

# Annual Report 2025

St Philip's Christian College | Gosford





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# Chairmans' Report



Chairman of SPCE's Board of Directors

Greetings,

It is with pleasure that I present my report for the year ended December 2025.

**Faithfulness** – an apt theme for the year. Luke 16:10 “If you are faithful in little things, you will be faithful in large ones...” This theme was exceptionally displayed in tangible ways throughout the St Philip’s group during 2025.

2025 – a year of significance and challenges that presented opportunities and achievements that portrayed the strength and character of this organisation.

During the year, our collective teams invested significant energy, diligence, perseverance and high-level dedication which resulted in achieving remarkable results in all aspects, especially in financial outcomes. God’s faithfulness was undeniably present in all situations.

St Philip’s strategic mission is to deliver “**Whole of Life Education**” throughout our network of schools and early learning centres. Our key strategic goals include delivering high-quality, Christian-based education, fostering innovative learning environments, nurturing individual student gifts and ensuring the holistic development (academic, social, physical spiritual) of all students.

“If you are faithful in little things, you will be *faithful* in large ones...” LUKE 16:10



# CEO Report



**GRAEME IRWIN**

CEO St Philip's Christian Education Foundation

Well here we are at the end of another remarkable year, and what a year it has been, there are so many moments to celebrate and be thankful for in 2025.

Our theme for 2025 has been Faithfulness, and this is my prayer for all of our SPCC students, across every entity and every location. That they would not be known simply for what they achieve, but for who they are – for their faithfulness. That they would be steadfast rather than flashy. Quietly committed. Doing the little things well. Serving with their whole heart. Persevering through challenges. And trusting that God's goodness will always lead them into His greater purpose.

This year has been another season of growth and blessing for the St Philip's group of schools. One of the most exciting milestones has been the acquisition of a new **Outdoor Education and Retreat Centre** at the western end of Port Stephens. Through the extraordinary generosity of a local benefactor,

this long-held vision has become a reality at minimal cost to SPCE. This site will be a purpose-built space for student retreats, outdoor learning, staff training, and spiritual formation – a centre that will strengthen our mission of transforming lives through Christ-centred education.

We also celebrated a very special milestone this year: **25 years of the Young Parents College.**

What began in 2000 as a bold idea in Waratah – a school for young mothers – has now grown into a transformative force that has touched hundreds of families. Over the years, the program has expanded to include fathers, added a campus on the Central Coast, and now looks toward further growth in the Hunter Valley and Lower Central Coast. At its heart, however, the vision remains unchanged: that every young parent deserves a future filled with hope, purpose, and the unshakable truth that they are loved by God.

Another project we are excited about is our new College at Maitland. After years of prayer and planning, the dream of a St Philip's presence in this community is moving forward. Beginning as a K-4 Junior School in 2028, it will grow into a full K-12 College, with a Narnia Early Learning Centre, a Dynamic Learning College, and a Saints Academy. We look forward to sharing more as this project continues to take shape.

# CEO Report

Alongside these major initiatives, 2025 has also been a year of **cross-campus connection**. From ministry camp, worship nights, and the Year 12 study camp, to our student leadership symposium, these events have helped our students build friendships and learn from the many gifted staff across our community.

This year also saw the continued success of our **Golf Classic**, now in its third year. This event not only builds relationships with our partners but also fuels projects that make a profound impact. A shining example is the extraordinary \$1.5 million donation we received for the Young Parents program at Wyong. This gift will enable the creation of a dedicated Young Parents College and Narnia Early Learning Centre on site – a dual-generational initiative that will bless both parents and their children for years to come.

And of course, we want to say a heartfelt congratulations to the graduating class of 2025. Three hundred strong, this Year 12 cohort has left a legacy of both academic and personal achievement. As you step into the next chapter of your lives, I hope that all you have gained here at St Philip's equips you to contribute positively to the world and to live out faithfulness in every sphere of life.

I also want to thank our community of parents, staff, and students – for all that you contribute to making St Philip's such a rich, supportive, and life-giving place. Education here is a partnership, and we are deeply grateful for the way you walk with us in shaping young people for the future.

This year marked the commencement of the most significant transformation project in our history. Key foundations have been established, including a refreshed **Mission, Vision and Core Values**, alongside clear plans for embedding them across the organisation.

