



2023 ANNUAL REPORT

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CSNSW acknowledges the traditional custodians of the land throughout Australia. We pay our respects to Elders past and present.

“If our intention is pure and we have love in our hearts we shall have God with us.”

Saint Mary of the Cross MacKillop, 15 September 1890.

“Pray to God to give you today the same grace given the holy apostles, and ask God that, after filling you with the Holy Spirit to sanctify yourselves, God will also communicate to you your mission in order to procure the salvation of others.”

Saint John Baptist de la Salle, Patron Saint of Teachers,
Meditations, No. 43.3.

CSNSW 2023 Annual Report

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LETTER OF TRANSMITTAL

Most Reverend Anthony Fisher OP
Chairman, Bishop Members of Catholic
Schools NSW
38 Renwick Street,

Your Grace,

I am pleased to submit, for the consideration of Bishop Members, the Annual Report for Catholic Schools NSW Limited (CSNSW) for the calendar year 2023. This report encompasses a thorough review of the company's strategic initiatives and key accomplishments over the past year. The 2023 Financial Report and Independent Auditor's Report is included in the Appendices.

Thank you for your ongoing support as CSNSW works to advance the mission of Catholic education in "the formation of the human person in the pursuit of his ultimate end and of the good of [society]..."¹

Yours sincerely,



Mark Dorney KMG (Ob),
Chairman



¹ Second Vatican Council, Declaration on Christian Education *Gravissimum educationis*, 28 October 1965, 1.

CHAIRMAN'S REPORT

I am pleased to present the 2023 Annual Report of Catholic Schools NSW (CSNSW) to the Members of CSNSW.

In reflecting on the work carried out in 2023, much was accomplished, and there are many reasons to be grateful. CSNSW ensured greater stability within the Catholic school sector when it was appointed as the single registration authority for systemic Catholic schools in NSW. As a new authority CSNSW allowed for better representation of the sector to the NSW Education Standards Authority (NESA) and is a fruit of the collective efforts of the eleven Catholic School Agencies and CSNSW working together.

In accordance with good governance best practice, the CSNSW Constitution mandates a review of CSNSW on its fifth anniversary. The Corporate Review of CSNSW was conducted in 2022 and the Corporate Review Panel delivered its report in early 2023.

Throughout 2023, CSNSW continued to support the Catholic school sector with consistent advocacy, inspiring best practice and connecting those involved in forming students with expertise, funding, and other resources. In addition to the 'business as usual' distribution of over \$3.5 billion in recurrent, capital, and targeted Government funding to Diocesan School Offices, there were many significant events and achievements:

- CSNSW moved its offices from the Polding Centre, Haymarket, to a new location in Angel Place, 123 Pitt Street Sydney, along with integrating the staff of Catholic Employment Relations Limited (CERL) who had previously worked from a separate office.
- In July 2023, a new six-year Funding Distribution Model was approved, which will allocate recurrent funding for the eleven Catholic school agencies. The new model commenced on 1 January 2024.
- The 2030 Committee, a subcommittee of the Board of CSNSW, was set up in response to a recommendation of the Corporate Review and is tasked with strengthening collaboration and strategic engagement between the Board and Management of CSNSW and key leaders of Catholic schools across NSW. The committee reviews and advises on Catholic schools' Catholicity and educational effectiveness.
- Work on the Strategic Workforce Review continued in 2023, with the sector better placed to understand challenges for teachers and respond accordingly.
- The Board Stakeholder Day is essential to creating and fostering relationships with teachers and educational leaders. In August 2023, members from the CSNSW Board visited the Diocese of Wagga Wagga where they spent time meeting students and talking with school leaders and staff about current issues.
- CSNSW made several submissions to both the NSW and Commonwealth Governments, and published research through the work of the Kathleen Burrows Institute:
 - CSNSW gathered feedback from the Catholic sector to aid NESA's review of the NSW Curriculum.
 - CSNSW was also included in the NSW Government's private consultation around the recent Conversion Practices Bill during which we provided a submission responding to the Government's discussion paper.
 - Other advocacy initiatives are included under the heading Advocacy further in this report.

- In 2023, CERL continued to finalise the negotiation of enterprise agreements for both systemic schools and independent Catholic schools. CERL also introduced a new model for delivering its service offerings. These services include templates, webinars, workplace investigations, legal advice, and representation in matters before the Fair Work Commission.
- A key highlight was the annual Education Law Symposium held in July 2023, where participants learned about ongoing compliance and religious freedom issues. CSNSW held several other symposiums designed to bring together industry experts and teachers, foster best practice, and provide opportunities for participants to meet and share ideas and solutions.

2023 marked the final year of service to CSNSW of Stephen Sedgwick AO, who served as Chairman of the Board from the company's establishment in 2017 to 31 December 2023. Steve oversaw the development of CSNSW from its inception to its established status today. I wish to acknowledge his immense contribution to Catholic education in NSW, particularly during some demanding years, and recognise Steve's diligence in leading CSNSW. The list of achievements under his leadership are too numerous to set out here, but it is worth stating that Steve's leadership exemplified a true dedication to service of the Church and the common good. As part of a planned Board refresh of directors, Anne Cummins and Moira Najdecki also retired from the Board at the year's conclusion. I thank Steve, Anne, and Moira for their outstanding service.

As I begin the role of Chairman at CSNSW, I am mindful of the spirit of service at CSNSW. I humbly ask for the prayers and support of the Bishop Members, Diocesan Directors of Education, teachers, staff, parents, and students, without whom none of the good work of CSNSW would be possible. I am grateful to the Bishop Members trusting me to serve the Catholic school community of NSW.

On behalf of the CSNSW Board, I would like to close by acknowledging the hard work and dedication of all those who contributed to the mission of Catholic Education in 2023. I extend my appreciation to Dallas McInerney, Chief Executive Officer of CSNSW, and the entire team at CSNSW, for their unwavering commitment to advancing God's Mission through leadership and service to Catholic education.

Yours sincerely,



Mark Dorney KMG (Ob)
Chairman



THE ROLE, FUNCTIONS, AND RESPONSIBILITIES OF CATHOLIC SCHOOLS NSW

Catholic Schools NSW Limited (CSNSW) was established as a company limited by guarantee and began operations in 2017, following the 2016 review of its precursor body, the Catholic Education Commission of NSW (CECNSW). Each of the nine diocesan bishops of NSW, the Archbishop of Sydney, and the Archbishop of Canberra and Goulburn are Members of the Company (Bishop Members).

The aim and mission of CSNSW is to support the 11 Bishop Members in bringing to life the Church's evangelising mission through Catholic schools. The aims and powers of CSNSW are set out in section 7 of the Company's Constitution:

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

The functions, authority, and responsibilities of CSNSW are derived from the CSNSW Constitution, the Bishop Members' Canonical Mandate (through the exercise of their jurisdiction as local ordinaries), and pursuant to Australian and NSW legislative and regulatory instruments.

CSNSW neither owns nor operates schools, rather, CSNSW works in partnership with a wide range of stakeholders, particularly the directors of Catholic education in each diocese, not simply to discharge legislated compliance obligations regarding government funding, but also to advance the common good in support of the Mission of the Church in education and evangelisation.

The responsibilities of CSNSW include acting as:

- the Approved System Authority (ASA) under Commonwealth and New South Wales (NSW) legislation, responsible for distributing recurrent funding in excess of \$3 billion each year;
- the Block Grant Authority under Commonwealth and NSW legislation in respect of capital funding;
- the designated non-government schools' representative body for Catholic education in NSW;
- the peak advocate for Catholic education in NSW; and
- the single approved registration authority for systemic Catholic schools in NSW.

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

Advocacy

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

The Bishop Members have tasked CSNSW to liaise with other key Church stakeholders in education, including the Council of Catholic School Parents, the Association of Catholic School Principals, the Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT (known as the Catholic Religious Institute and Ministerial Public Juridic Persons NSW and ACT School Authorities from 1 January 2024), the National Catholic Education Commission, and other state and territory Catholic education commissions.

Catholic Employment Relations Ltd

Catholic Employment Relations Ltd (CERL) is a professional service-based legal practice that provides advice on Australian law, employment relations, industrial, and human resources to Catholic agencies. Further information is included under the heading “Catholic Employment Relations Ltd”.

Compliance

Governments continue to increase oversight and supervision of Australian school sector, resulting in increased compliance and reporting obligations. To assist systems and schools, CSNSW develops policies and procedures so that they may fulfil their statutory and regulatory obligations concerning financial audits, reporting to the government, regulation of charities, and other compliance requirements, especially those arising from the statutory roles of NESA.

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



CSSA

CSSA is a division of CSNSW that provides high-quality trial Higher School Certificate (HSC) examinations to schools in NSW, the Australian Capital Territory (ACT), and international Secondary schools. Previously operating as an unincorporated association under the name Catholic Secondary Schools Association, CSSA was integrated into CSNSW in January 2021 and is now a registered business name of CSNSW. The CSSA trial HSC examination programme has been in place since the HSC examinations were introduced in 1967.

Further information is included under the heading “CSSA”.

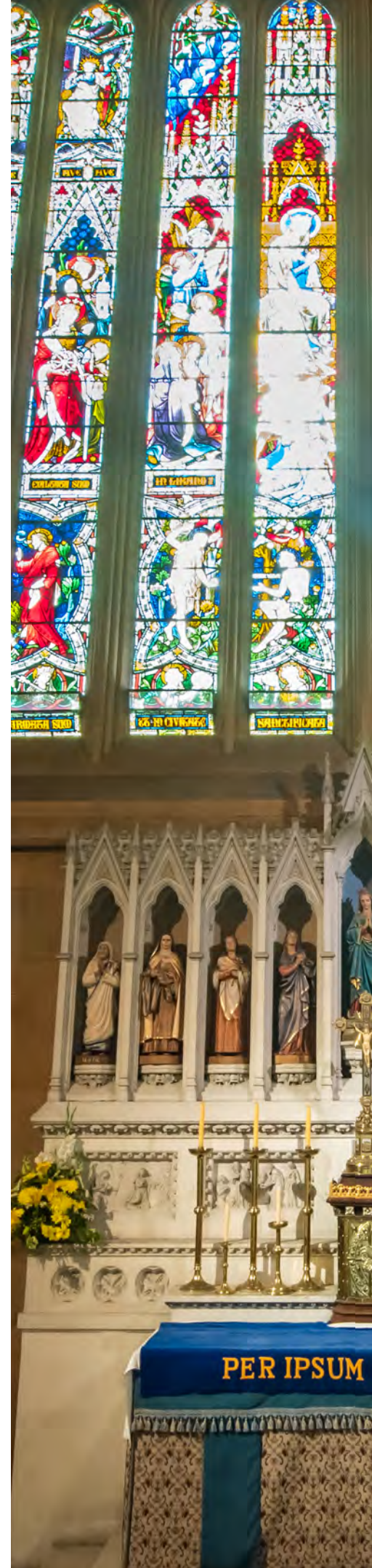
Education Policy and Programme Management

CSNSW is the lead agency for engagement with governments and regulators on all education policy matters affecting Catholic schools in NSW. It provides expert policy advice to regulators and governments on behalf of the sector, as well as to Catholic School Agencies (CSAs). Policy areas include preschool education to post-school pathways, curriculum, assessment, Aboriginal education, vocational education, diverse learning, wellbeing, safe and supportive schools, teacher accreditation, and school registration.

CSNSW is also the chief agency for coordinating Commonwealth and state ‘targeted’ programmes, including Vocational Education and Training (VET) delivered to Secondary students, Road Safety, COVID Intensive Learning Support, and chaplaincy. As the Non-Government Representative Body (NGRB) for the Catholic school sector, it also manages an extensive programme of work to support the National School Reform Agreement (NSRA) through the Non-Government Reform Support Fund (NGRSF). NGRSF focus areas include:

- supporting students outcomes;
- supporting teachers, school leaders, and school improvement;
- improving governance and compliance;
- enhancing the national evidence base; and
- supporting improved engagement and practices related to NAPLAN Online and the Nationally Consistent Collection of Data on Students with Disability.

To enhance the quality of education in Catholic schools and the preservation of Catholic identity, CSNSW works with all CSAs to engage with education policy reform and implementation. It does this through extensive advisory structures that include reference groups, time-limited working groups, and policy networks (listed in Appendix A). CSNSW also publishes discussion papers, policy documents, research briefs, benchmarking capability, and a broad offering of Professional Learning and training opportunities.





Efficiency and Effectiveness

In line with constitutional obligations, CSNSW has developed and implemented a well-established framework for reporting on the educational effectiveness of Catholic schooling in NSW and provides regular *State of the System* reports to the Bishop Members. These reports are developed in consultation with CSAs.

Funding

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

CSNSW, in its role as the Catholic Block Grand Authority, receives and allocates capital funding from the Australian and NSW governments and works with CSAs to ensure it is distributed, used, managed, and accounted for in compliance with government guidelines. CSNSW works closely with the 11 CSAs in all activities associated with applications for capital works funding.

Registration

On 11 November 2022, the Bishop Members endorsed a proposal from the NSW Education Standards Authority (NESA) for CSNSW to operate as the single approved registration authority for systemic Catholic schools in NSW. After extensive consultation, the NSW Education Minister appointed CSNSW as the single Catholic registration system authority from 1 July 2023.

This change aims to reduce the overall regulatory compliance burden on Catholic school systems and support sector unity. CSNSW will monitor schools' and dioceses' compliance through visits, audits, and training. In addition to receiving and evaluating schools' registration applications, CSNSW is required to report annually to NESA. This report, which will be included in NESA's annual report to the Registration and Accreditation Committee, will cover compliance with curriculum and policy requirements and outline actions and future directions taken by CSNSW.

Sport Services

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

- The NSW Combined Catholic Colleges (NSWCCC). It enables Catholic Secondary school students to compete at NSW All Schools Championships and events.
- The NSW Catholic Primary Schools (NSWCPS). It is comprised of MacKillop (southern NSW) and Polding (northern NSW).

Further information is included under the headings “Services and Support” and “CSNSW Sport Services”.

OUR MISSION

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

OUR VALUES

Service

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

Accountability

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

Integrity

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

Collegiality

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



2023 AT A GLANCE

267K STUDENTS	
TOTAL	266,859
DIOCESAN TOTAL 227,127	
Diocesan Primary	127,475
Diocesan Secondary	99,652
RI/MPJP TOTAL 39,732	
RI/MPJP Primary	5,762
RI/MPJP Secondary	33,970
DEMOGRAPHICS	
Catholic	64%
Other Christian	11%
Other	10%
No Religion	10%
Orthodox	5%
Female	133,715
Male	133,122

* Includes Special Assistance Schools

592 SCHOOLS	
TOTAL	592
DIOCESAN TOTAL 546	
Diocesan Primary	417
Diocesan Secondary	107
Diocesan Combined	18
Diocesan Special*	4
RI/MPJP TOTAL 46	
RI/MPJP Primary	1
RI/MPJP Secondary	20
RI/MPJP Combined	15
RI/MPJP Special*	10
Co-educational	540
Female	28
Male	24
Boarding	14

BY CATHOLIC SCHOOL AGENCY

STUDENTS	
Sydney	72,758
Parramatta	44,966
RI/MPJP	39,732
Maitland-Newcastle	20,819
Wollongong	20,091
Lismore	18,057
Broken Bay	17,256
Bathurst	9,675
Wagga Wagga	8,736
Canberra & Goulburn (NSW-located schools)	7,021
Armidale	6,050
Wilcannia-Forbes	1,698

SCHOOLS	
Sydney	147
Parramatta	83
Maitland-Newcastle	58
RI/MPJP	46
Lismore	45
Broken Bay	44
Wollongong	38
Bathurst	33
Wagga Wagga	29
Canberra & Goulburn (NSW-located schools)	27
Armidale	24
Wilcannia-Forbes	18

32K STAFF

Teaching	22,405
Non-Teaching	10,035

Diocesan	26,494
RI/MPJP	5,946

Catholic	72%
Non-Catholic	28%

Female	78%
Male	22%

Full-Time	56%
Part-Time	44%

SCHOOLS BY SIZE

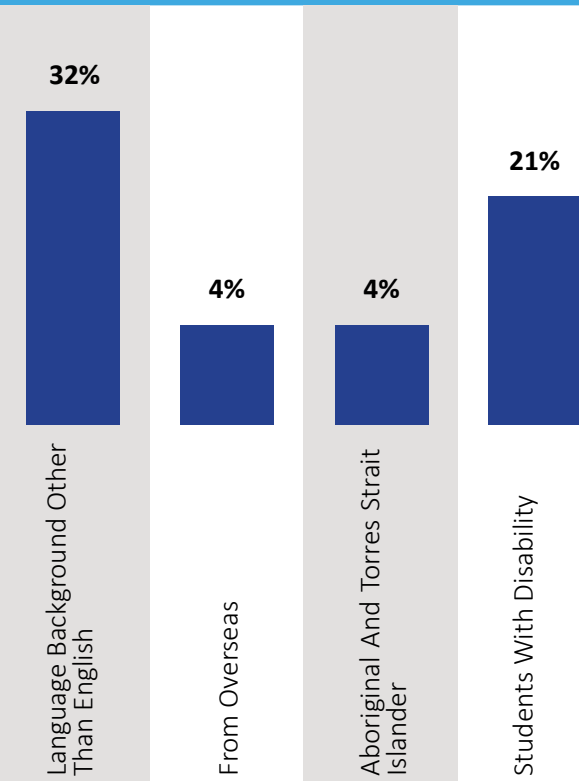
<50 Students	6%
50-199	24%
200-499	36%
500-999	23%
1,000+	11%

The average size of a Catholic school in NSW is 451 students (290 in Primary, 872 in Secondary, 1,027 in combined and 83 in special schools).

