

Annual Report 2024



**MATTHEW
FLINDERS**
Anglican College

2023 YEAR PERFORMANCE

This 2023 Annual Report for the College is presented through six sections:

1. **Descriptive Information**
2. **Key Student Outcomes**
3. **Co-Curricular Activities**
4. **Staff Information**
5. **Funding Information**
6. **Organisational Structure**

1. DESCRIPTIVE INFORMATION

Matthew Flinders Anglican College was so named in recognition of the vision, spirit and achievements of one of Australia's most distinguished explorers. The College motto of 'Faith, Skill, Endeavour' evokes the spirit of Matthew Flinders and the values that the College strives to instill among the students.

The College is an independent co-educational school established as a company limited by guarantee and affiliated with the Anglican Church through the Diocese of Brisbane.

The College is situated in Stringybark Road, Buderim, on the beautifully scenic Sunshine Coast, Queensland. Matthew Flinders Anglican College commenced with an original enrolment of 161 boys and girls in 1990. In 2023, it was one of Queensland's largest independent schools with 1,400 enrolments.

Students attend the school from across the Sunshine Coast, from Noosa to Caloundra, from the coastline to the hinterland. The College is a co-educational day school catering for students from Prep through to Year 12. It has a reputation for high attainment, innovative learning and teaching, students who demonstrate exemplary courtesy, behaviour and aspirations, a caring and committed staff, and a selfless Board.

OUR GUIDING STATEMENTS

Our School We uphold the Christian character of our Anglican foundation in order to promote the spiritual and moral development of each student, based on compassion and service.

Our Motto Faith | Skill | Endeavour

Our Mission Through transformational learning experiences, we inspire our students to achieve academic excellence, develop a profound sense of humanity and be motivated to create positive change in the world around them.

Our Vision To Educate for Excellence in Learning and Life.

Our Values **Compassion:** We are aware of suffering and are motivated to treat others with kindness, care and understanding.

Courage: We act bravely to overcome our fears, accept challenges and learn from our mistakes.

Integrity: We act with honesty, moral strength and grace, guided by humility and compassion.

Respect: We have a high regard for self and others, and for the wider community, and treat each other accordingly.

THE COLLEGE IN 2023

If a school is made up of people, places and programs, then our places have improved (or are in the process of being improved), our programs have been strengthened and our people (staff and students) rose to the challenges put before them in 2023. All of this has been carried through our Vision of Educating for Excellence in Learning and Life.

The 2022 ATAR results were very pleasing, with ‘success stories’ throughout the cohort. In any league table presented, the College retains its place as the best-performing school on the Sunshine Coast and among the top tier in the state. The results serve as aspiration and inspiration for the rest of the College as they address the academic challenges and opportunities presented to them.

The co-curricular program at the College continues to expand, providing additional opportunities for the students. In the competitive aspect of these activities, Flinders students performed with distinction, be it on the sporting fields, on the stage, in the classroom or in other arenas of competition. Students attained outstanding results at national, state and regional levels across a variety of sports and activities. The willingness of staff to coach, manage and/or co-ordinate these activities should not be underestimated. Apart from the knowledge, enthusiasm and commitment of these people, the relationships that are forged between staff and students in these times are vital ingredients to the culture of the Flinders community.

On the topic of culture, it is a multi-faceted dimension of College life, and one which is at the forefront of our thinking. The pastoral/wellbeing programs focus on the role of culture in providing the foundation for personal growth, support and development. Buy-in from students, staff and families is crucial. The Flinders Way and WELL4Life programs in Primary and Secondary Schools provide a wealth of opportunities for students to engage with pastoral and wellbeing programs and initiatives.

The College continued to be a global member of the Round Square organisation during 2023. The IDEALS of Round Square are aligned with the College goals and aspirations and as such, opportunities for students to experience overseas and domestic conferences and exchanges, as well as service trips and the online exchange of ideas are many and varied. It is an addition to the already diverse lived education experiences available to the students (and staff) at the College.

The College continued its educational journey with the Indigenous culture and heritage of the area. Our Reconciliation Action Plan underpins our ongoing education in this space. The College engaged David Williams and his company Gilimbaa to develop an artwork to be used throughout the College, which was officially launched to the community at a special College event in March 2023. As an Old Flinderian, David’s passion for this project was obvious and his interaction with many stakeholders, including students, at the College during the research and development phase was enlightening and beneficial for all concerned.

