



# 2023 Annual Report



## Contents

- 2 Theme 1: Context
- 6 Theme 2: Outcomes and results
- 14 Theme 3: Staffing
- 16 Theme 4: Attendance
- 18 Theme 5: School policies
- 19 Theme 6: Stakeholder satisfaction
- 20 Theme 7: Summary financial information

# Context

## Chair of College Council’s message

In reflecting on 2023, I am delighted to say that Roseville College has experienced another year of success across a full spectrum of student activities, from our youngest Kindergarten girls to our graduating seniors in Year 12. At Roseville, we measure success not only in academic outcomes, teaching effectiveness, and student engagement across a diverse range of opportunities, but also in the development of character, in fostering a vibrant community, in service within and beyond our school community, and in sharing the College’s Christian faith.

The College is an environment where community and faith are active, working in tandem, as we seek to know and care for each girl holistically – physically, emotionally, mentally, spiritually and academically. This is an environment deeply rooted in a knowledge of Jesus Christ and Christian truth, hope and love. Here, we are unified in the purpose and identity of Roseville College.

Roseville College Council takes pride in governing the College and playing an integral role in setting its strategic direction, financial stewardship, risk management and campus development. Council meets regularly to manage, plan for, and hold accountability over the College’s resources and obligations, and, in turn, we report to the Board of the Anglican Schools Corporation.

The Council’s function demands genuine regard for those who depend on us to carry out our role with diligence, thoughtfulness and care: particularly the College’s students and families, staff, and its operational stakeholders. Accordingly, I acknowledge my Council colleagues for their expertise and dedication this year, which they give to Roseville College to achieve this function.

In 2023, membership of College Council comprised:

Mr D Irving, BA LLB (Hons) DBT GAICD. Appointed 2017, appointed Chair 2021

Mrs E Collin, BA MSc DipEd. Appointed 2021

Rev P Colombage, BA (Hons) LLB (Hons) BDiv (Hons). Appointed 2023

Mrs N Fortescue, BEc. Appointed 2021

Mrs J Meek, BA GradDipArtsMgt. Appointed 2016

Rev J Smith, BA (Hons) BTh. Appointed 2014

Mr P Davis, BBus MIDCA. Appointed 2022, resigned 09/2023

### Ex-officio

Ms D Magill, BEd MECh MACE MACEL. Principal, Roseville College

Mrs L Elder, BCom DipBM CA GAICD. Director of Business Services, Roseville College

I would like to congratulate Ms Deb Magill, Principal, and her executive team for their dedicated leadership over the past year. Each member of our academic and professional services staff also deserves commendation for their professional commitment and faithfulness to educating and equipping each girl with a deep sense of purpose for learning, for character and for who she can become.

### Mr David Irving

Chair of Roseville College Council

## Principal’s message

In 2023, Roseville College celebrated 115 years. Our work started in 1908 and was still our strength in 2023: that our students are known and loved, encouraged to thrive in a welcoming Christian community. This is reflected in our Strategic Direction for 2022-2024, *A Community of Purpose*; its three pillars are For learning, For character and For who she can become.

In learning, this has been another year of comprehensive and well-rounded education for each one of our students. Across our Junior School, including the IB Primary Years Program through to NAPLAN testing (in the Junior and Senior years) and the Higher School Certificate (HSC), our students consistently performed well. Among the 2023 HSC highlights were five All Round Achievers, scoring 90 or higher in at least ten units of study, and *Top 10* student rankings in Hungarian Continuers (3<sup>rd</sup>), Studies of Religion (4<sup>th</sup>), Modern History (5<sup>th</sup>), Visual Arts (5<sup>th</sup>), and Geography (9<sup>th</sup>). We also celebrated a *Top in World* award in Cambridge International World Literature (with two further students in equal 2<sup>nd</sup> place).

We are proud of high engagement and participation at Roseville. We have a culture that encourages our students to embrace challenge and try new things – in sport, in learning, and in the creative and performing arts. Our aim is to support and enable each girl to use her God-given gifts and talents to the best of her ability, not for personal acclaim, but for the benefit of others. There has been much to celebrate: Year 7 winning the Archdale Debating competition between 24 IGSA schools and our Year 6 team placing 2<sup>nd</sup> in the da Vinci Decathlon. Our Senior first football team winning the grand final in the highest IGSA Division was a highlight and a first for Roseville, as was our Year 7 hockey firsts winning the highest Year 7 division and our netball Senior and Junior firsts claiming runners-up in the highest IGSA divisions. While we celebrate particular victories, it is in the space of co-curricular programs where community is

created. This was especially the case this year in our Junior School production of Disney’s FROZEN JR.