SCHOOLS BY GEOGRAPHICAL REMOTENESS

Major Cities	66%
Inner Regional	23%
Outer Regional	9%
Remote	1%
Very Remote	<1%

STUDENT DIVERSITY



RECURRENT AND CAPITAL GRANTS

Australian Government Diocesan Schools	\$2,804.4M
NSW Government Diocesan Schools	\$738.7M
Capital Projects 2023 Application Round Allocation	\$163.2M

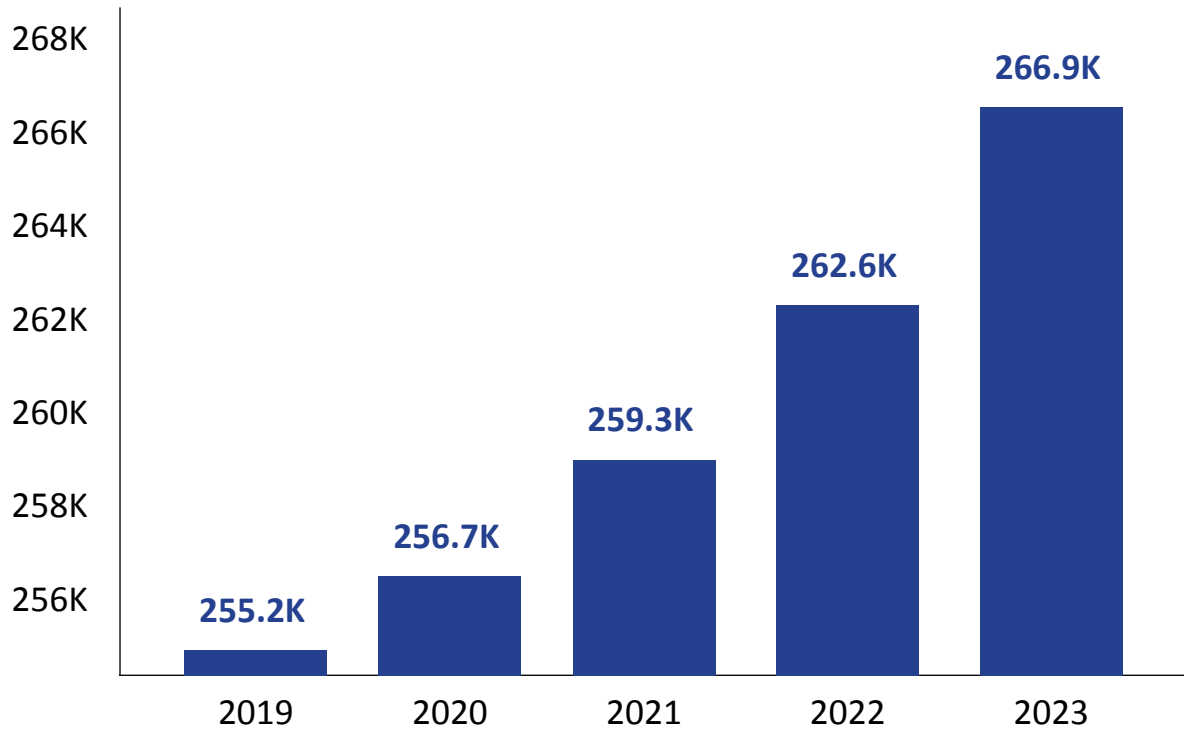
TARGETED PROGRAMMES 2023

Special Needs Support	\$1.9M
Vocational Education and Training for Secondary Students	\$6.2M
Student Wellbeing	\$12.5M
Road Safety Education	\$0.7M
Choice and Affordability Fund	\$21.8M
COVID Intensive Learning	\$12.4M
Countering Violent Extremism	\$0.7M
Special Fund	\$0.2M
School Upgrade Fund	\$2.1M

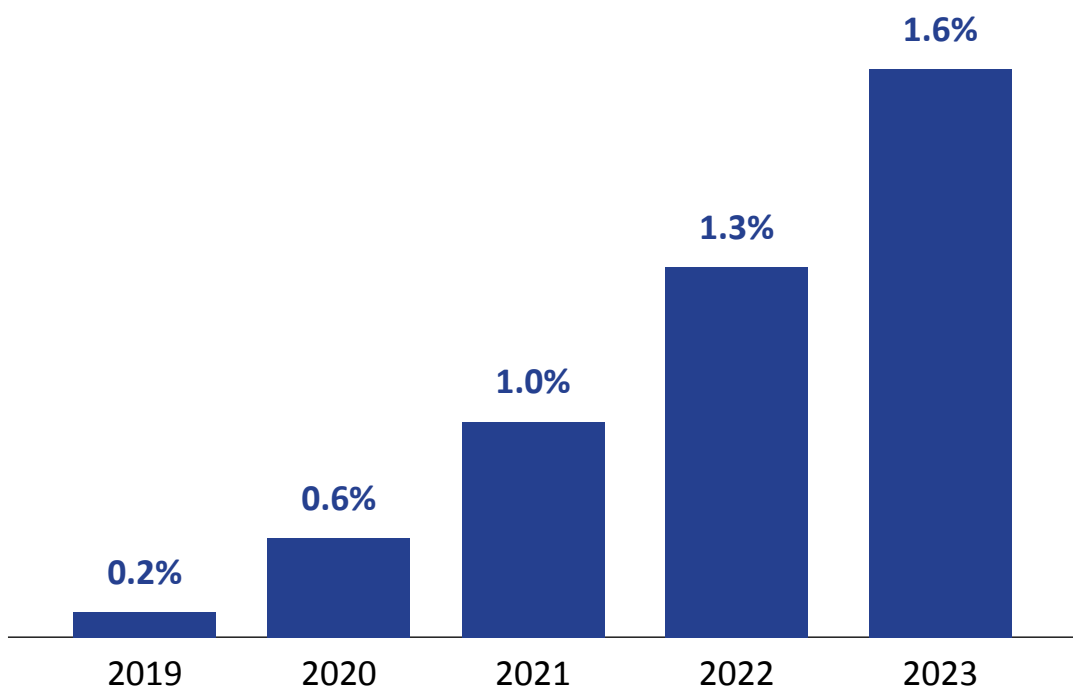
CATHOLIC ARCHDIOCESES AND DIOCESES



Enrolments in NSW Catholic schools, 2019-2023



Year-on-year enrolment growth % in NSW Catholic schools, 2019-2023



BISHOP MEMBERS OF CSNSW



The Archbishop of Sydney

The Most Rev Anthony Fisher OP



The Archbishop of Canberra and Goulburn

The Most Rev Christopher Prowse



The Bishop of Armidale

The Most Rev Michael Kennedy (left) and then, from 20 March 2023, Msgr Edward Wilkes (right).



Diocesan Administrator



The Bishop of Bathurst

The Most Rev Michael McKenna



The Bishop of Broken Bay

The Most Rev Anthony Randazzo



The Bishop of Lismore

The Most Rev Gregory Homeming
OCD



Diocesan Administrator

Fr Greg Barker (left) and then, from 2 February 2023, The Most Rev Michael Kennedy (right).



The Bishop of Maitland-Newcastle



The Bishop of Paramatta

The Most Rev Vincent Long Van
Nguyen OFM Conv



The Bishop of Wagga Wagga

The Most Rev Mark Edwards OMI



The Bishop of Wilcannia-Forbes

The Most Rev Columba Macbeth-
Green OSPPE



The Bishop of Wollongong

The Most Rev Brian Mascord

GOVERNANCE

CSNSW Board of Directors

The 2023 CSNSW Board had 10 Directors, including the chair. The CSNSW Directors bring a wide range of skills to their positions and provide informed decision-making.

Following seven years of service, Stephen Sedgwick AO stepped down as chair of the CSNSW Board of Directors on 31 December 2023 and Mark Dorney KMG (Ob) assumed the role from 1 January 2024.

The CSNSW Board of Directors in 2023 were:



Mr Stephen Sedgwick AO
(Chair)



Professor Anne Cummins



The Most Rev Danny Meagher



Mr David Robinson



Mr Julian Widdup



Mr Michael Lee



Mrs Moira Najdecki



Emeritus Professor Toni Downes



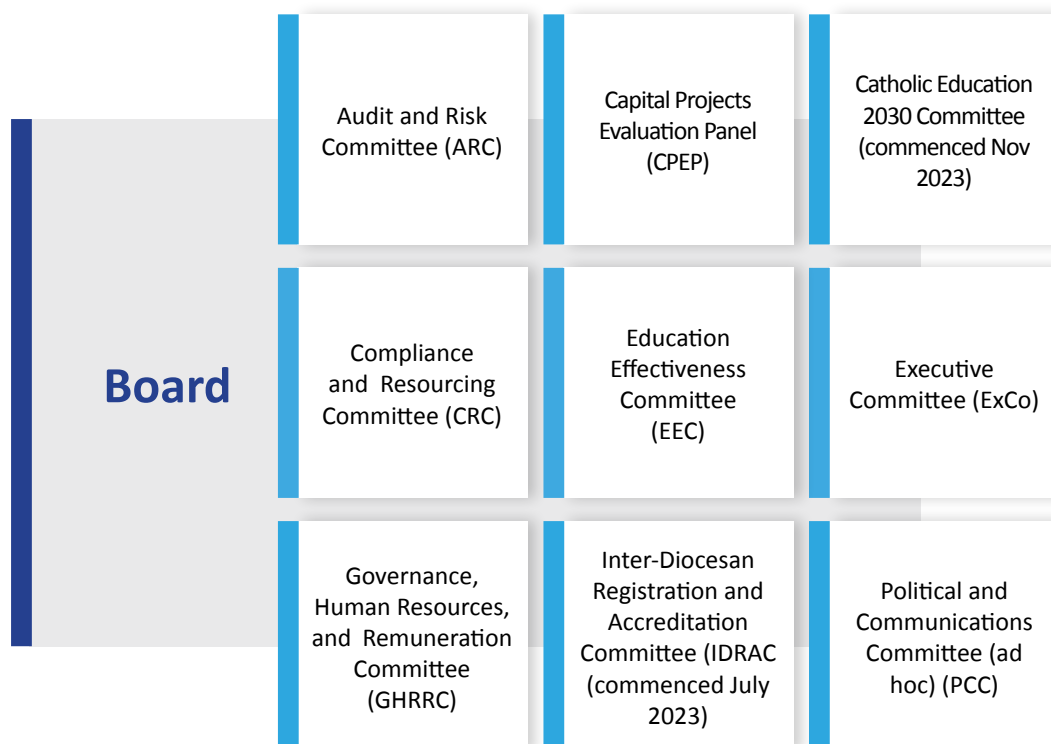
Mr Vince Graham AM



Mr Mark Dorney KMG (Ob)
(Joined August 2023)

Committees of the Board

To assist in the execution of its role, the Board has nine committees each with its own charter:



Audit and Risk Committee

- Mr Julian Widdup (Chair)
- Mr David Robinson
- Mr Michael Lee

- Mr Danny Casey
- The Most Rev Danny Meagher
- Brother David Hall
- Mr Jack de Groot
- Dr Jane Comensoli

Capital Planning and Evaluation Committee

- Mr Vince Graham AM (Chair)
- Mr David Robinson
- Mrs Moira Najdecki

- Mrs Peggy Saab
- Mr Peter Hill
- Mr Ross Fox
- Mr Sean Scanlon
- Mr Tony Farley

Catholic Education 2030 Committee

- Mr Stephen Sedgwick AO (Chair)
- Mr Adam Spencer
- Dr Andrew Watson
- Mr Chris Smyth
- Mrs Christina Trimble
- Mr Dallas McInerney

Education Effectiveness Committee

- Mr Stephen Sedgwick AO (Chair)
- Professor Anne Cummins
- Mr Michael Lee
- Mrs Moira Najdecki
- Emeritus Professor Toni Downes
- Mr Vince Graham AM
- Mr Mark Dorney KMG (Ob) (Joined August 2023)

Executive Committee

- Mr Steve Sedgwick AO (Chair)
- Professor Anne Cummins
- The Most Rev Danny Meagher

Compliance and Resourcing Committee

- Mr Stephen Sedgwick AO (Chair)
- Mr David Robinson
- Mr Vince Graham

Governance, Human Resources, and Remuneration Committee

- Emeritus Professor Toni Downes (Chair)
- Mr Michael Lee
- Mrs Moira Najdecki

Inter-Diocesan Registration and Accreditation Committee

- Mrs Moira Najdecki (Chair)
- Ms Amber McDonnell
- Mr Andrew Mellas
- Dr Anne Ryan
- Ms Brenda Foley
- Mr Brett Henderson
- Ms Bronwyn Hession
- Mr Damien Carlton
- Ms Danielle Cronin
- Mr David Murphy
- Mr John Barrington
- Mr John Gildea
- Mr John O'Connor
- Mr Lee MacMaster
- Ms Lisa Little
- Ms Margaret Savage
- Mrs Megan Grainger

Political and Communications Committee (ad hoc) (PCC)

- Mr Michael Lee (Chair)
- Mrs Moira Najdecki
- Mr Steve Sedgewick AO
- Mr Vince Graham AM



New Committees of the Board

Catholic Education 2030

In response to a recommendation arising from CSNSW's five-year corporate review, CSNSW established the Catholic Education 2030 Committee.

This committee aims to strengthen collaboration and strategic engagement between the Board and management of CSNSW and key leaders of Catholic schools across NSW and the ACT. The committee is advisory and will be responsible for reviewing and advising on Catholic schools' Catholicity and educational effectiveness.

Inter-Diocesan Registration and Accreditation Committee

On 1 July 2023, CSNSW became the single Catholic registration system authority. The Inter-Diocesan Registration and Accreditation Committee (IDRAC), which had met informally from early 2023, became a committee of the CSNSW Board in July 2023. The IDRAC is responsible for monitoring CSAs compliance with school registration requirements in the *Education Act 1990* (NSW) and advising NESA on the compliance and registration of schools.

CSNSW Constitutional Consultation with Stakeholders

The CSNSW Constitution recognises the importance of diocesan directors of CSAs as each relates to their respective Bishop. It is a constitutional requirement that the Board meet with the diocesan directors of CSAs collectively at least twice a year and, where appropriate, the Board should also consult with stakeholder groups that may include parent groups, Principals' associations, Indigenous groups, peak bodies, the Conference of Leaders of Religious Institutes, the Association of Ministerial Public Juridic Persons, and experts on disability and special needs.

Board Stakeholder Day

The CSNSW Board met with stakeholders for its board stakeholder day on 19 April 2023.

The focus for the day was on early childhood education and care.

The day allowed the CSNSW Board to:

- consult with key stakeholders on current practice and elicit insights into future directions;
- provide a collegial forum where ideas and proposals were canvassed from various perspectives; and
- map key priorities and future collaboration, particularly regarding the NSW Government's Early Years Commitment, with a focus on universal pre-kindergarten (preschool provision).

The feedback from participants was positive, with many noting a positive shift throughout the day toward greater appreciation of the need for sector-wide collaboration and a common vision in this important area, while acknowledging the diversity of contexts and approaches to achieving that vision across the state.



Bishop Daniel Meagher, Board Director of CSNSW and Auxiliary Bishop of the Catholic Archdiocese of Sydney, blessing the new CSNSW office at Angel Place (left) Dallas McInerney Chief Executive Officer, CSNSW (Centre) and Steve Sedgwick, Chairman of the Board (right).

Annual Board Diocesan Visit

The CSNSW Board and Conference of Diocesan Directors visited Wagga Wagga Diocese on 16–17 August 2023.

During their stay, board members and other attendees visited six schools, meeting local students, educators, and stakeholders. On 16 August 2023, a dinner was held to foster and strengthen relationships and collaboration.

Board Strategy Day

The CSNSW Board Strategy Day was held on 20 September 2023.

Board Formation

On 7 December 2023, the CSNSW Board attended a formation day led by Sister Anastasia Reeves OP, held at the Sisters of Charity Heritage Centre, Potts Point.

Modern Slavery

CSNSW is committed to implementing the statutory reporting framework established by the *Modern Slavery Act 2018* (Cth) in 2019.

CSNSW made this decision in accordance with its Catholic commitment to the protecting human dignity and is proud to be a member of the Australian Catholic Anti-Slavery Network.

CSNSW lodged its third Modern Slavery Statement with the Australian Catholic Anti-Slavery Network (ACAN) in 2023. This report summarised actions taken to seek out and eradicate any potential for modern slavery within CSNSW and listed actions taken to ensure all CSNSW’s suppliers are free from the risk of modern slavery. CSNSW’s Modern Slavery Statement can be found on the CSNSW website and as part of the ACAN Compendium of Catholic Modern Slavery Statements.

CSNSW educates staff, stakeholders, and suppliers about the prevalence of modern slavery through mandatory training for staff, a legal hotline for schools and Catholic School Agencies (CSAs), and the provision of information packs for potential and existing suppliers.

MANAGEMENT TEAM

CSNSW operated from offices in the Polding Centre, 133 Liverpool Street, Sydney, for the first half of 2023 and then, after moving in June 2023, from Angel Place, Level 7, 123 Pitt Street, Sydney.

The members of the Management team for 2023 were:



Dallas McInerney
Chief Executive Officer



Bernard Ryall
Chief Operating Officer



Audrey Bower
Chief Legal and Risk Officer



Danielle Cronin
Director of Education Policy



Kevin Morrison
Director of Capital Planning and Resources



Peter Yates
Director of Resources, Policy and Stewardship



Robert Rush
Director of Sport Services



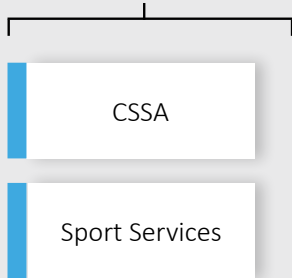
James Tudehope
Director of Public Affairs and Engagement (until August 2023)



Joseph Watson
Manager, Strategy and Research, Office of the CEO (until August 2023)
then
Director of Public Affairs and Engagement (from August 2023)

CSNSW

Separate Divisions



Directorates



Subsidiary



Catholic Employment Relations Limited



CSNSW STRATEGIC PLAN

The CSNSW Strategic Plan (Strategic Plan) guides the direction and operations of CSNSW. The key components of our strategic plan are detailed below.

Guiding Principles



Every child experiences an excellent and equitable education that is Christ-centred.



Catholic schools and school systems are well governed and compliant in their obligations.



Collaboration with CSAs and others is essential to success.



Aboriginal and Torres Strait Islander reconciliation and education is a priority.



Evidence and knowledge guide decision-making.



Practices are evaluated for improvement and growth.

Strategic Priorities

The CSNSW Strategic Priorities form part of the Strategic Plan and reflect the outcomes of consultation across the NSW Catholic school sector. The five strategic areas and related goals are:

1. Governance best practice

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

2. Effectiveness and efficiency

Maximise students' outcomes and the efficiency and effectiveness of the NSW Catholic school system.

3. Value proposition

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

4. Advocacy and counsel

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

5. Service offerings

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

2023 BUSINESS PLAN

Bishop Members approved the 2023 Business Plan (Business Plan) on 11 November 2022. The Business Plan supports the Strategic Plan. The Business Plan includes significant sector-wide projects for Catholic education and was developed from engagement over several Stakeholder Days and a consultation process. It is focused on addressing the strategic priorities contained in the Strategic Plan.

Seven significant projects have been developed to respond directly to the identified needs of NSW Catholic education and CSNSW's stakeholders.

Major Strategic Projects 2023

CSNSW Corporate Review Outcomes

An external panel undertook a review of CSNSW to assess the ongoing effectiveness, sustainability, ongoing viability, and relevance of the Company in light of its objects, and the panel's final report was presented to the Bishop Members in March 2023.

The Bishop Members established a Bishops' Reference Group to guide and develop a response to each of the review's recommendations, which they finalised at their meeting in November 2023.

An early outcome of the review was the establishment of the Catholic Education 2030 Committee, a committee of the CSNSW Board, whose membership includes diocesan directors and representatives of Religious Institutes (RIs) and Ministerial Public Juridic Persons (MPJPs).

Further work in response to the Five-Year Review is ongoing and will be reported to Bishop Members. Work has involved developing a 'common clause', outlining a shared commitment to Catholic education, for inclusion in diocesan constitutions and developing a common programme of activity and content for induction processes.

System Recurrent Funding Distribution Model 2024–2029

The Funding Distribution Model (FDM) which allocated recurrent funding for the 11 CSAs, ran for four years and expired in December 2023. A further six years (2024–2029) remains of the government's current funding agreement with the non-government sector.

The development of the new recurrent FDM was a collaborative project involving representatives from the 11 CSAs and CSNSW.

The funding distribution model working group met regularly to review the existing and future funding needs as well as external requirements of needs-based funding criteria.

The matter was a standing item at monthly meetings of the Conference of Diocesan Directors, and the CEO of CSNSW has engaged diocesan finance administrators via their committee chair. It was also a standing item at monthly meetings of the Finance Working Group, chaired by the Director of Resources and Stewardship.

In July 2023, after extensive stakeholder consultation, the CSNSW Board recommended a new six-year FDM from 2024 to 2029, to the general meeting of Bishop Members. The new model was approved with a commencement date of 1 January 2024.



Dallas McInerney, Chief Executive Officer of CSNSW, addressing the audience at the 2023 Education Law Symposium.

Connected Catholic Communities

In 2023, CSNSW continued its strategic work on the Connected Catholic Communities project, which explores new schooling models operating across the Catholic sector that attempt to address out-of-school influences on in-school learning. This project focuses more on prior-to-school learning environments and recognises that effective programmes that support families with young children can improve outcomes and ensure that their children flourish, both during school and later in life.

CSNSW completed the discovery and consultation phase of this project in 2023. That included developing a theory of change, finalising a series of case studies, and completing the 'green paper' on workforce and school service delivery innovation. These outputs served as the basis for policy advocacy and will inform the development and implementation phase in 2024 and 2025.

State-Wide Capital Planning

The CSNSW Long-Term Capital Planning project seeks to finalise the state-wide capital plan for NSW Catholic schools to better inform representations to the government for increased capital funding and possible improvements to the state planning legislation as it relates to education. The project seeks to provide direct assistance to CSAs and RI/MJP schools to assist with adequate documentation and inventory of school facilities.

The work undertaken in 2023 consisted of two major elements. The first involved a State-of-the-Facilities Audit, for which CSNSW engaged

Altus Group to produce condition surveys; this work was substantially progressed throughout 2023.

The second element of work is the State-Wide Strategic Funding Advocacy Plan. CSNSW has engaged Astrolabe Group to develop a whole-of-state strategic plan to guide capital planning and future investments in the State's Catholic education sector. This work is being coordinated by CSNSW Capital Planning and Resources Team and formed part of our advocacy for the 2023 NSW Election.

