



ST. BRIGID'S
COLLEGE

A Ministry of Mercy Education Limited

COMPLIANCE REPORT 2022

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College Values

Respect

We honour the uniqueness of ourselves, others and the environment.

Justice

We commit to creating an atmosphere of fairness, morality and equality.

Compassion

We forgive all through acts of kindness, humility and patience.

Courage

We strive to be resilient and live passionately with vitality of spirit.

Service

We use our gifts to serve others selflessly, especially those in need.

Hospitality

We offer welcome to all with generous and open hearts.

Our Vision

Light the Way

'We should be shining lamps, giving light to all around us.'

- Catherine McAuley

Our Mission

We at St Brigid's College are committed to providing excellence in education within a Christ-centred environment. St Brigid's College nurtures and supports every student in their growth as contributing members of the community, within the spirit of Mercy.





Governance

Mercy Education Limited (Mercy Education) is an incorporated ministry of **Mercy Ministry Companions (MMC)**. MMC is responsible for ensuring, as faithfully as Catherine McAuley and her sisters, that the Catholic identity, charism and spirituality of schools previously under the stewardship of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG), thrive into the future.

MMC delegates the responsibility of these thirteen schools' governance to Mercy Education. There are nine schools in Victoria, three in Western Australia and one in South Australia.

Commencing on 3 December 2021, the MMC Trustee Directors were installed by the Institute Leadership Team of ISMAPNG as the canonical authority for Mercy Education Ltd. The Trustee Directors also comprise the Board Directors of Mercy Ministry Companions Limited (MMCL), the civil both of Mercy Ministry Companions. Mercy Ministry Companions Limited is the Member of Mercy Education Limited.

In transferring the incorporated Education, Health and Community Service ministries to Mercy Ministry Companions, the Institute Leadership Council and the Institute has entrusted the Trustee Directors with this Mercy heritage and empowered them to develop new expressions of the 'gift of mercy'. In the new era of Mercy Ministry Companions, canonical stewards, board directors, executives and management continue to embody the compassion, hospitality, integrity, care, justice, practicality and service which characterize contemporary channels of Mercy.

The governance role of the Board of Mercy Education is confined to the thirteen schools and sets policies, approves schools' strategic plans, appoints Principals, approves senior leadership positions and fulfils due diligence in finance and audit management, capital development, risk management and litigation.

The current Board Directors of Mercy Education are listed at <https://www.mercy.edu.au/governance/board-members>

The Mercy Education Limited schools are:

- Academy of Mary Immaculate, Fitzroy, VIC
- Catherine McAuley College, Bendigo, VIC
- Emmanuel College, Warrnambool, VIC
- Mercedes College, Perth, WA
- Mount Lilydale Mercy College, Lilydale, VIC
- Our Lady of Mercy College, Heidelberg, VIC
- Sacred Heart College, Geelong, VIC
- Sacred Heart College, Kyneton, VIC
- Santa Maria College, Attadale, WA
- St Aloysius College, Adelaide, SA
- St Aloysius College, North Melbourne, VIC
- St Brigid's College, Lesmurdie, WA
- St Joseph's College, Mildura, VIC

Mercy Education is the Employer of the Principal and staff of the Mercy Colleges. The existence of Mercy Education Limited gives strength, support and solidarity to each of the member Mercy schools and its community.

The following information is a Federal Government requirement and pertains to the 2022 academic year.

1. Contextual Information

St Brigid's College is a day school for girls and boys from Pre-Kindergarten to Year 6 and is exclusively for girls as day and boarding students in Years 7 to 12 with an enrolment of 779* students (70 boarders) as at the August 2022 census.

The College offers a quality education within a Christ-centred environment inspired by the legacy of Catherine McAuley. Pastoral Care is a core element of the College's 'Mercy' ethos. The College strives to make all children feel safe, comfortable and happy as they are challenged by interesting learning opportunities that prepare them for their role as contributing citizens and Christian leaders committed to human dignity, justice and peace. In addition to offering a challenging and well-rounded curriculum through vocational and tertiary entrance pathways, the College offers a wealth of co-curricular activities which include performing and visual arts, service, sports and cultural/academic competitions. The success of our College has always depended not just on its size, facilities and curriculum, but its vitality of spirit and its commitment to the values of *Compassion, Courage, Hospitality, Justice, Respect* and *Service*.