Our Roseville College campus is in the middle of a development phase including continued construction of our Sport and Wellbeing Centre (due for completion in 2024) and the purchase and refurbishment of Roselee (23 Bancroft Avenue), which is now open and well used as an area for staff work, learning and connection. This year also saw the retirement of our 50-year-old pool. It has been well-used by generations of Roseville girls. While each of these changes involves some building works, these changes are not about buildings. They are about what they enable for learning, opportunity, connection and community for our girls now and into the future. The buildings matter because our girls do, our staff do, our families do and because others do. That is the posture of our school.

I am so grateful for our Roseville College community and the many individuals who together contribute so much to our school. To our teachers and Roseville College team, academic and support staff alike, I am so tremendously grateful for the work you do in the lives and learning of our students, your care and support of each other, and in upholding the values of our community. To our parents, our work as educators is best when done in partnership with you and I am grateful to each of you for your partnership in educating and raising your girls to lead, to grow and to serve. To our Roseville students, it is our greatest joy to lead, teach, care and serve with you each day.

I am proud to be part of this community, one which is rightly focused on learning but with care at the heart of all we do, firmly holding to the values we hold dear – truth, love and hope.

### Ms Deb Magill

Principal

## Student Representative Council (SRC) Captain

In 2023, the SRC had a great year serving those around us. Comprising students representing every pastoral care group from Years 7-12, we worked with two clear goals in mind: 1) to foster Roseville's strong sense of community, and 2) to learn about and extend support beyond our school, both in our local and international communities.

We are proud of our initiatives in 2023, which included fundraising, social awareness and community service.

Early in the year, after the Turkey-Syria earthquake, the SRC was moved to hold a bake sale with proceeds dedicated to the Red Cross' Earthquake Appeal. We felt it was important to raise awareness within our community, and to offer a gesture of support for those drastically impacted.

At the same time, we maintained our focus on fostering Reconciliation relationships and practices with First Nations people. We progressed several initiatives at Roseville College that continue to promote awareness and engagement among students and teachers.

We are proud to support Rough Edges by coordinating a food drive for its local community centre in Darlinghurst, which provides meals for the most vulnerable in our society. Throughout the term, the SRC collected donations of essential and nonperishable items from Senior School students. We know the centre is able to

distribute these to help its clients, even to help meet their most basic needs.

It is through work of the SRC, like these examples, that we have sought to uplift and support our Roseville and wider communities in ways that improve the wellbeing of those around us.

Personally, I am so grateful to have worked with such an amazing group of people this year through the SRC. I am so proud of the commitment and effort put in by every single person, and by all those who got involved with our initiatives this year. You have enabled us to do meaningful work in our community.

I can't wait to see what the SRC will do next year!

**Sienna Smith**  
SRC Captain



## Contextual information about the school and characteristics of the student body

On any given school morning, a thousand girls in Kindergarten to Year 12 arrive at Roseville College on Sydney's north shore and are greeted at the school gates. Together, they belong to our community – a community of purpose where each girl is known and loved for who she is. Alongside strategic pillars of *Christian faith, Participation and Leadership*, the pillar of *Community* upholds each girl in her learning, her character, and who she can become.

Student life at Roseville College is as diverse and enriching in learning as it is in sport, co-curricular, outdoor education and service learning activities. In all spheres, Roseville College is known to "punch above its weight".

Academic achievement remains important and Roseville College's results are impressive – even more so given the school's non-selective enrolment policy. In addition to consistently strong results in NAPLAN, educational testing, and academic competitions, Roseville College has a focus on personalisation of learning through a genuine, thorough understanding of each girl to ensure her academic progress reflects both her ability and her potential. As a result, each girl is challenged to stretch, persevere and innovate. This elicits individual best achievements and, just as importantly, self-efficacy, personal pride and resilience.