Early Childhood Education and Care

On 16 June 2022, the NSW Government announced a landmark \$15.9 billion investment in early childhood education and care over ten years with its Early Years Commitment. Following the NSW election on March 2023, the new incoming NSW Government reframed the previous government's Early Years Commitment as a suite of early childhood education initiatives. CSNSW continues to work with systems to prepare and position for the final policy settings.

Treasury Services Review: RMV Interest Rate Methodology

As part of CSNSW's ongoing commitment to meeting its external obligations, a Treasury Services Review Project was undertaken and involved transitioning to an updated reasonable market value (RMV) interest rate methodology, which an expert advisory firm developed in consultation with CSNSW and stakeholders.

The RMV Interest Rate Methodology forms part of the Financial Compliance Framework (FCF) for the NSW Catholic School System (NSWCSS). CSNSW's rollout of this methodology and its implementation by each CSA by 1 July 2023 are key parts of the transition to CSAs assuming more responsibility for relevant audit and assurance processes.

Strategic Workforce Review: CSNSW Phases 3 and 4

Phases 3 and 4 of the Strategic Workforce Review focused on teacher workforce trends and drivers, which included improving the quality and accessibility of sector-wide workforce data model workforce requirements. During 2023, the Teacher Workforce Working Group (TWWG) continued to guide the work

of the Strategic Workforce Review, focusing on strengthening inter-diocesan connections and collaboration, thus supporting the development of data strategies to enable teacher workforce planning.

A project was commissioned with the La Salle Institute, Australian Catholic University, to research accreditation requirements to Work, Teach, and Lead in Catholic schools. CSNSW has facilitated direct engagement between CSA stakeholders and departmental representatives from the Australian Department of Education, NSW Department of Education, Australian Institute for Teaching and School Leadership and Initial Teacher Education providers as part of the ongoing NTWAP process. A key outcome of these two phases is that the sector is better positioned to respond collaboratively to current and future workforce challenges.



ANGEL PLACE OFFICE MOVE


For 20 years, CSNSW and its predecessor, the Catholic Education Commission NSW, were located at the Polding Centre in Liverpool Street, Sydney. As the Archdiocese of Sydney decided to dispose of the building, CSNSW needed to source an alternative office space.

In late 2021, staff were engaged in a workplace strategy process to define the needs of the organisation. Agents Knight Frank and project manager, Chester Group, advised on identifying suitable alternatives. More than 30 office options were inspected and considered. The process included catering for the needs of colleagues at Catholic Employment Relations and the Council of Catholic School Parents.

By June 2022, following an exhaustive search and evaluation, the Board endorsed Level 7 at Angel Place, 123 Pitt Street, Sydney, as the preferred new location.

Preparations for the relocation began in January 2023, and the process was completed in June 2023 with the support of MoveCorp. On 22 June 2023, CSNSW staff acknowledged the long connection to the Polding Centre with a fitting “Farewell to Polding” function. Alongside this relocation, CSNSW engaged in a separate project with Iron Mountain, which digitised a significant proportion of the business’s paper records. The property team at the Archdiocese of Sydney also assisted by providing advice and support.

The new location was blessed on 25 October 2023 by the Most Rev Daniel Meagher, Auxiliary Bishop of the Archdiocese of Sydney; and officially opened by Stephen Sedgwick AO, Chair of CSNSW, and Dallas McInerney, CEO of CSNSW.

A photograph of Bishop Daniel Meagher, an elderly man with glasses, wearing white clerical robes and a red zucchetto. He is holding a golden chalice and performing a blessing. In the background, a wall features the illuminated logo of Catholic Schools NSW, which includes a stylized cross in blue, yellow, and red, and the text 'Catholic Schools NSW' and 'Mission through...' and 'to Catholic e...'.

Bishop Daniel Meagher, Board Director of CSNSW and Auxiliary Bishop of the Catholic Archdiocese of Sydney, blessing the new CSNSW office at Angel Place.

ADVOCACY

2023 NSW Election

In the lead-up to the 2023 NSW state election, CSNSW engaged with Government and Opposition parties to advocate for and protect the interests of Catholic school education.

CSNSW actively engaged with the NSW premier and the Opposition Leader, seeking commitments on sustained capital funding to support the maintenance, renewal, and growth of Catholic schools in NSW, the development of early childhood education facilities, and the operation of faith-based educational institutions according to their ethos. CSNSW secured commitments to ongoing capital funding and additional funding for the development of early childhood education centres from the then Liberal Government and the Labor Opposition.

International Women's Day: Prue Car and Sarah Mitchell

On 8 March 2023, CSNSW held an event in Sydney CBD to celebrate International Women's Day. The event featured keynote addresses by the NSW Education Minister, Sarah Mitchell, and the shadow minister, Prue Car. This event was held before the 2023 NSW state election, demonstrating clear support for Catholic schools from both the NSW Government and Opposition.

Over 100 staff and students from Catholic schools across Sydney attended the event, including school Principals and student leaders. Speakers encouraged students and leaders to have confidence in themselves and to express their views. The Shadow Minister spoke about Caroline Chisholm's example, highlighting her determination and courage in advocating for women in need.



The Hon. Sarah Mitchell MLC, Shadow Minister for Education and Early Learning (centre left), Dallas McInerney, Chief Executive Officer of CSNSW (centre), and The Hon. Prue Carr, Minister of Education and Early Learning (centre right), with students at the CSNSW 2023 International Women's Day event.



Chris Minns, NSW Premier, addresses the audience at the 2023 Kathleen Burrow Research Institute Annual Lecture.

Kathleen Burrow Research Institute

The Kathleen Burrow Research Institute is a research unit within Catholic Schools NSW that conducts and publishes research on contemporary issues in school education to promote the advancement of education in all school sectors in Australia.

2023 Kathleen Burrow Research Institute Annual Lecture

The NSW Premier, Chris Minns, delivered the 2023 Kathleen Burrow Research Institute Annual Lecture on 24 October at St John’s College, University of Sydney.

The Premier spoke of his government’s important education reforms and highlighted Catholic schools’ critical contribution to NSW. He confirmed his commitment to religious freedom and expressed continued support for Catholic education’s mission, drawing on his own experience as a student at Marist College Kogarah.

Following the Premier’s address, the chair of the CSNSW Board delivered a vote of thanks, highlighting the government’s positive reforms.

Attendees of the event included CSNSW Board Directors, diocesan directors, representatives of the University of Sydney, and leaders and educators from Catholic education across NSW.

Patterns and Developments in Single-Sex Schools

In September 2023, the Kathleen Burrow Research Institute released *Patterns and Developments in Single-Sex Schools*, a discussion paper comparing average reading and numeracy scores in the National Assessment Program – Literacy and Numeracy (NAPLAN) between single-sex and co-educational schools.

The analysis indicates that after accounting for socio-educational background and gender, single-sex schools tend to have slightly higher NAPLAN scores than co-ed schools, noting wide variation between individual schools. The pattern also varies by domain; a particularly high lead is seen for boys’ schools in numeracy, but little effect is seen for girls’ schools in reading.

Overall, the results of this analysis imply a modest academic advantage for single-sex schools, with the advantage generally greater for boys’ schools than for girls’ schools.

The report received media coverage with the title “NAPLAN data reveals single-sex schools have the academic advantage”, a lead article in *The Sydney Morning Herald* on 7 September 2023.

Submissions

NSW Vocational Education and Training Review

In August 2023, the NSW Government reviewed the vocational education and training (VET) system. The review was designed to identify strengths, gaps, and opportunities for improvement in skills development, training, and workforce readiness to re-skill NSW and have TAFE NSW at the centre of a thriving system. CSNSW consulted with the Catholic sector through the VET Reference Group and provided a written submission to the NSW Government in response to the review's discussion paper.

Australian Law Reform Commission Inquiry

In early 2023, the National Catholic Education Commission with the support of CSNSW, prepared a submission to the Australian Law Reform Commission (ALRC) in response to its review of federal anti-discrimination laws and existing exemptions for religious educational institutions. The government committed to reforming federal anti-discrimination laws to ensure religious educational institutions do not discriminate against staff or students based on sexual orientation, gender identity, marital or relationship status, or pregnancy. It further sought to ensure that religious educational institutions can continue to build a community of faith by giving preference to people of the same religion as the institution.

The submission argued that the ALRC presented serious deficiencies in its understanding of religious freedom, placing religious rights below other rights in its proposed reforms and further recommended the ALRC reconsider its approach to balancing protected rights.

Banning LGBTQ+ Conversion Practices: Consultation

As part of its election platform, the NSW Government committed to prohibiting "LGBTQ+ conversion practices", a broad range of practices used to influence or change a person's sexual orientation or gender expression.

The government released a consultation paper in July 2023 containing only broad legislative principles as part of a brief consultation process. Catholic Schools NSW participated in the consultation by directly engaging with government officials and submitting a response to the paper.

Curriculum Reform

As part of the ongoing review of the NSW Curriculum, CSNSW worked with NESA to give the Catholic sector online recorded briefings on the drafts of the K-10 creative arts, science, personal development, health and physical education (PDHPE), history, geography, and 7-8 technology syllabuses, the Stage 6 English, mathematics, and history syllabuses.

Schools and diocesan representatives were encouraged to provide feedback on these syllabuses to NESA via the "Have Your Say" surveys and focus groups conducted by CSNSW, which formed the sector's submission to NESA on these syllabuses.

Representatives from the sector have participated and provided feedback in consultative meetings with NESA via sector representative groups, technical advisory groups, and the teacher expert networks. The time and expertise of expert Catholic teachers and educational leaders have contributed to developing the updated syllabuses that meet the current learning needs of students.

CSNSW held a two-day Secondary Curriculum Reform Conference in August 2023. 295 participants attended from 10 Dioceses and a cross-section of RI/MPJP schools. The programme included 46 presenters, six keynotes, 18 breakout sessions, and three panels. Speakers and presenters included Paul Martin, the CEO of NESA, Dr Simon Breakspear and Dr Nicole Mockler, representatives from the professional teachers' associations, and teachers and leaders of metropolitan and regional Catholic schools.

Disability Royal Commission

The final report for the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability was released on 29 September 2023. It contained 222 recommendations, 15 of which specifically related to inclusive education (7.1–7.15). The Australian Government is carefully considering the recommendations, acknowledging that a national and coordinated effort is required to address the issues raised. CSNSW will consult with CSAs to develop a submission to the federal and state governments early in 2024.

Non-Government Schools Regulatory Framework Development and Not-For-Profit Guidelines Review

Consultation with respect to the development of a regulatory framework and review of the not-for-profit (NFP) guidelines for non-government schools was undertaken by the NSW Department of Education (DOE) throughout 2023. The DOE worked with key stakeholders to develop an outcomes-focused and risk-based regulatory framework for the NFP requirements and to review the 2019 NFP Guidelines for Non-Government Schools.

CSNSW attended co-design workshops to solicit stakeholder input on key elements of the review. All 11 CSAs were engaged as part of the Catholic sector's response. The DOE released exposure drafts of the framework and guidelines. As a key stakeholder, CSNSW responded with further feedback on these exposure drafts, with final versions to be released at a later date by the NSW Government.

NSW Budget

CSNSW lodged a submission to the NSW Budget 2023-24 seeking sustained financial support from the government for the capital works programme in NSW Catholic schools.

This submission sought a continued investment from the NSW Government in the maintenance, renewal, and growth of NSW Catholic schools to ensure that the Catholic sector can continue to offer families school choice and ease pressure on government schools.

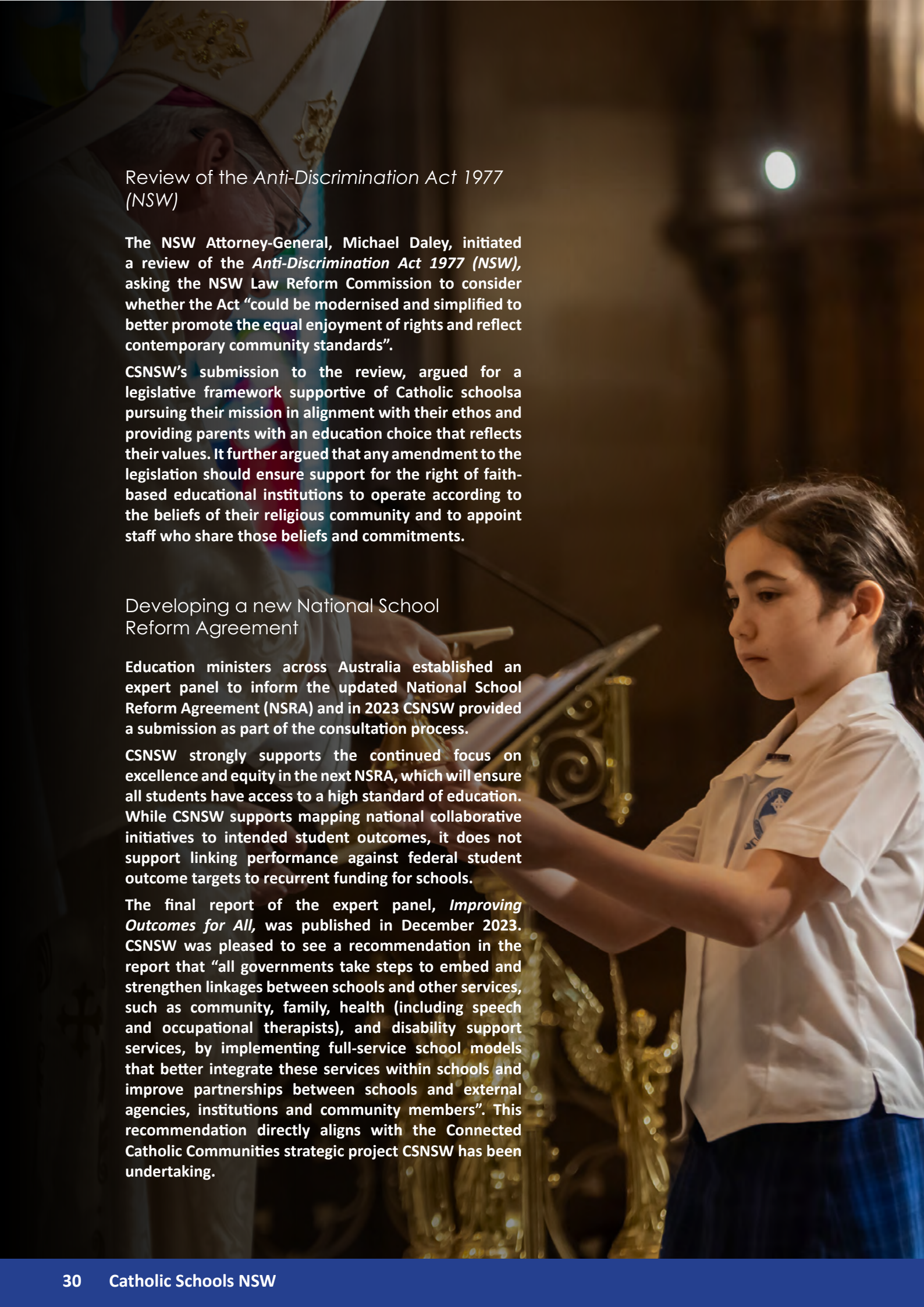
In response, the government confirmed an existing commitment of \$60 million to support building and upgrading preschools on non-government school sites, and \$17 million under the Building Grants Assistance Scheme worth \$9.5 million for the NSW Catholic school sector for the 2023/2024 year.

Review into Early Childhood Education and Care

The Independent Pricing and Regulatory Tribunal (IPART) was asked to review affordability, accessibility, and consumer choice in early childhood education and care (ECEC) in NSW, including for community and mobile preschool, family day care, long day care, NSW Department of Education preschool, occasional care, and outside-school-hours care; CSNSW made a submission to the review.

IPART released the interim report on its review of ECEC in NSW in October 2023, including draft findings about factors driving affordability, accessibility, consumer choice, and supply. The findings recognise the scope to improve affordability, accessibility, and choice for families in NSW, for children with disability, additional needs, disadvantage, or vulnerability.

The final report was submitted to the NSW Premier and the NSW Minister for Education and Early Learning on 19 December 2023.



Review of the *Anti-Discrimination Act 1977 (NSW)*

The NSW Attorney-General, Michael Daley, initiated a review of the *Anti-Discrimination Act 1977 (NSW)*, asking the NSW Law Reform Commission to consider whether the Act “could be modernised and simplified to better promote the equal enjoyment of rights and reflect contemporary community standards”.

CSNSW’s submission to the review, argued for a legislative framework supportive of Catholic schools pursuing their mission in alignment with their ethos and providing parents with an education choice that reflects their values. It further argued that any amendment to the legislation should ensure support for the right of faith-based educational institutions to operate according to the beliefs of their religious community and to appoint staff who share those beliefs and commitments.

Developing a new National School Reform Agreement

Education ministers across Australia established an expert panel to inform the updated National School Reform Agreement (NSRA) and in 2023 CSNSW provided a submission as part of the consultation process.

CSNSW strongly supports the continued focus on excellence and equity in the next NSRA, which will ensure all students have access to a high standard of education. While CSNSW supports mapping national collaborative initiatives to intended student outcomes, it does not support linking performance against federal student outcome targets to recurrent funding for schools.

The final report of the expert panel, *Improving Outcomes for All*, was published in December 2023. CSNSW was pleased to see a recommendation in the report that “all governments take steps to embed and strengthen linkages between schools and other services, such as community, family, health (including speech and occupational therapists), and disability support services, by implementing full-service school models that better integrate these services within schools and improve partnerships between schools and external agencies, institutions and community members”. This recommendation directly aligns with the Connected Catholic Communities strategic project CSNSW has been undertaking.



Brother Kelvin Canavan fms, and Sr Elizabeth Dodds rsc (the 2023 recipient of the Brother Kelvin Canavan fms Catholic School Leadership Award) at the 2023 Education Law Symposium.

ENGAGEMENT

Brother Kelvin Canavan Award

The Brother Kelvin Canavan fms AM Catholic School Leadership Award (the Award) is presented each year by CSNSW and seeks to recognise those with a teaching background that have transitioned into education administration. It aims to acknowledge the recipient's leadership skills, and their effective response to the challenges that Catholic schools experience. The presentation of the Award represents the recipient's commitment to the growth of Catholic schools and education in NSW, as well as their personal faith and discipleship.

The 2023 recipient of the Award, Sr Elizabeth Dodds rsc, was recognised for her exceptional contribution to the governance of many Catholic ministries, including the Edmund Rice Education Directorate in Queensland and the Northern Territory. A former teacher and principal, Sr Dodds served for many years on the National Catholic Education Commission (NCEC) and its committees.

Emergency Management

CSNSW continued to give CSAs and individual schools health advice and early warnings for severe weather events, including bushfires. CSNSW continued to meet and collaborate with government and with other school sectors to improve emergency preparedness.

Improving Assessment Practices for Frontline Teachers

The Improving Assessment Practices for Frontline Teachers project, undertaken in partnership with online assessment platform provider Gradeo, consists of the development of online test item questions, including procedures to use artificial intelligence (AI) in an exam context, and for the development of online CSSA Trial HSC Examinations. The project has included focus groups with

past HSC students, teachers, and parents and responds to the global education trend towards online and adaptive school-based assessment.

The project's findings were presented to a range of stakeholders, including state and territory representatives from the education sector.

Monica O'Brien, Head of CSSA Exams, presented a session on the project at the CSNSW Secondary Curriculum Reform Conference on Friday, 25 August 2023.

Danielle Cronin, Director of Education Policy at CSNSW, and Monica O'Brien also co-presented a similar session at the 2023 Western Australia School Improvement Colloquium on 17 October 2023. Both sessions highlighted projects to help reduce teachers' workloads.

Statutory Not-For-Profit Committee

CSNSW is a member of the Non-Government Schools Not-for-Profit Advisory Committee, which was created by statute under section 83K of the *Education Act 1990* (NSW) and first established in October 2014. The committee advises the NSW Minister of Education and Early Learning on the compliance of schools and their proprietors with the not-for-profit requirements of the Act.

During 2023, CSNSW met quarterly with the committee secretariat to discuss matters specific to Catholic schools in NSW. CSNSW also continued to advocate on behalf of the sector in relation to the regulatory review of the committee and the revised Non-Government Schools Not-for-Profit Guidelines.