After focus groups meeting variously with the College Leadership and the Board of Directors throughout Semester Two of 2022 and in Term 1 of 2023, the Flinders Future 2023-2027 was launched on date.

Finally, we are blessed with beautiful grounds and value the continued improvements that are made in this area. Indeed, none of the wonderful achievements that are celebrated daily are possible without the commitment from the hard-working and dedicated staff at the College. The success of Flinders is driven by their energy, loyalty and willingness to seek improvement in all that they do. We are fortunate to have such highly professional staff. Matthew Flinders Anglican College is highly successful in educating young people, providing an outstanding holistic education that prepares its students for life. I thank the staff,

students and parents for their contribution in ensuring we continue to flourish as a school that educates for excellence in learning and life.

MASTER PLAN

In 2023, the Flinders Master Plan continued to work to schedule towards the Infinity Centre opening in January 2024 for learning. The project builder, Integral, deserves much praise for their commitment to the project as they negotiated the many roadblocks to maintain a workflow and construction schedule. The Infinity Centre features a range of cutting-edge spaces, resourced with quality equipment and technologies, including one gallery, one pitching space, four co-labs, one virtual reality and robotics room, five design studios, three tech labs, one clean tech space, two kitchen laboratories and two workshop spaces.

The construction of the Infinity Centre brings to completion the first phase of the 15-year Flinders Masterplan, from 2018 to 2023. The College continues to strive for excellence and provide high quality, functional, expertly designed facilities to support effective teaching and learning. In 2024, the College will revisit the Masterplan to prepare for the second phase.

2. KEY STUDENT OUTCOMES

The table below shows the student attendance rate for all Years 1-10 students at Term 3 2023 (as reported on the My School website). The average student attendance rate as a percentage was 91.70%.

Year Level	Attendance Rate
1	90.09%
2	93.66%
3	93.04%
4	93.01%
5	92.22%
6	91.10%
7	93.31%
8	90.38%
9	91.81%
10	88.45%

In the Primary School, families are contacted if students are absent with no explanation. Frequent late arrivals are addressed by the Head of Sub-School or the Head of Primary. Absences are recorded on semester reports.

In the Secondary School, electronic rolls are completed for each timetabled lesson throughout the day. If a student is absent from school without explanation, administration staff contact the parent/guardian via SMS to seek an explanation. The number of student absent days and late arrivals are recorded on semester reports.

NAPLAN RESULTS

The results from the Years 3, 5, 7 and 9 NAPLAN tests in 2023, as in most years, are above national averages in all areas of numeracy and literacy. The average NAPLAN score for all students at the College in each domain, compared to the average score of students in Australia for that domain, is outlined below:

Reading				
	Year 3 (2023)	Year 5 (2023)	Year 7 (2023)	Year 9 (2023)
Average Score (School)	475	559	594	615
Average Score (National)	405	496	536	564
Writing				
	Year 3 (2023)	Year 5 (2023)	Year 7 (2023)	Year 9 (2023)
Average Score (School)	470	526	577	603
Average Score (National)	416	483	534	567
Spelling				
	Year 3 (2023)	Year 5 (2023)	Year 7 (2023)	Year 9 (2023)
Average Score (School)	451	527	574	590
Average Score (National)	404	489	539	568
Grammar and Punctuation				
	Year 3 (2023)	Year 5 (2023)	Year 7 (2023)	Year 9 (2023)
Average Score (School)	487	556	598	605
Average Score (National)	411	497	539	557
Numeracy				
	Year 3 (2023)	Year 5 (2023)	Year 7 (2023)	Year 9 (2023)
Average Score (School)	462	541	599	620
Average Score (National)	407	488	538	568

YEAR 12 OUTCOMES

The academic curriculum at Matthew Flinders Anglican College is primarily designed for the preparation of students for further study at tertiary level and their life beyond school.

The College continues its excellent academic reputation. The vast majority of students were eligible for an ATAR (in 2023 this was 99.3%, compared to the State eligibility of 52.9%) and over 91.9% of our 2023 graduates proceeded to tertiary study immediately or after a 'Gap' year.

