



St Gabriel's School
EXCELLENCE IN SPECIAL EDUCATION K-12

Nurturing Independence.
Transforming Lives.

Annual Report 2025



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INTRODUCTORY STATEMENT

St. Gabriel's School Vision Statement

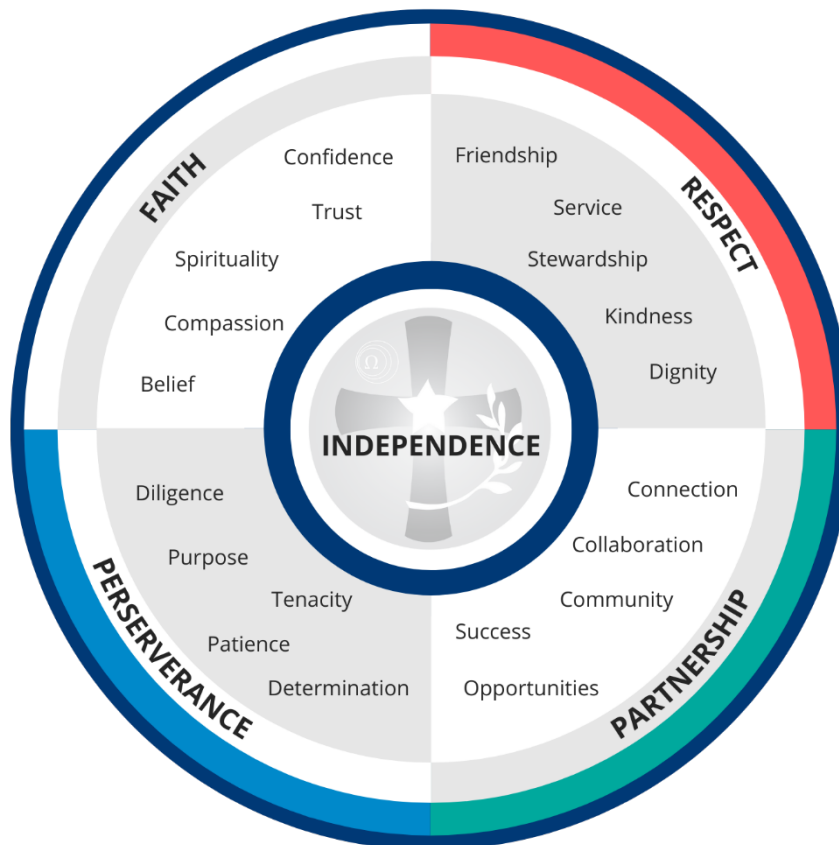
Our vision is to enrich the hearts and minds of young people with special needs for active participation in their community.

St. Gabriel's School Mission Statement

Through quality Catholic Education in the Edmund Rice tradition, we transform the whole person through authentic relationships and innovative, educational experiences.

