I certify that the information in this report is the result of a rigorous school self-evaluation process and is a balanced and genuine account of the school's achievements and areas for development for the future.

School Mission

Westmead Christian Grammar School has as its mission to bring people to the saving knowledge of Jesus Christ, through the provision of Christ-centred education.

School Motto

'To grow in wisdom and in stature and in favour with God and man.' Luke 2:52

School Pledge

'I will with God's help, obey him in all things, follow him and be an example to those about me. I will live pure, speak truth, right wrong and follow my King, the Lord Jesus Christ. I promise to be faithful and loyal to God, His people, my Church and my Country. I promise to be a witness for God by sharing the Good News of Jesus Christ. This is my pledge.'



REVIEW OF 2024

2024 has been a year of continued quality education at Westmead Christian Grammar School. It was a continued honour for the staff to serve the community of students and their families. Dr. Alese Plichta continued to serve as School Principal, with Mrs Netta Collins as Deputy Principal. Mrs Jhansi Datti completed her tenure as Business Manager. The building project continued to be a hurdle unable to cross, remaining at Pre-Development Status with Cumberland Council not engaging a Heritage Consultant to attend the project. The school have made plans to purchase 2 Essington Street, Westmead, to assist with moving the building project forward. The community continues to be enthusiastic about the need and desire to build in the days ahead.

2025 TARGETS

Teaching and Learning:

- 🎯 Target 1: Review of programs for English and Mathematics K-6.
- 🎯 Target 2: Continue pursuit of excellence in literacy and numeracy (with use of student data).
- 🎯 Target 3: Continue pursuit of social goals for students and review of Behaviour Management.
- 🎯 Target 4: Review support of students with additional needs.

Facilities and Resources

- 🎯 Target 4: Continue planning and development toward building project.
- 🎯 Target 5: Review IT Plan.

RESPECT AND RESPONSIBILITY

Westmead Christian Grammar School promotes respect and responsibility in the following ways:

- 🏆 Code of Conduct (Parents, Students and Staff)
- 🏆 Curriculum (Civics and Citizenship, Values Education, HSIE and Bible)
- 🏆 Acts of Service to the Community

WESTMEAD CHRISTIAN GRAMMAR SCHOOL

I am **WHERE** I am supposed to be.

we

I **RESPECT** myself, others and authority.

I **CARE** for others in my community and beyond.

and

I am ready to **LEARN** and participate.



OUTCOMES AND RESULTS

WCGS CURRICULUM

-  K-6 Programs, and
-  Literacy and Numeracy Learning Support Programs (including EAL/D Support).

Excursions and Incursions

During 2024, the students enjoyed a range of excursions and incursions, as well as celebrating a range of events at school. Some of the year's highlights included Harmony Day and Walk Safely to School Day. These events created an opportunity to see the diversity of our community and to promote a healthy lifestyle.

Years One and Two travelled to the city and participated in sessions at the Big Dig site, learning about Australian History and how archaeologists learn about the past. They also spent the day exploring the Royal Botanic Gardens in Sydney, building knowledge about Aboriginal Australian farming techniques and history. Years 3-6 visited Auburn Botanic Gardens with the goal of learning about native and exotic flora in Australia.

A highlight for the year was the camp to Canberra for students in Years 4-6. They visited a range of sites, including the Australian War Memorial, Parliament House, the Australian Mint and Government House.



Other incursions included a visit from the Enviromentors and Golden Ridge Animal Farm. The school enjoyed two Book Fairs, a Science Day, Clean Up Australia Day, Big Veggie Crunch, Crazy Hair Day and Pyjama Day.

The Cross Country, Swimming and Athletics Carnivals were all very well attended and provided opportunities for the students to extend opportunities to excel in sport.

Learning and Teaching

Westmead Christian Grammar School is committed to providing quality Christ-centred education through learning and teaching. All NESA requirements are being met as the school seeks to implement best practice of meeting the needs of all students enrolled. In addition to the Key Learning Areas prescribed by NESA, the students are provided with Christian Education through Devotions, Bible lessons and a weekly Chapel service.

Assessment and Reporting

Teachers continued to dialogue about assessment and reporting, striving to develop consistent judgment for transparency about student outcomes for parents. Reports align to the NSW version of the Australian Curriculum outcome statements and indicators of relevant syllabus requirements. Formal reporting was completed twice through the year at the half yearly and yearly mark.