In 2023, 54.84% of our students (note: results were only shared with schools upon the approval of students, with QTAC being responsible for the calculation of the ATAR) received an ATAR greater than 90 compared to 25.04% state-wide.

One Flinders student achieved the highest possible ATAR of 99.95 (one of only 34 students in Queensland) and eighteen (18) students achieved an ATAR of 99 or above. The Flinders Class of 2023 reported a median ATAR of 90.55 compared to the State median of 79.40.

Our academic results have consistently been well above State averages over the past 15 years. These results encourage other students to strive for excellence. The following outcome data is issued by the QCAA and QTAC.

OUTCOMES FOR YEAR 12 STUDENTS, 2023	
Total number of Senior Certificates awarded	148
Total number of ATAR-eligible students	147
Number of students awarded a Queensland Certificate of Education (QCE) at the end of Year 12	144
Percentage of student results shared with College with ATAR 65+	99.19%
Number of students who achieved ATAR 98+	20.16%
Percentage of students who achieved ATAR 90+ (State average was 24.75%)	54.84%
Number of students awarded one or more VET qualifications	23
Number of students achieving a School-based Apprenticeship or Traineeship	2
Percentage of students awarded a QCE or awarded a Vocational Education and Training (VET) qualification	97.97%
Total number of students who applied for a Semester 1 tertiary place through Queensland Tertiary Admissions Centre (QTAC), interstate or overseas	129
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	99.22%

DESTINATIONS FOR YEAR 12, 2023

At the time of publishing this School Annual Report, the results of the 2023 post-school destinations survey, "Next Steps – Student Destination Report", for the College were not available. Information about these post-school destinations of students will be uploaded to the College website in September, after release of the information.

3. CO-CURRICULAR ACTIVITIES

The College offers an appealing array of co-curricular activities. All members of staff, along with a number of parent support groups in various sports and activities, have significant involvement in the co-curricular program.

Special co-curricular academic activities are offered in the Primary and Secondary Schools where students are able to participate in the Tournament of Minds Program and a range of other extension programs, including Readers' Cup, Chess, Debating, Coding Club and the Da Vinci Decathlon. Other areas of student participation in local and regional extension activities included Writers Group, Chess tournaments, the Environment Committee and the Interact Club.

PRIMARY CO-CURRICULAR ACTIVITIES

Music

Flinders Band (Years 3 - 6)	Flinders Choir (Years 4 - 6)	Flinders String Orchestra
Flinders Voices (Years 5 - 6)	Junior Primary Choir (Years 1 - 3)	Poco Strings (Years 1 - 3)
Rock Band (Years 4 - 6)	Vivace Strings (Years 5 - 6)	Woodwind Ensemble (Years 4 - 6)

Sunshine Coast Independent Schools Sports Association (SCISSA) – Years 4-6

AFL	Athletics*	Basketball
Cross Country*	Handball	Mountain Biking
Netball	Rugby 7s	Soccer
Swimming	T20 Cricket	Touch Football
Volleyball	Water Polo	

*Can progress to district, regional and state competitions.

Other Activities

Abstract Painting	Board Games - Past & Present	Cartooning
Chess Club	Clay Handbuilding	Coding Club (Awbie)
Critical and Creative Thinking	Jewellery Club	Just Dance (Esports)
Digital Art and Illustration	Drama-Rama	Drawing and Sketching
Edible Garden Club	Forest Friends	French Club
Fimo - 3D Figures	Godly Play	Inspiring Interiors
Japanese Anime Club	Jewellery Club	Keep it Simple Fishing Techniques
Lego Club	Maker Space	Mario Karts (Esports)
Microbit Car Project	Pen Pals	Procreate (TECH)
Public Thinking	RoboRave	Round Square Ambassadors
Sketches School	Student Staff Council/Round Square Committee	Tinker Club
WOW Wednesday		

Junior Primary Modified Sports

Aquathlon	Basketball	Cricket
Gymnastics	Hockey	Kick Start Your Day
Mountain Biking	Netball	Rugby
Running / Athletics	Sprint & Long Jump	Tactical Wide Games
The Perseverance Club	Touch	Triathlon
Zinger Cricket		