St Gabriel's School Values

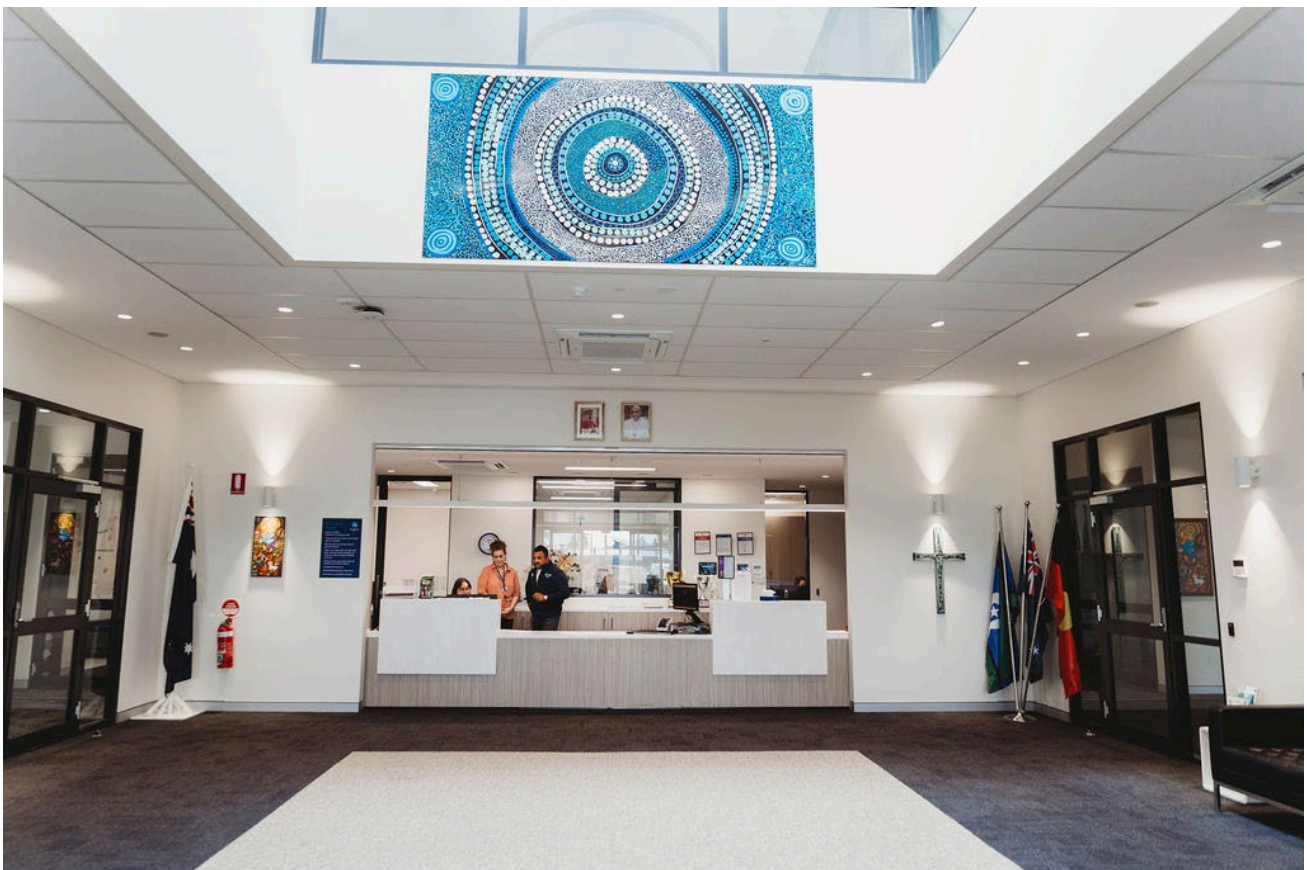
The values held by the St Gabriel's School community are based in Gospel values where Jesus Christ is the cornerstone of a full Christian life. It is through innovative learning and teaching that we aim to nurture these values. They are founded in the Charter for Catholic Schools in the Edmund Rice tradition of Liberating Education, Gospel Spirituality, Inclusive Community and Justice and Solidarity.



ACKNOWLEDGEMENT OF TRADITIONAL CUSTODIANS

We are on Dharug Country. We respectfully acknowledge any Aboriginal and Torres Strait Islander peoples on this land today and recognise their connections to Country and community. We acknowledge the ancestors and Elders past, present and emerging who will lead us into tomorrow. In the same way that Aboriginal and Torres Strait Islander people were diverse nations with their own cultures, languages and lives, we acknowledge the uniqueness of each student here at St Gabriel's. Like the First Nations people, we embrace our differences while supporting one another and, like a connection to Country, we keep returning to Jesus as the common ground which unites us all.

St Gabriel's School is committed to the process of reconciliation and to fostering and maintaining active partnerships with Aboriginal communities, in recognising Aboriginal people as the custodians of this land and ensuring that respect for Aboriginal cultures is promoted in all School activities.



SCHOOL PROFILE

St Gabriel's was founded 100 years ago as a school for the deaf and broadened its admissions to children with special needs in 2010. Our primary enrolment criteria is an intellectual disability in the mild to moderate range. We also support many other needs in our student population, including students who are deaf or hard of hearing; blind or have low vision; with Down Syndrome; and Autism and ADHD. We deliver core primary and secondary education, including numeracy and literacy, as well as subjects to develop social skills and communication, through a life skills curriculum.

St Gabriel's delivers a tailored curriculum in a purpose-built environment that enables the most positive outcomes for our students.

We're going through a great deal of growth at present and have been transitioning from Primary to K-12. Our first Year 12 class graduated in 2024. We currently have just over 200 students enrolled.

Our school motto is 'Nurturing Independence, Transforming Lives'. Our mission is to develop independence and confidence in our students, giving them opportunities to thrive. Our parents, carers and families are as much a part of our school community and mission in helping the children.

ABOUT THIS REPORT

St Gabriel's School is registered by the NSW Education Standards Authority (NESA) and managed by Edmund Rice Education Australia (EREA) the 'approved authority' for the Registration System formed under Section 39 of the NSW Education Act 1990.