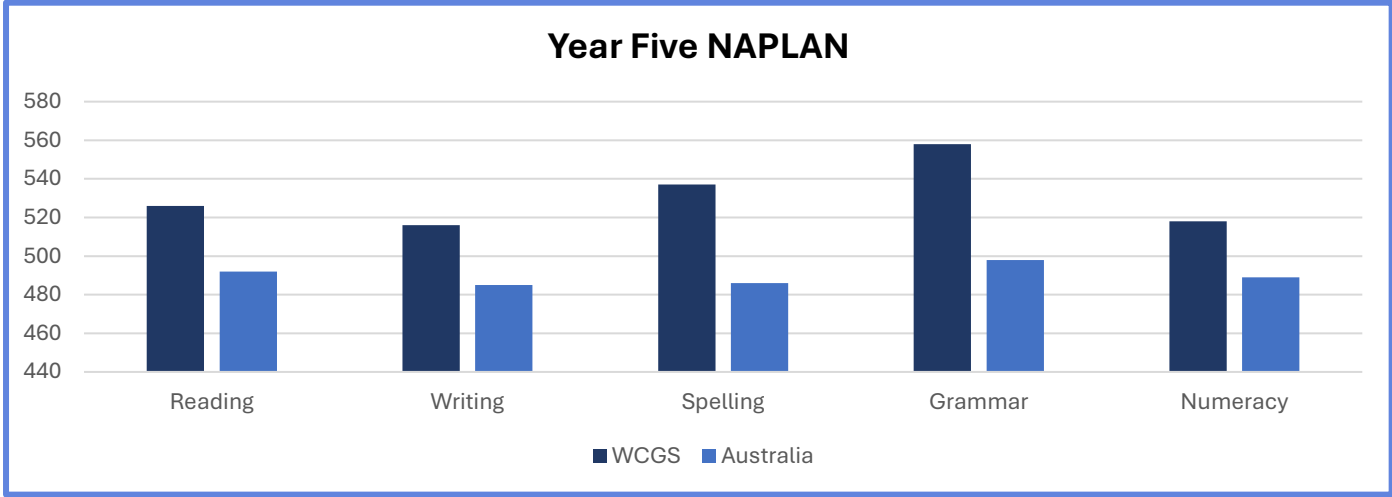
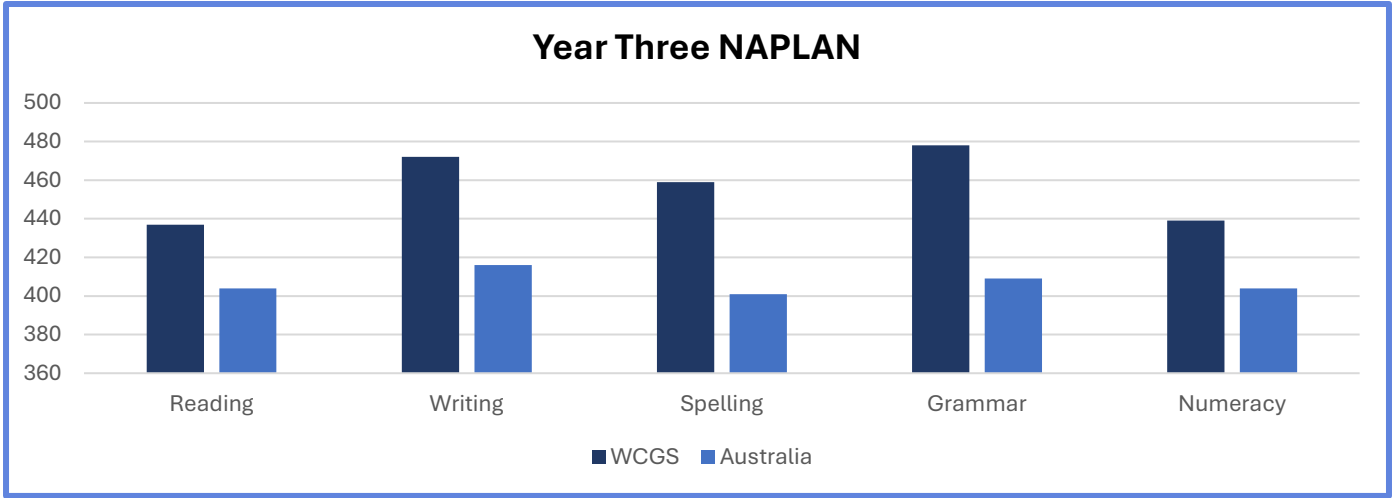
Catering for Individuals

In order to address the needs of all individuals, support structures were provided in the classroom and the playground for behavioural issues, academic issues and social skill development. Staff have continued to employ a positive approach to behaviour management, which has resulted in no major behavioural incidents over 2024. The community environment of the school allowed for consistency and transparent communication about the goals for individual students across behavioural, academic and social skill development.