In Junior School, the robust curriculum follows the IB Primary Years Program (PYP), while Senior School students can elect prestigious Cambridge International Courses in Years 9-10 as part of their preparation for the rigours of the HSC.

Likewise, consistently strong HSC results rank the College in the state's top performers and dovetail with career education about post-school tertiary and occupational pathways for our graduates. Roseville graduates credit the school with an important contribution to developing qualities of self-confidence, optimism, a spirit of enquiry, wisdom, personal accountability, and a concern for others.

Roseville College, a member of the Anglican Schools Corporation, ranks among NSW's top independent schools.

# Outcomes and results

## Standardised National Literacy and Numeracy Testing

The College continues to perform strongly in each assessed area, well above the national average. Roseville College's participation in NAPLAN is 100%. Student performance in NAPLAN for 2023 was published on the My School website in December 2023: [www.myschool.edu.au/school/43863/naplan/results/2023#results](http://www.myschool.edu.au/school/43863/naplan/results/2023#results).

## Records of School Achievement (RoSA) and Vocational Education and Training (VET)

No students in Years 10–12 required RoSA certification in 2023.  
No students in Years 10–12 participated in VET courses in 2023.

## Higher School Certificate (HSC)

In 2023, 100% of students in Year 12 sat and received the HSC. The cohort produced an outstanding set of results. Results of individual courses are found in Table 2 with a comparison of Roseville's performance in these courses over the last three years and also against state averages. Comparisons can be drawn between Roseville and the state, both in terms of band performances and HSC examination mark averages (found on the right-hand side of the table).

The table shows that Roseville has outperformed state averages in the vast majority of courses over the last three years both in terms of average HSC examination marks but also in terms of regular disproportionate weighting in the top performance bands relative to state band performances.

An assessment of the school's performance in each HSC course can be inferred by comparing the examination mark ('exam mark') mean to the state exam mark mean over time.

## Individual achievements – 2023 HSC

- Five All Round Achiever awards – achieving 90 or higher, Band 6 or Band E4, in at least ten units of study
- State ranking highlights included:
  - 3<sup>rd</sup> Hungarian Continuers – studied externally
  - 4<sup>th</sup> Studies of Religion
  - 5<sup>th</sup> Modern History; 5<sup>th</sup> Visual Arts
  - 9<sup>th</sup> Geography

## Cohort achievements – 2023 HSC

In 2023, Roseville College offered 35 courses:

- 100% of the students achieved a Band 6 or Band E4 in Music 1, Music 2, Music Extension, Japanese Continuers, Japanese Extension. In 15 courses, 100% of students achieved a Band 5 or Band 6
- 194 Band 6 or Band E4 results achieved by 81 students across 34 courses
- Sydney Morning Herald HSC 2023 Schools Ranking of 33<sup>rd</sup> in NSW.

## Post-school destinations 2023

100% of graduates who applied for university were offered a place and, of those who applied for early entry, 81% received offers based on academic and/or service, leadership and co-curricular involvement.  
91.5% continued to tertiary study, and 8.5% reported taking a GAP year.



**Table 2:** Historical comparison of Roseville College's HSC performance with statewide performance (2021 – 2023) via both bandings and examination mark averages by course

Course	Years	Bands 5 & 6 E3/E4		Bands 3 & 4 E1/E2		Bands 1 & 2		Exam Mark Mean	State Exam Mark Mean
		Roseville College	State	Roseville College	State	Roseville College	State		
		Ancient History	2023	100	32.70	0	48.31		
	2022	100	33.89	0	49.59	0	16.52	86.87	71.98
Biology	2023	67.92	31.98	30.18	57.39	1.88	10.60	81.20	73.30
	2022	61.01	26.84	37.28	52.91	1.71	20.25	81.62	70.03
	2021	63.33	31.30	36.67	59.95	0	8.74	80.98	73.38
Business Studies	2023	70.58	36.08	29.41	52.12	0	11.77	84.06	73.77
	2022	83.33	34.87	16.66	55.46	0	9.67	86.57	73.95
	2021	63.15	36.09	36.84	50.94	0	12.93	83.12	73.32
Chemistry	2023	55.55	38.31	44.43	47.37	0	14.28	80.79	74.13
	2022	46.51	33.17	51.16	51.37	2.33	15.46	77.93	72.51
	2021	49.99	40.38	50.00	48.32	0	11.31	77.16	74.37
Design & Technology	2023	92.85	47.31	7.14	47.68	0	4.99	84.94	77.16
	2022	100	47.11	0	49.26	0	3.63	87.29	77.62
	2021	85.71	54.65	14.29	42.40	0	2.94	86.77	79.11
Drama	2023	73.33	60.34	26.66	38.59	0	1.05	84.76	81.12
	2022	84.61	58.56	15.38	39.96	0	1.48	88.05	80.71
	2021	100	45.53	0	52.93	0	1.52	91.62	78.70
Economics	2023	80.00	48.52	20	43.76	0	7.69	85.52	76.76
	2022	85.70	49.44	0	43.64	14.29	6.92	76.40	77.26
	2021	66.66	50.24	33.33	44.08	0	5.67	81.52	77.66
EAL/D	2023	50.00	21.75	50.00	56.22	0	22.00	82.50	68.77
	2022	100	18.83	0	54.94	0	26.23	83.00	66.73