A new Group Strategy now provides a shared direction for every division, and the development of the **St Philip's Operating Model** is strengthening organisational management

while acknowledging the complexities of change. Substantial progress has also been made on our **Group-wide Philosophy of Education and Learning Framework**, with further development to come, and our **Theology Statement** was finalised and presented to the Board, bringing greater clarity to our shared beliefs. As a result of the new St Philip's Operating Model, the strength of our leadership has been enhanced through several key appointments in 2025: Peter Saggin (COO), Marty Telfer (Executive Principal K-12), Lea Rule (Executive Principal Early & Extended), and Samantha Van De Mortel (Executive Principal Tertiary). They join existing **Senior Executive Team (SET)** members — Graeme Evans (Deputy CEO), Jacques Cronje (CCFO), Michelle Cairelli (Executive Principal Tailored), and Graeme Irwin (CEO). The SET serves as the top tier of executive leadership within our MSO, with each member reporting to the CEO and every organisational entity aligned under their oversight.

# CEO Report

The Board also approved the largest capital expenditure project in our history at SPCC Gosford. The **Senior School project** will significantly expand the site and includes 167 onsite car parks with a dedicated kiss-and-drop to reduce traffic impact on Narara Creek Road, new sporting facilities including a soccer field, basketball court and COLA, and a three-storey Senior School building. This building will house a café and administration area, a tiered learning theatre, gym and locker facilities on the ground floor, staff rooms on Levels 1 and 2, appropriate amenities, eight GLAs, two STEAM rooms, and a range of common and private study spaces. A lift and connecting bridge to the existing hall will further integrate the campus. Importantly, this development will enable the school to accommodate significant enrolment growth.

We were also pleased to welcome two new Board Directors, Ksenia East and Jenny Hofman, whose contributions have already brought fresh insight and energy to the Board's work. They join our Board comprising Les Holland (Chair), Robert Fogg, Ben Picton, Stephen Clarke, Garry Paget (Company Secretary), Graeme Irwin (Executive Director), and Graeme Evans and Jacques Cronje (Ex-Officio). I especially wish to honour our Board Chair, Les Holland, for his calm and wise leadership and his enduring spiritual insight.

Even amid the headwinds of 2025, Les has led with steadiness and faith, for which I am deeply grateful.

I also extend my sincere thanks to all for a successful 2025 — our **Year of Faithfulness**. Thank you to our students from Kindergarten to Year 12, to our student leaders, to our entire parent community, to our staff across every role, and to the leadership teams throughout our MSO. Thank you.

**Every Blessing,**  
**Graeme Irwin CEO**

**"Our theme for 2025 has been Faithfulness, and this is my prayer for all of our SPCC students, across every entity and every location. That they would not be known simply for what they achieve, but for *who they are* – *for their faithfulness.*"**





# CFO Report



## JACQUES CRONJE

CFO St Philip's Christian Education Foundation

SPCEF successfully navigated the 2025 financial challenges with the unwavering support of our families and college community who are invested in affordable Independent Christian Education.

Our financial results for the year are pleasing considering the extensive impact the new MEA agreements had on our staffing costs. Employee costs went up by 9.3% Year on Year (YoY) and our total cost base increased by 11.4% from 2024, whilst our recurrent revenue only increased by 7.3% YoY. It is important for us that our college communities understand the cost pressures we face and that we endeavour to steward our resources in the best possible way.

Our overall margin was significantly supported by additional benevolent giving from our community partners who are standing in the gap of inflationary pressures and reduced government funding (in real terms) to support our operations and future growth initiatives.

The new financial year has been met with successive interest rate increases and we will do our utmost to weather all economic eventualities. Our aim is to not have to pass on all of our financial performance challenges onto Tuition Fees, but find innovative ways to create lasting sustainability as much as we can.

During 2024 we entered into a partnership with **Edstart** who are now our Accounts Receivable agents for most of our registered schools. We have received excellent feedback from our college community about their flexible and service-oriented business model, simplifying the payment of tuition fees. Our auditors made special mention of our debtors' position during the latest audit, and we are grateful to our college community for being quick adopters.

We engaged in many transformation projects during 2025. One of these was implementing a **Centralised Finance team** to further support the organisation with specialised financial management expertise to provide quality shared services across the group at a lower unit cost.



# CFO Report

During 2025, SPCEF was awarded with the **CMA governance accreditation** by the CMA Standards Council. The accreditation demonstrates that the organisation has been carefully assessed against the Nine Principles of Ministry Accountability, and has scored a 100% passing grade. The CMA Standards Council does not attempt to rank or score an organisation. An organisation either meets the standards completely, and is thus accredited, or it falls short. When our community and donors see the CMA Standards Council 'Accreditation' Seal, they can give confidently and generously, knowing that the organisation takes governance, accountability and stewardship seriously.

