



**OneSchool**  
**Global**



**OneSchool Global, Sydney**

**Annual Report**

**2023**



**Thank you to students and staff  
for commencing the year so  
well and making it such a  
success.**

# Contents



A MESSAGE FROM KEY SCHOOL BODIES.....5

CONTEXTUAL INFORMATION.....7

OUTCOMES AND RESULTS.....9

STAFFING.....10

ATTENDANCE.....11

SCHOOL POLICIES.....12

STAKEHOLDER SATISFACTION.....13

FINANCIAL INFORMATION.....14





# A Message from Key School Bodies

Mr Peter Reuben

District Principal



Throughout New South Wales, OneSchool Global has continued to develop a strong sense of collaboration and cohesion as we work together to provide the best education for students. With 12 separate schools from Albury to Armidale and from Illawarra to Condobolin, there has been a need to ensure that we develop a strong community that works together to allow our students to achieve at the highest level. Our platform of teaching across schools has enhanced the connectedness between students across the state and has allowed students to feel a sense of belonging to the wider school community. We have initiated programs to ensure that students are known by their teachers and have the opportunity to meet face-to-face several times a year; and teachers also travel across the state to see their students. Programs that have enabled this include Kickstart and Student-Teacher Meet and Greets. This ensures that every student is known by their teachers and feels valued and supported as they continue in their educational journey.

2023 has been a year of growth, with strengthening of our teaching and learning team and consolidation of our pedagogical framework. Students have continued to embrace self-directed learning and have adopted the use of different zones for learning. By empowering our students to select the appropriate space to learn, they have begun to develop the skills that will promote achievement in their post-school years. The implementation of the compressed curriculum continues to improve with students developing better strategies to manage the short timeframes and quick turnarounds.

In 2023 there was a major focus across to enhance the development of a High-Performance Team. Mr John Haydon was appointed as the new Principal and Mrs Alison Brookes was promoted to Deputy Principal. Mrs Afshan Valani replaced Mrs Brooks as Head of Primary and Mr Nathan Mulhern was appointed as Learning Centre Coach.

Along with the appoint of a new leadership team the OneSchool Global, Sydney witnessed the appointment of a number of teaching staff across Years 3 to 12. These changes have brought a new energy to OneSchool Global, Sydney and revitalised the teaching and learning in every year group.

We look forward to an exciting year ahead continuing to build on the successes of 2023, with a focus on building school culture and ensuring that each student is provided with the best opportunities to succeed. Our thanks go to the School, State and National boards for their support and encouragement throughout the year.

# Mr Michael Wilson

OneSchool Global NSW Board Chair



OneSchool Global is truly one of the most unique schools in the world. Our twelve schools in New South Wales are part of a network of schools that incorporates over 120 different locations across the globe. We are united in providing the best opportunities for staff and students and expound the virtues of self-directed learning and promote student agency by incorporating the Learning to Learn Framework.

2023 saw the introduction of our three pillars to move forward as a school. Our three pillars are;

- Learning to Learn – as a network of schools, we want our students to be self-directed and life-long learners who are life-ready and know how to learn and achieve.
- High Performance Team – each member of our school community will develop and grow to be the best member of the school community that they can be. This includes students, parents, staff, school leaders and boards. Personas have been created to identify what we should all aim for.
- Campus Modernisation Program – each of our schools will be upgraded to include the best facilities that we can provide in 2024.

These pillars will be driving our strategy and agenda as we move into the future and will ensure that OneSchool Global is at the forefront of education in New South Wales and globally.

Although these initiatives benefit the student learning experience, we have also developed programs that will assist students to develop other areas of expertise that will help them in the future. A home room program has been initiated that allows students to connect with their teacher/mentor to develop accountability and some of the soft skills that are required today; and a leadership course is being developed for our Year 11-12 students that will allow them to leave school with the skills that will allow them to be active contributors in the wider community. 2023 also saw the introduction of a new Child Protection program across the globe that includes students, staff, volunteers and parents to ensure that all of students are safe and that parents are interested parties are informed of their responsibilities in child protection.

As a network of schools, we are well-placed to move into the future, with a strong team of professionals who are well supported by the community and students.



# Contextual Information

OneSchool Global, Sydney school is an independent, co-educational school which operates in the OneSchool Global network of schools. OneSchool Global, Sydney is uniquely connected to eleven independent OneSchool Global schools across NSW.