Course	Years	Bands 5 & 6 E3/E4		Bands 3 & 4 E1/E2		Bands 1 & 2		Exam Mark Mean	State Exam Mark Mean
		Roseville College	State	Roseville College	State	Roseville College	State		
		English (Adv)	2023	85.42	67.18	14.56	32.25		
	2022	92.30	67.17	6.84	31.96	1.71	0.87	84.98	81.53
	2021	84.60	68.77	15.38	30.51	0	0.71	85.20	81.92
English (Std)	2023	30.00	13.17	70.00	76.51	0	10.29	75.30	70.12
	2022	25.00	15.45	75.00	72.54	0	12.01	74.10	69.88
English Ext 1	2023	96.66	94.40	3.33	5.57	-	-	42.61	42.17
	2022	100	92.56	0	7.44	-	-	43.34	41.79
	2021	100	93.93	0	6.06	-	-	44.47	42.07
English Ext 2	2023	69.22	85.64	30.76	14.34	-	-	38.22	40.07
	2022	100	85.03	0	14.97	-	-	42.98	39.89
	2021	71.42	84.32	28.57	15.68	-	-	36.76	39.56
Food Technology	2023	88.00	30.18	12.00	58.48	0	11.32	86.76	72.90
	2022	89.27	30.26	10.71	56.33	0	13.41	89.02	71.78
	2021	92.85	36.43	7.14	50.20	0	13.36	88.87	73.36
French Continuers	2023	71.42	58.90	28.57	40.11	0	0.97	85.71	81.55
	2022	80.00	57.78	20.00	37.94	0	4.28	84.60	80.38
	2021	63.63	63.04	36.36	34.45	0	2.51	80.47	82.05
French Ext.	2023	100	84.06	0	15.92	-	-	41.70	39.21
Geography	2023	80.00	41.93	20.00	50.88	0	7.17	85.34	75.88
	2022	80.00	42.31	20.00	47.66	0	10.03	83.60	75.19
	2021	83.32	44.44	16.67	47.53	0	8.02	84.79	75.75
German Cont.	2023	40.00	56.78	60.00	42.58	0	0.61	78.96	81.16
History Extension	2023	100	85.30	0	14.67	-	-	45.37	39.79
	2022	100	83.68	0	16.32	-	-	44.30	39.47
	2021	100	77.43	0	22.56	-	-	45.83	38.69