As in last year's CFO report, we will again provide a quick synopsis of how government funding influences our organisation's financial position. It is important for our community to understand the downward pressures on our government funding that in return puts pressure on tuition fees.

Families might be familiar with the CTC or DMI score funding arrangement the government put in place in 2020. Below is a brief background to further explain the significant impact of government funding on independent schools, whilst appreciating that government funding equates to approximately 51% of our total revenue.

There have been many independent school funding models in Australia with the Gonski report very influential in 2014. In 2020, the government introduced the Capacity to Contribute (CTC) model relating to the capacity of a school community to contribute to the cost of education. This means that the government looks directly at each individual school's parent community's socio-economic ability to contribute to education costs of that specific school.

The Direct Measure of Income (DMI) score provides indexation against the national benchmark and where a school community seems more likely to contribute, the less recurrent government funding is made available for that school.

This unfortunately puts indefinite upward pressure on a school's tuition strategy in order to compensate for the reduced government funding.

We share this information with our community, to enable transparent communication in building community trust and for our partners to understand the pressures of a school's operating landscape, whilst wanting to reassure our community that we are committed to responsible stewardship of our resources.

**May God's love and peace guide and sustain you as you journey with St Philip's.**





# Directors' Report

Thank you to our CEO, Mr. Graeme Irwin AM, who continues to guide this organisation with clear, forward-thinking vision and strategic leadership. Also, to the CFO, Mr. Jacques Cronje and the finance team, not forgetting all personnel in the Central Office who contribute to the effectiveness of this outstanding organisation known as St Philip's. To SPCE staff in all schools and centres, thank you for your expertise and continued commitment to delivering high-quality education in a caring, "Christian Framework."

My gratitude to the Board of Directors (welcome to two new directors this year) for your diligence, time, expertise and oversight of the St Philip's group.

The theme for 2026 - "Providence" - God's divine guidance! **"We know that all things work together for good to them that love God, to them who are called according to his purpose."** Romans 8:28 NIV.

Grace and Peace,

**Leslie J Holland**

**Chairman, Board of Directors SPCEF Ltd  
AGM 28th May 2026**

## DIRECTORS

**Les Holland**  
CHAIRMAN

**Stephen Clarke**  
DIRECTOR

**Benjamin Picton**  
DIRECTOR

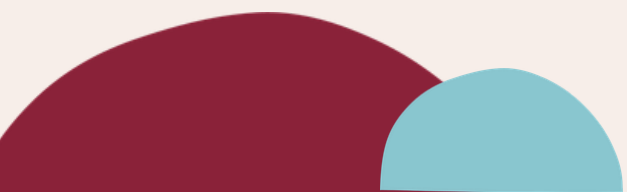
**Graeme Irwin**  
CEO

**Ksenia East**  
DIRECTOR

COMPANY SECRETARY  
**Garry Paget** held the  
role of secretary during  
the year

**Robert Fogg**  
DIRECTOR

**Jenny Hoffman**  
DIRECTOR



# Theme One: Context

St Philip's Christian College Gosford was acquired in 2007 and today provides K-12 Christian education to approximately 680 students in a beautiful bushland setting on the NSW Central Coast.

The College is situated just north of Gosford and offers a peaceful, supportive environment in which students can grow, learn and thrive. The mission of the College is to deliver high-quality education within a caring, secure and Christ-centred learning environment.

Our five core values—Christ First, Serve One Another, Strive for Excellence, Do What is Right, and Build Community—continue to shape every aspect of school life. We are committed to recognising the uniqueness and God-given potential of each student, providing opportunities for them to explore their passions, discover their purpose and pursue excellence in all they do.

The College offers a broad and engaging curriculum, with particular strengths in academic rigor, performing arts, sporting programs and Christian lifestyle education.

Specialist learning support programs are a key feature of the campus, with trained staff providing targeted and individualised support for students with a range of learning needs.

A rich variety of extracurricular opportunities further enhances the student experience. These include sporting teams and gala days, music and choral groups, private music tuition, drama and performance opportunities, academic competitions, inter-school debating, outdoor education camps and mission trips.

Together, these programs contribute to a holistic and vibrant educational journey, nurturing students to develop skills, character and confidence for life beyond school.



# Principal's Report

## Cameron Johnston

In 2025 our College theme was Faithfulness, drawn from Luke 16:10: "If you are faithful in little things, you will be faithful in large ones." This theme invited our community to recognise that both significant milestones and the quieter, everyday moments shape who we are as a College.