OneSchool Global was established by members of the Plymouth Brethren Christian Church, for students and families of the Church Community. The School is strongly supported by volunteers from the Church Community. OneSchool Global recruits professional leaders, teaching and administrative staff from all walks of life and provides a positive and respectful working environment.

OneSchool Global, Sydney has an enrolment of 296 students. The school has a rich academic program which is supported by an extensive ICT blended mode of teaching and learning. The school also offers a vibrant co-curricular program which includes sport, music and community involvement.

For further information please view the [My School website](#) profile.

Outlined below is an overview of our ethos and values and our Learning to Learn Framework which are a defining feature of our school.

## School Ethos

At this school students are encouraged to develop their full potential and to acquire the discipline of learning how to learn, while upholding Christian teachings and beliefs.

The truth and authority of the Holy Bible and strong family values underpin the commitment of the school to provide quality in every facet of education – curriculum, teachers, facilities, management, and discipline – in a safe and caring environment.

## Values Statement

In coming to this school each student, parent and staff member shall uphold the values of the school which include:



### Integrity

uprightness, honesty, and decorous conduct governed by the Holy Bible.



### Responsibility

for our actions, progress, and the environment.



**Care & Compassion** kindness, consideration, and generosity to all.



### Respect

to self-discipline and the pursuit of excellence



### Respect

for all people, property, opinions, and authority

## Learning to Learn Framework

The academic undertaking of OneSchool affiliated schools is expressed in our Learning to Learn Statement.

Learning to Learn means to use learning as a tool whereby students are equipped with the ability to think critically, process information perceptually, analyse data accurately and evaluate situations intelligently in order that they fulfill their true potential.

In the Learning to Learn Framework, knowledge, skills and understandings are developed through the interlinking elements of The Assignment, The Lesson and The Study.

## Priority Areas for Improvement

2023 saw a continued enhancement in the facilities at OneSchool Global, Sydney. All three Learning Centres benefitted from upgrades to furniture and signage. There was also an increased focus on the design and layout of Learning Zones within each of the Learning Centres. Several smaller grounds projects were also completed, and planning commenced for a major building project.

## Promoting Respect and Responsibility

Throughout 2023, Sydney focused on cultivating greater student respect and responsibility by reviewing OneSchool Global policies and engaging all stakeholders, including students, parents, and staff. Students in Primary and Secondary participated in Leadership Speeches and Elections, articulating their reasons for aspiring to leadership roles, their embodiment of the school's values, and how they could serve others to foster a positive school culture.

In April, Sydney students participated in the OneSchool Global Aware program, which emphasised understanding healthy relationships and strategies for addressing risky situations, whether online or in person. Feedback on the program was overwhelmingly positive, with students feeling supported and empowered.

Various activities were organised throughout the year, including BBQ Breakfast that raised \$905 and Nachos Lunch Fundraisers raising \$1,467, Grandparents Day, R U OK Day, and a Market Day Activity Day hosted by the Year 6 students that raised \$5,136.85. Primary students notably excelled in fundraising, raising \$38,628 for the Heart Foundation through Jump Rope for Heart, earning the title of highest fundraising school in Australia. The Student Leadership Team (SLT) spearheaded charitable events like the Biggest Morning Tea and organised networking sessions, School Open Days, and Activity Days.

Additionally, Primary students participated in Nude Food Week, promoting plastic-free practices and environmental responsibility. During the September school holidays, Sydney hosted students from across the state for the Business Studies & Economics Enrichment Day, facilitating knowledge sharing and preparation for the Higher School Certificate.

Throughout the year, students enjoyed educational excursions to Sydney Olympic Park, Clifton Gardens, Sydney University for Modern History, and the Royal Botanic Gardens for a Food Technology excursion.





# Outcomes and Results



## Student Outcomes in Standardised National Literacy and Numeracy Testing

OneSchool Global, Sydney completed NAPLAN in 2023; results for 2023 were published on the My School website in February 2024. Results and comparisons can be viewed on the [My School website](#) NAPLAN page.

## Record of School Achievement (RoSA)

All OneSchool Global, Sydney students proceeded to complete their HSC and so no RoSA credentials were issued by NESA to OneSchool Global, Sydney school students in 2023.

## Higher School Certificate (HSC)

In 2023, across NSW our students completed Compressed Curriculum with 124 Year 12 students finalising their HSC courses. Additionally, 116 Year 11 students completed their first three HSC courses, with a total of 240 students sitting HSC examinations in 19 subjects. For OneSchool Global, Sydney in 2023 70 students sat HSC examinations across 18 subjects.