SCHOOL PERFORMANCE AND ACHIEVEMENTS

During 2024, Westmead Christian Grammar School participated in the NAPLAN Benchmark testing, with the following results, compared to all Australian schools:

NAPLAN Results



ICAS results

ICAS	High Distinction	Distinction	Credit	Merit
Mathematics			3	4
English			2	1
Spelling		2	1	2
Writing			1	
Science			1	2
Digital Technology			2	

AMC results

	High Distinction	Distinction	Credit	Proficiency
Year 3		1		1
Year 4				4
Year 5				2
Year 6				4

Student Representatives

Multiple students excelled in Sport in 2024, particularly in Athletics and Swimming. We had our first relay team make it to the State Athletics Carnival, made up of three Year 6 and one Year Five students. Emmanuel Fefegula, was also selected to represent our zone in 5 other events in the state carnival.

Madhav Gopakumar Menon had an exceptional year in swimming, winning Age Champion at the Zone and State Carnivals. He was also selected to represent CIS at the PSSA carnival in two events.

Ayana Vijaywargi, from Year Two, won the Cumberland Council Heritage Award – The Keeper of the Stone, for her outstanding colouring competition entry.

Creative Arts

Westmead Christian Grammar School continued to strive for excellence in the Creative Arts. Student artwork was displayed throughout the school community. The school returned to performing its annual musical, which was a delight for the community.

Sports Report

2024 has seen WCGS continue to develop in sport and sporting achievements and offer opportunities for students from across the school in a variety of events. Students participated in a range of planned sporting sessions. The past year has proved to be once again an extremely successful year for school sport with the success directly attributed to the students involved.

Madhav (Year 4) achieved outstanding results in Swimming, winning Age Champion at Zone and State Levels, and garnering selection for the CSSA team at the CIS carnival. He was also selected to represent CIS at the PSSA competition in the 200 IM. An amazing effort.

Our Senior boys relay team, comprising of Dhruvya, Emmanuel, Aayush and Mann, qualified to represent our Zone at the State Athletics Carnival. An excellent achievement from these four boys, who all showed outstanding sportsmanship. Emmanuel notably qualified for State in 5 individual events as well, placing 3rd overall in the Zone competition.

The students participated in the following events:

- Swimming Carnival
- Zone, State and CIS Swimming Carnival
- Cross Country Carnival
- State Cross Country Carnival
- Athletics Carnival
- Zone Athletics Carnival
- State Athletics Carnival
- Tennis Clinic
- Touch Football Clinic
- Taekwondo Clinics



Discussion of the Past Priority Areas from 2023

-  Finalise implementation and training for Zunia.
 - Zunia has not been a great success, due to the lack of functionality which had been promised.
-  Review of Behaviour Management Policy.
 - A new Discipline Policy was completed.
-  Review all policies and procedures in preparation for 2024 inspection for Registration and Accreditation and the 2023 OOSH/Prep Assessment and Rating Visit.
 - Policy review was completed.
-  Continued planning and work towards building project.
 - Sadly the project continues to not be a priority to Cumberland Council.
-  Work with NESAs on upskilling the newly appointed Board in areas of Governance and Management.
 - The board worked well to a plan for training, demonstration dedication and commitment.
-  Installation of synthetic turf in playground.
 - Turf was successfully installed.

Priority Areas for 2024

-  2024 inspection with NESAs
 - Inspection was completed
-  Policy review in Attendance
 - Policy was reviewed and modified with strategies to address attendance issues
-  Continued work towards building project
 - Preparation for re-design with purchase of 2 Essington Street, Westmead
-  Training in newly developed Discipline Policy
 - Behaviour Management training for all staff.