The College is situated in Lesmurdie in the Perth hills approximately 30 minutes east of the Perth Central Business District. Our students come from the local and surrounding areas, rural Western Australia and overseas.

*Total enrolment of 780 students includes children attending our Kindergarten program. The MySchool site shows total enrolment of students from Pre-Primary to Year 12.

2. Teacher Standards and Qualifications

Collectively, the qualifications held by our teaching and ancillary staff members are summarised as follows:

Doctorate	1
Masters	26
Bachelor Degree (Hons)	2
Bachelor Degree	132
Post Graduate Diplomas	4
Graduate Diplomas	49
Diplomas	18
Certificates	54

Please note that a number of our teachers have multiple qualifications.

All teaching staff in the College are registered as members of the Teacher Registration Board of Western Australia and are qualified to teach in Western Australian schools.

3. Workforce Composition

The College employed 60 teaching staff and 35 non-teaching staff. Non-teaching staff cover areas such as administration, boarding, maintenance and grounds. Of our total workforce of 95, 78 employees, or 82%, are female.

	Number
Teaching Staff	60
Male	12
Female	48
Non-Teaching Staff	35
Male	5
Female	30
Indigenous Composition	

(From August 2022 Census data).

These figures do not reflect the number of casual and relief staff that are employed throughout the year, nor does it reflect our Boarding, Pre-Kindergarten and Kindergarten staff.

4. Student Attendance

Our student attendance rate for 2022 was 87.91%. A rate of attendance in each of the respective year levels, which reflects the effect COVID-19 is still having on our community, is as follows:

Year	% Attendance
Pre-Primary	90.71
Year 1	91.80
Year 2	88.76
Year 3	89.32
Year 4	87.57
Year 5	87.87
Year 6	88.35
Year 7	90.74
Year 8	87.36
Year 9	85.87
Year 10	85.83
Year 11	80.13
Year 12	88.54

Student attendance at the College is monitored on a daily basis across the Campus. The College's pastoral care processes ensure timely contact and appropriate follow-up with parents/carers regarding school absences by both administrative and relevant teaching staff (i.e. Year Team Leaders, Heads of School). College policies clearly outline our expectations regarding attendance, the processes of dealing with non-attendance and the consequences of non-attendance in relation to assessments and identifying students at risk.

5. NAPLAN Information

The NAPLAN data that follows shows the percentage of students at the College who achieved above average progress, compared to students of a similar background and who had the same starting score on their previous NAPLAN test.

Interpreting the table

The selected school's progress rate compared to progress of students with the same starting score and similar background

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

The table below shows the average student results at St Brigid's College for the 2022 academic year.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	438	433	419	451	389
Year 5	512	483	515	500	481
Year 7	575	553	574	559	567
Year 9	601	592	594	590	598

NAPLAN participation for this school is 99%

NAPLAN participation for all Australian students is 95%

^{NB} In 2020 education ministers decided that NAPLAN testing would not proceed that year due to the COVID-19 pandemic.

^{NB} A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison to be available. Grey shading indicates participation did not meet these thresholds.

Should you wish to view further information in regard to Student Gains, results etc., please refer to the MySchool website <http://www.myschool.edu.au/>.

6. Parent, Student and Teacher Satisfaction

Community Engagement

Caritas
 LifeLink
 St Vincent de Paul
 Red Cross Australia
 Seeds of Justice
 Mercy Works
 Guest Speakers and Workshops
 Dad's Big Breakfast
 Grandparents' Day
 Mother/Daughter Dinner
 Year Group Reunions
 Golden Girls' Functions

Liturgical Celebrations

Opening Mass
 Ash Wednesday
 Stations of the Cross
 Easter Liturgy
 Year Masses and Liturgies
 Year Masses and Liturgies
 Mercy Day Mass

Social Justice

Sorry Day
 Social Justice Sleepout
 RUOK Day

Service Through Leadership

Student Leadership Council

St Brigid's College Advisory Council

Parent Forum

Parent Satisfaction

- Positive affirmation provided by parents and community members, both formally and informally.
- Strong support from our Parent Forum and Boarding Parents.