OneSchool Global, Sydney is uniquely connected to eleven independent OneSchool Global schools across NSW. Secondary courses are delivered from one OneSchool Global NSW school to another due to external provider exemption. To comply with privacy and personal information policies, the below HSC results and commentary information has been prepared as a comparison across the 11 schools.

OneSchool Global NSW recorded 34 Band 6's across the eleven schools. The overall trend of students accessing higher bands continued in 2023, with 10 subjects achieving a significant number of Band 5's in the high mark range.

OneSchool Global NSW continued to experience strong performances in TAS subjects, with three students being nominated and one student shortlisted for SHAPE, the annual exhibition of exemplary Major Projects developed by HSC Design and Technology, Industrial Technology and Textiles and Design students.

For the fourth year running an OneSchool Global NSW student gained first place in NSW for Financial Services.

With our Towards 77 Academic Program, OneSchool Global NSW schools set a goal to achieve an average HSC of 77.5. We achieved an average HSC of 72.61 in 2023. The program assisted students in developing better study habits, using Tutorials with teachers, engaging in the Accountability Coaching Program, and effectively using the zones in the Learning Centres. Overall, helping our students aim for personal excellence and a collective improvement in the HSC.

## Higher School Certificate Top 2 Bands – OneSchool NSW Schools

Course Name	Number of Students	Band 5 & 6 %
Business Services	35	26%
Business Studies	95	31%
Design and Technology	41	37%
Economics	33	9%
Engineering Studies	12	33%
English Advanced	15	47%
English Standard	102	4%
Financial Services	41	41%
Food Technology	7	29%

Course Name	Number of Students	Band 5 & 6 %
German Beginners	15	47%
Industrial Technology	19	26%
Investigating Science	20	35%
Legal Studies	26	23%
Mathematics Advanced	14	14%
Mathematics Standard 2	82	29%
Modern History	34	12%
PDHPE	37	11%

## Vocational Education and Training

In 2023 56 % of the Year 12 cohort participated in vocational or trade training. Across all OneSchool Global NSW schools 55 % of the Year 12 cohort participated in vocational or trade training. The majority of students in each of the VET Courses sat the HSC examination, Financial Services with Business Services also remaining a popular choice.

## Staffing



At OneSchool, to deliver on our vision, we are prepared to do things differently. We challenge traditional and outdated pedagogical models. Our learning centres, the way we embed technology in them, and ultimately our students, are a testament to this.

We offer professional development to support teachers in modern learning environments. Our Teacher Academy provides staff with online and in-person training courses across all our regions.

## Teacher Accreditation

Level of Accreditation	Number of Teachers
Conditional	3
Provisional	3
Proficient Teacher	22

## Workforce Composition

School Staff	#
Teaching staff	28
Full-time equivalent teaching staff	26.5
Non-teaching staff	20
Full-time equivalent non-teaching staff	19

*Including Aboriginal and/or Torres Strait Islander staff.*

# Attendance



## Student Attendance at School

Ninety-two per cent of students attended OneSchool Global, Sydney on average each school day in 2023. Percentages are rounded for each Year Group.

Year Group	Attendance Percentage
Year 3	93%
Year 4	93%
Year 5	93%
Year 6	92%
Year 7	93%
Year 8	93%
Year 9	92%
Year 10	92%
Year 11	91%
Year 12	88%
<b>Whole School</b>	<b>92%</b>

## Management of Non-Attendance

OneSchool Global, Sydney Attendance Policy meets legislative requirements, with a record of enrolment and daily attendance of all students at the school. Students are expected to attend 100% of their classes.

Attendance reports are sent out on a regular basis to Principals to review any attendance related issues. Regular meetings are held with the school welfare committee to monitor progress and manage issues as they arise. Parents are encouraged to ensure extended leave is held during term breaks. If students are absent for an extended period due to illness, work is organised by their teachers, so the student's learning is not disrupted.

OneSchool Global NSW strategy guidelines for good attendance and improving unsatisfactory attendance are summarised below.

### Proactive Strategies for Good Attendance

- Early intervention – actively monitor attendance data to check for absenteeism.
- Messaging to parents/guardians - messages about attendance are strongly and regularly conveyed to students and families.
- Attendance data to be displayed on screens around schools.
- Proactive approach to absenteeism due to alleged bullying.
- Provision of family counselling services to families where family dynamics appear the cause of poor absenteeism.
- Provision of transport to and from school for all students.
- A community liaison person who will contact the family and engage with them on addressing any issues that are leading to poor attendance.

