

Annual School Report

2020 School Year

St Finbarr's Primary School, Byron Bay



165 Bangalow Road

Byron Bay NSW 2481

Phone 02 6685 6342

www.bbplism.catholic.edu.au

About this report

St Finbarr's Primary School is registered by the NSW Education Standards Authority (NESA) and managed by the Diocese of Lismore Catholic Schools Office (CSO), as the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The *Annual Report to the Parish School Community* for this year provides the parish school community with fair, reliable and objective information about school performance measures and policies, as determined by the Minister for Education.

The *Report* also outlines to the parish school community information about initiatives and developments of major interest and importance and the achievements arising from the implementation of the school Improvement Plan.

The *Report* demonstrates accountability to the Federal and State Government regulatory bodies, the parish and school community and the Catholic Schools Office (CSO). This *Report* has been approved by the CSO which monitors school processes to ensure compliance with all NESA requirements for Registration.

This *Report* complements and is supplementary to school newsletters, yearbooks and other regular communications. The *Report* must be available on the school's website by 30 June 2021 following its submission to NESA.

The contents of this *Report* may be tabled for discussion at various parent forums and all information is public.

Further information about the school or this *Report* may be obtained by contacting the school on 02 6685 6342 or by visiting the website at www.bbplism.catholic.edu.au.



1.0 Messages

1.1 Principal's Message

The primary purpose of St Finbarr's Primary School is to support the members of the parish community in providing a faith formation for their children. The school fosters a commitment to the individual person and provides opportunities for academic, cultural and sporting achievement. St Finbarr's Primary School offers students a quality Catholic education based on the teaching of the Church and within the context of a strong faith community.

Our parish school continued to provide many opportunities for the students to excel in academic, cultural and sporting areas. All of these areas combined to ensure that our school's mission was lived out daily in the life of the school.

The students' achievements and accomplishments were showcased throughout 2020. Student work was proudly displayed in classrooms, on school noticeboards and in the school office. School achievement was highlighted and celebrated at many school assemblies. Our focus was to continue to build on the reputation that St Finbarr's Primary School has earned as an exemplary school. The following list provides an indication of the school's academic achievements. In 2020 the school:

- Participated with Distinction and High Distinction across all learning areas of National competitions.
- Stage 3 engaged in extra learning opportunities to enable enrichment and extension by participating in the Australasian Problem Solving Mathematical Olympiad.

There were many opportunities throughout the year for our school to be represented at community and cultural events. The following list provides an indication of the school's cultural program and community involvement. In 2020 the school:

- Celebrated Mothers' Day and Fathers' Day with a school assembly.
- Mini Vinnies team raised awareness and funds for the disadvantaged.
- Had many activities were postponed in 2020 due to COVID-19 restrictions.

Students performed well at various sporting events throughout the year. The following list provides some examples of sporting highlights. In 2020:

- The school Cross Country, Swimming and Athletics Carnivals and intraschool house competitions provided an opportunity for all students to compete and develop their individual skills and teamwork.
- Zone carnivals were cancelled due to COVID-19 restrictions.

There were many people who assisted in the school's quest for excellence. In particular, special thanks are extended to the parent body and the school staff for all their generous efforts. St Finbarr's Primary School is indeed blessed to have such dedicated and enthusiastic people supporting the school.

Tim Bleakley
Principal



1.2 A Parent Message

The official parent body is the Parish School Forum which consists of school leaders and parent representatives who meet monthly. The Forum's role is to:

- Enhance the partnership between the school and families.
- Give parental advice and feedback on a range of issues to school leaders
- Provide a link with parents.
- Represent parents of the school when required.
- Review school policies and procedures.
- Assist with parent education and parent forums.

In 2020 the Forum met 4 times and discussed a range of issues. Prominent on the agenda for the group were issues such as the new nature play area and the Colour Fun Run.

Buffy Gall
Secretary
School Parish Parent Forum

2.0 This Catholic School

2.1 The School Community

St Finbarr's Primary School is located in Byron Bay and is part of the Holy Spirit Parish which serves the communities of Byron Bay Bangalow, from which the school families are drawn.

Last year the school celebrated 106 years of Catholic education.

The parish priest Fr David Gilbey is involved in the life of the school.

St Finbarr's Primary School is a parish school with strong links to the parish family. The school aims to involve the children and their families in the life of the parish through activities such as:

- The Parish based Sacramental Program providing a strong link between the school and the parish community.
- Weekly Altar Serving teams coordinated and guided by our Leader of Evangelisation.
- Weekly Children's Liturgy managed by the school staff.
- Regular Family Masses coordinated by the school.
- Students leading initiatives to support Catholic Missions and the St Vincent de Paul Society in conjunction with Parishioners.