Forecast of Priority Areas for 2025

-  Mental Health + Wellbeing Focus
-  Continue work towards Building Project
-  Review Learning Support
-  Review Spelling K – 6



STAFFING

Staff Population

All of the teaching staff of Westmead Christian Grammar School met the Professional requirements for teaching in NSW schools. During 2024, we had 12 New Scheme Teachers, with 4 staff members working towards accreditation. One staff member was accredited during 2024. All staff were category (i) teachers and had access to entitlements such as sick leave. Three staff members accessed maternity leave during the year. In 2024, the average daily rate of staff attendance was 95.02%. Staff included Principal, Deputy Principal, Business Manager, Coordinators, 11 full time teachers, a part time Chaplain, and Support Staff. The qualifications of teaching staff include:

Teacher Qualifications	Diploma	Bachelor	Master	Doctorate	Other
	1	11	1	1	0

PROFESSIONAL DEVELOPMENT AND PROFESSIONAL LEARNING

During 2024, \$837.18, was spent on professional development. The staff continued to follow the Professional Development Policy and Procedures. Staff participated in a range of learning experiences together, including staff development sessions during staff meetings and staff development days. Plans are in place to increase professional development and learning in 2025.



ATTENDANCE

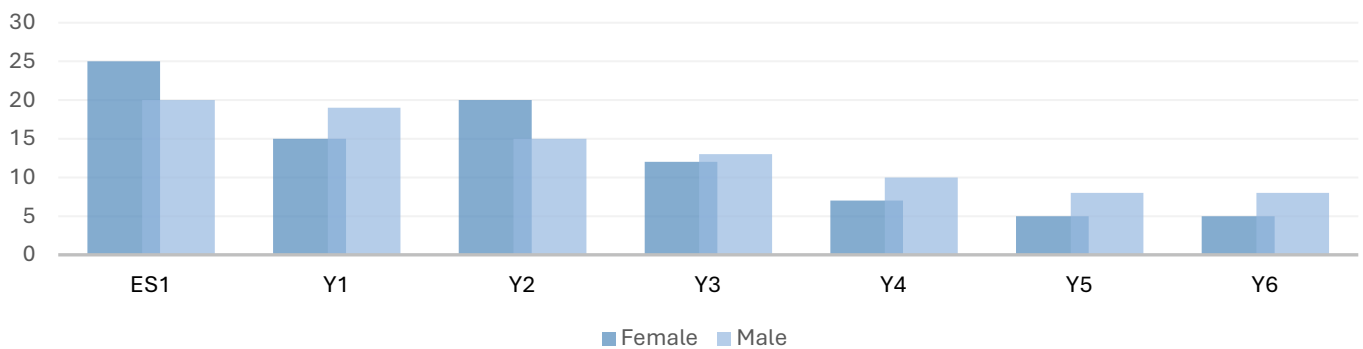
STUDENT POPULATION

During 2024 the student population was 182 as of the August Census, which does not reflect the inclusion of Prep. During 2024 the average student attendance for the school year was 92.81%. Broken down into grades, the attendance percentages were as follows:

	ES1	Y1	Y2	Y3	Y4	Y5	Y6
%	90%	90%	91%	92%	95%	94%	96%

Attendance Percentages

When a student is absent, they must provide a note of explanation, which is satisfactory. If a student is absent for three days consecutively, a staff member will contact the parent in order to ascertain the reason for the absence. The class sizes as reported in August 2024 are indicated by the graph below:



	ES1	Y1	Y2	Y3	Y4	Y5	Y6
Female	25	15	20	12	7	5	5
Male	20	19	15	13	10	8	8
Total	45	34	35	25	17	13	13



ENROLMENT POLICY

The successful enrolment of students at Westmead Christian Grammar School is an essential part of the ongoing management of the school. This policy provides the guidelines for enrolment into the school. The Enrolment Policy and its implementation will control to a large degree the culture of the school community, most evident in the Christian ethos, leadership, atmosphere, and beliefs which form the basis for the implicit curriculum, as well as shaping the explicit content, skills, values and attitudes. Westmead Christian Grammar School believes that an effective Enrolment Policy is required to ensure that the mission of the school and service is maintained and promoted through all day-to-day decisions and operations. To enrol a student at the school or in the Preparatory or Out of Hours School Care (OHSC) Services, parents must be prepared to support Christian Education. To this end all students and their parents, must agree to support the Christian ethos through participation in all educational programs.

The Principal is responsible for overseeing and approving the selection and enrolment of all students, however the School Board of Directors hold ultimate responsibility for determining the Enrolment Policy. Upon receipt of an official application form and prior to enrolment, all prospective families endeavouring to enrol a student shall be interviewed by the Deputy Principal. In the case of students with special needs, or wherever deemed appropriate, the prospective student may also be seen by one of the teachers who will make recommendations for the enrolment selection, school readiness and class determination. Prior to enrolment, all educational needs should be considered to ensure that Westmead Christian Grammar School can offer the program required for the student (Conditions of Enrolment can be found at wcgs.nsw.edu.au).