- Provision of Zoom and Canvas platforms to allow students who cannot access classes and learning materials for valid reasons.
- Senior students and students travelling long distances or who cannot access school due to poor weather/bushfires/floods etc may also access classes via Zoom.
- Senior students who demonstrate self-directed learning traits can study from home if permitted may also access classes via Zoom under the Flexible Learning Program Policy.
- Learning spaces adhere to global aesthetic standards so that they are well lit, airy, and spacious.
- Provision of an engaging curriculum and pedagogy using OSG guidelines.
- Every school has an “activity day” once per semester where students organise a diverse day of social interaction and learning. This reinforces the importance of planning, contributing to school culture and working with all school community members.
- Provision of a system whereby students who achieve (including attendance) are rewarded via the OneSchool Global Merit Scheme.
- Provision of sanctions to deter poor attendance.

### Strategies for Improving Unsatisfactory Attendance

- Principal and Campus Administrator to provide counselling and support to families by community members.
- If unresolved, Principal must escalate matters of unexplained absence or chronic non-attendance to the District Principal.
- Formal meetings with OneSchool Global NSW support personnel to develop strategies and assist students and families towards improved attendance. Referrals to external professional support may occur.
- Where an unsatisfactory pattern or rate of attendance is noted, teachers must refer on to the relevant person, usually the Principal.
- Administration staff responsible for sick bay are also to report high rates of admission to sick bay to the relevant person, usually the Principal.
- Contact with parents and any notes of meetings or documentation must be kept and included in the student’s file. Concerns with attendance are to be raised at Principal meetings under the agenda item “Welfare”. If the Principal is not satisfied with the student’s attendance, a meeting will be called where the school expresses its concern about attendance, with the parents. At this meeting, the document, Compulsory School Attendance - Information for parents, produced by the NSW Government will be issued.
- If the Principal remains concerned, contact will be made with the District Principal who will discuss the matter with the Regional Principal. Ongoing issues with attendance may involve a report to the AIS NSW Director: Student Services who will advise on further action. The District Principal will also make a report to the NSW Online Mandatory Reporter Guide facilitated by DCJ.

# School Policies



OneSchool Global NSW cyclically review all policies with OneSchool Global, Sydney. Changes are made as required and published accordingly. Each policy purpose, scope, statement, and details remain the standard of all OneSchool Global NSW schools.

The full text of all policies can be accessed by request from the Principal, from the school [website](#) and intranet, student and parent information booklet and parent support site.

#### Published policies include:

- Enrolment policy
- Child Protection policy
- Anti-bullying policy
- Discipline policy
- Complaints policy

# Stakeholder Satisfaction

As we continue to ensure our school is the best it can be, regular feedback and input from our students, parents and teachers is important hence surveys were conducted in November. The Principal has reviewed survey results, selecting highlights and challenges across the stakeholder response area; focusing on action steps to continue improvement across the school.