VET Awards and WorldSkills

The biennial National WorldSkills Championships were held in Melbourne from 16–19 August 2023. Thirty-five Catholic students were among the 50-strong NSW team. Catholic students secured 16 of the 22 medals won by NSW: seven gold, three silver, and six bronze, across 15 industries. Additionally, seven team leaders were Catholic teachers. Four teachers were judges, two as chief judges. Regional competitions will be held in 2024 to select competitors for the 2025 national championships in Brisbane.

State and national VET awards celebrate the incredible work and success of VET in Catholic schools across NSW, both for students and teacher trainers. Finalists at the state level have the opportunity to become VET ambassadors for NSW, a prestigious role that allows participants to further grow their confidence, competence, and capacity by being mentored to share their career journeys, the VET qualifications they have attained, and their experiences of establishing themselves in the industry and of how VET has worked as a tool to enable them to excel professionally.

The NSW VET Training Awards were held on 15 September 2023 at the Sydney Town Hall. The CSNSW Director of Education Policy was thrilled to attend the awards and congratulate the state finalists and winner. Catholic schools were well represented at the event by nine regional winners interviewed for the state awards, three of whom became finalists celebrated on 15 September. The winner of the school-based apprentice and traineeship category was Molly Smith from McCarthy Catholic College, who went on to compete for a national award title at the 30th Australian Training Awards. These are the peak national awards that showcase best practice in VET. This has led to Australia-wide awareness and respect for skill-based careers and excellence. On 17 November 2023, at the Australian Training Awards, Molly Smith was the runner-up for Australian School-Based Apprentice or Trainee of the Year.

Recently, ambassadors who are Catholic school alumni presented to the CSNSW Vocational Education Advisory Group their personal and professional growth experiences since being nominated for the awards in 2022.

POLICY

NAPLAN

2023 was the first year the annual assessment has taken place in March instead of May.

NAPLAN's move from May to March was one of several improvements to the 2023 assessment, which also included the implementation of a new NAPLAN measurement scale and time series.

2023 NAPLAN student achievement was reported using four proficiency standards rather than the ten bands previously used:

1. Needs Additional Support. The student has not demonstrated that they have achieved the learning outcomes expected and may need additional support to continue progressing satisfactorily.
2. Developing. The student's result indicates that they are working towards the expectations of the year level.
3. Strong. The student's result met expectations for the year level.
4. Exceeding. The student's result exceeded expectations for the year level.

NESA worked with the three NSW education sectors to provide schools and parents with additional materials to support their understanding and interpretation of the new standards.

NESA School Registration Reform: A single NSW Catholic registration system

The single Catholic school registration system began operating on 1 July 2023. This significant milestone was preceded by extensive consultation with the proprietors of the eleven Catholic diocesan education authorities.

As the approved authority for the system, CSNSW is responsible for monitoring compliance of member schools with the requirements for registration and, where relevant, accreditation in accordance with NESA's requirements and the *Education Act 1990 (NSW)*. School based compliance remains a responsibility of the Diocesan proprietors and management.

CSNSW is required to report annually to NESA effective from January 2024. This annual report will include a description of the manner in which CSNSW monitors compliance of schools that are members of the registration system, including processes of risk assessment. Under the MOU with NESA, CSNSW is required to meet its legislative obligations about applications and notifications to NESA when circumstances affecting member schools change.

This report will form the basis of NESA's report to the Registration and Accreditation Committee (who has delegated responsibility for this authority) on the implementation and effectiveness of CSNSW's registration system processes, NESA's report to the Minister on the registration of member schools, and recommendations to the NESA CEO regarding accreditation of schools. CSNSW will implement annual evaluation processes to ensure the efficacy and integrity of its processes.

National Student Wellbeing Program

The National Student Wellbeing Program (NSWP) is an initiative funded by the Australian Government to support the wellbeing of Australian school students through chaplaincy and student wellbeing services. Previously called the National School Chaplaincy Program, the purpose of the NSWP is to support the wellbeing of the broader school community by providing pastoral care services and strategies developed in consultation with the School community, relevant school staff, and Principals.

CSNSW is the sector authority responsible for assessing new applications, managing funding, and allocating it. The program is voluntary for all schools and students. In 2023, 127 systemic and RI/MPJP NSW Catholic schools participated.

Diverse Learning (CSNSW High Potential and Gifted Education Project)

The High Potential and Gifted (HPG) Education Project started in August 2022 and will continue into 2024; the project is funded by the NGRSF. The project was originally established to guide CSNSW in providing advocacy and support for schools in the education of high-potential and gifted students. CSNSW engaged Dr Denise Wood to assist in obtaining an understanding of current international and national best practice and its alignment with approaches in NSW Catholic schools. In 2023, consultations with CSAs resulted in a series of recommendations, many of which were achieved. These included:

- a literature review on best practice in HPG education;
- the development of self-reflection tools for classroom teachers and school leaders;
- the establishment of a trial High Potential and Gifted Education Network; and
- delivery of an HPG workshop at the CSNSW Curriculum Reform Conference.

CSNSW looks forward to continuing the project in 2024 with the expansion of resources and PD offerings.



Phonics Screening Check Assessment

The current K-2 English syllabus includes a significant number of new outcomes related to the systematic and explicit teaching of phonics to improve reading in the early years of school.

The Year 1 Phonics Screening Check (PSC), developed by the NSW Department of Education, lets students show what they know and can do when blending sounds to read words. The PSC is available to CSNSW schools at no cost on an opt-in basis. It was successfully delivered to 304 Catholic Primary schools (including 2 RI/MPJP schools) in 2023.

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

Policy Developments on the National School Reform Agreement

The National School Reform Agreement (NSRA) is a vehicle for intergovernmental collaboration on lifting student outcomes across Australia. The current NSRA is informed by three significant government reviews, two from the DOE and one from the Office of the Chief Scientist. The NSRA outlines eight national policy initiatives to improve student achievement, attainment, and engagement outcomes. It began in 2019 and was due to conclude in December 2023, but the Australian Government extended it by one year, to the end of 2024, to allow for a review of the current agreement and the subsequent policy and funding negotiations with states and territories.

During 2023, the expert panel established by education ministers across Australia oversaw the *Review to Inform a Better and Fairer Education System* and gave advice to those ministers on reform priorities in the next NSRA.

Initial statements from the December 2023 education ministers' meeting show that the Commonwealth, states, and territories agree the next NSRA must realise the vision of the Alice Springs (Mparntwe) Education Declaration for a "world class education system that encourages and supports every student to be the very best they can be, no matter where they live or what kind of learning challenges they may face". The next NSRA will likely focus on three education outcomes to achieve this vision:

- Equity and excellence: schools and education systems are equipped to provide equitable learning opportunities to all students.
- Wellbeing for learning and engagement: students are given appropriate support, experiences, teaching, and resources to positively and confidently engage in learning.
- A strong and sustainable workforce: teachers and non-teaching school staff are supported to innovate and be at their best to ensure young Australians thrive in their education.

Negotiations for a new NSRA and bilateral agreements will occur in 2024.

Teacher Accreditation Reform

On 29 November 2022, the NSW Education Standards Authority (NESA) became the sole teacher accreditation authority in the state. This means teachers from the three school sectors and early childhood services have the same accreditation decision maker and a consistent process for the first time. Prior to this, sector authorities, systems, and schools had varying authority to accredit teachers and confirm that they had maintained their accreditation.

Following advocacy from CNSW, throughout 2023 NESA continued to implement the new legislation to reduce the administrative burden of principals and teachers. This included:

- removing the requirement for principals to sign off on a teacher's practice every five years;
- removing the requirement for teachers maintaining accreditation to log elective professional development hours in eTAMs;
- introducing a requirement for teachers to maintain a professional learning log of elective professional learning and produce this log if requested by NESA for auditing purposes;
- introducing the requirement that teachers make a declaration that they have completed the required professional learning at the time of maintenance;
- providing advice and support to teachers and diocesan employers; and
- ensuring the Catholic sector has a voice in the consultation.

Unless otherwise notified, NESA will assume that teachers are effectively addressing the Australian Professional Standards for Teachers (APST).

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



RESOURCES AND STEWARDSHIP

Capital Planning and Resources

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

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

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

In 2023, there were 15 new project applications recommended for funding from those applications submitted to CSNSW from CSA and RI/MPJP schools. In addition to these schools, CSNSW reviewed, redefined, and revalued projects identified by grant recipients as required but were subject to redefinition due to the original project scope being outside the available funding.

Many of the projects were from previous application rounds and were reviewed on the terms and conditions of the current 2023 application round. The original allocations reported for these projects, plus the funds from projects surrendered, funded \$163.2 million in grants.

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

Appendix C provides the list of capital projects recommended for funding and includes figures for the grant, the local contribution, and the total investment.

CSNSW School Insights Platform: Financial Analysis Tool for CSAs

CSNSW undertook a data-driven innovation project using the annual Financial Questionnaires to develop the CSNSW School Insights Platform. This project was carried out in collaboration with Deloitte.

The online platform accesses the financial data for the sector and enables CSNSW and CSAs to access online interactive dashboard analytics to:

- gain insights into school financial performance;
- benchmark selected cohorts of schools to equivalent school cohorts; and
- support more informed planning and detailed budgeting at a school and system level.

Financial Compliance Certifications and Reporting

CSNSW, as the Approved System Authority (ASA), is responsible to federal and state regulators concerning financial compliance and reporting for the funding it receives and distributes to CSAs. It is required to lodge annual financial accountability statements and certifications with both the Australian and the NSW Governments, an obligation attached to the recurrent funding and targeted programme funding received by the Catholic School System. Financial reporting to governments includes the Financial Questionnaire (FQ), Block Allocation, financial accountability statements, and the financial statements of each CSA.

CCSNSW completes the FQ on behalf of the 11 CSAs, ensures the system auditor audits the data, and lodges the FQ, Block Allocation, financial accountabilities declaration and annual financial statements of each CSA.

CCSNSW continued working with CSAs, including finance staff and auditors, on financial compliance and reporting, including via the monthly Finance Working Group meetings throughout the year.

The 2023 FQ and declaration were lodged with the NSW and Australian Governments with no audit qualifications and in compliance with its obligations as the ASA audit qualifications and in compliance with its obligations as the ASA.

Financial Compliance Framework: Refreshed Portal

The Financial Compliance Framework (FCF) is a comprehensive resource for stakeholders, including CSA finance staff, CSA auditors, and the NSWCSS auditor. The FCF explains responsibilities, gives guidance and instructions, and provides templates to enable compliance and reporting.

The FCF has been progressively improved over recent years and in 2023, CSNSW refreshed the online FCF portal to encourage stakeholders to increase their engagement. The improved FCF portal will improve understanding of the content, which will drive more accurate, robust, and timely compliance with the framework and associated financial accountabilities.



Student Wellbeing Boost

The Australian Government's Student Wellbeing Boost (the Boost) provides one-off funding for extra mental health and wellbeing resources and initiatives. This supports schools in responding to the effects of the COVID-19 pandemic and successive lockdowns on the mental health and wellbeing of their students. Through the Boost, schools could buy new programmes, services, or resources, or use funds to supplement existing initiatives supporting the specific needs of their students.

Complying with the Federation Funding Agreement Schedule and implementation process, the NSW Government developed a methodology that allocated funds based on school size and need. The minimum amount a school received as a one-off payment was \$7,500, with larger and more disadvantaged schools receiving higher amounts.

In addition to the Student Wellbeing Boost, the Australian Government provided further funding to specific schools in NSW as part of the Social Cohesion Wellbeing Support.





SERVICES AND SUPPORT

Aboriginal and Torres Strait Islander Education

In 2023, CSNSW held a symposium on building leadership in Aboriginal education to explore, discuss, and analyse the issues that impede and impact Aboriginal education across Catholic schools.

Participants explored current research into high-quality teaching that meets the learning needs of Aboriginal and Torres Strait Islander students. They also discussed the implications and effects of including syllabus outcomes regarding Aboriginal and Torres Strait Islander histories, cultures, and languages in the reformed curriculum, and those present had the chance to deepen their understanding and awareness of culturally responsive practices.

One outcome of the symposium was the sharing of *Yaluu ngiyani garay guwalaaya: Let's Talk the Language Again* (Let's Talk Report), commissioned by CSNSW. The Let's Talk Report aims to facilitate the implementation of the K-10 Aboriginal language syllabus. From 2024, Catholic Schools in NSW will have access to the Let's Talk Report as a source of advice and support to inform their practice.

Catholic Employment Relations Limited

Catholic Employment Relations (CERL) is a subsidiary of CSNSW and an incorporated legal practice meeting the requirements of the NSW Legal Profession General Uniform Rules 2015. CERL provides legal services to Catholic educational and other agencies.

In 2023, CERL introduced new service offerings, including:

- access to CERL templates and guidelines, webinars, newsletters, other information sources, and the CERL Helpline;
- access to CERL's expertise as a bargaining representative for enterprise agreements;
- packaged legal services such as workplace investigations and representation in Fair Work Commission matters and legal advice; and
- additional advice or representation charged at reasonable market rates.

Countering Violent Extremism

In 2023, CSNSW continued to lead the Catholic education sector's engagement with the NSW Government's action plan on Countering Violent Extremism (CVE). The key objectives of the action plan are to mitigate risk, ensure safety, and promote social cohesion by:

- building cohesive and respectful school communities;
- identifying and supporting students vulnerable to high-risk behaviour; and
- managing incidents and effective recovery.

CSNSW is a member of the cross-sectoral working party that will report on progress in meeting these objectives. Key CSNSW achievements during 2023 include:

- increased awareness of the issue of anti-social, violent, and extremist student behaviour in Catholic schools;
- encouraging school and system leaders to access the DOE's School Incident Report and Support Hotline to report high-risk student behaviour, thus mitigating the risk it presents to other students and staff;
- two high-level expert briefings for Catholic school and system leaders, highlighting the DOE's CVE capability and offerings, and responding to the impact of global events on social cohesion in schools; and
- developing CVE e-learning modules and resources that will be rolled out to the Catholic education sector during 2024.

CSSA

2023 CSSA Trial HSC Examinations

The CSSA successfully administered its 2023 trial HSC examinations at more than 500 schools across all three sectors. The official HSC assessment period lasted from 31 July to 14 August 2023.

Preparations for the 2024 CSSA examination cycle began in July 2023. Work focused on engaging examination writers and assessors, along with external providers, and developing the shared online work platform.

In October 2023, a CSSA convenor orientation day was held, focusing on the continued provision of premium-quality CSSA trial HSC examinations, development of the CSNSW Assessment Hub, the successful pilot programme of an online CSSA trial HSC examination in Science Extension, and finally, findings of the 2023 CSSA trial HSC examination validation study for English Advanced, Mathematics Advanced, and Studies of Religion II.

2023 CSSA Symposium: CSSA, Disability, and Behaviour Network Symposium

The CSSA Symposium was held on 5 May 2023 to engage with the issue of multi-tiered systems of support to enhance student participation, engagement, and learning in Secondary education. Facilitated by CSNSW, it brought together more than a hundred participants, including those from CSAs and representatives from RI/MPJP schools.

The list of keynote speakers was headed by Dr Shiralee Poed, an Associate Professor in the School of Education at the University of Queensland, who presented on evidence-based frameworks such as Positive Behaviour for Learning and Response to Intervention.

2023 CSSA Trial HSC Examinations: Validation Study

The 2023 CSSA Trial HSC Examinations engaged external consultants to undertake a validation study of the Advanced English, Advanced Mathematics, and Studies of Religion II examinations. All Catholic schools in NSW were invited to participate in the study, which included an online questionnaire and a psychometric analysis of students' responses to questions in the three CSSA Trial HSC examinations. The analysis informed a deeper understanding of the examinations' validity, reliability, and standard.

2023 CSSA Pilot Programme for an Online Science Extension Examination

On 14 June 2023, the Science Extension examination, a CSSA Trial HSC Examination, that was not part of an HSC Assessment Schedule, was successfully delivered to six schools, across all three school sectors. Feedback on the user experience for students, teachers, and schools has shaped the future of online assessment with the CSSA.



CSNSW Sport Services

CSNSW Sport Services (Sport Services) ran a successful programme in 2023, holding around 140 events attended by more than 20,000 students. These events included representative pathway events, championships, and gala days.

Sport Services managed events for both the NSW Combined Catholic Colleges (NSWCCC) for Secondary students and NSW Catholic Primary Schools (NSWCPS) (divided into MacKillop and Polding) for Primary students. Around 20,000 students were involved in the overall programme, with the largest event, cross-country, having more than 2,100 competitors and over 3,000 spectators.

Events

Below are some of the larger events Sport Services held in 2023:

CSNSW SPORT EVENT	COMPETITORS
NSWCCC and NSWCPS cross-country	2,100
NSWCPS Netball Championship (school Primary tournament)	2,000
NSWCCC Netball Championship (school Secondary tournament)	1,100
NSWCCC swimming	1,100
NSWCPS swimming	1,000
MacKillop athletics (Primary)	900
Polding athletics (Primary)	850

Sport Services introduced a new event called Aquathlon, with a participative focus and open for students to enter directly. This participative focus was continued through Primary and Secondary girls' rugby league days and the NSWCCC Girls' School Cricket Championship.

Sport Services Award Nights

On 13 November 2023, CSNSW Sport held the inaugural NSWCPS Sport Awards for Primary students at Our Lady of Fatima Catholic Primary School in Caringbah. This event was well received, with over 250 people attending. Subsequently, the NSWCCC Blue Awards for Secondary students took place on 4 December 2023 at Mount Saint Joseph, Milperra, which was also well received with over 300 attendees. Both awards gave an opportunity to highlight the most successful students in both primary and secondary sports across NSW.





Geoff Miller, Head of Analytics Central, sharing system wide data insights at the 2023 Education Law Symposium.

Data Analytics

The CSNSW analytics team is critical in delivering on CSNSW's reporting and measuring framework. Initiatives in 2023 included:

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

Insurance for Work Experience and Placements

CSNSW purchases two separate policies on behalf of schools and systems subscribers to provide work experience and placement cover for students, schools, and employers. There were 6,443 participants for work experience and 9,645 for work placements across all diocesan and RI/MPJP participating schools.

Liability insurance (including sexual-abuse cover) for work experience and placements remains difficult to secure. Australian insurers refused to provide capacity and the insurance was eventually placed with a London insurer (Ascot Group as lead insurer). Employer's indemnity insurance was also placed with Ascot Group as the lead insurer.

Hotline and Advice

CSNSW's in-house legal and risk team operates a general advice hotline. It is available to staff from the 11 CSAs and the 46 RI/MPJPs, to obtain expert advice and information on governance and policies as they pertain to Catholic schools in NSW.

Throughout 2023, CSNSW advised and assisted in areas such as copyright, child protection, visas, privacy, and family law.

Nationally Consistent Collection of Data on Students with Disability

In 2023, CSNSW continued to support schools with the annual completion of the Nationally Consistent Collection of Data on Students with Disability (NCCD).

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

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

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

NCCD and Census Day 2023

The 2023 NCCD was completed on Census Day, 4 August 2023. The 12-month data-collection cycle is part of a comprehensive structure of support for students with disability in Catholic schools. In 2023, CSNSW continued to work closely with schools and CSAs throughout the NCCD process, providing Professional Learning opportunities and ongoing personalised support. CSNSW support has included census webinars, individual school data analysis reports, moderation advice, and multiple communications via various platforms.

NCCD Post-Enumeration Outcomes

The Australian Department of Education selected 48 NSW Catholic schools to participate in the annual post-enumeration audits of student census data. These schools had their records reviewed between June and July 2023 to verify the accuracy of data submitted to the department. CSNSW is awaiting the results of these audits.



Professional learning, training and development

Professional Learning Highlights

Catholic Schools NSW Professional Learning (CSNSW PL) offers Catholic school educators and responsible persons a comprehensive suite of online, on-demand, face-to-face, and live webinar offerings covering a range of topics. Where appropriate, the learning provided addresses the legislative requirements of governance for responsible persons and NESA-accredited priority PD for teacher maintenance of accreditation.