ANTI-HARASSMENT STATEMENT

Westmead Christian Grammar School is committed to ensuring the health, safety and welfare of all members of our school community. It is the desire of the school to have all members of the community working together without threatening others and without feeling threatened. It is believed that every member of the school community is deserving of tolerance, respect and acceptance. One way this is achieved is through the Anti-Bullying Policy.

ATTENDANCE POLICY

Westmead Christian Grammar School is committed to optimising student access to education by ensuring that regular attendance by all students is maximised. All students who are enrolled at Westmead Christian Grammar School, are expected to attend school whenever instruction is provided. To this end, an outline for attendance will be available and will be in accordance with the Education Act (1990). Staff will be trained in the importance of attendance and the management of the attendance requirements of the school. Parents will be encouraged upon enrolment and whenever an issue of attendance is identified, regarding the joint responsibility between the school and the home, to ensure that students have regular attendance at school whilst they are within school age. It is understood that it is through the accurate maintenance of school rolls that attendance is monitored. This is for the safety and wellbeing of students and is an important official obligation of the school.

The Legislative framework for this policy is the Education Act (1990). The other related policies and guidelines include the Registration System and Member Non-Government School (NSW) Manual (NESA), and the Westmead Christian Grammar School Child Protection Policy.

SAFE AND SUPPORTIVE ENVIRONMENT (WHS) POLICY

Westmead Christian Grammar School is committed to ensuring the health, safety and welfare of all members of our school community. We are committed to progressively implementing the requirements of the Work Health and Safety Act 2011, Work Health and Safety Regulations 2011 and Work Health and Safety Codes of Practice while adhering to the Explosives Act 2003.

This Act is concerned with developing a safe workplace through:

-  Developing a Workplace Safety Culture,
-  Incident Prevention, and
-  Incident Management.

DISCIPLINE POLICY

Westmead Christian Grammar School is committed to providing behaviour management through encouragement of positive behaviour, consistent monitoring and addressing negative choices, towards encouraging individual growth for all members of the school community. In accordance with Government legislation, Westmead Christian Grammar School does not use corporal punishment as part of its student discipline policy nor does the school explicitly or implicitly sanction the administering of corporal punishment by non-school personas, including parents, to enforce discipline at the school. Westmead Christian Grammar School is committed to providing a safe, caring environment for all its members. Discipline is one tool used in order to train students in accordance with the motto: to grow in wisdom and stature and in favour with God and man (Luke 2:52). God disciplines those He loves (Hebrews 12:5-11). He gives authority and the responsibility of discipline to the leaders of Government, the church and parents (Romans 13:1-7; Matthew 17:15-17; Proverbs 1:8; Proverb 23:13; Ephesians 6:4). At the time of enrolment parents agree that their child be taught according to the policies of the school. This does not remove any responsibility from the parents to discipline their child.

Discipline should always be for the benefit of the child. It should not be a negative concept and does not merely consist of punishment for wrongdoing. Westmead Christian Grammar School is committed to fostering moral skills, in the differentiation of right from wrong. Discipline should be based on love and aligned with the principles of God's Word. Teachers are encouraged where possible to use positive reinforcements to ascertain the correct behaviour from students wherever appropriate rather than initiating disciplinary action. Discipline within Westmead Christian Grammar School is based on a 'whole school' approach. Consistency is a vital component of the success of this policy. The school size enables all staff to get to know the students of each stage. When a violation of the behaviour standards occurs the form of discipline necessary is determined by the nature of the misconduct. Consequences should:

-  Be appropriate in terms of severity,
-  Be consistent in application (mindful of special circumstances),
-  Address any harm done (restitution where appropriate), and
-  Facilitate the restoration of positive relationships between offender and offended.

GRIEVANCE POLICY

Westmead Christian Grammar School is committed to providing an environment, which promotes the health and wellbeing of all members of the school community. It is recognised that from time-to-time there will be occasions when issues arise between members of the community, i.e. staff, students, parents and the wider community. The Complaints, Appeals and Grievance Policy seeks to ensure that complaints arising from situations of conflict and disharmony among members of the school community are addressed in a fair and transparent manner to bring a favourable resolution. Parents, students and staff members have a right to raise concerns, questions or bring complaints, in relation to behaviour, practices, decisions or individuals, and to expect these matters to be addressed appropriately with objectivity and sensitivity. Westmead Christian Grammar School, as part of its obligation in relation to its duty of care to students and staff members, strives for procedural fairness and natural justice for all. Our school is committed to maintaining its bond of biblical community. Disharmony within the school community is intended to be resolved through employing biblical principles and due process.