Course	Years	Bands 5 & 6 E3/E4		Bands 3 & 4 E1/E2		Bands 1 & 2		Exam Mark Mean	State Exam Mark Mean
		Roseville College	State	Roseville College	State	Roseville College	State		
		Japanese Continuers	2023	100	55.68	0	36.56		
	2022	100	57.64	0	37.26	0	5.10	85.50	79.25
	2021	66.66	57.90	33.33	34.02	0	8.07	87.53	79.24
Japanese Ext.	2023	100	88.27	0	11.71	-	-	46.25	41.86
Legal Studies	2023	91.66	42.50	8.33	47.77	0	9.71	88.14	75.27
	2022	91.66	40.97	8.33	43.85	0	15.18	89.62	73.78
	2021	80.00	42.34	20.00	44.02	0	13.64	86.27	74.27
Mathematics Extension 1	2023	74.35	71.92	25.63	28.06	-	-	76.33	77.78
	2022	79.06	73.57	20.93	26.43	-	-	78.66	77.45
	2021	82.13	74.25	17.86	25.74	-	-	80.11	78.21
Mathematics Extension 2	2023	83.32	85.78	16.66	14.20	-	-	81.43	82.20
	2022	100	85.11	0	14.89	-	-	80.09	81.43
	2021	100	86.62	0	13.37	-	-	84.27	83.07
Mathematics Standard	2023	70.45	31.62	29.54	50.67	0	17.67	82.65	71.76
	2022	75.60	29.06	21.95	52.73	2.45	18.21	82.15	70.87
	2021	35.12	24.74	64.87	53.88	0	21.37	76.55	69.15
Mathematics Advanced	2023	63.06	49.79	36.92	43.27	0	6.92	82.57	78.04
	2022	76.30	49.01	23.68	45.47	0	5.52	85.70	78.31
	2021	61.10	50.21	36.11	43.64	2.78	6.15	81.43	78.41
Modern History	2023	75.00	35.10	25.00	49.30	0	15.57	84.24	72.78
	2022	63.63	34.44	36.36	54.37	0	11.19	85.02	73.67
	2021	71.42	37.66	28.57	46.20	0	15.79	85.07	72.85
Music Extension	2023	100	95.84	0	4.14	-	-	48.30	44.99
	2022	100	97.45	0	2.55	-	-	49.15	45.75
	2021	100	95.27	0	4.52	-	-	46.50	44.47



Course	Years	Bands 5 & 6 E3/E4		Bands 3 & 4 E1/E2		Bands 1 & 2		Exam Mark Mean	State Exam Mark Mean
		Roseville College	State	Roseville College	State	Roseville College	State		
		Music 1	2023	100	68.96	0	28.99		
	2022	100	69.62	0	28.43	0	1.95	94.33	81.88
	2021	100	64.33	0	33.96	0	1.71	93.24	81.34
Music 2	2023	100	85.28	0	14.58	0	0.13	92.80	86.08
	2022	100	86.11	0	13.89	0	0	92.30	86.40
	2021	100	88.44	0	11.55	0	0	90.08	87.57
PDHPE	2023	78.12	30.98	21.87	58.62	0	10.36	84.19	72.98
	2022	84.84	26.41	15.16	53.77	0	19.82	85.63	69.75
	2021	71.42	30.64	28.57	55.55	0	13.54	83.45	72.19
Physics	2023	85.71	38.94	14.28	50.15	0	10.88	82.83	74.81
	2022	71.42	41.45	28.57	45.30	0	12.25	82.16	74.25
	2021	53.33	40.61	46.67	50.23	0	9.15	77.81	75.34
Science Extension	2023	100	77.95	0	22.03	-	-	42.08	37.36
	2022	100	78.73	0	21.27	-	-	40.08	37.50
	2021	66.66	72.15	33.33	27.83	-	-	39.20	37.05
Society & Culture	2023	95.23	44.85	4.76	50.07	0	5.05	87.80	77.05
	2022	96	43.45	4.00	49.66	0	6.89	88.94	76.13
Studies of Religion I	2023	93.33	48.62	6.66	48.19	0	3.16	43.22	38.80
	2022	50.00	40.86	50.00	55.11	0	4.03	40.02	37.91
	2021	61.28	41.95	38.71	49.96	0	8.08	40.53	37.38
Visual Arts	2023	94.11	65.58	5.88	33.36	0	1.03	89.16	81.49
	2022	100	65.84	0	32.74	0	1.42	89.18	81.36
	2021	100	63.18	0	35.24	0	1.57	89.32	80.99

## Staffing

In 2023, the College upheld its culture of high standards and commitment to professional development (PD) among our teachers and staff, who were active in a diverse range of activities including HSC marking, pastoral care programs, leadership training, and delivery and assessment of new curriculum.

Activities provided by the Association of Independent Schools (AISNSW) and respective professional associations were invaluable to staff for delivery of curriculum in Kindergarten to Year 10, and HSC courses.

Importantly, the College targets NSW Education Standards Authority's (NESA) four priority areas for professional learning: student mental health, delivery and assessment of the NSW Curriculum, Aboriginal education and supporting Aboriginal students, and supporting students with disability.