The parish school uses the mandated Diocesan Religious Education curriculum and the resource text "To Know, Worship & Love". Catholic life and culture permeate school life with two and a half hours of religious education taught formally each week. The Diocesan Daily Prayer guidelines support the school's prayer life. The aims and direction of our parish school are guided by *The Mission of Jesus Christ Foundational Values Catholic Education in the Diocese of Lismore*. This Framework underpins all policy, planning, roles and processes within the parish school. Our aim is to increasingly integrate the essence of this statement into all aspects of school life. Religious Education is given priority in our school and classroom curriculum and planning.

The parish school Mission Statement highlights the nature and calling of the school.



2.2 School Enrolment

St Finbarr's Primary School caters for children from Years K to 6. The following table indicates the student enrolment characteristics:

	Year K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	TOTAL 2020	TOTAL 2019
Male	23	27	19	14	20	19	20	142	121
Female	20	22	13	23	29	22	22	151	139
Indigenous *	2	1	0	1	0	2	2	8	5
EALD *	0	0	0	0	0	0	0	0	0

* count included in first two rows

NB: EALD refers to students who have English as an Additional Language or Dialect.

2.3 Student Attendance

In order for students to reach their full potential it is important that they attend school regularly. Whilst it is the parents' legal duty to ensure their children attend school regularly, staff monitor attendance each day as a part of their duty of care. The Class Roll is marked every day and rolls are checked each week by the principal or their delegate. The school uses the attendance coding system adopted in all NSW schools. Unexplained absences are followed up promptly by staff. Parents are requested to provide a satisfactory explanation for an absence by means such as a written note, telephone call, SMS message or email to the school preferably on the first day of absence, and certainly within seven days. The principal is made aware of sustained student absences or absences reflecting a pattern. In these situations, the principal or delegated staff member contacts the parent/guardian. Parents are encouraged to arrange medical and other necessary appointments outside school hours. Prolonged periods of absence occur from time-to-time for various reasons. In these cases, students and their parents meet with the principal to discuss the leave request.

The average student attendance rate for the school during 2020 is shown in the following table.

Year K	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	All Years
94.7%	95.7%	93.5%	95.8%	94.7%	95.7%	94.0%	94.3%

2.4 Teacher Standards and Professional Learning

All teachers employed by the School are qualified to teach in NSW. Additionally, all teachers at this School who are responsible for delivering the curriculum are accredited with NESAs. Effective from October 2007, the minimum qualification for a teacher in a systemic school in the Diocese of Lismore is a four year teaching degree. Teachers at this School are either accredited as conditional, provisional or proficient as defined by the *NSW Teacher Accreditation Act 2004*. Accreditation at the levels of Highly Accomplished and Lead teacher are voluntary. The number of teachers within the Diocese at these levels is as follows: Conditional 82 teacher(s); Provisional 93 teacher(s); Proficient 946 teacher(s); Highly Accomplished 1 teacher(s); Lead 2 teacher(s). Teacher status at individual schools can be sourced directly from the School.

At this school there are 20 teacher(s) accredited with NESAs, 19 teacher(s) with recognised qualifications to teach Religious Education, 1 Indigenous staff and 8 non-teaching staff.



2.5 Teacher Attendance and Retention

The average teacher attendance figure is 95.7%. This figure is provided to the school by the CSO.

There were no significant staffing changes last year.

2.6 Initiatives Promoting Respect and Responsibility

The school ensures that at every available formal and informal opportunity the values of respect and responsibility are promoted. We want every student to understand and appreciate that they are part of both the school and the local community.

The school models and teaches students about respect and responsibility in a number of ways:

- During 2020 students were involved in a range of outreach activities when not hindered by COVID-19 restrictions.
- Students and staff contribute generously to social justice appeals, including St Vincent de Paul and Caritas.
- Citizenship awards were presented at our fortnightly whole school assemblies, while outstanding citizenship was recognised at the Annual Presentation Assembly with awards from the Lions Club.

2.7 Parent, Student and Teacher Satisfaction

The school uses a variety of methods to gauge parental, student and teacher satisfaction with school operations. The school understands the importance of regularly reviewing approval and satisfaction levels. Last year the following formal and informal opportunities allowed the school to test reaction to decisions, policy and school procedures.