The 2025 Annual Report provides the School community with fair, reliable and objective information about the School performance measures and policies, as determined by the Minister for Education.

The Report also outlines information about initiatives and developments of major interest and importance to the School community during the year.

Accordingly, the Report demonstrates accountability to regulatory bodies, the School community and EREA. This Report complements and is supplementary to the fortnightly Newsletter and other regular communications. The Report will be available on the School website by 30 June 2025 following its submission to the NSW Education Standards Authority (NESA) and EREA.

Further information about the School or this Report may be obtained by contacting the School on 02 9634 2367 or by visiting the website at www.stgabriels.nsw.edu.au.

PRINCIPAL'S MESSAGE



2025 saw continued growth for our school with all stages from K-12 being 2 streams. This growth demonstrates the strength of our learning experience for our students and the positive reputation we have within the educational community.

The expansion of our offerings for Year 12 courses as well as support for those leaving our school at the end of their educational journey has resulted in our alumni being able to find meaningful post-school options.

The environment for our students at St Gabriel's provides a safe and supportive space for them to thrive in their learning as well as their development in social skills. This is a strength of our school and one that is celebrated in all that we do.

The environment within a school is not just the classrooms and the buildings. It is the 'feel' that exists when we walk through the front door. I am proud of how our staff set the tone of welcome and care for all who enter our school. This culture is ingrained within all who have the privilege of working at St Gabriel's and is often commented upon by all who visit our amazing school.

2025 saw increased connections with our local parish St Bernadette's and many parents accepted the opportunity for their children to begin or continue their sacramental program through this connection.

I would like to acknowledge our school community and the events that bring us together. The Golf Day, Trivia Night, and the Christmas Fun Fair, all of these plus many others, allow for our school to be the meeting place for our families to build the strong bond that is needed for school to be successful for our students.

St Gabriel's has for over 100 years provided a safe and inclusive environment for our young people, and 2025 demonstrated that continued commitment to have each student be a reflection of Jesus in their words and actions.

We live by our motto, Nurturing Independence, Transforming Lives.

God bless and kind regards,

David Cook

PRINCIPAL

MESSAGE FROM THE EREA FLEXIBLE SCHOOLS DIRECTOR & CEO



To the members of the St Gabriel's community,

2025 saw the third year of a new governance structure for St Gabriel's School, under the oversight of Edmund Rice Education Australia Flexible Schools Ltd (EREAFLS). EREAFLS is responsible for the strategic and operational oversight of 26 school sites across the country, including our two amazing Edmund Rice Special Education Services (ERSES) Schools, St Edmund's College and St Gabriel's School.

An exciting development during 2025 has been the exploration of expanding the important work of ERSES with planning beginning on the establishment of a proposed new Special School in Brisbane. The wisdom and expertise of the St Edmund's and St Gabriel's teams has been, and will continue to be critical in this planning.

Most importantly, at the centre of all we have done during 2025 has been the wellbeing, safety and educational opportunities for the young people who attend our schools. We are privileged to educate over 2400 young people across the nation, all of whom inspire us with their resilience, empathy, resourcefulness, and crucially, their sense of fun and hope.

It is my absolute honour to do my best to serve and support the amazing work being done at St Gabriel's School, and to share in the authentic expression of the Edmund Rice charism alive in this community.

Dr Matt Hawkins

Chief Executive Officer

EREA Flexible Schools Ltd

STUDENT DATA

Student data as of the census date (Friday, 1 August 2025) was 208.

YEAR LEVEL	NUMBER OF STUDENTS
Kindergarten	15
Year 1	15
Year 2	16
Year 3	12
Year 4	14
Year 5	15
Year 6	14
Total Primary	101
Year 7	20
Year 8	23
Year 9	16
Year 10	17
Year 11	20
Year 12	11
Total Secondary	107
Total Students	208

Student attendance data is recorded daily. St Gabriel's School has clear policies and procedures in place to monitor, manage and respond to student absences. Parents and carers are notified of unexplained absences, and these are followed up by classroom teachers when the student returns to school.

YEAR LEVEL	% OF ATTENDANCE
Kindergarten	89%
Year 1	87%
Year 2	89%
Year 3	86%
Year 4	93%
Year 5	88%
Year 6	86%
Year 7	91%
Year 8	91%
Year 9	93%
Year 10	93%
Year 11	82%
Year 12	94%
Total Students	89%

Based on student enrolments at the start of the year and recorded leavers during the year, the School achieved a student retention rate of 96% in 2025.