Learning offered by CSNSW PL is curated and crafted to meet the needs of those delivering high-quality educational services to students and families. It is tailored to foster excellence in teaching and learning, positive school cultures, and continuous improvement.

A key focus of CSNSW PL has been on curriculum reform. In response to the roll-out of the new curriculum, CSNSW has collaborated with subject-matter experts to develop a series of 3–6 mathematics and English modules available online and on demand. CSNSW has also run three conferences in 2023 to support the implementation of the new curriculum:

1. The 3-6 Mathematics and English Symposium
2. The Primary Curriculum Reform Symposium
3. The Secondary Curriculum Reform Conference 2023

CSNSW PL also hosted seminars, webinars, and face-to-face events on data and assessment, behaviour, diverse learning, early learning, and wellbeing.

PL online on-demand modules

The number of online and on-demand modules has increased, including the La Trobe University Solar Lab Series on reading, writing, and speaking in the early years, Early Years

pedagogy and transition, and Explicit teaching strategies developed by subject matter experts. The Centre for Educational Measurement and Assessment, University of Sydney, has also developed data and assessment modules.

NESA-Approved Governance Training for Responsible Persons

On 30 October 2023, CSNSW launched the “Introduction to Complaints Handling”, an online module that outlines how to manage complaints and the steps schools must take to establish a robust process.

Professional Learning Update (Avila)

The inaugural Avila Leadership Programme for New and Aspiring Principals began in December 2023 with 32 aspiring and new principals in the inaugural cohort. The programme has been explicitly crafted to meet the needs of the next generation of Catholic school principals, equipping them for the demands of contemporary educational leadership, governance and operations. Avila has been co-written by CSNSW, the Australian Catholic University La Salle Academy, with input from Diocesan representatives, leadership experts and experienced principals.

The programme begins by unpacking the essential elements of Catholic education by asking participants, ‘What are we called to do?’ The focus is deliberately and definitively on Catholic school principalship and aims to address the complexity of a role that requires knowledge of civil and canon law.

The 2023 cohort consists of both primary and secondary teachers, and 8 of the 11 CSAs and 4 RI/MPJP schools are represented.

CSNSW Assessment and Data Symposium

The inaugural CSNSW Assessment and Data Symposium was held on 29 September 2023. The event offered a unique opportunity to learn from esteemed academics, collaborate with fellow educators, and gain valuable insights and strategies for turning data collected through quality assessment into practical outcomes that improve student learning and engagement. This symposium formed part of the CSSA Forum series.

CSNSW Secondary Curriculum Reform Conference

The Catholic Schools NSW Secondary Curriculum Reform Conference was held on 24 and 25 August 2023 with a focus on the new NSW Curriculum. The conference considered:

- The NSW syllabuses;
- the cross-syllabus drive to improve reading, writing, and communication;
- assessment;
- how to ensure the learning needs of the most disadvantaged are met; and
- leadership and change management.

This conference formed part of the CSSA Forum series.

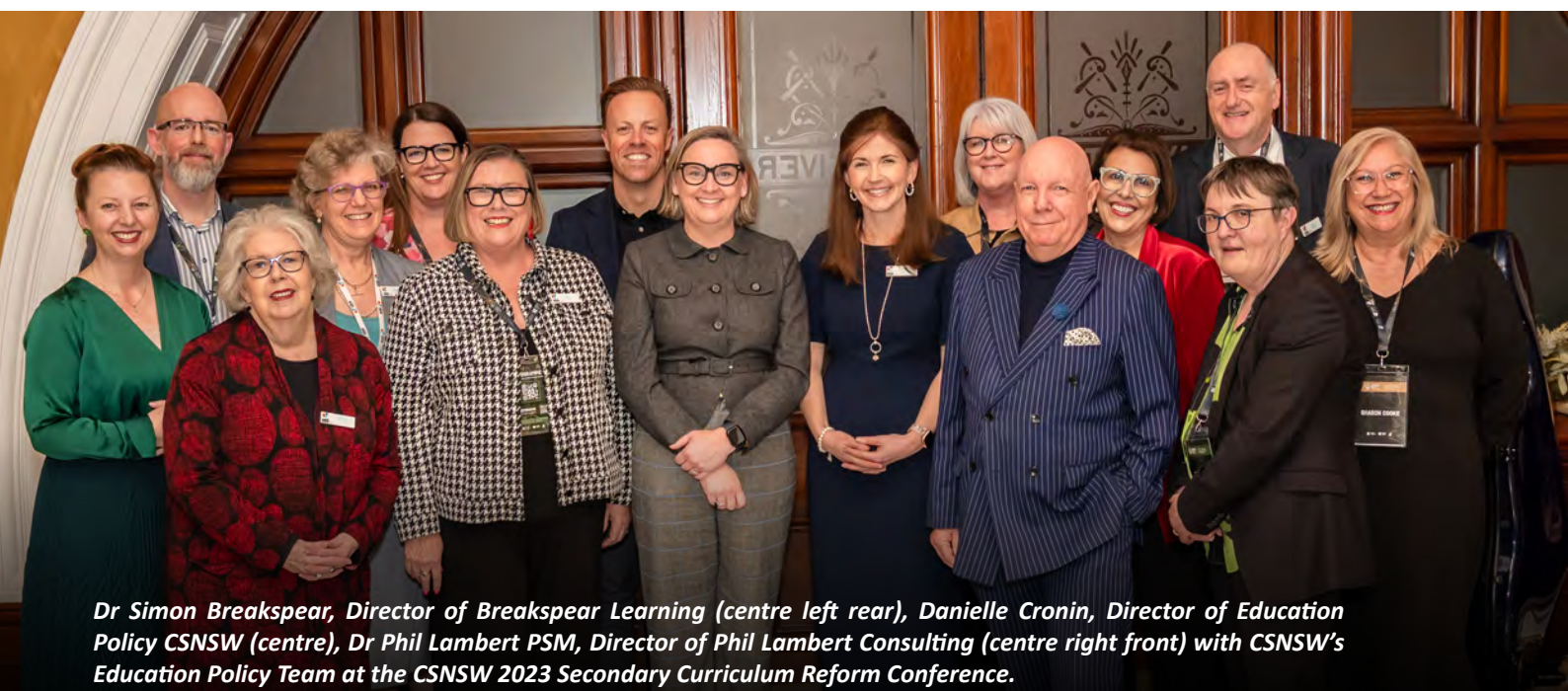
Early Years Symposium

On 28 April 2023, Catholic Schools NSW held the inaugural Early Years Symposium.

New Zealand Neuroscience Educator, Nathan Wallis, joined us as the keynote speaker. We also heard the following experts in their field:

- Professor Pamela Snow: Professor of Cognitive Psychology, La Trobe University.
- Professor Tricia Eadie: Professor, Early Childhood Education, Melbourne University.
- Sue Larkey: Leading author on autism spectrum disorders and doctoral student.

Colleagues came together from across NSW to explore pedagogy and build skill acquisition, unpack evidence-based practices and to enhance the educational outcomes of all students.



Dr Simon Breakspear, Director of Breakspear Learning (centre left rear), Danielle Cronin, Director of Education Policy CSNSW (centre), Dr Phil Lambert PSM, Director of Phil Lambert Consulting (centre right front) with CSNSW's Education Policy Team at the CSNSW 2023 Secondary Curriculum Reform Conference.



Paul Martin, Chief Executive Officer of NESA, Keynote speaker 2023 Education Law Symposium.

Education Law Symposium

On 6 July 2023, CSNSW held its fourth Education Law Symposium, with the theme “Striving for Excellence: Catholic School Governance and Accountability”. The event gave attendees an invaluable opportunity to learn about topical issues affecting governance and accountability, meet experts, and collaborate with colleagues. Presentations ranged from a detailed look into enrolments and demographics across the system, to a discussion of financial compliance and section 83C, and keynote addresses delivered by Paul Martin, the CEO of NESA, and Fr Frank Brennan SJ AO. The more than 250 attendees were eligible for six hours of NESA-approved, mandated governance training.

Sport Services Professional Learning and Development

Sport Services provided diocesan representatives, team officials, sport convenors, and sport coordinators with a range of professional learning opportunities through term meetings, professional development, and symposia, including:

- sessions on: responding to adverse weather, NSWCCC sporting pathways, using the sports portal, All Abilities Programmes, outdoor education, conducting risk assessments, school carnivals, and student wellbeing programmes;
- a training day on 5 December 2023, focusing on effective event planning and mental resilience;
- professional development outreach visits to several dioceses, including Bathurst, Lismore, Broken Bay, and Maitland-Newcastle; and
- Sport Services partnered with the University of Sydney’s Tackling Concussion research consortium to deliver training about concussions to CSAs and sport convenors.

Reporting Framework: State of the System, Volumes 1 and 2

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

The first volume was delivered to the Bishop Members in July 2023 and explored enrolment trends, enrolment declines in the government sector, religion trends, the Australian Early Development Census (AEDC) and academic performance, including analysis of NAPLAN and HSC results.

Wellbeing in NSW Catholic Schools

The second volume of the State of the System 2023, delivered to the Bishop Members in November, explored wellbeing matters affecting NSW Catholic schools.

Wellbeing in schools has become a significant concern in education on a state and national level, emphasising the need to foster supportive environments that enhance the welfare and safety of students and teachers. The increasing prevalence, severity, and complexity of wellbeing issues for students and staff is creating new challenges in schooling. Concerns about student mental health, school refusal, disruptive behaviour, and youth violence are consistently reported across the country and state, with data supporting the anecdotal evidence.

Government and CSAs engaged in schooling students are taking a more active approach to wellbeing, dedicating more resources and employing new strategies to address current and emerging needs. With heightened media coverage and two Commonwealth Senate inquiries into these matters, the public profile of student wellbeing continues to rise. The State of the System Volume 2 report gave an overview of the current government policy landscape and discussed current wellbeing themes in schools, the strategies and resources in place to support wellbeing, and innovative responses to issues.

Vocational Education and Training

To assist diocesan registered training organisations (RTOs) in ensuring compliance with the Standards for RTOs, CSNSW coordinates training for teachers who begin delivering VET courses or are maintaining their VET qualifications, when qualification training packages are updated to meet industry needs. Training occurs each semester, and entry is limited to teachers who meet the required benchmarks.

In 2023, CSNSW updated work-experience procedures, guides, and forms used by Catholic schools to align with new insurance requirements. Three separate policies provide work experience and placement cover for students, schools, and employers.



APPENDIX A: ADVISORY AND CONSULTATIVE ACTIVITY

Networks

Child Protection Practitioner's Network

The network met quarterly, once per term.

Focus

This inter-diocesan network focuses on matters relating to preventing harm and promoting child-safe practices in schools. It is responsible for managing allegations of reportable conduct made against people in the organisation, managing risk, and helping schools comply with the Child Safe Standards. In 2023, there was an increase in student violence, problematic sexualised behaviour, and historical abuse claims. The network works closely with the Office of the Children's Guardian, a representative of which attends the network meetings.

Diocesan Disability Support Network

The Diocesan Disability Support Network met four times in 2023.

Focus

The Diocesan Disability Support Network:

- constituted a professional forum for sharing advice and information on state and federal disability policy;
- collaborated on the redevelopment of the CSNSW Personalised Planning tool;
- shared experiences on NCCD processes and implementation, including moderation; and
- guided CSAs through the 2023 NCCD collection with greater consistency and stability in data quality as well as an increase in teacher capacity and confidence to implement the NCCD Guidelines.

Early Years Network

The Early Years Network met twice in 2023.

Focus

The Early Years Network discussed and gave advice on topics such as the NSW Government's Early Years Commitment, the K-2 curriculum, and early childhood teacher wellbeing. Justin Coulson ran a workshop on the rise of disruptive behaviour in K-2 students. Early Childhood Australia presented to the group on the Statement on Play.

High Potential And Gifted Education Network

The High Potential and Gifted Network commenced in October 2023.

Focus

The High Potential and Gifted Network:

- collaborated on the development of a CSNSW position paper;
- constituted a professional forum for sharing advice and information on supporting high potential and gifted students; and
- shared experiences on implementing a series of new self-reflection resources.

Heads Of School Counselling

The network met quarterly, once per term.

Focus

This inter-diocesan network is comprised of senior mental-health clinicians across the sector who oversee the delivery of school counselling services. They focus on embedding the best evidence-based practices in child and adolescent mental health and work with external stakeholders to support students and reduce risk. In 2023, the main areas of concern were self-harm, suicidality, disordered eating, anxiety, and depression.

Mawambul

The Mawambul Network met five times in 2023.

Focus

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

National School Wellbeing Program Network

This network met once per term and is comprised of representatives from each of the nine dioceses involved in the program.

Focus

The program is a Commonwealth-funded initiative supporting student and school community wellbeing. Its focus is on delivering services that support the pastoral care and wellbeing of students, as well as the wider school community. Chaplains and wellbeing officers collaborate with other school staff at a local level to develop and implement initiatives that address identified wellbeing needs.

RI/MPJP Disability Network

The RI/MPJP Disability Network met three times in 2023.

Focus

The RI/MPJP Disability Network focused on training and support for the NCCD, including quality assurance and moderation support. CSNSW further supported this network through the facilitation of an NCCD reflection and planning workshop and an early career teacher workshop on supporting students with disability.

Road Safety Network

The network met quarterly, once per term.

Focus

The network focuses on delivering the Road Safety Education Program, to reduce the number of children and young people in traffic accidents. The programme is funded by Transport for NSW and the network meets to discuss how best to implement the programme within the NSW PDHPE syllabus.

Student Attendance Network

This inter-diocesan network group meets once per term and is made up of representatives from each Diocese who work on student attendance, student wellbeing, risk and compliance, and child protection.

Focus

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

Teacher Accreditation Advisory Group

The Teacher Accreditation Advisory Group met four times in 2023.

Focus

Members of the Teacher Accreditation Advisory Group (TAAG):

- gave feedback to NESA on the implementation of new policies and procedures developed to address the changes in the *Teacher Accreditation Act 2004* (NSW);
- gave feedback and advice to NESA on further changes to the Act;
- shared strategies and resources developed in each Diocese as a response to the ongoing changes in teacher accreditation; and
- provided an important network of support to staff engaged in teacher accreditation work at all levels of accreditation (Highly Accomplished, Lead, and Proficient Teacher), including sharing resources and expertise.

Teacher Development Network

The Teacher Development Network (TDN) met four times in 2023. In Term 4 it joined the Teacher Workforce Working Group a share expertise and ideas on responses to teacher workforce issues.

Focus

- Regular feedback to the Australian Institute for Teaching and School Leadership (AITSL) on matters affecting teacher development, including middle leadership standards, early-career teacher induction, and Principal accreditation.
- Representatives of the TDN attend the AITSL Professional Growth Network three times a year to contribute to the national conversation.
- Engagement with the broader education community and academics to build knowledge about the role and responsibilities of middle leadership.

Reference Groups

Aboriginal And Torres Strait Islander Education Policy Reference Group

The Aboriginal and Torres Strait Islander Education Policy Reference Group met five times in 2023.

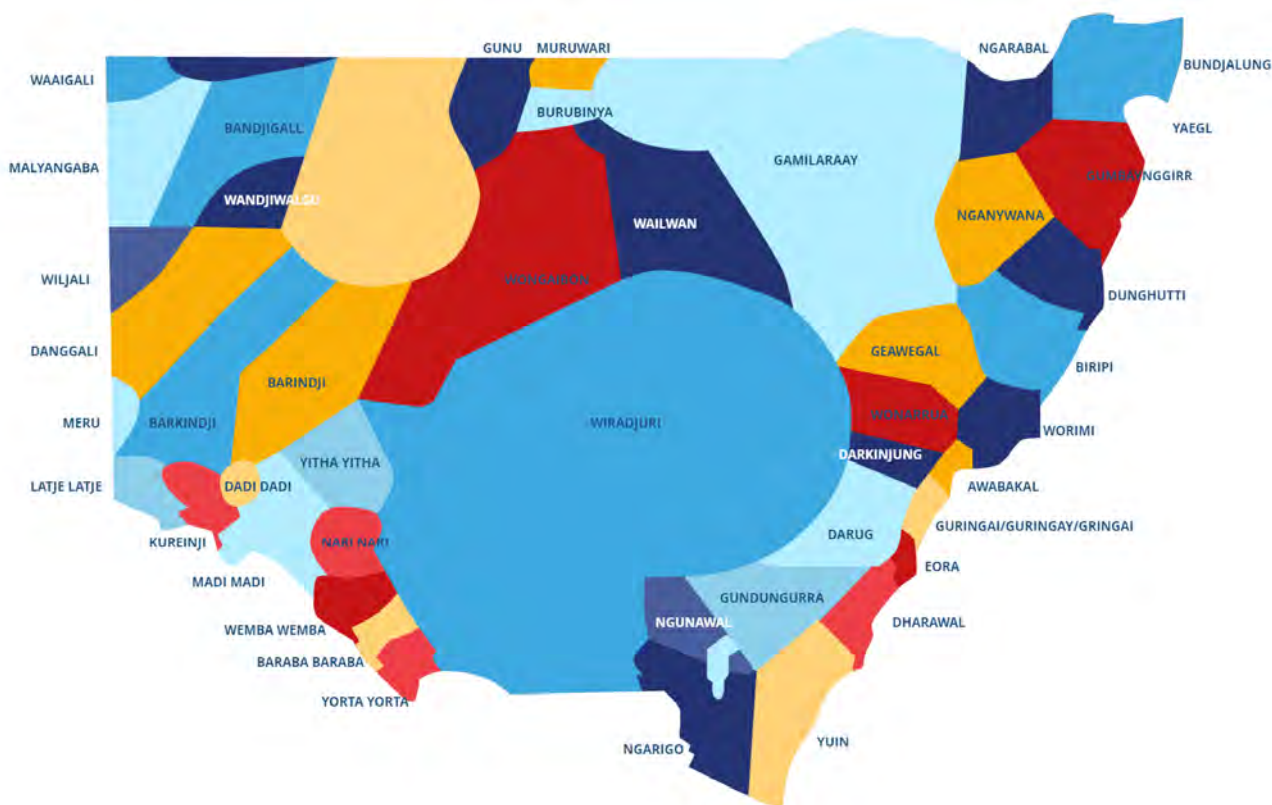
Focus

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

- Advice to the NCEC on the Early Years, development of liturgical resources, and boarding for Indigenous students and families.
- NESA syllabus and curriculum reform, consultation, and release.
- The 2024 CSNSW Aboriginal and Torres Strait Islander Education Conference.
- The Australian Education Research Organisation on current research for Aboriginal and Torres Strait Islander students and families.
- The Australian Institute for Teaching and School Leadership's Indigenous cultural competency training.
- The ongoing development and roll-out of a Professional Learning module titled "Crossing Cultures, Hidden Histories".
- The ongoing development and roll-out of an on-country cultural immersion and competency training programme delivered to CSNSW staff and Board Members.
- The review of the *Catholic Schools NSW Aboriginal Education Strategy 2020–2025* and its implementation.

Membership

- Chris Barker, Redfern Jarjum College
- Darlene Murdoch, Catholic Education, Diocese of Bathurst
- Julie Waddell, Catholic Schools Parramatta Diocese
- Karan Taylor, Catholic Education, Diocese of Wollongong
- Merindah Wilson, Catholic Education Wilcannia-Forbes
- Michelle Moylan, Catholic Schools Broken Bay
- Sharon Cooke (Chair), CSNSW
- Vince Powell, Catholic Education Diocese of Wagga Wagga



One perspective of the reach of Aboriginal languages throughout NSW.

Catholic Secondary Schools Reference Group

The Catholic Secondary Schools Reference Group met four times in 2023.

Focus

The Catholic Secondary Schools Reference Group advised on matters regarding the CSSA trial HSC examinations and CSSA symposiums, providing insights and feedback on CSNSW and CSSA projects.

Membership

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

Education Policy Reference Group

The Education Policy Reference Group met five times in 2023.

Focus

The group advises CSNSW on key education policy matters, including curriculum, student wellbeing, and teacher registration.