In a world that often seeks immediate results, our students and staff were encouraged to practise perseverance, consistency and integrity in every aspect of their lives.

This year we celebrated several major developments across our campus. The completion of our new Senior School lift, ramp and upgraded accessible bathroom facilities, fully funded by the Australian Government, has improved access and movement across our uniquely elevated site. We are grateful for this investment into the inclusivity and wellbeing of our students and staff.

Another significant highlight was the ground-breaking of our major building project on the College oval. This long-awaited development marks a transformative chapter for our community, with plans including a new Senior School building, Administration Centre, COLA, upgraded oval and additional parking. Construction is well underway, and upon completion, students will benefit from new learning spaces including a gymnasium, tiered learning areas, a café, administration offices, a Senior Study Centre, and dedicated media and podcast rooms. This project will significantly enhance our ability to deliver high-quality Christian education for years to come.

While these "big things" are exciting and future-shaping, the heartbeat of the College is often found in the "little things" that happen daily. Throughout 2025, our students engaged enthusiastically in a wide range of activities: the School Musical, Kenya Help Day, Bush Dance, assemblies, HSC nominations for Major Works, Ignite Showcase, Year 10 MAD Week, Coast Shelter service initiatives, sporting carnivals, Duke of Edinburgh expeditions, Book Week celebrations, excursions, camps, Mega Cru days and cross-campus worship events. These experiences enrich our community and provide opportunities for growth, leadership, connection and celebration.

Equally meaningful were the many small moments of kindness and character that students displayed — encouraging a peer, helping a friend, welcoming new students, contributing positively to class culture and demonstrating integrity in everyday choices. These moments, though small, are powerful in shaping the community we strive to be.

Our staff continue to demonstrate exceptional dedication and professionalism. Their commitment to both the big and small aspects of teaching and pastoral care forms the relational backbone of our College. This year we also acknowledge with gratitude the leadership and service of our Deputy Principal, Mr Peter Muddle, who has been appointed to lead the new St Philip's Christian College Snowy Mountains campus. His faithful contribution to our community over the past seven years has been significant, and we wish him every blessing as he steps into this new season.

We celebrate the academic, creative, sporting and personal achievements of our students throughout 2025. Their perseverance, curiosity and willingness to embrace new challenges reflect the spirit of faithfulness we have sought to nurture this year. Our partnership with families is central to these successes, and we thank our parents and carers for their ongoing support and trust.

As we look ahead, we remain committed to fostering a community built on Christian faith, excellence, care and purpose. We continue to value the big steps forward while recognising that it is often the daily, faithful actions — the “little things” — that strengthen and define who we are as St Philip's Christian College Gosford.





# Theme Two: Outcomes & Results

## Student Outcomes – NAPLAN

|            | 2023  | 2024    | 2025  |         |          |
|------------|---|---------|---|---------|----------|
|            |   |         |   | <<      | >>       |
| Compare to | <input checked="" type="radio"/> Students with similar background |         | <input type="radio"/> All Australian students |         |          |
|            | Reading   | Writing | Spelling                                      | Grammar | Numeracy |
| Year 3     | 406   | 404     | 399   | 412     | 405      |
| Year 5     | 472   | 483     | 483   | 488     | 483      |
| Year 7     | 556   | 550     | 553   | 551     | 564      |
| Year 9     | 595   | 600     | 588   | 595     | 600      |

NAPLAN participation for this school is 98%  
 NAPLAN participation for all Australian students is 95%

<sup>NB</sup> A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison colour to be

### Interpreting the table

Selected school's average when compared to students with a similar background

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

# Student Results – HSC



Congratulations to the Year Twelve class of 2025! They have been one of our largest Year Twelve group of students.

We understand that an education consists of more than any result that comes out, and we are very pleased with the quality of young men and women that have graduated in 2025.

In reviewing their HSC results they have achieved some outstanding performances across a range of subjects. Below are a few of the highlights from our students choosing an ATAR pathway this year:

- 22 Distinguished Achiever results (11 - Band 6, 11 – E4 top band for Extension subjects) for 10 students.
- 94% of Extension students achieved a result in the top two bands (E3 or E4)
- 40% of Extension students achieved an E4 result (top band)
- 71% of students achieved a Band 5 or above in at least one subject.
- 100% of students achieved Band 4 or above in at least one subject.
- Five students achieved a 90+ ATAR.
- Highest ATAR: 93.60
- For the second year in a row we have placed in the top 200 schools in NSW and are the top performing Independent Christian School on the Central Coast.