YEAR LEVEL	START OF YEAR	END OF YEAR	LEAVERS	NEW ENROLMENTS
Kindergarten	15	15	0	0
Year 1	16	15	-2	1
Year 2	15	16	0	1
Year 3	13	12	-1	0
Year 4	13	14	-1	2
Year 5	16	15	-1	0
Year 6	14	14	-1	1
Year 7	22	20	-2	0
Year 8	22	23	-1	2
Year 9	16	16	0	0
Year 10	17	17	0	0
Year 11	20	20	0	0
Year 12	11	11	0	0
Total Students	210	208	-9	7



WORKFORCE COMPOSITION

	NUMBER	FULL-TIME EQUIVALENT
Teachers	39.0	36.4
Allied Health	5.0	5.0
Learning Support Staff	35.0	29.8
Administration	10.0	9.7
Maintenance	2.0	2.0
Total	91.0	82.9

In 2025, the number of Aboriginal and/or Torres Strait Islander staff members was 3.

Teaching Staff

New staff members are supported through a structured induction program over a minimum 12-month period, assisting their transition into the St Gabriel's School staff community during their first year. In 2025, six new teachers were inducted into the School.

Teacher Qualifications

QUALIFICATIONS	NUMBER
Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR)	39
Teachers having a bachelor's degree from a higher education institution within Australia or as recognised within the AEI-NOOSR guidelines, but lack formal teacher education qualifications.	0

Teacher Professional Learning, Accreditation and Qualifications

ACCREDITATION LEVEL	NUMBER
Conditional/Provisional	10
Proficient Teacher	29
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

TEACHING AND LEARNING

Student Outcomes in Standardised National Literacy and Numeracy Testing

For NAPLAN results, please refer to the My School website www.myschool.edu.au

Higher School Certificate

All students within our graduating class received a Higher School Certificate Testamur (Life Skills). We offered the Life Skills Curriculum for courses, with the exception of the TVET course in Hospitality, and a range of EVET courses for our students.

Our Year 12 students were supported in their transition to post-school training and pathways such as supported employment and day programs.

Teacher Professional Learning, Accreditation and Qualifications

Teaching staff participated in designated professional learning days and additional professional learning afternoons in person and online throughout 2025, incorporating guest speakers, workshops and training in compliance-related areas, department and wellbeing meetings and planning time.

St Gabriel's staff presented at local and state conferences.



PROFESSIONAL LEARNING

DESCRIPTION OF PROFESSIONAL LEARNING ACTIVITY	STAFF NUMBERS
2025 First Aid and CPR Certification	75
2025 Child Safeguarding, Risk and Compliance Presentation (2 hours) — School Mandatory Reporting Processes School Activities Risk Management and Compliance	71
2025 Emergency Evacuation Procedures and Personalised Emergency Evacuation Procedures - 83 permanent and temporary staff 14 casual staff and practicum students	97
2025 Emergency Remain-in Place and Lockdown Procedures - 86 permanent and temporary staff 5 casual staff and practicum students	91
2025 EREA Flexible Schools Ltd - Child Safety and Student Duty of Care Training [NSW] - 94 permanent and temporary staff 36 casual staff and practicum students	130
2025 EREA Flexible Schools Ltd — Complaints, Whistleblower, Privacy and Risk Management Training [NSW] - 96 permanent and temporary staff 37 casual staff and practicum students	133
2025 EREA Flexible Schools Ltd — Food Safety and Hygiene	3
2025 EREA Flexible Schools Ltd — Volunteer and Contractor Training	6
2025 EREA Flexible Schools Ltd - Work Health and Safety [NSW] - 92 permanent and temporary staff 34 casual staff and practicum students	126

SCHOOL STUDENT ENROLMENTS – RANGE OF DISABILITIES

DISABILITY	TOTAL
Cognitive - Substantial	0
Cognitive - Extensive	201
Physical - Substantial	0
Physical - Extensive	0
Sensory - Substantial	0
Sensory - Extensive	7
Social-Emotional - Substantive	0
Social-Emotional - Extensive	0
Total	208

AGES	BOYS	GIRLS	TOTAL
5	3	3	6
6	9	6	15
7	10	4	14
8	9	7	16
9	10	5	15
10	9	4	13
11	9	7	16
12	12	5	17
13	12	8	20
14	9	10	19
15	12	9	21
16	8	7	15
17	8	5	13
18	2	6	8
TOTAL	122	86	208

SCHOOL POLICIES

All Policies are available on request by contacting the School St Gabriel's School, with all public facing documents available on the school website.