Membership

- Andrew Fraser, Catholic Schools Broken Bay
- Andrew Mellas, CSNSW
- Anne-Maree Creenaune, Catholic Education, Diocese of Wollongong (until May 2023)
- Christine Howe, Catholic Schools Parramatta Diocese
- Danielle Cronin (Chair), CSNSW
- Joanne Hack, CSNSW
- Maura Manning, Edmund Rice Education Australia
- Prue Horan, Catholic Education, Diocese of Wagga Wagga
- Regina Menz, Catholic Schools Office, Diocese of Armidale
- Rose-Marie van Raad, Catholic Education, Diocese of Bathurst
- Tony Fitzgerald, St Mary Star of the Sea College, Wollongong

Mission And Identity Reference Group

The Mission and Identity Reference Group met three times in 2023.

Focus

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

- The challenges facing Mission and faith formation programmes in schools and for dioceses;
- Connected Catholic Communities;

- early Years Commitment of the NSW Government and the implications for Catholic schools;
- feedback on Diocesan participation in World Youth Day;
- implications of the ACU survey on Principals' health and wellbeing;
- implications of the NCEC findings on faith formation and religious education environmental scan;
- staff spirituality;
- studies of Religion HSC results; and
- accreditation to teach religious education policies and their effect on the recruitment of staff such as To Work, Teach and Lead.

Membership

- Angelo Belmonte, Catholic Education, Diocese of Bathurst
- Andrew Mellas, CSNSW
- Benedict Smith, CSNSW
- Gary Reen, Diocese of Lismore Catholic Schools
- Jo Kenny, Catholic Education, Diocese of Wollongong
- Joanne Hack (Chair), CSNSW
- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Monica Officer, Catholic Schools Parramatta Diocese (resigned September 2023)
- Sandra Harvey, Catholic Education Diocese of Wagga Wagga
- Simon Hyland, Catholic Schools Broken Bay
- Stephen Dwyer, Red Bend Catholic College Forbes

Working Groups

CSNSW Record Retention And Disposal Working Group

Based on the September 2023 discussions of the Inter-Diocesan Educational Accountability (IDEA) group, which is a diocesan-led network that meets quarterly and is chaired on a rotational basis by the 11 CSAs, CSNSW was asked to explore whether there was scope to provide guidance, to all Catholic schools across the state, on the issue of records retention and disposal.

In November 2023, CSNSW sought nominations from diocesan directors and RI/MPJP Catholic schools for a time-limited working group to undertake this task. In December 2023, the CSNSW records retention and disposal working group was assembled with the intention of meeting in 2024 to develop state-wide guidance, thus avoiding a scenario where 11 Dioceses and the RI/MPJP Catholic schools grapple with this compliance matter in parallel. The intention is for the guidance to be something that each proprietor can adopt – and, if necessary, adapt – to complement local policies and processes.

Early Childhood Education and Care Providers Working Group

Focus

The CSNSW Catholic ECEC Providers Working Group acts as a collaborative forum for Catholic ECEC providers to network, share ideas and information, particularly in the context of the NSW Government's Early Years initiatives and the National Early Years Strategy, where a more coordinated response from the Catholic sector is needed.

Membership

- Andrew Mellas, CSNSW
- Angela Cain, CSNSW
- Anthony Goonan, Catholic Diocese of Parramatta Services
- Danielle Cronin (Chair), CSNSW
- David Healy, St Nicholas, Diocese of Maitland-Newcastle
- Franceyn O'Connor, Sydney Catholic Early Childhood Services
- Melanie Corke, Ambrose Early Learning, Catholic Diocese of Parramatta Services
- Monique Beange, CatholicCare, Diocese of Broken Bay

Finance Working Group

Focus

The Finance Working Group consists of the finance directors plus one or two colleagues from each CSA and meets monthly to discuss financial reporting and compliance matters, it has developed into a supportive professional environment for our finance professionals across NSW.

Membership

- Amelia Falconer, Catholic Schools Broken Bay
- Con La Spina, CSNSW
- David Collins, Catholic Education Diocese of Wagga Wagga
- David Linos, Catholic Schools Broken Bay
- Fiona McCann, Catholic Schools Office, Diocese of Armidale
- Gerard Giesekam, Catholic Schools Parramatta Diocese
- Glenn McLachlan, Sydney Catholic Schools
- Graham Penman, Diocese of Lismore Catholic Schools
- Hayley Wilding, Sydney Catholic Schools
- Helen Bentham, Catholic Schools Office, Diocese of Armidale
- Jason Cooke, Catholic Education, Diocese of Bathurst
- Joanne Abrams, Catholic Schools Office, Diocese of Maitland-Newcastle
- Katherine Kirwan, Catholic Schools Office, Diocese of Maitland-Newcastle

- Malcolm Goodwin, Catholic Education Wilcannia-Forbes
- Mark Lawrence, Diocese of Lismore Catholic Schools
- Matt Smith, Catholic Education Wilcannia-Forbes
- Meaghan Tait, Catholic Education Diocese of Wagga Wagga
- Nick Shaw, Catholic Schools Parramatta Diocese
- Peter Yates (Chair), CSNSW
- Rebekah Oh, Sydney Catholic Schools
- Richard Enriquez, CSNSW
- Shirley Mojini, Catholic Education, Diocese of Bathurst
- Steven Testa, Catholic Education, Diocese of Wollongong
- Tika Regmi, CSNSW
- Tracey McRoberts, Catholic Education, Archdiocese of Canberra & Goulburn
- Wynand Janse Van Rensburg, Catholic Education, Archdiocese of Canberra & Goulburn

Funding Distribution Model Working Group

Focus

The Funding Distribution Model Working Group (FDMWG) was an advisory group that met regularly during late 2022 and early 2023 to consider the best funding distribution model for the NSWCSS. It included a representative from each CSA.

Membership

- David Collins, Catholic Education Diocese of Wagga Wagga
- David Linos, Catholic Schools Broken Bay
- Fiona Findlay, Catholic Schools Parramatta Diocese
- Helen Bentham, Catholic Schools Office, Diocese of Armidale
- Hayden Marsden, Diocese of Lismore Catholic Schools
- Jason Cooke, Catholic Education, Diocese of Bathurst
- Jeff Shen, Catholic Education, Archdiocese of Canberra & Goulburn
- Joanne Abrams, Catholic Schools Office, Diocese of Maitland-Newcastle
- Malcolm Goodwin, Catholic Education Wilcannia-Forbes
- Peter Yates (Chair), CSNSW
- Richard Enriquez, CSNSW
- Sarah Nguyen, Sydney Catholic Schools
- Steve Testa, Catholic Education, Diocese of Wollongong
- Tika Regmi, CSNSW

Inter-Diocesan Educational Accountability Group

The IDEA group met four times in 2023.

Established in 2013, the membership comprises education officers from each diocese, whose work is focused on regulatory compliance and school registration and accreditation. Meetings feature collaboration, mutual support, and sharing of practices and approaches, which are highly valued by members, particularly those who are new in their role.

Focus

In 2023, the group:

- compared diocesan policies and processes for complaint handling and information and records management, including online compliance software systems;
- compared feedback to CSNSW on policies and processes and provided feedback to NESA on proposed changes to the NSW Registration Systems and Member Non-government Schools Manual, discussed implications of CSNSW becoming a single registration system;
- evaluated the outcomes and impact of NESA's system-monitoring processes, including the random inspection programme; and
- explored the implications of AI on systems policies and processes, and on assessment.

Membership

- Amber Armstrong, Catholic Schools Broken Bay
- Angie Palmer, Sydney Catholic Schools
- Brenda Dora-Higgins, Catholic Schools Parramatta Diocese
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Damien Carlton, Catholic Education, Diocese of Bathurst
- Francis Mackay, Catholic Schools Parramatta Diocese
- Gina O'Brien, Catholic Schools Office, Diocese of Maitland-Newcastle
- John Barrington, Catholic Education, Diocese of Wollongong
- John O'Connor, Catholic Schools Office, Diocese of Armidale
- Lee McMaster, Diocese of Lismore Catholic Schools
- Liz Latham, Catholic Education Diocese of Wagga Wagga
- Mark Pople, Catholic Education, Diocese of Bathurst
- Melissa Golsby, Sydney Catholic Schools
- Rosemary Clarke, Catholic Education Diocese of Wagga Wagga
- Suzanne Ashby, Sydney Catholic Schools
- Talin Ekmekjian, Catholic Schools Broken Bay
- Tim Elliott, Archdiocese of Canberra & Goulburn
- Trish Biok, Catholic Schools Broken Bay

Inter-Diocesan Teacher Workforce Working Group

The Inter-Diocesan Teacher Workforce Working Group met five times in 2023.

Focus

The group focused on coordinating the sector response to the National Teacher Workforce Action Plan, improving access to data required for workforce planning, enhancing diocesan data awareness and planning capability, and driving the research agenda in relation to teacher workforce including To Work, Teach and Lead Requirements.

Membership

- Angela D'Amore, Catholic Education, Diocese of Bathurst
- Anissa Weekes, Catholic Education Diocese of Wagga Wagga
- Brendan Hall, Catholic Education, Diocese of Wollongong
- Carmen Nash, Catholic Education Wilcannia-Forbes
- Danielle Cronin, CSNSW
- Daniel Lynch, Catholic Schools Parramatta Diocese
- Emma Gleeson, Sydney Catholic Schools
- Gary Molloy, CSNSW
- Jane Comensoli, Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT
- Jane Scahill, Catholic Schools Office, Diocese of Maitland-Newcastle
- Karen Wells, Archdiocese of Canberra & Goulburn
- Kate Kenny, Catholic Schools Office, Diocese of Armidale
- Leah Rayner, Sydney Catholic Schools
- Leisa Fisher, Diocese of Lismore Catholic Schools
- Lisa Dent, Catholic Schools Office, Diocese of Maitland-Newcastle
- Marika Miller, Catholic Education Diocese of Wagga Wagga
- Megan Bisset, Catholic Schools Parramatta Diocese
- Mitchell Thompson, Catholic Schools Broken Bay
- Moira Manning, Federation of Religious Institute and Ministerial PJP Catholic School Authorities in NSW and ACT
- Natalie Cooper, Catholic Schools Broken Bay
- Natalie Harper, Archdiocese of Canberra & Goulburn
- Natasha O' Donoghue, Catholic Education, Diocese of Wollongong
- Rachel Kearey, Diocese of Lismore Catholic Schools
- Stefan Sorensen, Catholic Schools Office, Diocese of Armidale
- Vince Connor, Catholic Education, Diocese of Bathurst

K-6 Curriculum Reform Working Group

The K-6 Curriculum Reform Working Group met eight times in 2023.

Focus

The group focused on:

- consultation on key documents related to the curriculum reform
- curriculum implementation planning with Dr Simon Breakspear
- dissemination of key messages from NESA related to the curriculum reform
- opportunities to pose questions that promoted collegial conversation
- sharing of diocesan plans for implementation
- sharing of resources and professional support.

Membership

- Barbara McHugh, Catholic Schools Parramatta Diocese
- Caitlin Fahey, Catholic Education, Diocese of Bathurst
- Casey Chard, Catholic Schools Office, Diocese of Armidale
- Chris Higgins, Catholic Education, Archdiocese of Canberra & Goulburn
- Christine McDonald, Sydney Catholic Schools
- Erin Brady, Catholic Schools Broken Bay
- Genevieve Cook, Catholic Education, Diocese of Wollongong
- Joanne Hack (Chair), CSNSW
- Karen Ferrante, CSNSW
- Kerrie Priddis, Catholic Schools Office, Diocese of Armidale
- Kerrin Cronin, Diocese of Lismore Catholic Schools
- Liz Calabria, Catholic Schools Broken Bay
- Marisa Hart, Catholic Education Diocese of Wagga Wagga
- Mary Ryan, CSNSW
- Melissa Kupkee, Catholic Education Wilcannia-Forbes
- Michelle Rosewell, Catholic Schools Office, Diocese of Maitland-Newcastle
- Paula Leadbitter, Catholic Education Wilcannia-Forbes
- Rose-Maree Van Raad, Catholic Education, Diocese of Bathurst

NAPLAN Working Group

The NAPLAN Working Group met monthly during 2023 and convened several out-of-session meetings from January to March to accommodate the change of the NAPLAN test window from May to March.

Focus

The NAPLAN Working Group facilitated the full participation of NSW Catholic schools in NAPLAN tests.

The group was also responsible for communications to Catholic schools regarding:

- accessing NAPLAN results from the assessment platform
- the analytics available in the Scout tool
- the delivery of the NAPLAN tests in an earlier window (from 2023)
- updated annual IT requirements

Membership

- Alicia Dibben, Catholic Schools Office, Diocese of Maitland-Newcastle
- Andrew Madden, Diocese of Lismore Catholic Schools
- Anne Addicoat, CSNSW
- Brett Henderson, Catholic Education Wilcannia-Forbes
- Carmel Heagney, Catholic Schools Office, Diocese of Armidale
- Chris De Britt, Catholic Education, Archdiocese of Canberra & Goulburn
- Damian Sylvester, Catholic Schools Broken Bay
- Dean Leddy, CEnet
- Erin Brady, Catholic Schools Broken Bay
- Fiona Chisholm, Catholic Schools Office, Diocese of Armidale
- Gary Molloy, CSNSW
- Karen Ellison, CEnet
- Karen Ferrante (Chair), CSNSW
- Lisa Nash, Catholic Schools Parramatta Diocese
- Mark Woolley, Catholic Education, Diocese of Wollongong
- Matt Wells, Sydney Catholic Schools
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Rick Sanderson, Diocese of Lismore Catholic Schools
- Stefan Boffa, Catholic Schools Parramatta Diocese
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Therese Campbell, Catholic Education, Diocese of Wollongong

Online Curriculum Assessment Working Group

The Online Curriculum Assessment Working Group met monthly during 2023.

Focus

Following the completion of the Literacy and Numeracy Action Plan in 2022, CSNSW established a working group to enable continued sector opt-in access to online assessments developed by the NSW Department of Education.

In addition to providing specific local curriculum advice on formative assessment, the group will be responsible for:

- Development of assessment resources available to the sector to assist with the delivery of curricula
- Supporting the operational roll-out of opt-in assessments and the interrogation and analysis of results data to inform targeted teaching and learning.

In the context of rapid curriculum reform, CSNSW expects demand for these assessments to increase across the sector as schools implement revised syllabuses in 2024.

Membership

The members of the CSNSW Online Curriculum Assessments Working Group are authorised representatives of their organisations and include:

- Alicia Dibben, Catholic Schools Office, Diocese of Maitland-Newcastle
- Alli O'Donnell, Diocese of Lismore Catholic Schools
- Attila Lendvai, Catholic Schools Parramatta Diocese
- Chris Higgins, Catholic Education, Archdiocese of Canberra & Goulburn
- Claire Ryan, Catholic Schools Office, Diocese of Armidale
- Donna Brouff, Catholic Education Wilcannia-Forbes
- Elise Baird, Catholic Schools Office, Diocese of Armidale
- Fiona Hillier, Catholic Education Diocese of Wagga Wagga
- Genevieve Cook, Catholic Education, Diocese of Wollongong
- Jessica Colleuterradas, Catholic Education, Archdiocese of Canberra & Goulburn
- Karen Ferrante (Chair), CSNSW
- Kay Blundell, Catholic Education, Diocese of Wollongong
- Marisa Nicholls, Sydney Catholic Schools
- Mary Hunt, Diocese of Lismore Catholic Schools
- Natalie Ingram, Catholic Schools Broken Bay
- Patrick Ellis, Catholic Education, Archdiocese of Canberra & Goulburn
- Paul Develin, Catholic Schools Parramatta Diocese
- Pauline Walkom, Catholic Education, Diocese of Bathurst
- Penny Ludicke, Catholic Education Diocese of Wagga Wagga

- Sean Maloney, CSNSW
- Tara McCarthy, Catholic Education Diocese of Wagga Wagga
- Tosca Galluzzo, Sydney Catholic Schools
- Trish Mitchell, Catholic Schools Office, Diocese of Armidale

Vocational Education And Training Advisory Group

The VET Advisory Group (VEAG) met nine times in 2023.

Focus

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

Membership

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

Vocational Education And Training Reference Group

The VET Reference Group met three times in 2023.

Focus

The VET Reference Group acts in an advisory capacity, providing advice to CSNSW in relation to policy, programmes and research supporting vocational education and training, careers, and transition for the full range of Catholic school students. It also assists Catholic Registered Training Organisations to meet compliance requirements determined by ASQA and other regulatory agencies, including NESAs and SafeWork NSW. Focus for 2023 included:

- CSNSW response to NSW VET Review
- Australia's VET Reform – Implications for NSW Catholic Schools.

Membership

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



APPENDIX B: 2023 FINANCIAL REPORT AND INDEPENDENT AUDITOR'S REPORT

CATHOLIC SCHOOLS NSW LIMITED AND ITS CONTROLLED ENTITY
ACN 619 593 369

FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The financial report was authorised for issue by the Directors on 12 June 2024. The Directors have the power to amend and reissue the financial report.

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

STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
Revenue from continuing operations	2	42,090,139	39,661,714	38,302,427	35,450,524
Other Income	3	350,883	-	350,883	-
Employee benefits expense		(16,614,323)	(14,937,916)	(13,485,833)	(11,613,566)
Depreciation and amortisation expense		(1,743,278)	(1,776,293)	(1,461,914)	(1,460,332)
Finance charges - property lease		(306,918)	(57,265)	(304,333)	(46,378)
Projects and grant costs		(7,987,529)	(7,865,398)	(7,984,260)	(7,728,202)
Office services expense		(1,913,909)	(1,072,709)	(1,622,382)	(894,248)
Travel expense		(890,706)	(752,506)	(819,902)	(674,118)
Information technology expense		(1,749,545)	(3,049,879)	(1,670,678)	(2,810,467)
Administration expense		<u>(8,445,076)</u>	<u>(8,216,883)</u>	<u>(8,131,484)</u>	<u>(7,706,418)</u>
Surplus for the year from continuing operations		2,789,738	1,932,865	3,172,524	2,516,795
Other comprehensive income		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>2,789,738</u>	<u>1,932,865</u>	<u>3,172,524</u>	<u>2,516,795</u>

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

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

STATEMENTS OF FINANCIAL POSITION
AT 31 DECEMBER 2023

	Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
CURRENT ASSETS					
Cash and cash equivalents	4	12,699,163	6,851,367	11,640,565	5,216,959
Trade and other receivables	5	1,237,915	485,183	1,320,600	941,872
Other financial assets	6	326,911,610	258,039,598	326,911,610	258,039,598
Other assets	7	4,136,713	2,868,768	4,062,353	2,453,217
Total current assets		<u>344,985,401</u>	<u>268,244,916</u>	<u>343,935,128</u>	<u>266,651,646</u>
NON-CURRENT ASSETS					
Property, plant & equipment and intangible assets	8	539,055	820,997	535,337	689,789
Right-of-use assets	9	14,056,554	545,644	14,056,554	379,494
Total non-current assets		<u>14,595,609</u>	<u>1,366,641</u>	<u>14,591,891</u>	<u>1,069,283</u>
Total assets		<u>359,581,010</u>	<u>269,611,557</u>	<u>358,527,019</u>	<u>267,720,929</u>
CURRENT LIABILITIES					
Trade and other payables	10	324,680,344	251,234,894	324,361,954	250,885,459
Employee entitlements	11	2,139,179	2,028,429	2,066,815	1,796,560
Lease liabilities	12	853,164	610,970	853,164	446,007
Leasehold make-good provision		7,140	350,883	7,140	350,883
Total current liabilities		<u>327,679,827</u>	<u>254,225,176</u>	<u>327,289,073</u>	<u>253,478,909</u>
NON-CURRENT LIABILITIES					
Employee entitlements	11	1,192,352	995,021	1,149,118	853,449
Lease liabilities	12	13,484,473	-	13,484,473	-
Leasehold make-good provision		43,260	-	43,260	-
Total non-current liabilities		<u>14,720,085</u>	<u>995,021</u>	<u>14,676,851</u>	<u>853,449</u>
Total liabilities		<u>342,399,912</u>	<u>255,220,197</u>	<u>341,965,924</u>	<u>254,332,358</u>
Net assets		<u>17,181,098</u>	<u>14,391,360</u>	<u>16,561,095</u>	<u>13,388,571</u>
EQUITY					
Retained surplus	13	7,046,732	7,722,674	6,426,737	7,429,893
Reserves	14	10,134,366	6,668,686	10,134,358	5,958,678
Total equity		<u>17,181,098</u>	<u>14,391,360</u>	<u>16,561,095</u>	<u>13,388,571</u>