These are once again an incredible set of results and are a positive testament to the hard work of our staff and the students.

We wish the class of 2025 all the very best in their future endeavours.

# Theme Two: Outcomes & Results

## Senior Secondary Subjects Offered 2025

### English

Standard  
Advanced  
Extension 1  
Extension 2

### Maths

Standard  
Advanced  
Extension 1  
Extension 2

### Physics

Chemistry  
Biology  
Health & Movement  
Enterprise  
Computing

### Music

Textiles  
Visual Arts  
Timber  
Design & Technology

### Society & Culture

Business Studies  
Modern History  
Ancient History  
Drama  
CAFS

### Offline

Cert II Hospitality  
ITT  
Cert III Christian  
Ministry and  
Theology

### Offline

Sport Lifestyle &  
Recreation  
Extension History

# Theme Two: Outcomes & Results

## DUX of the College

### Charlotte B

The College Dux of 2025 is awarded to Charlotte B in recognition of her exceptional academic achievements across all her HSC subjects.



**ATAR 93.6**



**Liam H**  
**ATAR 92.95**



**Rooney P**  
**ATAR 92.6**

**ATAR**  
*Highlights*



**Samuel B**  
**ATAR 91.5**



**Madeleine S**  
**ATAR 90.1**

# Theme Two: Outcomes & Results

## HSC Distinguished Achievers



**Samuel B**  
English Extension 1  
English Extension 2  
Music 1



**Charlotte B**  
English Advanced  
English Extension 1 & 2  
Textiles & Design  
Visual Arts



**Liam H**  
Mathematics Standard 2  
English Extension 1  
English Extension 2



**Zara M**  
English Extension 1  
English Extension 2  
Visual Arts



**Timothy B**  
English Extension 2  
Music 1



**Amelia R**  
English Extension 2  
Society & Culture



**Alex M**  
Mathematics Standard 2



**Rooney P**  
Mathematics Extension 1



**Jacob H**  
Music 1



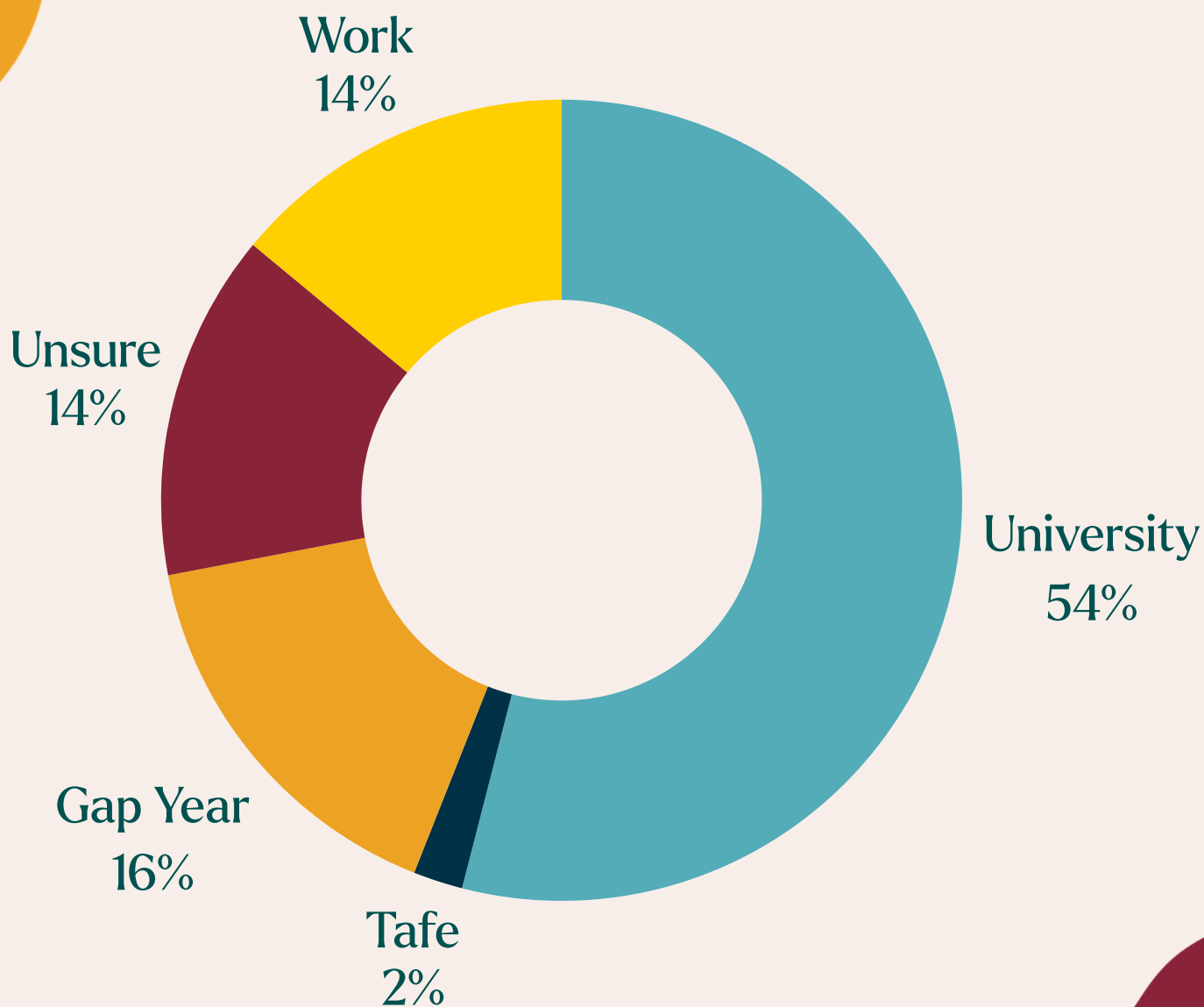
**Judah S**  
Music 1

# Theme Two: Outcomes & Results

## Post-School Destinations

The total number of graduating Year Twelve students in 2025 equalled 50. The data below depicts the post-school destination of these students.

### YEAR TWELVE 2025



# Theme Two: Outcomes & Results

St Philip's Christian College, Gosford

## 2025 HSC RESULTS

#1

Independent Christian  
School on the  
Central Coast

Top 200  
NSW  
Schools



Highest ranking  
School on the  
Central Coast

22

Band 6/E4  
results

5

ATAR results  
above 90

10

Distinguished  
Achievers

35+

Early Entry  
University  
Offers

5

Nominations  
for HSC  
Showcase