All staff engaged in a series of workshops on establishing the 'why' of education, run by Dr Janelle Wills. Staff continued to learn from presentations by Brooke Prentis, our partner in reconciliation and Aboriginal education, and all staff participated in professional learning groups to finesse their teaching practice and identified professional learning goals to work towards.

Compliance with child protection and privacy rules is a vital part of the delivery of

professional learning, and is featured in the College's PD schedule. Staff heard from Halloran Morrissey, who ran a presentation on child safety, and all staff completed CPR training and anaphylaxis management.

The annual Roseville Staff conference, held at the start of Term 3, provides breadth in PD by offering staff electives and targeted workshops to develop and improve their professional competence and skills. For teachers, this includes dedicated workshops by experts at the College to support colleagues in applying innovative teaching strategies that support student learning, such as presentations on global citizenship, formative assessment strategies, building productivity, character education, and use of artificial intelligence in education. Staff report improved teaching practices in the classroom that positively impact student achievement, as a result of personal growth from this conference.

*At our College, we embrace all faiths and backgrounds of all our staff and students. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we strongly encourage applications from First Nations teachers and other staff.*



The following tables show teacher accreditation and qualifications of our staff in 2023:

**Table 3:** Teacher accreditation

Level of accreditation	Number of teachers
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) guidelines	115
Teachers having a Bachelor degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lacking formal teacher education qualifications	0

**Table 4:** Summary of teacher qualifications in 2023

Category	Number of teachers
Conditional	0
Provisional	1
Proficient Teacher	110
Highly Accomplished Teacher	4
Lead Teacher	0
<b>Total number of teachers</b>	<b>115</b>

**Table 5:** School staff in 2023

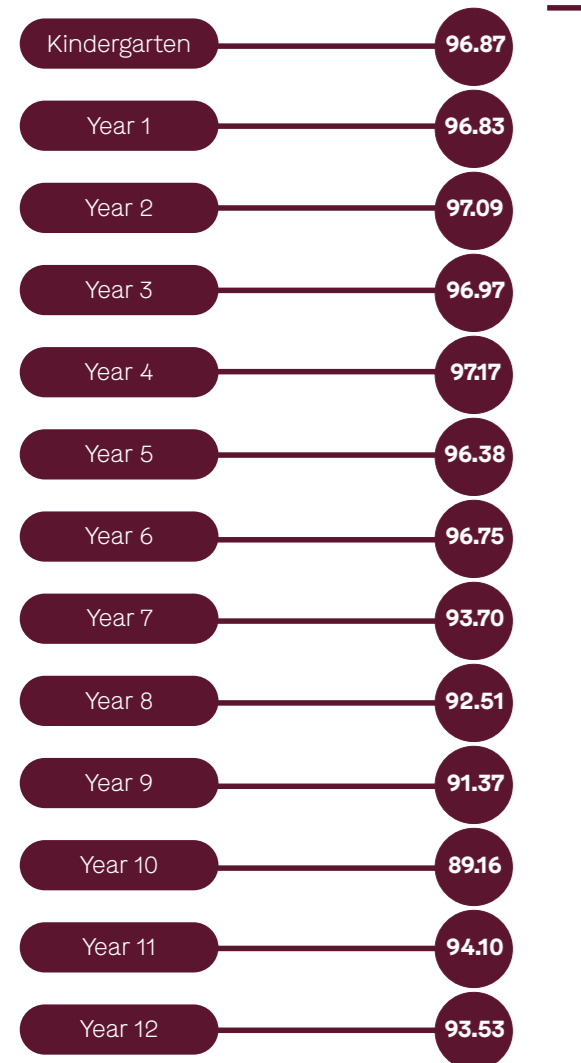
Employment area/nature	Number of staff
Total non-teaching staff	41
(Full-time equivalent)	45.18
Total teaching staff	115
(Full-time equivalent)	103

As at [www.myschool.edu.au/school/43863](http://www.myschool.edu.au/school/43863)



# Attendance

**Table 6:** Student attendance rates 2023



**94.78%**  
Whole School

## Roseville College management of non-attendance

### Student attendance policy

The NSW Registration Manual requires:

- (3.8) the Principal to keep a register, in a form approved by the Minister of the enrolments and daily attendances of all children at the College;
- (3.6.2) that a registered non-government school must provide a safe and supportive environment by:
  - having in place policies and procedures that provide for student welfare; and
  - maintaining a student enrolment and attendance register.