- In 2020 the school participated in the Diocese of Lismore School Blended Learning Survey which is a process supervised and supported by the Catholic Schools Office.
- A number of staff, parent and student surveys and open meetings were conducted to gauge the opinion of all members from the school community.
- As a result of this feedback, staff focused on investigating avenues for improving communication and student voice throughout the school.

3.0 Teaching and Learning

3.1 School Curriculum

The school provides a comprehensive educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for Primary Education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education.

- St Finbarr's aims to develop in students a love of learning and engage them actively and cooperatively in the process of lifelong learning through the core values of respect, honesty, personal best, encouragement, teamwork, commitment and belonging.
- Our teachers work collaboratively in professional learning teams where they analyse student assessment data and share effective teaching strategies in order to assist students to achieve high levels of learning.



- When required, teachers and parents work in partnership with the Leader of Pedagogy, Leader of Curriculum and Additional Needs Teacher to support students in their personalised learning plans.

The school continues to work towards developing 21c pedagogy. This pedagogy will underpin learning across the school. Extra classroom furniture was purchased in 2020 to ensure students can work collaboratively in modern, functional and flexible learning spaces.

The parish primary school offers a strong co-curricular program including student participation in:

- End of Year Musical Concert.
- School Dance Program.
- School Talent Show.

3.2 Student Performance in National Testing Programs

3.2.1 NAPLAN

There are no NAPLAN results to report in 2020 as a result of the decision by the Australian Government for students not to participate in the NAPLAN Assessments due to the circumstances of the Covid-19 Pandemic.

3.3 Teacher Professional Learning

All teachers have been involved in professional learning activities during the year. These activities are designed to develop the professional skills and understandings of staff so as to improve student outcomes. Professional development can take many forms including whole-staff development days, subject specific in-services, meetings and conferences.

Whole staff development day professional learning activities in 2020 were:

Staff Professional Learning Activity	Date	Presenter
Spirituality Modules	20/04/2020	Tim Bleakley
Project Based Learning	28/01/2020	Nick Houghton

Additionally, staff attended either singly or in groups a range of professional development opportunities including:

Activity	Staff numbers	Presenter
Wellbeing	4	Caroline Bailey
Aged Appropriate Pedagogies	6	Lisa Conte
PDHPE	8	Debbie Dwyer
Effective Feedback	6	Paul Wilson

The professional learning expenditure has been calculated at \$2052 per staff member. This figure has been calculated by the CSO and reflects expenditure on casual release days and professional development activities in particular categories.

4.0 School Policies

4.1 Enrolment Policy

Parish schools were established as places of educational excellence and places that transmit the faith, in the mission entrusted to the Church by our Lord Jesus Christ. They form part of a tradition of Catholic education provided by religious and lay teachers in the Diocese of Lismore for over 150 years. They also fulfil parents' rights to choose the schooling for their children which reflects their own faith, values, beliefs and hopes. Catholic schools have a particular responsibility to provide a Catholic religious education to children baptised in the Catholic faith and to support parents in honouring the commitments that they made on behalf of their children at baptism. The Catholic school is also "open to all who want to share its educational and faith goals inspired by Christian principles" (Congregatio de Institutione Catholica 2009). Most importantly, there is a special place in parish schools for those with the greatest need, especially in areas of lesser educational options or lower socio economic circumstances, and efforts should be made to encourage such enrolments, within the vision of the Bishop of Lismore for the poor. Every new enrolment at St Finbarr's Primary School requires parents to attend an enrolment interview. The interview provides an opportunity to learn more about the educational experience provided by the school, specific school procedural policies and current school expectations. The [School Enrolment Policy](#) explains the Parish enrolment guidelines. A copy of the enrolment policy is located in the school office or it can be accessed on the school's website. There have been no changes to this policy this year.

4.2 Pastoral Care Policy

The school's Pastoral Care Policy is based on the principles of restorative justice and procedural fairness. The policy reflects the vision and mission of the Catholic Church and is characterised by safety, trust and mutual respect. To live out this policy the school has adopted various programs aimed at helping students value themselves and experience wellbeing. These include programs focussing on self-esteem, social relationships, moral development, vocational awareness, sexuality, anti-bullying, drug awareness, health and personal safety. The school's pastoral care program has been developed in consultation with staff, parents and students and is available on the school's website. There have been no changes to this policy this year.

4.3 Discipline Policy

The school does not sanction corporal punishment or allow parents to administer corporal punishment in the school.