SECONDARY CO-CURRICULAR ACTIVITIES

Music

Brass Ensemble	Capriccio Strings	Chamber Voices
College Band	College Chorale	College String Orchestra
Contemporary Singers	Contemporary Voices	Lumina Voices
Man Choir	Middle School Jazz Band	"Anastasia" Orchestra
Percussion Ensemble	Saxophone Ensemble	Stage Band
Symphony Orchestra	Wind Symphony	

Secondary Interschool Sports

Australian Rules Football	Basketball	Cricket
Equestrian	Hockey	Netball
Rugby	Rowing	Sailing
Touch Football	Volleyball	Water Polo

Secondary SCISSA/Independent District Interschool Sports

Aquathlon/Triathlon	Athletics	Cross Country
Football (Soccer)	Futsal	Mountain Biking
Surfing	Swimming	Tennis
Touch Football	Volleyball	

Creative Arts

Senior School Production <i>Anastasia</i>	Senior School Play <i>After Juliet</i>	Middle School Play <i>Medieval Mischief</i>
Creative Arts UK Tour	Year 7 Project <i>The Lion, the Witch and the Wardrobe</i>	Senior School Pantomime <i>Snow White and the Seven Short Pirates</i>

Other Activities

Chess	Da Vinci Decathlon	Flinders Dance
Debating	Duke of Edinburgh's Award	E-Sports
Electric Vehicle	Environment Club	French Club
Future Problem Solvers	Innovation Club	Peer Tutoring
Readers' Cup	Reconciliation Action Plan Group	Rock Climbing
Science Club	Tech Team	Technology Club
Writers' Club	Young Entrepreneurs	

MUSIC PROGRAM

Matthew Flinders Anglican College is justifiably proud of its excellent Music Program and the College's standing at both state and national levels.

In the Secondary School, students participated in classroom music lessons and a high proportion of students were involved in the College's music programs as members of one or more of the music groups and ensembles listed above. For the first time since 2019, the Secondary Music Camp returned to the Alexandra Park Conference Centre, at the end of Week 2, Term 1. In attendance were 151 students from Years 7-12, members of the College Band, Chorale and String Orchestra. All enjoyed the opportunity to rehearse with their conductors as well as taking the opportunity to get to know new members of the ensembles. The Secondary Production of "Anastasia: The Musical" was staged mid-Term 1. Twenty-five students formed the 'classical' style orchestra to accompany the production, playing the professional Broadway score. Concluding Term 1, Flinders presented the Queensland Symphony Orchestra which performed "Hymn to Mother Earth". As part of the QSO Prodigy Program, six students successfully auditioned to perform the concert's finale as members of the QSO. These six students received an hour of one-on-one mentoring and workshopping by a member of the QSO before the rehearsal and performance.

A trip to Sydney to participate in the Australian International Music Festival was a significant highlight for the Secondary Music Co-curricular program for 2023. Students performing in the Capriccio Strings, Chamber Voices and the Wind Symphony enjoyed performances at iconic Sydney locations, including the Sydney City Recital Hall, Town Hall, Pitt Street Uniting Church and the Opera House. In addition to performances, each ensemble took part in workshops with guest conductors. The adjudicators of the festival selected Capriccio Strings to perform at the closing concert in Town Hall.

The elite standard of performance continued throughout Semester Two. In addition to the Symposium, the Flinders Concert Series included the Flinders Concert (Primary ensembles), The Soiree (Choirs), The Sounds of Synergy (bands), 23 Below, Strings on Stringybark (Strings and Orchestra) and the Sounds of Summer (Wind Symphony). Once again, Flinders was the dominant school representative at the Sunshine Coast Junior Eisteddfod with 312 musicians taking to the stage. Flinders was the only school to enter in every one of the eight large ensemble items scheduled, with all ensembles successful in receiving either a first or second place. Out of the nine Championship events, Flinders musicians competed in seven!

In the Primary School, classroom music programs included Year 3 Recorder, Year 4 Tuned Percussion and Year 5 Drumming and Ukulele. The Year 6 students participated in vocal, drama and dance lessons which culminated in a presentation of the musical. Year 6 students also had the opportunity to be involved in project groups that created sets, props, costumes and choreography, which were utilised in the four performances. Having transitioned into Year 2, all students learn a string instrument as part of the String Immersion Program, which now includes double bass, and this is the result of the financial support from the College and the Friends of Music. The Year 4 Woodwind and Brass Enrichment Program was also run in the second semester of the year, with selected students taking part in group lessons learning one of the following instruments: flute, clarinet, saxophone, trumpet or trombone. The program ran for six months, and these students then had the option of joining the Flinders Band and continuing with one-on-one instrumental lessons in Year 5.