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

STATEMENTS OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2023

<i>Consolidated</i>	Retained surplus \$	General reserve \$	Strategic initiatives reserve \$	Staffing and human resources reserve \$	Total equity \$
As at 31 December 2021	6,748,487	4,000,000	1,460,008	250,000	12,458,495
Total comprehensive surplus for the year	1,932,865	-	-	-	1,932,865
Transferred from retained surplus to reserves (note 1 (m))	(1,200,000)	700,000	500,000	-	-
Reserves utilised for strategic projects	241,322	-	(241,322)	-	-
As at 31 December 2022	7,722,674	4,700,000	1,718,686	250,000	14,391,360
Total comprehensive surplus for the year	2,789,738	-	-	-	2,789,738
Transferred from retained surplus to reserves (note 1 (m))	(4,300,000)	-	4,300,000	-	-
Unutilised reserves transferred back to retained surplus (note 1 (m))	710,000	-	(460,008)	(250,000)	-
Reserves utilised for strategic projects	124,320	-	(124,320)	-	-
As at 31 December 2023	7,046,732	4,700,000	5,434,358	-	17,181,098
<i>Parent</i>	Retained surplus \$	General reserve \$	Strategic initiatives reserve \$	Staffing and human resources reserve \$	Total equity \$
As at 31 December 2021	5,871,776	4,000,000	1,000,000	-	10,871,776
Total comprehensive surplus for the year	2,516,795	-	-	-	2,516,795
Transferred from retained surplus to reserves (note 1 (m))	(1,200,000)	700,000	500,000	-	-
Reserves utilised on strategic projects	241,322	-	(241,322)	-	-
As at 31 December 2022	7,429,893	4,700,000	1,258,678	-	13,388,571
Total comprehensive surplus for the year	3,172,524	-	-	-	3,172,524
Transferred from retained surplus to reserves (note 1 (m))	(4,300,000)	-	4,300,000	-	-
Reserves utilised on strategic projects	124,320	-	(124,320)	-	-
As at 31 December 2023	6,426,737	4,700,000	5,434,358	-	16,561,095

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

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

STATEMENTS OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES				
Receipts from customers (inclusive of goods and services tax)	41,081,060	38,894,442	36,968,741	35,494,226
Payments to suppliers and employees (inclusive of goods and services tax)	(40,814,258)	(37,542,985)	(36,288,796)	(32,089,672)
	<u>266,802</u>	<u>1,351,457</u>	<u>679,945</u>	<u>3,404,554</u>
Net interest received (paid)	2,448,743	442,741	2,444,371	440,445
Other revenue	305,842	346,267	305,842	331,070
Interest paid on lease liabilities	(306,919)	(57,266)	(304,334)	(46,379)
	<u>2,714,468</u>	<u>2,083,199</u>	<u>3,125,824</u>	<u>4,129,690</u>
CASH FLOWS FROM INVESTING ACTIVITIES				
Payments for property, plant & equipment and intangible assets	(351,774)	(122,399)	(348,790)	(100,772)
Proceeds from sale of property, plant & equipment	85,866	-	82,374	-
Net cash inflow (outflow) paid to related entities	356,591	(242,037)	356,591	(876,484)
Net cash inflow attributable to Government programs	<u>72,855,699</u>	<u>113,410,232</u>	<u>72,855,699</u>	<u>113,410,232</u>
	<u>72,946,382</u>	<u>113,045,796</u>	<u>72,945,874</u>	<u>112,432,976</u>
CASH FLOWS FROM FINANCING ACTIVITIES				
Repayment of lease liabilities	(941,042)	(1,084,165)	(776,080)	(828,757)
	<u>(941,042)</u>	<u>(1,084,165)</u>	<u>(776,080)</u>	<u>(828,757)</u>
Net increase in cash and cash equivalents	74,719,808	114,044,830	75,295,618	115,733,909
Cash and cash equivalents at the beginning of the year	<u>264,890,965</u>	<u>150,846,135</u>	<u>263,256,557</u>	<u>147,522,648</u>
Cash and cash equivalents at the end of the year	339,610,773	264,890,965	338,552,175	263,256,557

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Catholic Schools NSW Limited ("CSNSW") is a not for profit company limited by guarantee incorporated and domiciled in Australia. CSNSW is the representative body for all NSW Catholic schools with the Australian and NSW Governments and their agencies. The address of the registered office is Level 7, Angel Place, 123 Pitt Street, Sydney, New South Wales 2000. The financial report includes separate financial statements for Catholic Schools NSW Ltd ("CSNSW", "the company" or "parent entity") as an individual entity and the consolidated entity consisting of Catholic Schools NSW Ltd and its subsidiary ("the group" or "the consolidated entity"). The company and consolidated entity are not for profit entities under Australian Accounting Standards.

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

(a) Basis of preparation

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

The financial statements are presented in Australian currency.

(i) Historical cost convention

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

(b) Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of the entity controlled by Catholic Schools NSW Ltd as at 31 December 2023, being Catholic Employment Relations Ltd ("CERL"), and the results of CERL for the year then ended. The group controls an entity when it is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The effects of all transactions between entities in the consolidated entity are eliminated.

(c) Transactions as trustee

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

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

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

(d) Property, plant & equipment

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

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

The depreciation rates are:

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

(e) Software capitalisation

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

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

The estimated useful life for software is 5 years.

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

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

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

Right-of-use assets

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

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

Lease liabilities

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

(g) Contract liabilities

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

(h) Employee leave entitlements

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

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

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

(i) Trade and other receivables

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

(j) Cash and cash equivalents

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

(k) Income tax

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

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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

(l) Revenue recognition

- i) Levies received
Revenue is received from levies charged to schools and other entities on an annual basis. Levies charged are recognised during the year to which they relate.
- ii) Administration costs recovered
Administration costs are charged by CSNSW to the various programs that CSNSW manages, and are recognised uniformly throughout the year in which the administration services performed by CSNSW have been rendered.
- iii) Interest received
Interest is recognised as it accrues on a daily basis.
- iv) Government funding received (including grants)
On occasions where CSNSW provides services in relation to Government funds received, revenue generated for specific programs is recognised only to the extent of work completed on the programs, when the funding is for a specific purpose and is enforceable (i.e. needs to be repaid if grant monies not spent in accordance with the respective agreement). If there is no specific purpose or the funding agreement is not enforceable, grant funding is recognised on receipt.
- v) Conferences, seminars and training
Revenue relating to conferences, seminars and training is recognised in the year in which the conference, seminar or training is delivered.
- vi) Sports affiliation fee
The sports affiliation fee is charged to schools and other entities on an annual basis. Sports affiliation fees are recognised during the year to which they relate.
- vii) Uniform sales and rebates
Revenue from uniforms and rebates is recognised on transfer of the goods to a third party.
- viii) Donations and sponsorship income
Donations and sponsorship income is recognised as revenue when received as these do not include enforceable rights and obligations or 'sufficiently specific' performance obligations that the Company must satisfy.
- ix) Trial exams paper sales
Revenue from trial examination paper sales is recognised on transfer of the papers to a third party.
- x) Trial exams copyright income
Trial exams copyright income is recognised when a customer has a contractual right to access CSSA's intellectual property as it exists throughout the licence period or has a right to use CSSA's intellectual property as it exists at the point in time at which the licence is granted.
- xi) Consultancy income - CERL
Revenue is recognised when the associated service has been performed. Any revenue billed in advance where the service has not yet been performed and relates to the next financial year is treated as contract liabilities within trade and other payables.
- xii) Levies from the Dioceses - CERL
The levies from the Dioceses are recognised in the year to which the levies relate. Any levies received which relate to the next financial year are treated as contract liabilities within trade and other payables (note 10).
- xiii) Membership fees - Catholic Employment Relations Limited
Membership fees are recognised in the year to which the fees relate. Any fees received which relate to the next financial year are treated as contract liabilities within trade and other liabilities.
- xiv) Related party service fees
Revenue is recognised as the services are performed to the respective entity, usually on a straight line basis throughout the year.
- xv) legal services income - CERL
Legal services income is recognised when the associated service has been performed. Any revenue billed in advance where the service has not yet been performed and relates to the next financial year is treated as contract liabilities within trade and other payables (note 10).

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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

(m) Reserves

The General Reserve and the Strategic Initiatives Reserve are deemed part of the funds designated to mitigate operating risk and for strategic initiatives or project use, without restricting or committing the funds formally. Such designations may be cancelled or amended if it is decided not to proceed or continue with the strategic initiatives, projects or use for which the reserves were originally designated. The transfer of \$4,300,000 to the Strategic Initiatives Reserve is designated funding for approved strategic and other critical projects.

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

(n) Critical accounting estimates

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

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

(o) Economic Dependency

CSNSW and the consolidated entity are dependent on the ongoing receipt of financial assistance from the Commonwealth and NSW State Governments to continue delivering on its recurrent, educational and capital programs. During the year ended 31 December 2023, \$32,169,123 (2022 - \$32,216,549) revenue from operating activities was received from Government programs. Revenue received from Government programs comprised approximately 84% (2022- 91%) and 76% (2022: 81%) of CSNSW's and the consolidated entity's revenue from operating activities respectively. CSNSW and the consolidated entity have no reason to believe that the Commonwealth and NSW State Governments will not continue to support CSNSW's and the consolidated entity's recurrent, educational and capital programs.

(p) New accounting standards and interpretations

The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") that are mandatory for the current reporting period.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of CSNSW or the consolidated entity.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
2. REVENUE FROM CONTINUING OPERATIONS					
Government revenue including grants	2(a)	32,169,123	32,216,549	32,169,123	32,216,549
Trial exam paper sales		1,376,685	1,190,688	1,376,685	1,190,688
Trial exam copyright income		87,819	95,062	87,819	95,062
Levies received		4,868,698	4,503,794	1,469,319	1,090,499
Consultancy income - CERL		97,500	323,906	-	-
Interest received (see below)		2,448,743	442,741	2,444,371	440,445
Levies from the Dioceses - CERL		315,545	315,545	-	-
Conferences, seminars and training		107,520	125,159	-	-
Sports affiliation fee		114,466	72,683	114,466	72,683
Legal services income - CERL		15,098	37,790	-	-
Uniform sales and rebates		176,191	12,301	176,191	12,301
Grants, donations and sponsorships		6,909	1,227	6,909	1,227
Related party service fee received:					
National Catholic Education Commission		79,923	76,625	79,923	76,625
Catholic Employment Relations Limited		-	-	158,565	153,947
Council of Catholic School Parents		25,186	43,928	25,186	43,928
Other revenue		200,733	203,716	193,870	56,570
Revenue from Continuing Operations		42,090,139	39,661,714	38,302,427	35,450,524
CSNSW received total interest of \$18,636,434 (2022 - \$5,421,371.) of which \$16,186,896 (2022 - \$4,980,645) was applicable to funds held on behalf of Government programs, \$795 (2022 - \$281) related to funds held on behalf of the Council of Catholic School Parents and \$2,448,743 (2022 - \$440,445) was applicable to CSNSW's own funds.					
(a) Government revenue (including grants)					
Commonwealth Government					
Department of Education, Skills and Employment					
Grants - Non-Government Reform Support Fund		5,237,854	7,498,577	5,237,854	7,498,577
Non-Government Reform Support Fund brought forward from prior year		1,484,784	837,907	1,484,784	837,907
Program administration charges recovered	2(b)	21,420,467	20,052,589	21,420,467	20,052,589
Program administration interest recovered		151,568	42,162	151,568	42,162
Total Commonwealth Government revenue		28,294,673	28,431,235	28,294,673	28,431,235
State Government					
NSW Department of Education					
Grants - State-wide Capital Planning		493,233	762,160	493,233	762,160
Countering Violent Terrorism		493,700	134,444	493,700	134,444
COVID Intensive Learning		865,567	784,434	865,567	784,434
Administration charges recovered	2(c)	1,821,073	1,910,783	1,821,073	1,910,783
Administration interest recovered		171,128	74,927	171,128	74,927
Total		3,844,701	3,666,748	3,844,701	3,666,748
Transport for NSW					
Administration charges recovered		20,092	112,547	20,092	112,547
Administration interest recovered		9,657	6,019	9,657	6,019
Total		29,749	118,566	29,749	118,566
Total NSW State Government revenue		3,874,450	3,785,314	3,874,450	3,785,314
Total Government revenue including grants	2	32,169,123	32,216,549	32,169,123	32,216,549
(b) Commonwealth Government revenue					
Program administration charges recovered					
Commonwealth Schools Funding Grant		20,152,953	18,880,336	20,152,953	18,880,336
General Capital Program Grant		1,230,197	1,120,121	1,230,197	1,120,121
Targeted Educational Programs		37,317	52,132	37,317	52,132
Total administration charges recovered - Commonwealth		21,420,467	20,052,589	21,420,467	20,052,589
(c) NSW State Government					
Program administration charges recovered					
Building Grants Assistance Fund		1,245,360	1,500,000	1,245,360	1,500,000
Targeted Educational Programs		575,713	410,783	575,712	410,783
Total administration charges recovered NSW State		1,821,073	1,910,783	1,821,072	1,910,783
(d) Disaggregation of revenue					
The disaggregation of revenue from contracts with customers is as follows:					
<i>Timing of revenue recognition</i>					
Goods transferred at a point in time		1,552,876	1,202,989	1,552,876	1,202,989
Services transferred at a point in time		32,157,493	28,441,203	28,369,781	24,230,013
Services transferred over time		8,379,770	10,017,522	8,379,770	10,017,522
		42,090,139	39,661,714	38,302,427	35,450,524

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
3. OPERATING SURPLUS				
The operating surplus was determined after charging the following specific amounts:				
<i>Expenses</i>				
Amortisation of leasehold improvements, intangible assets and make-good asset	253,358	448,707	244,156	434,639
Depreciation of office furniture, equipment and motor vehicles	331,647	389,204	227,111	278,277
Depreciation of right-of-use assets	990,649	938,382	990,649	747,416
Copyright fees	5,426,400	5,214,037	5,426,400	5,214,037
Levies - National Catholic Education Commission	1,003,073	965,906	1,003,073	965,906
Consultancies	5,912,141	4,584,470	5,908,872	4,460,874
Grants and donations made for use in Australia	206,684	229,533	206,684	229,533
(Gain) / Loss on disposal of fixed assets	76,234	(388)	59,647	(388)
Interest expense relating to lease liabilities	306,918	57,265	304,333	46,378
<i>Income:</i>				
Gain on termination of Polding Centre, 133 Liverpool Street Licence Deed	350,883	-	350,883	-
3(a) During the financial year the following fees were paid or payable for services provided by HLB Mann Judd Assurance (NSW) Pty Ltd, the auditor of the company:				
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Audit of financial statements	87,500	84,600	59,500	57,600
<i>Other services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>				
Related parties assurance engagement	255,000	225,800	255,000	225,800
Grant acquittals	100,240	89,090	100,240	89,090
Review of other information provided by dioceses	15,100	14,670	15,100	14,670
	<u>370,340</u>	<u>329,560</u>	<u>370,340</u>	<u>329,560</u>
	<u>457,840</u>	<u>414,160</u>	<u>429,840</u>	<u>387,160</u>
4. CASH AND CASH EQUIVALENTS				
Cash at bank and on hand	12,699,163	6,851,367	11,640,565	5,216,959
For the purposes of the Statement of Cash Flows, cash and cash equivalents are made up as follows:				
Cash at bank and on hand	12,699,163	6,851,367	11,640,565	5,216,959
Other financial assets (Note 6)	326,911,610	258,039,598	326,911,610	258,039,598
Cash and cash equivalents as per Statement of Cash Flows	<u>339,610,773</u>	<u>264,890,965</u>	<u>338,552,175</u>	<u>263,256,557</u>
5. TRADE AND OTHER RECEIVABLES				
Amounts owing by National Catholic Education Commission	678,622	296,721	678,622	296,721
Amounts owing by Catholic Employment Relations Limited	-	-	258,906	497,508
Accounts receivable	600,483	235,205	365,074	130,007
Allowance for expected credit losses	(59,188)	(64,379)	-	-
Sundry debtors	17,998	17,636	17,998	17,636
Total trade and other receivables	<u>1,237,915</u>	<u>485,183</u>	<u>1,320,600</u>	<u>941,872</u>
6. OTHER FINANCIAL ASSETS				
Unsecured				
Deposits at call	-	10,061,501	-	10,061,501
Business Online Saver account	86,082,642	14,109,988	86,082,642	14,109,988
Term deposits	240,828,968	233,868,109	240,828,968	233,868,109
Total other financial assets	<u>326,911,610</u>	<u>258,039,598</u>	<u>326,911,610</u>	<u>258,039,598</u>
Of the \$326,911,610 (2022 - \$258,039,598) other financial assets, \$321,753,202 (2022 - \$248,897,504) is held on behalf of Government programs, and \$61,078 (2022 - \$35,768) is held on behalf of the Council of Catholic School Parents.				
7. OTHER ASSETS				
Prepayments	827,152	1,008,618	778,542	934,362
Other assets	294,262	479,838	268,512	138,543
Interest receivable	3,015,299	1,380,312	3,015,299	1,380,312
Total other assets	<u>4,136,713</u>	<u>2,868,768</u>	<u>4,062,353</u>	<u>2,453,217</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
8. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS				
Leasehold improvements - at cost	-	1,234,112	-	1,221,842
Provision for amortisation	-	1,053,308	-	1,050,240
	<u>-</u>	<u>180,804</u>	<u>-</u>	<u>171,602</u>
Leasehold make good asset	50,400	350,883	50,400	350,883
Provision for amortisation	2,100	310,650	2,100	310,650
	<u>48,300</u>	<u>40,233</u>	<u>48,300</u>	<u>40,233</u>
Office furniture, equipment and motor vehicles - at cost	1,364,451	2,688,669	1,320,988	1,543,006
Provision for depreciation	918,950	2,179,217	879,205	1,155,560
	<u>445,501</u>	<u>509,452</u>	<u>441,783</u>	<u>387,446</u>
Intangibles-software - at cost	481,335	481,335	481,335	481,335
Provision for amortisation	436,081	390,827	436,081	390,827
	<u>45,254</u>	<u>90,508</u>	<u>45,254</u>	<u>90,508</u>
Total property, plant & equipment and intangible assets	<u>539,055</u>	<u>820,997</u>	<u>535,337</u>	<u>689,789</u>

Reconciliations of the carrying amounts of property, plant and equipment and intangible assets at the beginning and end of the current and previous