The school policy is based on procedural fairness and ensures that school practices respect the dignity, rights and fundamental freedoms of individual students. Students are required to abide by the school rules and to follow the directions of teachers and other people with delegated authority. Where disciplinary action is required any penalty imposed will vary according to the nature of the breach and/or the student's prior behaviour. The policy is discussed with students, staff and parents on a regular basis. Reminders about the policy are regularly included in school newsletters. Relevant sections of the policy are also published in the student diary and it is available on the school's website. There have been no changes to this policy this year.



4.4 Anti-Bullying Policy

The school's Anti Bullying Policy fosters a cohesive approach to the issue of bullying and includes specific initiatives that are designed to promote pastoral care, wellbeing and safe school communities. This policy covers the bullying of students with disabilities. Disabled children and young people need to know they have the right to be safe from bullying, what bullying is, how to keep safe and what to do if adults do not do enough to stop the bullying. The dignity of the human person is the foundation of all Catholic social teaching and intrinsic to our education ministry. There have been no changes to this policy this year and it is available on the school website.

4.5 Complaints and Grievance Policy

The school policy is based on procedural fairness and recognises that parents and caregivers must have access to processes that allow them to resolve concerns in a supportive and conciliatory environment. Any concerns raised are responded to promptly and fairly, and confidentiality is always maintained. There have been no changes to this policy this year and it is available on the school website.

5.0 School Determined Improvement Targets

Each year the school implements the School Improvement Plan. 2020 was a very rewarding year.

Key improvements achieved this year	Key Improvements for 2021
Mission of Jesus Christ <ul style="list-style-type: none">• Fostered student lead social justice initiatives.• Engaged students in their faith via contemporary worship music.• Improved curriculum and pedagogy.	Mission of Jesus Christ <ul style="list-style-type: none">• To evolve a student-centred learning community designed to foster engagement, agency and deep understanding.
Learning and Teaching <ul style="list-style-type: none">• Increased interdisciplinary application of literacy and numeracy concepts, skills and understandings.• Increased staff and student engagement.• Increased student agency.	Learning and Teaching <ul style="list-style-type: none">• Enhance teacher pedagogy in literacy, numeracy and digital technologies to improve student outcomes.
Pastoral Care <ul style="list-style-type: none">• Rebuilt the Class Parent Network and formalised Parent Forum procedures and practices.• Parent education opportunities engaged parents in their child's learning.	Pastoral Care <ul style="list-style-type: none">• Pastoral Care is developed in our school's policies, curriculum, structures, and practices, and as a shared responsibility of all stakeholders, placing the needs of students at the centre.

6.0 Financial Information

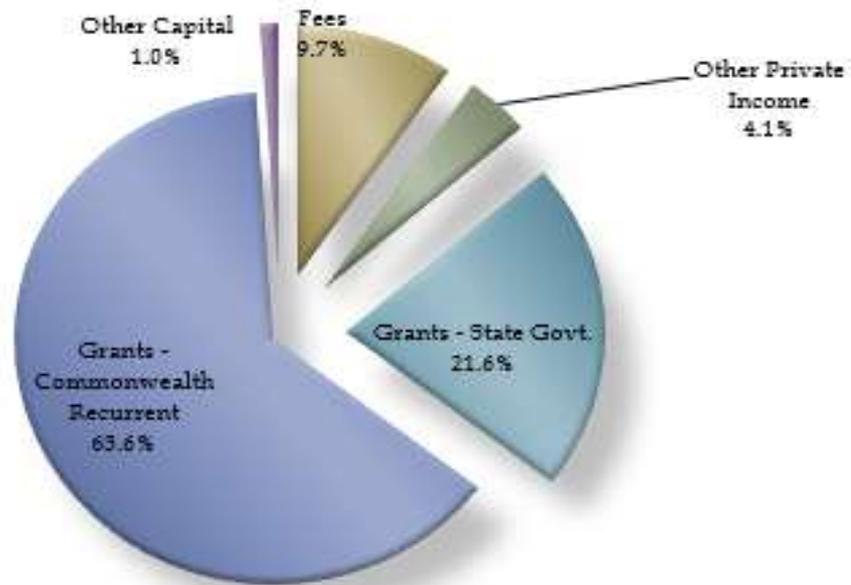
Catholic schools are accountable for all monies received. Each year, the Lismore Catholic Schools Office submits to the Commonwealth Government a financial statement on behalf of the parish primary schools and secondary colleges. This statement details the income and expenditure of each school. In addition, the financial accounts for each school and for the Catholic Schools Office are audited annually.



A visual summary of the income and expenditure reported to the Commonwealth Government for 2020 is presented below:



2020 INCOME - St Finbarr's Primary School BYRON BAY



2020 EXPENSE - St Finbarr's Primary School BYRON BAY