The Music Department also provides one-on-one tuition for students wishing to study learning an instrument or voice. Flinders has 26 specialised music tutors deliver in excess of 500 30-minute lessons per week, which is funded by the parents at the cost of in excess of \$700,000 per year.

CHAPLAINCY

Matthew Flinders Anglican College supports the Anglican heritage of the College and seeks to nurture and maintain a positive association with the local parishes, especially St Mark's Anglican Church, Buderim and St Peter's Anglican Church, Maroochydore.

The College employs a College Chaplain as a full-time member of staff. Such an appointment enhances the capacity for worship and service by our students and staff. The Chaplain conducted regular cohort and House services across both sub-schools, with keen participation from students and staff. Other opportunities for worship and reflection were also provided throughout the College. Regular Wednesday morning Eucharist services were offered, as were once-a-month Sunday services, both in term time. Some highlights included:

- the first P-12 Easter Service since the pandemic, at the end of Term 1;
- a service on Pentecost Sunday, 28 May, for which Bishop Jeremy Greaves (Bishop of the Northern Region) visited the College to celebrate seven Baptisms, the Admission to Holy Communion of 10 children and the Confirmation of one parent of the College;
- a second visit by Bishop Jeremy Greaves for the confirmation of a Year 8 student on 22 October;
- the continuing growth of *Messy Church* as the occasional Sunday service offering, especially 'Messy Easter' towards the end of Term 1;

- special services that mark a rite of passage for our students - Year 7s entering high school and the Valedictory Service for graduating Year 12s just prior to their external exams;
- the P-12 Christmas Service;
- the Community Carols and Reflections, at the end of the school year, which saw an attendance of more than 300 people;
- the staff end-of-year service, including Holy Communion, together with a staff nativity play, which has become somewhat of a tradition that is eagerly anticipated by staff;
- four Secondary students visiting the Caloundra parish on the 1st of Advent to share a short Christmas play.

The whole College also gathered for the customary ANZAC Day and Remembrance Day services, planning for which is very ably led by various other staff members across the school.

The regular Interfaith Gatherings, Soul Time, organised in collaboration with the local Baha'i community continued once a month on Sunday during Terms 1 and 2, having an average attendance of 15-20 people. However, due to changed circumstances, sadly, these gatherings came to an end in Semester Two.

The Chapel has become the natural place of solace and memorial for the College community. Throughout the school year, students and staff come here to light a candle and pray, at a time of loss or need, or to retreat there as a sacred space of quiet. This was particularly poignant again at the sudden passing of much-loved teacher Julene Robertson in early February.

As part of the Find My Spark co-curricular program in the Primary School, Godly Play continued to be offered to students as a regular activity on most Friday afternoons after school. For this, the Chapel is reconfigured into a Godly Play space, with story materials on open shelves. While Godly Play has established itself as a firm favourite for these participating students for some years now, this gentle method of storytelling and 'wondering' was also introduced to enhance biblical literacy the Religious and Values Education (RAVE) lessons of Year 1 students, in Semester Two, where it has found equally positive resonance. With such positive outcomes, the plan is to extend the use of Godly Play in RAVE to include Year 2 in 2024, with the hope of using the method, predominantly, across P-2 in the future. For these lessons, the Chaplain assists the Primary School RAVE teacher, Mrs Anita Wilson, in both the physical task of rearranging the Chapel furniture and the delivery of lessons. While it is wonderful to see the Chapel used more frequently in this way, our dream is for a specialist RAVE classroom in the Primary School, where the Godly Play shelves can be set up permanently so that the story materials are readily available to add to the curriculum delivery at all year levels.

The strong commitment to service across the College continued to grow in 2023. A program of social justice provided opportunities for students to engage in practical acts of service or giving while the Chaplain helped to facilitate service-learning across the campus. Collecting Containers for Change in the Primary School was further established by enlisting the support of Staff Student Council (SSC) representatives in Year 3 to help gather and sort containers across the campus each week. The funds generated in this way were used to support buying ingredients for meals cooked for the Flinders Food Bank and the St Peter's Community Meal, respectively.