# Theme Two: Outcomes & Results

## Band Comparison

| Subject             | Year | No. of Student | Bands 3-6 % SPCC | Bands 3-6% NSW | Bands 1-2 % SPCC | Bands 1-2% NSW |
|---------------------|------|----------------|------------------|----------------|------------------|----------------|
| Ancient History     | 2025 | 8              | 100              | 82             |                  | 18             |
|                     | 2024 | 5              | 100              | 85             |                  | 15             |
| Biology             | 2025 | 17             | 76               | 87             | 24               | 13             |
|                     | 2024 | 6              | 83               | 88             | 17               | 12             |
| Business Studies    | 2025 | 2              | 100              | 89             |                  | 11             |
|                     | 2024 | 9              | 100              | 86             |                  | 14             |
| CAFS                | 2025 | 10             | 100              | 92             |                  | 8              |
|                     | 2024 |                |                  |                |                  |                |
| Chemistry           | 2025 | 7              | 86               | 90             | 14               | 10             |
|                     | 2024 | 8              | 87               | 86             | 13               | 14             |
| Design & Technology | 2025 | 6              | 100              | 98             |                  | 2              |
|                     | 2024 | 7              | 10               | 96             |                  | 4              |
| Drama               | 2025 | 3              | 100              | 98             |                  | 2              |
|                     | 2024 | 7              | 100              | 96             |                  | 4              |
| English - Standard  | 2025 | 15             | 93               | 94             | 7                | 6              |
|                     | 2024 | 14             | 100              | 92             |                  | 8              |
| English - Advanced  | 2025 | 30             | 100              | 100            |                  |                |
|                     | 2024 | 17             | 100              | 99             |                  | 1              |