	Intangibles- software \$	Office furniture, equipment and motor vehicles \$	Leasehold make good asset \$	Leasehold improvements \$	Total \$
Consolidated					
Year ended 31 December 2023					
Carrying amount at the beginning of year	90,508	509,452	40,233	180,804	820,997
Additions	-	351,774	50,400	-	402,174
Disposals	-	(70,833)	-	(15,033)	(85,866)
Write offs	-	(13,245)	-	-	(13,245)
Depreciation/amortisation expense	(45,254)	(331,647)	(42,333)	(165,771)	(585,005)
Carrying amount at end of year	<u>45,254</u>	<u>445,501</u>	<u>48,300</u>	<u>-</u>	<u>539,055</u>
Year ended 31 December 2022					
Carrying amount at the beginning of year	135,762	790,375	120,697	513,523	1,560,357
Additions	-	110,178	-	12,270	122,448
Disposals	-	(1,897)	-	-	(1,897)
Write offs	-	-	-	(22,000)	(22,000)
Depreciation/amortisation expense	(45,254)	(389,204)	(80,464)	(322,989)	(837,911)
Carrying amount at end of year	<u>90,508</u>	<u>509,452</u>	<u>40,233</u>	<u>180,804</u>	<u>820,997</u>
Parent					
Year ended 31 December 2023					
Carrying amount at the beginning of year	90,508	387,446	40,233	171,602	689,789
Additions	-	348,790	50,400	-	399,190
Disposals	-	(67,341)	-	(15,033)	(82,374)
Depreciation/amortisation expense	(45,254)	(227,111)	(42,333)	(156,569)	(471,267)
Carrying amount at end of year	<u>45,254</u>	<u>441,784</u>	<u>48,300</u>	<u>-</u>	<u>535,337</u>
Year ended 31 December 2022					
Carrying amount at the beginning of year	135,762	566,848	120,697	480,523	1,303,830
Additions	-	100,772	-	-	100,772
Disposals	-	(1,897)	-	-	(1,897)
Depreciation/amortisation expense	(45,254)	(278,277)	(80,464)	(308,921)	(712,916)
Carrying amount at end of year	<u>90,508</u>	<u>387,446</u>	<u>40,233</u>	<u>171,602</u>	<u>689,789</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
9. RIGHT-OF-USE ASSETS					
Office Leases					
Balance at 1 January 2023		532,918	1,610,710	366,768	1,100,302
Additions		14,667,709	295,380	14,667,709	-
Disposals		-	(448,672)	-	-
Depreciation expense		(1,144,073)	(924,500)	(977,923)	(733,534)
Balance at 31 December 2023		<u>14,056,554</u>	<u>532,918</u>	<u>14,056,554</u>	<u>366,768</u>
Office Printer					
Balance at 1 January 2023		12,726	26,608	12,726	26,608
Depreciation		(12,726)	(13,882)	(12,726)	(13,882)
Balance at 31 December 2023		<u>-</u>	<u>12,726</u>	<u>-</u>	<u>12,726</u>
		<u>14,056,554</u>	<u>545,644</u>	<u>14,056,554</u>	<u>379,494</u>
10. TRADE AND OTHER PAYABLES					
Funds held on behalf of Government Programs	16	321,753,202	248,897,504	321,753,202	248,897,504
GST payable		692,585	408,405	706,869	443,727
Accounts payable		1,849,974	1,582,075	1,744,778	1,521,166
Current account - Council of Catholic School Parents		61,078	35,768	61,078	35,768
Deferred income - contract liabilities		225,126	225,060	5,220	-
Other creditors and accruals		98,379	86,082	90,807	(12,706)
Total trade and other payables		<u>324,680,344</u>	<u>251,234,894</u>	<u>324,361,954</u>	<u>250,885,459</u>
The funds held on behalf of Government Programs balance contains \$2,321,146 (2022 - \$1,484,784) of committed Non-Government Reform Support Fund grant funds retained by CSNSW for program management.					
11. EMPLOYEE ENTITLEMENTS					
Current					
Annual leave		1,185,029	1,179,717	1,112,665	947,848
Long service leave		954,150	848,712	954,150	848,712
		<u>2,139,179</u>	<u>2,028,429</u>	<u>2,066,815</u>	<u>1,796,560</u>
Non-Current					
Long service leave		<u>1,192,352</u>	<u>995,021</u>	<u>1,149,118</u>	<u>853,449</u>
12. LEASE LIABILITIES					
Current					
Lease liabilities		<u>853,164</u>	<u>610,970</u>	<u>853,164</u>	<u>446,007</u>
Non-Current					
Lease liabilities		<u>13,484,473</u>	<u>-</u>	<u>13,484,473</u>	<u>-</u>
<i>Future lease payments</i>					
Future lease payments are due as follows:					
Within one year		1,541,947	618,716	1,541,947	451,167
Later than one year but not later than 5 years		6,980,998	-	6,980,998	-
Later than 5 years		9,787,514	-	9,787,514	-
		<u>18,310,459</u>	<u>618,716</u>	<u>18,310,459</u>	<u>451,167</u>
13. RETAINED SURPLUS					
Retained surplus at the beginning of the year		7,722,674	6,748,487	7,429,893	5,871,776
Surplus for the year		2,789,738	1,932,865	3,172,524	2,516,795
Total retained surplus before transfer to reserves		10,512,412	8,681,352	10,602,417	8,388,571
Transfer to General Reserve	14	-	(700,000)	-	(700,000)
Transfer to Strategic Initiatives Reserve	14	(4,300,000)	(500,000)	(4,300,000)	(500,000)
Strategic Initiatives Reserve utilised	14	124,320	241,322	124,320	241,322
Transfer to retained surplus	14	710,000	-	-	-
Retained surplus at the end of the year		<u>7,046,732</u>	<u>7,722,674</u>	<u>6,426,737</u>	<u>7,429,893</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

Note	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
14. RESERVES				
General Reserve	4,700,008	4,700,000	4,700,000	4,700,000
Strategic Initiatives Reserve	5,434,358	1,718,686	5,434,358	1,258,678
Staffing and Human Resources Reserve	-	250,000	-	-
	<u>10,134,366</u>	<u>6,668,686</u>	<u>10,134,358</u>	<u>5,958,678</u>

Refer to Note 1(m) for details of the nature and purpose of the reserves.

15. COMMITMENTS FOR EXPENDITURE

(a) Lease Commitments

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

Within one year	1,541,947	706,104	1,541,947	706,104
Later than one year but not later than 5 years	6,980,997	6,935,511	6,980,997	6,935,511
Later than 5 years	9,787,514	12,059,902	9,787,514	12,059,902
Commitments not recognised as liabilities in the financial statements	<u>18,310,458</u>	<u>19,701,517</u>	<u>18,310,458</u>	<u>19,701,517</u>

(b) Capital Commitments

CSNSW had no capital commitments as at 31 December 2023.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16. GOVERNMENT FUNDS ADMINISTERED

CSNSW as the Approved Authority and Representative Body receives and distributes school operating and targeted grants received from the Australian and NSW Governments and meets appropriate accountability requirements on a system basis. CSNSW in its capacity as the NSW Catholic Block Grant Authority (CBGA) manages and distributes capital and other block grants.

During 2023, the following grants were received and distributed through CSNSW, excluding GST:

Funds held on behalf of Government programs	2023 \$	2022 \$
Commonwealth Government		
Department of Education, Skills and Employment		
Government program funds held at the beginning of the year	114,506,089	65,573,975
School grants received during the year	2,891,933,515	2,716,973,846
Interest earned by programs	8,551,337	2,375,011
School grants disbursed to the NSW Catholic Schools system during the year	(2,818,065,044)	(2,638,035,247)
School grants disbursed to NSW Congregational schools during the year	(4,348,549)	(2,835,673)
Funds retained for program administration recognised in income [Note 2(a)]	(21,420,467)	(20,052,589)
Interest retained for program administration recognised in income [Note 2(a)]	(151,568)	(42,161)
Current year Non-Government Reform Support Fund ("NGRSF") used by CSNSW for program management [Note 2(a)]	(5,237,854)	(7,498,577)
Previous year NGRSF used by CSNSW for program management [Note 2(a)]	(1,484,784)	(837,907)
NGRSF funds received in 2023 relating to 2022 expenditure	-	(377,950)
Interest distributed to NSW Catholic Schools system during the year	<u>(2,545,565)</u>	<u>(736,639)</u>
Commonwealth Government program funds held at the end of the year	<u>161,737,109</u>	<u>114,506,089</u>
NSW State Government		
NSW Department of Education		
Government program funds held at the beginning of the year	134,342,624	70,061,815
School grants received during the year	836,769,891	816,906,485
Interest earned by programs	7,625,902	2,599,615
School grants disbursed to the NSW Catholic Schools system during the year	(793,852,667)	(747,169,048)
School grants disbursed to NSW Congregational schools during the year	(15,919,282)	(4,169,405)
Funds retained for program administration recognised in income [Note 2(a)]	(1,821,073)	(1,910,783)
Countering Violent Extremism program funds retained for program administration recognised in income [Note 2(a)]	(493,700)	(134,444)
Direct program expenses incurred during the year	-	(784,434)
COVID Intensive Learning program funds retained for program administration recognised in income [Note 2(a)]	(865,567)	-
COVID Intensive Learning program funds returned to NSW Department of Education	(4,590,710)	-
Interest retained for program administration recognised in income [Note 2(a)]	(171,128)	(74,927)
State-wide Capital Planning Grant funds used by CSNSW for program management [Note 2(a)]	(493,233)	(762,160)
Interest distributed to the NSW Catholic Schools system during the year	<u>(631,220)</u>	<u>(220,090)</u>
NSW Department of Education program funds held at the end of the year	<u>159,899,837</u>	<u>134,342,624</u>
Transport for NSW		
Government program funds held at the beginning of the year	48,791	689,388
School grants received during the year	699,729	14,426
Interest earned by programs	9,657	6,019
School grants disbursed to the NSW Catholic Schools system during the year	(554,248)	(512,175)
Funds retained for program administration recognised in income [Note 2(a)]	(20,092)	(112,547)
Direct program expenses incurred during the year	(57,924)	(30,301)
Interest retained for program administration recognised in income [Note 2(a)]	<u>(9,657)</u>	<u>(6,019)</u>
Transport NSW funds held at the end of the year	<u>116,256</u>	<u>48,791</u>
NSW State Government program funds held at the end of the year	<u>160,016,093</u>	<u>134,391,415</u>
Total Government funds held at the end of the year (Note 10)	<u>321,753,202</u>	<u>248,897,504</u>

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

17. RELATED PARTY DISCLOSURES

Transactions with related parties

Director transactions

Each non-executive director and chairman receives a fee for being a director of CSNSW. The consolidated key management personnel remuneration includes remuneration for CERL's key management personnel, including directors.. Total fees paid for the year ended 31 December 2023 were \$424,786 (2022 - \$465,679).

	Consolidated 2023 \$	Consolidated 2022 \$	Parent 2023 \$	Parent 2022 \$
Compensation of key management personnel including directors				
Total compensation	<u>4,538,015</u>	<u>4,376,058</u>	<u>3,260,574</u>	<u>3,106,338</u>

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

The related parties include:

- The Trustees of the Roman Catholic Church for the Archdiocese of Sydney;
- National Catholic Education Commission;
- The Council of Catholic School Parents [NSW & ACT] and
- Catholic Church Insurances
- Diocese of Parramatta
- Sydney Catholic Schools
- Diocese of Lismore
- Diocese of Wollongong
- Diocese of Maitland-Newcastle
- Diocese of Wagga Wagga
- Australian Catholic University
- Diocese of Broken Bay

The above related parties are parties associated with major transactions in the 2023 financial year. Not all related parties have been listed above.

	2023 \$	2022 \$	2023 \$	2022 \$
Total purchases from the above related parties during the year	<u>1,396,773</u>	<u>1,870,223</u>	<u>1,302,546</u>	<u>1,502,287</u>
Total revenue generated from the above related parties during the year	<u>4,810,132</u>	<u>4,508,212</u>	<u>836,307</u>	<u>680,972</u>
Total payments of Government grants to the NSW Catholic Schools system	<u>3,612,471,959</u>	<u>3,385,716,470</u>	<u>3,612,471,959</u>	<u>3,385,716,470</u>
Total payments of Government grants to NSW Congregational schools	<u>20,267,831</u>	<u>7,005,078</u>	<u>20,267,831</u>	<u>7,005,078</u>
The following balances are outstanding at the end of the reporting period in relation to transactions with related parties:				
Current payables	<u>385,335</u>	<u>105,241</u>	<u>126,429</u>	<u>73,332</u>
Current receivables	<u>1,275,064</u>	<u>531,926</u>	<u>1,027,299</u>	<u>426,728</u>

18. CONTINGENCIES

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

19. MEMBERS' GUARANTEE

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

At 31 December 2023 the number of members was 11 (2022:11).

CATHOLIC SCHOOLS NSW LIMITED
ACN 619 593 639

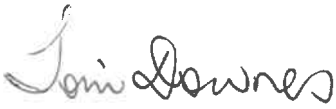
**DECLARATION BY THE DIRECTORS
FOR THE YEAR ENDED 31 DECEMBER 2023**

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

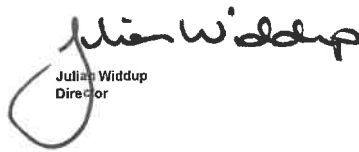
- (a) the financial statements and notes set out on pages 2 to 16 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
- (i) complying with Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulation 2022*; and
 - (ii) giving a true and fair view of the Company's and the consolidated entity's financial position as at 31 December 2023 and of its performance for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Board of Directors.

This declaration is signed in accordance with section 60.15 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.



Toni Downes
Acting Chair



Julian Widdup
Director

Sydney
Dated this 12th day of June 2024

Auditor's Independence Declaration

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Catholic Schools NSW Limited for the year ended 31 December 2023.

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



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
12 June 2024



A G Smith
Director

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

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Catholic Schools NSW Limited ("the Company") and its controlled entities ("the Group"), which comprises the consolidated statement of financial position as at 31 December 2023, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the declaration by the directors for both the Company and the Group.

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

- (a) giving a true and fair view of the Company's and the Group's financial position as at 31 December 2023 and of their financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 31 December 2023, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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Responsibilities of the Directors for the Financial Report

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

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

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of both the Company's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on both the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company or the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
12 June 2024



A G Smith
Director

APPENDIX C: PROJECTS RECOMMENDED FOR CBGA FUNDING IN 2023

School Name	Location	Diocese	Cost	Grant	Local Contribution
High Growth					
Eileen O'Connor School ¹	Tuggerah	Broken Bay	\$23.7	\$23.7	\$0.0
New Catholic Primary School ¹	Medowie	Maitland/Newcastle	\$16.0	\$11.2	\$4.8
Total High Growth			\$39.7	\$34.9	\$4.8
New Places					
St Francis Xavier's College	Hamilton	Maitland/Newcastle	\$7.4	\$5.2	\$2.2
St Agnes Catholic High School	Rooty Hill	Parramatta	\$4.5	\$3.2	\$1.3
St Gregory's College Campbelltown	Gregory Hills	RI/MPJP	\$7.9	\$5.5	\$2.4
St Mary's Catholic Cathedral College ²	Sydney	Sydney	\$9.4	\$6.6	\$2.8
St Declan's Catholic Primary School	Penshurst	Sydney	\$8.1	\$5.6	\$2.5
Total New Places			\$37.3	\$26.1	\$11.2
Existing Places					
St Philomena's School ¹	Moree	Armidale	\$3.1	\$2.4	\$0.7
McCarthy Catholic College ¹	West Tamworth	Armidale	\$6.6	\$4.2	\$2.4
St Bernard's Catholic Primary School	Berowra Heights	Broken Bay	\$4.5	\$3.1	\$1.4
St Patrick's Catholic Primary School	Gosford East	Broken Bay	\$6.5	\$4.5	\$2.0
St Joseph's Catholic College	Gosford East	Broken Bay	\$4.0	\$2.8	\$1.2
St Joseph's Primary School ¹	Adelong	Canberra and Goulburn	\$1.8	\$1.7	\$0.1
Hennessy Catholic College	Young	Canberra and Goulburn	\$5.9	\$4.9	\$1.0
St Joseph's Primary School	Port Macquarie	Lismore	\$12.1	\$10.7	\$1.4
All Saints College	Maitland	Maitland/Newcastle	\$3.6	\$2.5	\$1.1
St James' Catholic Primary School ¹	Kotara South	Maitland/Newcastle	\$5.3	\$1.5	\$3.8
St Michael's Catholic Primary School ¹	Nelson Bay	Maitland/Newcastle	\$1.5	\$1.4	\$0.1
Christian Brothers High School ¹	Lewisham	RI/MPJP	\$10.9	\$7.6	\$3.3
Edmund Rice College ²	West Wollongong	RI/MPJP	\$15.4	\$10.8	\$4.6

School Name	Location	Diocese	Cost	Grant	Local Contribution
Red Bend Catholic College ¹	Forbes	RI/MPJP	\$14.4	\$10.1	\$4.3
St Edward's Christian Brothers College	East Gosford	RI/MPJP	\$1.8	\$1.3	\$0.5
Holy Cross Catholic Primary School ¹	Woollahra	Sydney	\$1.7	\$1.1	\$0.6
St Andrew's Catholic Primary School ¹	Malabar	Sydney	\$1.3	\$0.7	\$0.6
St Brendan's Catholic Primary School ¹	Annandale	Sydney	\$2.6	\$1.2	\$1.4
St John's Catholic Primary School ¹	Auburn	Sydney	\$1.5	\$0.6	\$0.9
St Francis Xavier's Catholic Primary School ¹	Lurnea	Sydney	\$6.3	\$4.4	\$1.9
St Mary-St Joseph Catholic Primary School ¹	Maroubra Beach	Sydney	\$1.4	\$0.8	\$0.6
Trinity Catholic College ¹	Auburn	Sydney	\$5.8	\$2.4	\$3.4
Holy Spirit Catholic College ¹	Lakemba	Sydney	\$4.4	\$2.3	\$2.1
St Patrick's Catholic Primary School ¹	Mortlake	Sydney	\$1.5	\$1.1	\$0.4
Henschke Primary School ¹	Wagga Wagga	Wagga Wagga	\$7.1	\$5.0	\$2.1
St Anne's Primary School	North Albury	Wagga Wagga	\$2.1	\$1.5	\$0.6
St Francis de Sales Regional College ¹	Leeton	Wagga Wagga	\$13.8	\$10.5	\$3.3
Xavier High School	North Albury	Wagga Wagga	\$1.5	\$1.1	\$0.4
Total Existing Places			\$148.4	\$102.2	\$46.2
Grant Total			\$225.4	\$163.2	\$62.2

* Values are given in millions of Australian dollars.

¹ Projects that have been surrendered and had their project and grant values revalued on 2023 application round terms and conditions.

² Applications that were subject to multi-stage approvals.

APPENDIX D: GLOSSARY OF ABBREVIATIONS

ACT	Australian Capital Territory
ACARA	Australian Curriculum, Assessment and Reporting Authority
ACU	Australian Catholic University
AI	Artificial intelligence
AITSL	Australian Institute for Teaching and School Leadership
ALRC	Australian Law Reform Commission
AO	Officer of the Order of Australia
ASA	Approved System Authority
CBGA	Catholic Block Grant Authority
CERL	Catholic Employment Relations Ltd
CSA	Catholic School Agencies
CSNSW	Catholic Schools NSW
CSO	Catholic Schools Office
CSSA	(formerly) Catholic Secondary Schools Association
CTC	Capacity to contribute
CVE	Countering violent extremism
DOE	Department of Education
ECEC	Early childhood education and care
FCF	Financial Compliance Framework
FDM	Funding distribution model
FDMWG	Funding Distribution Model Working Group
FMS	Fratres Maristae a Scholis (Marist Brothers of the Schools)
FQ	Financial Questionnaire
FWG	Finance Working Group
HPG	High potential and gifted
HSC	Higher School Certificate
IDEA	Inter-Diocesan Educational Accountability
IDRAC	Inter-Diocesan Registration and Accreditation Committee
IPART	Independent Pricing and Regulatory Tribunal
IT	Information technology
KMG	Knight of Malta
LGBTQ	Lesbian, gay, bisexual, transgender, and queer
MPJP	Ministerial public juridic persons
NAPLAN	National Assessment Program – Literacy and Numeracy
NCCD	Nationally Consistent Collection of Data on Students with Disability
NCEC	National Catholic Education Commission
NESA	NSW Education Standards Authority
NFP	Not-for-profit
NGRB	Non-Government Representative Body
NGRSF	Non-Government Reform Support Fund

NSRA	National School Reform Agreement
NSW	New South Wales
NSWCCC	NSW Combined Catholic Colleges
NSWCPS	NSW Catholic Primary Schools
NSWCSS	NSW Catholic school system
NSWP	National Student Wellbeing Program
NTWAP	National Teacher Workforce Plan
OCD	Ordo Carmelitarum Discalceatorum (Order of Discalced Carmelites)
OFM	Ordo Fratrum Minorum (Order of Friars Minor, Franciscans)
OMI	Oblates of Mary Immaculate
OP	Ordo Praedicatorum (Order of Preachers, Dominicans)
OSPPE	Ordo Fratrum Sancti Pauli Primi Eremitae (Order of Saint Paul the First Hermit)
PD	Professional development
PDHPE	Personal development, health, and physical education
PJP	Public Juridical Person
PSC	Phonics Screening Check
RI	Religious institutes
RMV	Reasonable market value
RSC	Religious Sisters of Charity
TDN	Teacher Development Network
TWWG	Teacher Workforce Working Group
VET	Vocational education and training



The CSNSW team at the 2023 CSNSW Staff Christmas Celebration.