### Daily attendance register

Roseville College is committed to the management of regular school attendance to provide a safe and positive learning environment which promotes engagement and participation.

The College has implemented systems and procedures to monitor the daily attendance of students and identify absences from school.

Roseville College keeps a register in electronic form of the daily attendance of all students at the College.

Attendance registers are in a form approved by the Minister for Education and the New South Wales attendance register codes.

School absenteeism is monitored closely to identify students who are truanting.

We have developed policies and procedures for exercising the Minister's

delegation of Certificates of Exemption from attending school, in accordance with the Exemption from School Procedures published by the NSW Department of Education and Communities.

The full text of Roseville College's management of non-attendance policy and procedures, including how this policy is implemented, is on the College's online policy register 'PolicyConnect'. An extract of the policy is in the student diary. A copy of this policy can be made available on request to Roseville Enquiries ([enquiries@roseville.nsw.edu.au](mailto:enquiries@roseville.nsw.edu.au)).

### Student attendance rates 2023

In 2023, on average 94.78% of students attended school on any given day.

## School policies

Policies at the College, listed below, are publicly published on the school website: [www.roseville.nsw.edu.au/about-us/governance-and-policies](http://www.roseville.nsw.edu.au/about-us/governance-and-policies)

**Table 6:** Summary of publicly published school policies (Policies specified by NESA are hyperlinked in red)

Category	School policies
Student Welfare	<ul style="list-style-type: none"> <li><a href="#">Child Safe Policy</a> (incl. Student welfare and duty of care)</li> </ul>
Student Discipline	<ul style="list-style-type: none"> <li><a href="#">Code of Conduct – Student</a> (incl. Student discipline)</li> </ul>
Anti-bullying	<ul style="list-style-type: none"> <li><a href="#">Bullying Prevention and Intervention Policy</a> (incl. Anti-bullying)</li> <li>Code of Conduct – Community</li> </ul>
Complaints and Grievances	<ul style="list-style-type: none"> <li><a href="#">Complaints handling procedures</a> (incl. Grievances)</li> <li>Whistleblower Policy</li> </ul>
Enrolments	<ul style="list-style-type: none"> <li><a href="#">Conditions of Enrolment</a></li> <li><a href="#">Enrolment Policy</a></li> </ul>
Other	<ul style="list-style-type: none"> <li>Privacy Policy (and Standard Collection Notice)</li> </ul>

### Enrolment

The College's Conditions of Enrolment and Enrolment Policy are published on the College website: [www.roseville.nsw.edu.au/enrolments/apply-now/](http://www.roseville.nsw.edu.au/enrolments/apply-now/)

These documents detail:

- Enrolment criteria
- Essential documentation
- Application and enrolment procedures
- Procedures for overseas students
- Prerequisites for continuing enrolment
- Enrolment of students with a disability.

### Continuous review of our policies

Roseville College is committed to the safety and wellbeing of all students and staff and, as such, we review our policies and procedures on a regular basis to ensure that they continue to reflect our commitment.

## Stakeholder satisfaction

Roseville College is committed to listening to the views and expectations of key stakeholders, and we regularly commission independent surveys to provide performance feedback on a wide range of related education topics. The feedback from these surveys greatly assists with both our operational and strategic planning and our commitment to continually improve the educational experience offered to our students.

In 2023, parents, students and staff participated in surveys and provided views on such areas as teaching and learning, wellbeing, leadership, community, and school environment.

### Parents – expectations met or exceeded

Key indicators of parent satisfaction are reflected in the following selection of parent survey responses rated in the highest category, 'very high'.

- Parents support the vision and mission of Roseville College.
- Parents report positive overall satisfaction with their experience of Roseville College.
- Parents report positive satisfaction with Roseville College's academic program.
- Parents report positive satisfaction with Roseville College's student wellbeing program.

### Students – expectations met or exceeded

Key indicators of student satisfaction are reflected in the following selection of student survey responses rated in the highest category, 'very high'.