# Theme Two: Outcomes & Results

## Band Comparison

| Subject                          | Year | No. of Student | Bands 3-6 %<br>SPCC | Bands 3-6%<br>NSW | Bands 1-2 %<br>SPCC | Bands 1-2%<br>NSW |
|----------------------------------|------|----------------|---------------------|-------------------|---------------------|-------------------|
| Enterprise Computing             | 2025 | 6              | 100                 | 92                | 0                   | 8                 |
|                                  | 2024 |                |                     |                   |                     |                   |
| Industrial Technology;<br>Timber | 2025 | 5              | 100                 | 85                |                     | 15                |
|                                  | 2024 |                |                     |                   |                     |                   |
| Mathematics -<br>Standard        | 2025 | 22             | 86                  | 83                | 14                  | 17                |
|                                  | 2024 | 18             | 89                  | 83                | 11                  | 17                |
| Mathematics -<br>Advanced        | 2025 | 7              | 100                 | 94                |                     | 6                 |
|                                  | 2024 | 10             | 100                 | 93                |                     | 7                 |
| Modern History                   | 2025 | 8              | 100                 | 87                |                     | 13                |
|                                  | 2024 | 9              | 100                 | 90                |                     | 10                |
| Music 1                          | 2025 | 6              | 100                 | 96                |                     | 4                 |
|                                  | 2024 | 3              | 100                 | 97                |                     | 3                 |
| PDHPE                            | 2025 | 11             | 100                 | 90                |                     | 10                |
|                                  | 2024 | 6              | 100                 | 91                |                     | 9                 |
| Physics                          | 2025 | 6              | 57                  | 85                | 43                  | 15                |
|                                  | 2024 | 9              | 89                  | 86                | 11                  | 14                |
| Society & Culture                | 2025 | 11             | 100                 | 95                |                     | 5                 |
|                                  | 2024 | 1              | 100                 | 95                |                     | 5                 |

# Theme Two: Outcomes & Results

## Band Comparison

| Subject           | Year | No. of Student | Bands 3-6 % SPCC | Bands 3-6% NSW | Bands 1-2 % SPCC | Bands 1-2% NSW |
|-------------------|------|----------------|------------------|----------------|------------------|----------------|
| Textiles & Design | 2025 | 5              | 100              | 94             | 0                | 6              |
|                   | 2024 | 4              | 100              | 91             | 0                | 9              |
| Visual Arts       | 2025 | 8              | 100              | 99             | 0                | 1              |
|                   | 2024 | 5              | 100              | 99             | 0                | 1              |
| Hospitality       | 2025 | 4              | 100              | 94             | 0                | 6              |
|                   | 2024 | 8              | 100              | 96             | 0                | 4              |

| Subject           | Year | No. of Student | E4 Band SPCC | E4 Band NSW | E3-E2 Band SPCC | E3-E2 Band NSW | E1 Band SPCC | E1 Band NSW |
|-------------------|------|----------------|--------------|-------------|-----------------|----------------|--------------|-------------|
| English Ext 1     | 2025 | 11             | 45           | 42          | 55              | 58             | 0            | 0           |
|                   | 2024 | 6              | 33           | 42          | 67              | 57             | 0            | 0           |
| English Ext 2     | 2025 | 10             | 50           | 34          | 50              | 76             | 0            | 0           |
|                   | 2024 | 5              | 100          | 34          | 0               | 64             | 0            | 2           |
| Mathematics Ext 1 | 2025 | 5              | 20           | 35          | 80              | 61             | 0            | 4           |
|                   | 2024 | 2              | 50           | 35          | 50              | 62             | 0            | 3           |
| Mathematics Ext 2 | 2025 | 3              | 0            | 41          | 100             | 58             | 0            | 1           |
|                   | 2024 | 0              |              |             |                 |                |              |             |
| History Extension | 2025 | 4              | 0            | 26          | 100             | 33             | 0            | 1           |
|                   | 2024 | 2              | 0            | 28          | 100             | 71             | 0            | 1           |



# Theme Three: Staffing

## Teacher Accreditation

5 Conditional

3 Provisional

79 Proficient Teacher

6 ISTAA Experienced/Accomplished Teacher

## Workforce Composition

78 Teaching Staff

62.8 Teaching Staff  
Full Time Equivalent

43 Non-Teaching  
Staff

33.1 Non-Teaching Staff  
Full Time Equivalent



# Theme Four: Attendance

| <b>Year</b>         | <b>Headcount</b> | <b>Attendance %</b> |
|---------------------|------------------|---------------------|
| <b>Kindergarten</b> | <b>38</b>        | <b>94.69%</b>       |
| <b>Year 1</b>       | <b>42</b>        | <b>92.75%</b>       |
| <b>Year 2</b>       | <b>47</b>        | <b>89.87%</b>       |
| <b>Year 3</b>       | <b>48</b>        | <b>91.25%</b>       |
| <b>Year 4</b>       | <b>72</b>        | <b>91.70%</b>       |
| <b>Year 5</b>       | <b>50</b>        | <b>90.65%</b>       |
| <b>Year 6</b>       | <b>54</b>        | <b>91.81%</b>       |
| <b>Year 7</b>       | <b>76</b>        | <b>92.60%</b>       |
| <b>Year 8</b>       | <b>69</b>        | <b>87.28%</b>       |
| <b>Year 9</b>       | <b>58</b>        | <b>88.74%</b>       |
| <b>Year 10</b>      | <b>53</b>        | <b>90.59%</b>       |
| <b>Year 11</b>      | <b>39</b>        | <b>92.69%</b>       |
| <b>Year 12</b>      | <b>52</b>        | <b>92.76%</b>       |
| <b>Total</b>        | <b>698</b>       | <b>90.69%</b>       |