The latter is an initiative of the local Anglican Parish of Maroochydore, whereby the church hall is opened to the community for a shared meal and fellowship every Wednesday. Three or four times a term, Matthew Flinders Anglican College provided the main course for the Community Meal. In 2023, Thiele House in the Secondary School continued to support this service project, with Year 8 students assisting the College Chefs in food preparation on given Tuesday afternoons, and students from Years 10, 11 and 12, together with Thiele staff members volunteering to serve and help in the kitchen on the following Wednesday evenings. An enlightening and enriching experience, it has been wonderful to observe the students' selfless

care and compassion in serving; and the relationship between the College and the St Peter's parish has grown deeper.

Oliphant House students in the Secondary School, on the other hand, continued their relationship with Gateway Care Food Centre in Caloundra. The College Chaplain took two to four Oliphant student volunteers to help at Gateway Care most Friday mornings, where they helped with a variety of tasks ranging from processing food rescue donations, stacking/cleaning shelves, or packing bags at the check-out. Now in its sixth year, there are few Oliphant students who haven't volunteered their time and energy there at least once. However, circumstances in this arrangement are changing: Gateway Care has grown significantly, moving into far bigger premises in 2023 and supported by a large team of regular volunteers these days. On our visits, we have noticed that there are fewer tasks for us to do. The time may be at hand to review the efficacy of this community service project.

2023 saw the introduction of CARE Captains (as opposed to 'Chapel Captains') in the Secondary School. CARE is an acronym for Community And Religious Engagement, which sums up the focus of this co-curricular group, who variously helped make pancakes for Years 7 and 12 buddies on Shrove Tuesday, cooked for the Flinders Food Bank, baked for the morning teas of the refugee program in September, and assisted in the running of Messy Church. After a successful first year, more projects are on the list for 2024.

Another Find My Spark initiative in the Primary School is the Pen Pal Club, which grew significantly in 2023. The Pen Pal Club is an intergenerational connection between students in the Primary School and retirees. It grew out of COVID times, establishing a strong connection between Hibiscus, Buderim Meadows retirement village and our College. With almost 30 young correspondents on the list and more students seeking to write, we had exceeded the availability of elderly pen friends at Hibiscus. Consequently, a second retirement village, Buderim Gardens, was approached to join the initiative, and 2023 saw us establishing 10 Pen Pal connections there. A highlight for everyone was when the retirees came to the College for a visit, joining their young counterparts to enjoy the Year 6 Musical, *Dr Dolittle Jr.*

Social justice efforts included the College's partnership with the Buddies Refugee Support Program on the Sunshine Coast, with Matthew Flinders Anglican College offering its rooms as the venue for their *Living in Australia Program*, offered during the September holidays. Several senior students offered their time to welcome participating refugees, together with Year 9 RAVE students and their teachers adding to the planned excursion to the beach, by introducing visitors to bodyboarding, beach cricket and the like. Thanks must also go to Mr Patrick Morrow and Mr Nathan Waters who made themselves available to offer a session for the teenage participants, involving laser cut creations. The strong connection forged with Buddies along curriculum lines with Year 6 students has grown from strength to strength, with Dr Lesley Willcoxson again coming in to guide students in understanding the multi-faceted circumstances of being a refugee and arranging visiting refugees to tell their stories. The concluding Expo and Film Screening of this unit to which parents are invited, is always very moving.

Our connection with the Leichhardt-Chinchilla Anglican Mission District was somewhat reinvigorated in 2023, when two groups of Year 9 students visited communities in the Western Downs as part of the Year to RISE Discovery Tours. It will be interesting to see where this will go in the future.

Many other appeals were organised across the sub-schools, with student-led projects by the Student-Staff Council/Round Square Ambassadors in the Primary School as well as appeals by the Secondary School House, Prefects and student leaders. Other initiatives incorporated a whole College approach, such as supporting Anglicare's Christmas Hamper Appeal in Term 4.

We are grateful to the local Anglican Parishes, various volunteers and key staff at the College for their support of the spiritual life of the College community during the course of 2023.