Student Satisfaction

- High levels of satisfaction expressed in the Year 12 Exit Surveys.
- High numbers of students nominating for Student Leadership positions.

Teacher Satisfaction

- High level of staff engagement.
- Exit interviews with staff that provide good, quality feedback.
- Teachers run a wide variety of co-curricular Clubs.

7. School Income

The ACARA website <https://www.acara.edu.au/> hosts the My School profile of Australian schools <https://www.myschool.edu.au/>. Visiting this site gives comparative information including financial data.

8. Senior Secondary Outcomes

Year 12 Cohort

- 73 students
- ATAR Pathway 38 students (52%)

- VET Pathway 35 students (48%)
- Attained a West Australian
- Certificate of Education 69 students (94.5%)

The 2022, Year 12 WACE results were pleasing with the notable achievements summarised as follows:

- 38 students sat for the WACE examinations. Of these, 5 attained an ATAR of 90+ compared with 14 students in 2021, 12 students in 2020 and 11 students in 2019. 2 students scored over 95 with our highest ATAR score being 99.10.
- 12 students attained an ATAR of 80+.
- A high success rate in assisting students to achieve the minimum literacy and numeracy standard.

SCSA (School Curriculum and Standards Authority) Awards

- Certificates of Distinction 3
- Certificates of Merit 9

VET (Vocational Education and Training)

- 100% VET completion, with all students completing a minimum of Certificate III qualification.
- Of all VET Certificates completed by students at the College, 53% were Certificate II or higher.

Continuous Improvement

The agenda of continuous improvement is practised every year, irrespective of the results. College Leaders and teaching teams collect evidence of in-depth analyses not just of each Year 12 student's results, but subject by subject and question by question of the examiner's reports, and together develop goals for improvement.

Strategies for continual improvement throughout the College form a solid foundation for excellence in Year 12. Just as at all Western Australian schools, the Western Australian curriculum is 'what we teach' and is mandated. It is 'how we teach / learn' that adds value to the St Brigid's experience.

9. Post-School Destinations

As at the 24th January 2022, 66% of students with an ATAR were offered their first preference for a course at a University and, of these, 93% accepted the Offer.

Offers were accepted at Curtin, Edith Cowan and Murdoch Universities.

10. Annual School Improvement

The following information shows an overview of the College's progress in terms of our annual School Improvement Plan for the year ended 31st December 2022:

Catholic Identity Inspiring Christ-centred Leaders Encourage the lived experience of the values of Justice and Courage. Provide staff with opportunities to participate in Christian Service.	Students can articulate and explain the meaning of the 2022 focus Values. 80% of staff provided positive feedback post our Christian Service experience.
Education Catholic Schools of Excellence Development of a whole school approach to improving student outcomes through practices that contribute to quality education at St Brigid's College.	The College's Vision for learning is developed and shared with the community. Continues significant growth in student proficiency in spelling, grammar and writing. Development of a variety of pedagogical strategies and skills to be used by staff in the classroom. Reconciliation Action Plan (RAP) developed and embedded in College practices.
Community Catholic Pastoral Communities Developing Keeping Safe Curriculum. To celebrate Mass with the Parish community.	Keeping Safe Curriculum is embedded into teaching practices, K – Year 12. Staff and students prepare and participate in local Parish community Masses. Establish networks with local schools.
Stewardship Accessible, Affordable and Sustainable System of Schools Develop a scope and sequence of student wellbeing activities. Conduct a review of Behaviour Management Procedures.	Scope and sequence of student wellbeing activities is developed. Review of Behaviour Management Procedures was conducted and practices revised. Staff Wellbeing Committee established with clear terms of reference and setting of targets. Students are aware of the Student Code of Conduct

It is testament to the vision and values of our founding Sisters of Mercy that our College is strong, progressive and faith filled.