- Students report positive overall satisfaction with their experience of Roseville College.
- Students report positive overall satisfaction with the academic program at Roseville College.
- Students report the emphasis placed on academic achievement at Roseville College is 'about right'.
- Students report that Roseville College provides a safe and caring environment for students.

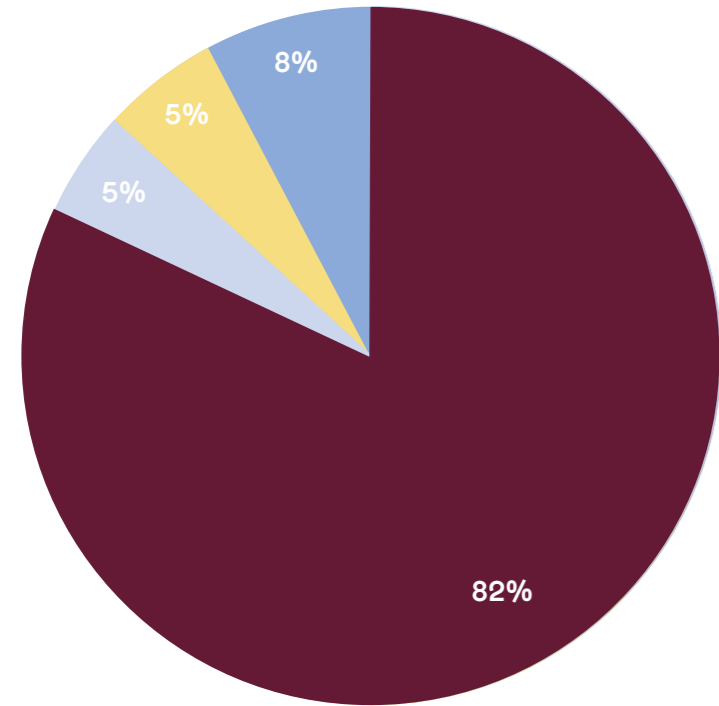
### Staff – expectations met or exceeded

Key indicators of staff satisfaction are reflected in the following selection of staff survey responses rated in the highest category, 'very high'.

- Staff agree that the school values and supports staff professional learning.
- Staff agree that Roseville College encourages and reinforces positive relationships and behaviour amongst all members.
- Staff agree that teachers at this school plan learning programs that reflect curriculum requirements.
- Staff agree that the school's leaders set high expectations for everyone.

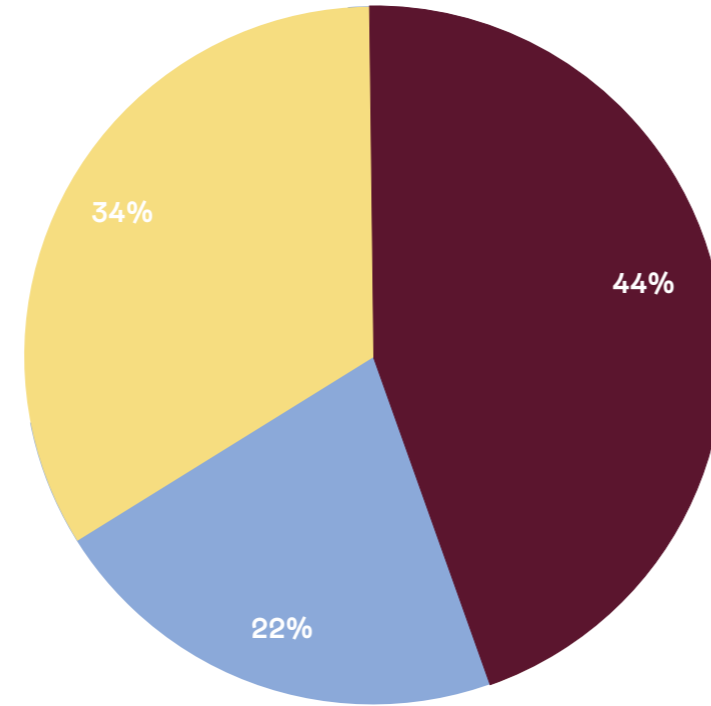
# Summary of financial information

Income



- Fees and private income
- State recurrent grants
- Commonwealth Government recurrent grants
- Other capital income

Expenditure



- Salaries, allowances and related expenses
- Non-salary expenses
- Capital expenditure