St Gabriel's School policies are live and reviewed constantly via SharePoint document management system. Implementation of policies and procedures is part of a process involving information sessions, staff training, staff discussion and signing off on major policies and procedures.

The policies that have been updated over the past 12 months are:

- / Child Safeguarding -
 - o Mandatory Reporting Procedures
 - o Guide to Supporting Student Personal Care
- / Code of Conduct: Community
- / Code of Conduct: Staff
- / Code of Conduct: Visiting School Students
- / Emergency Procedures: Evacuation
- / Emergency Procedures: Remain-Place and Lockdown
- / Volunteer and Professional Visitor Procedures
- / Work Health Safety (WHS) -
 - o Guide to Reporting Incidents
 - o Guide to Safe Use of Kitchen Facilities
- / EREA Flexible Schools Ltd -
 - o Code of Conduct: Community
 - o Privacy Policy
 - o Safeguarding Policy
 - o Whistleblower Policy
 - o Work Health Safety (WHS) Policy, Guidelines and Procedures
 - o Workplace Complaint Management Policy

Publicly available policies can be found at: <https://stgabriels.nsw.edu.au/policies>

CATHOLIC IDENTITY

At St Gabriel's, we maintained and strengthened the relationship with St Bernadette's through a number of liturgies as well as the Sacramental Program for our students.

The Parish Priest has a connection with our school and our children and is more than willing to attend the school to celebrate with us the Catholic milestones throughout the year.

The incorporation of prayer continued each morning within each classroom with a theme-based approach closely aligned with the time of year within the Catholic calendar.



PRIORITY AREAS FOR IMPROVEMENT AS SELECTED BY THE SCHOOL FOR ACHIEVEMENT IN 2025 AND WHAT WAS ACHIEVED

Offering of expanded support for student leavers

The creation of the Post School and Pathways department consisting of Ms Renee Fenech and Ms Ainslie Allsop allowed the school to provide tailored support for our families. This support involved parent forums, guest speakers and individual planning meetings. This allowed for the families to best prepare themselves and their child for what the next chapter looks like.

Mini-Woolies store relocation and use

The relocation of the mini-Woolies store allowed the staff and students to use this more effectively as part of the Work Education program as well as Retail Services TVET course which was introduced at the commencement of 2026.



PARENT, STUDENT AND TEACHER WELLBEING

St Gabriel's is committed to the health and wellbeing of our students, staff and families.

Student Wellbeing

Students have been supported with a number of extra curricular programs, including:

- Secret Agent Society Social Skills Training
- Lego Therapy Workshop
- Various food and healthy eating programs, including establishing a vegetable garden
- A mental wellbeing and resilience program and supporting resources

Parent and Sibling Workshops

In 2025, we held a series of parent information workshops and seminars run primarily by our Allied Health team and some external providers. These covered topics to help support carers and family mental health; understanding and strategies to support their child/sibling; and respite and community connection for family members.