COMMUNITY

The culture which exists within the College community helps define Matthew Flinders Anglican College and provides the best possible environment for the students to achieve and learn in a safe and supportive framework.

The College has a very strong commitment to Child Protection and has adopted the Student Protection Policy developed by Independent Schools Queensland (ISQ). In addition, the College has developed and implemented a Child & Youth Risk Management Strategy to ensure its practices and procedures, including those relating to the employment of staff, promote the wellbeing of children and protect them from harm.

The College has trained School Protection Officers, including the Primary and Secondary Counsellors who are employed as full-time members of staff and work across the Primary and Secondary Schools, liaising with students, parents and staff to provide both safety and wellbeing support to students.

The Board of Directors and the four Board sub-committees are well-represented by parents and members of the local community.

The parent community involvement is prevalent across the College and includes the Parents and Friends Association, and supporter groups of various co-curricular activity groups, including sport and music, classroom and reading volunteers, coaches and supporters.

Further information about the College may be obtained through the Admissions office at admissions@mfac.edu.au.

4. STAFF INFORMATION

The College's workforce in 2023 including staff at the Flinders Early Learning Centre, is characterised by a balanced mix of teaching and non-teaching staff, significant educational qualifications among the teaching staff, and a diverse age and tenure profile. The gender distribution shows a higher proportion of female staff, which aligns with trends in educational institutions. This diverse and highly qualified team is well-positioned to support the College's strategic and operational objectives. Further details on specific qualifications of teaching staff can be requested from the Principal's office.

WORKFORCE COMPOSITION (HEADCOUNT)

Permanent and Fixed Term Staff Headcount in 2023: **258**

- Teaching Staff - 137
- Non-Teaching Staff - 121

	Permanent	Fixed Term
Full-time	112	41
Part-time	82	23
TOTALS	194	64

TEACHING STAFF QUALIFICATIONS

Qualification	Number by qualification	Percentage of classroom teachers and school leaders at the College
Doctorate	3	2.09%
Masters	19	13.28%
Bachelor's degree	116	81.12%

WORKFORCE AGE

Age of staff	Number	%
20 - 29	11	4%
30 - 39	39	15%
40 - 49	92	36%
50 - 59	85	33%
60+	31	12%

GENDER

Male	Female
74	184
28%	71%

WORKFORCE TENURE

Years of Service	Number	%
1 - 3 Yrs	99	38%
4 - 6 Yrs	44	17%
7 - 9 Yrs	30	12%
10 - 15 Yrs	40	16%
15+	45	17%

In 2023, 174 staff, both teaching and administration, participated in external professional development across a total of 210 sessions.

The total funds expected on teacher professional development in 2023 was \$109,364; \$138,034 in 2022; \$85,229 in 2021; \$93,620 in 2020; and \$151,980 in 2019. This excludes non-teaching staff professional development or the cost of wages and replacement teachers.

5. FUNDING INFORMATION

Information about College income broken down by funding source may be found on the My School website <http://www.myschool.edu.au/>

6. ORGANISATIONAL STRUCTURE

The College is governed by a Board of Directors with delegation for the day-to-day management of the College given to the College Principal. The Board has four sub-committees to inform and oversee areas of Strategy and Risk, Audit and Governance, Building and Grounds, and Nominations and Remuneration.

The Principal leads a four-person Executive and has an expanded College Leadership Team (CLT) to assist in the leadership and management of the College. Operational plans for each sub-school and areas such as curriculum, learning and teaching, innovation and financial and facilities management are developed annually. These set the direction for the ensuing twelve-month period and are informed by the five-year Strategic Plan.

Heads of Department, Heads of House, Year Level Coordinators, College Counsellors and other middle management positions report to members of the CLT.

The College Chaplain is an ordained priest and sits outside of the formal organisational structure, such is the all-encompassing pastoral and spiritual role of the position.

Any queries relating to this Annual Report 2023 may be directed to the Principal, Ms Michelle Carroll, principal@mfac.edu.au or through 07 5477 3200.

Michelle Carroll

PRINCIPAL

June 2024

MATTHEW FLINDERS ANGLICAN COLLEGE

Stringybark Road BUDERIM QLD 4556

AUSTRALIA

07 5477 3200

www.mfac.edu.au