## Student

### TOP 3 HIGHLIGHTS

**4.29** My School helps me learn to stay safe online.

**4.23** My teachers encourage me to succeed in my learning .

**4.18** I feel safe and supported in my school.

### TOP 3 CHALLENGES

**3.14** I often talk about the learning pit with my teachers.

**3.41** Behaviour in learning centre is calm and respectful.

**3.44** News and events are well communicated at my School.

## Parent

### TOP 3 HIGHLIGHTS

**4.50** In general, I would rather the digital safeguarding tools OSG uses to protect students.

**4.44** I feel the school helps me know how to keep my child(ren) safe online.

**4.37** If I ask a question or raise a concern, my School responds in a timely manner.

### TOP 3 CHALLENGES

**3.80** I feel my child is self-directed in their learning.

**3.93** My child(ren) received feedback and support relating to their learning promptly and easily.

**3.96** I feel like I am aware of, and able to engage with, what is happening.

## Teacher

### TOP 3 HIGHLIGHTS

**4.89** OSG values are aligned with my personal values.

**4.82** I know how to report a safety hazard or incident in my place of work.

**4.76** I have received child protection training this year.

### TOP 3 CHALLENGES

**3.11** I've had a performance review in the past year.

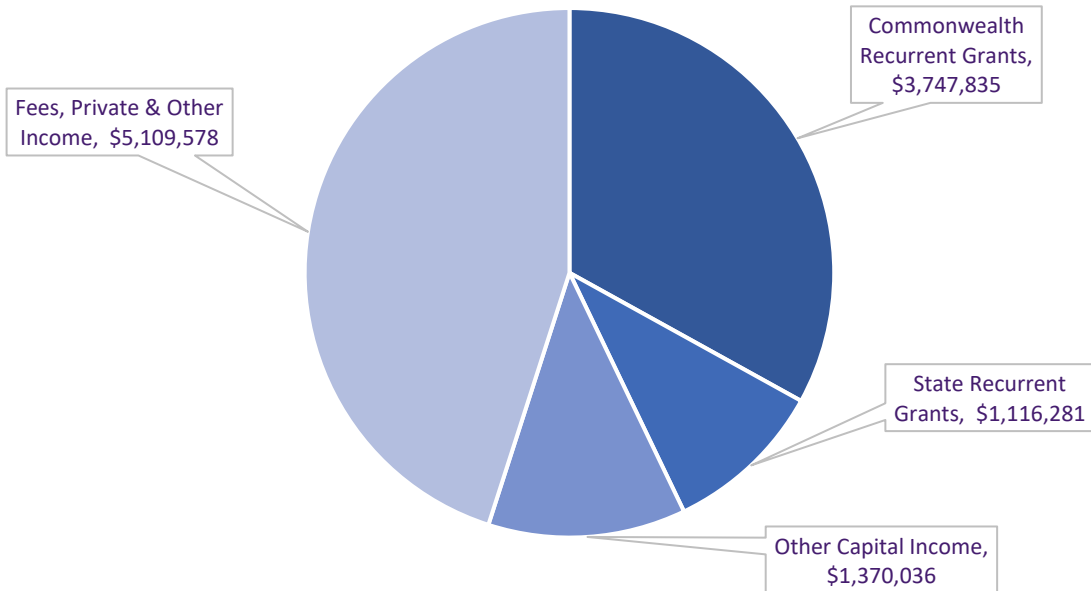
**3.29** I have key point indicators and I discuss my progress regularly with my manager.

**3.47** I have discussed my career aspirations with my supervisor as part of performance management process.

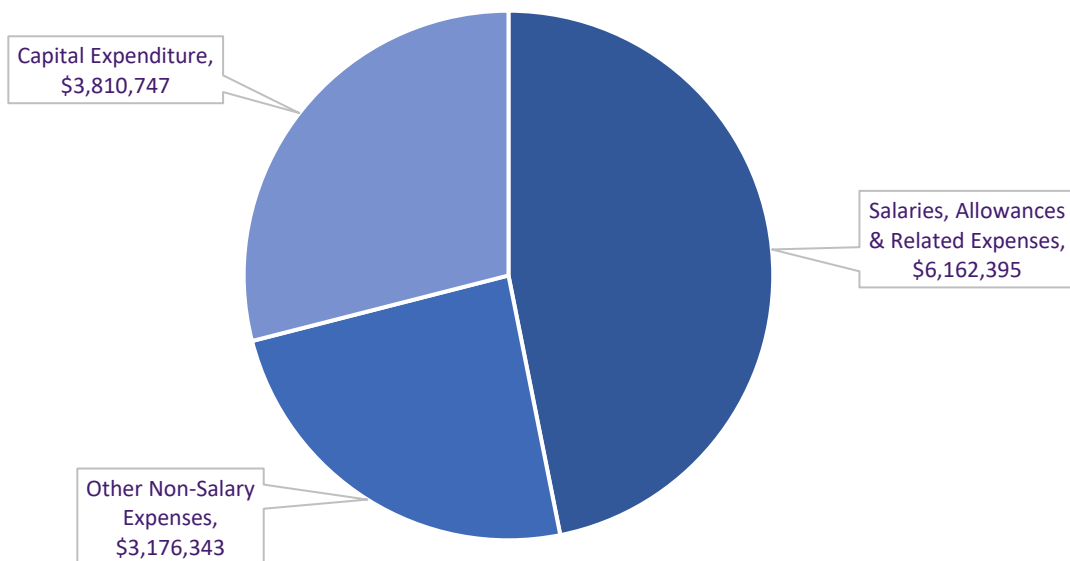
# Financial Information



## Total Income Breakdown



## Total Expense Breakdown





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