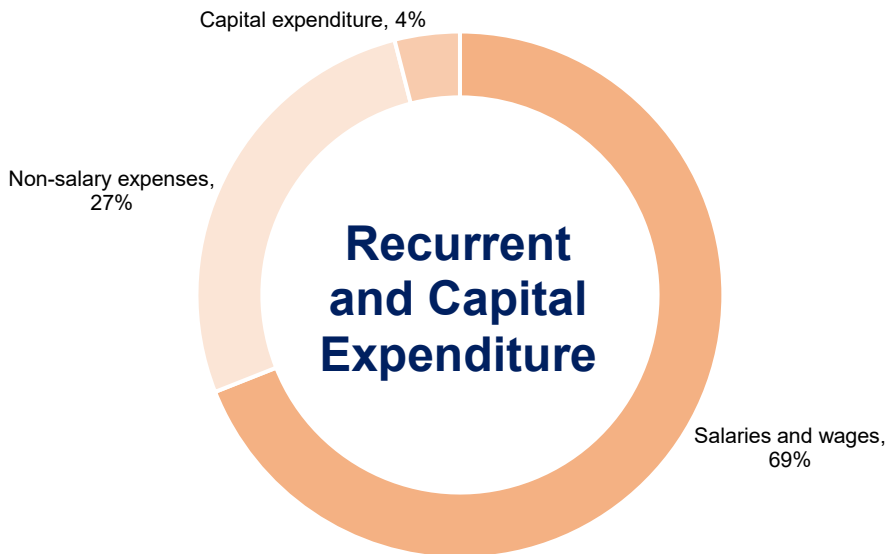
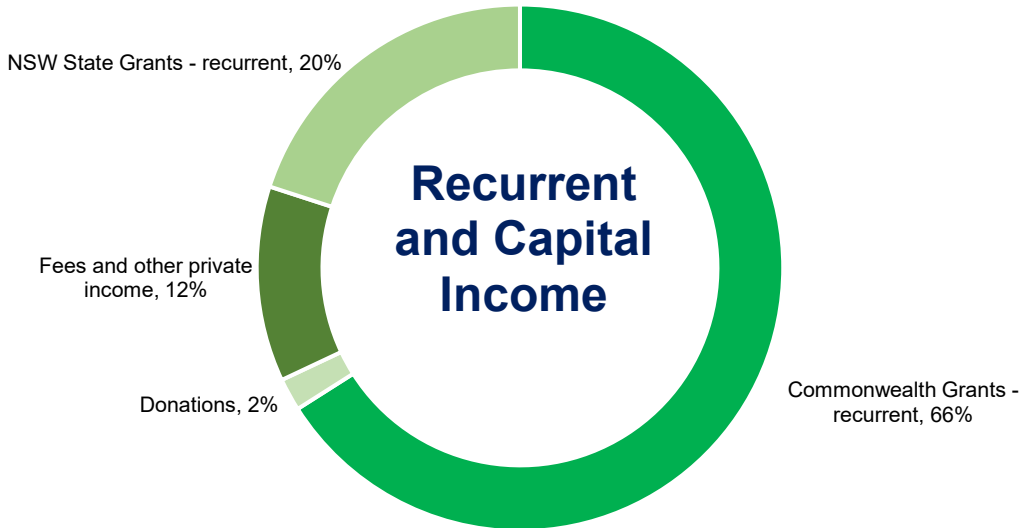
Teacher and Staff Satisfaction

Staff satisfaction in 2025 was measured in a number of ways. Exit interviews with the Principal are offered to all teaching and support and operational staff who leave the school. Staff retention remains high with one retirement at the conclusion of 2025.



SUMMARY FINANCIAL INFORMATION

2025 School Year — Statement of Comprehensive Income & Expenditure



Total Income

In 2025, 86% of St Gabriel’s School’s income was derived from recurrent Commonwealth and NSW State Government grants, reflecting the School’s ongoing reliance on government funding to deliver its specialised programs and services.

The remaining income was generated through tuition fees and other private income, together with generous contributions from the wider community. Fee waivers, which provide important

financial relief to families experiencing financial hardship, represented 11% of total tuition income. This reflects the School's continued commitment to accessibility and equity, particularly in the context of ongoing cost-of-living pressures affecting many families. Through these fee waivers, St Gabriel's seeks to ensure that students can continue to access the School's specialist programs and support, regardless of their family's financial circumstances.

As a Special School, St Gabriel's is also reliant on community support to assist with the purchase, maintenance and upgrade of resources, facilities and learning environments. Donations contributed 2% of total revenue in 2025, highlighting the ongoing importance of philanthropic and community support in sustaining and enhancing the School's educational offerings.

Total Expenditure

Salaries and associated employment costs continued to represent the largest component of St Gabriel's School's expenditure in 2025, accounting for 69% of total recurrent and capital expenditure. This reflects the School's commitment to maintaining appropriate staffing levels to support its specialised learning environment, including a favourable teacher-student ratio of 1 teacher to 5.7 students.

During 2025, salary costs were impacted by Enterprise Agreement increases, with teachers receiving an increase of 3% and support staff receiving an increase of 4%. These increases reflect the School's ongoing investment in attracting and retaining high-quality educators and support staff who are essential to the delivery of its specialised programs and services.

Non-salary expenses accounted for 27% of total expenditure and included the operational costs required to support the School's programs, facilities and student services.

Capital Expenditure

Capital expenditure in 2025 focused on improving learning spaces, play areas and classroom technology. Key projects included the installation of synthetic grass in the K—2 playground to provide a safer and more even play surface, an extension to the Kindergarten demountable classrooms to create additional storage and flexible breakout space, and the replacement of the old classroom touchscreen boards with new interactive displays. Shade sails were also installed across the Years 3—6 playgrounds to improve sun protection and support safer outdoor play.

Together, these works reflect the School's ongoing commitment to providing safe, functional and well-resourced environments that support student learning and wellbeing.