These policies have been reviewed with minor or no changes during 2024. A full copy of these documents with their procedures can be obtained through contacting the school.

COMMUNITY SATISFACTION

COMMUNITY INVOLVEMENT AND SATISFACTION

This year the students were highly motivated to continue to raise money for Compassion. They ran a range of stalls at lunchtimes, selling home made items to raise money. This initiative inspired junior students to participate with giving up their own resources and time to support the project. The students also participated in a Crazy Hair Day and Pyjama Day to raise additional funds. Compassion supports children in need all over the world.

The School was invited by Cumberland Council, for a second time, to run a booth at their Easter festival. This opportunity to meet the local community was well supported by both staff and students, with the WCGS booth having many families return from the previous year.

We have seen an increase in Class Dojo use by our families to above 90% reading rate on posts, and 98% of families now connected through the platform. Parents have communicated about the convenience of use and the new class chat feature has been accessed by most of the Infants parents to facilitate the answering of quick questions.

The information sessions for parents held in Term One was attended by more than a third of the school's community, showing a high level of engagement from parents with the school. Feedback from the sessions revealed that parents were looking for additional ways to support their children's learning at home and the school responded by providing additional material on strategies for supporting literacy and numeracy.

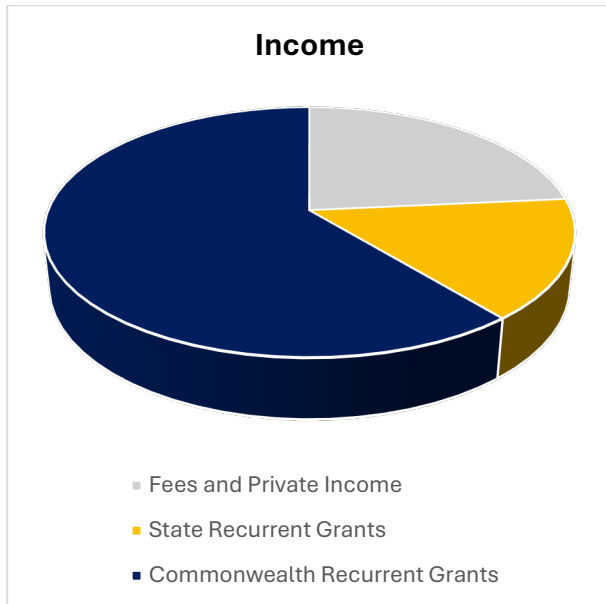
A survey of the parents was undertaken in 2024, with a focus on Behaviour Management in the school. Over 90% of parents who responded to the survey reported as being satisfied or very satisfied with the Behaviour Management strategies implemented in the school.



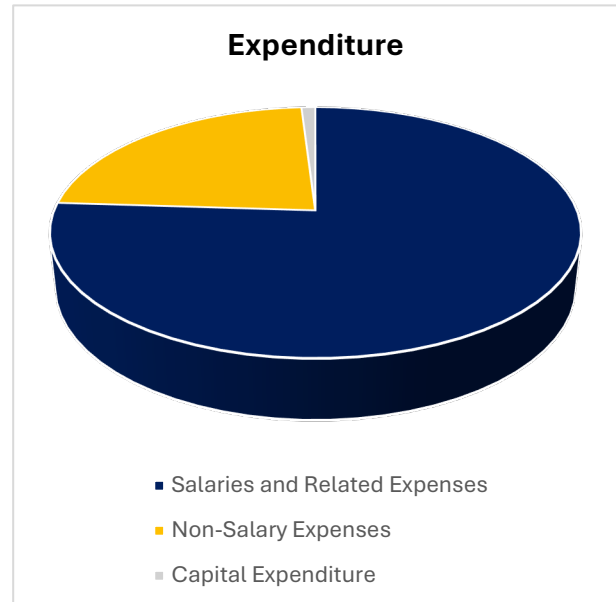
FINANCIAL INFORMATION

FINANCIAL SUMMARY

A full copy of the school's 2024 financial statement was tabled at the Westmead Christian Grammar School Annual General Meeting. Further details concerning the statement can be obtained by contacting the school.



Recurrent / Capital Income



Recurrent / Capital Expenditure

SCHOOL CONTACT INFORMATION

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