# Theme Five: School Policies

The following school policies are publicly available on our website

Enrolment Policy

Child Protection Policy

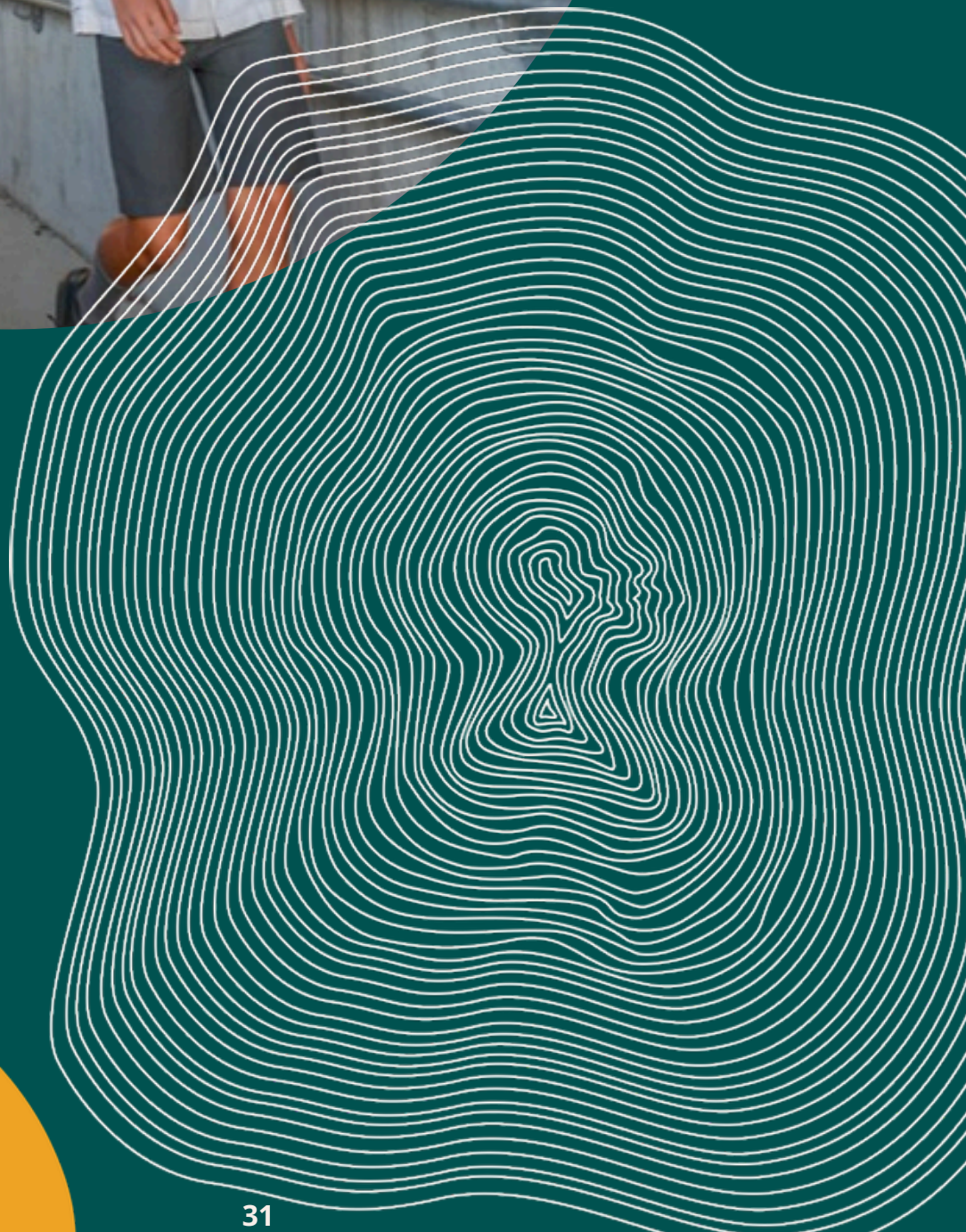
Complaints & Grievance Policy

Uniform Policy

Anti-Bullying Policy

[Policies | St Philip's Gosford College](#)



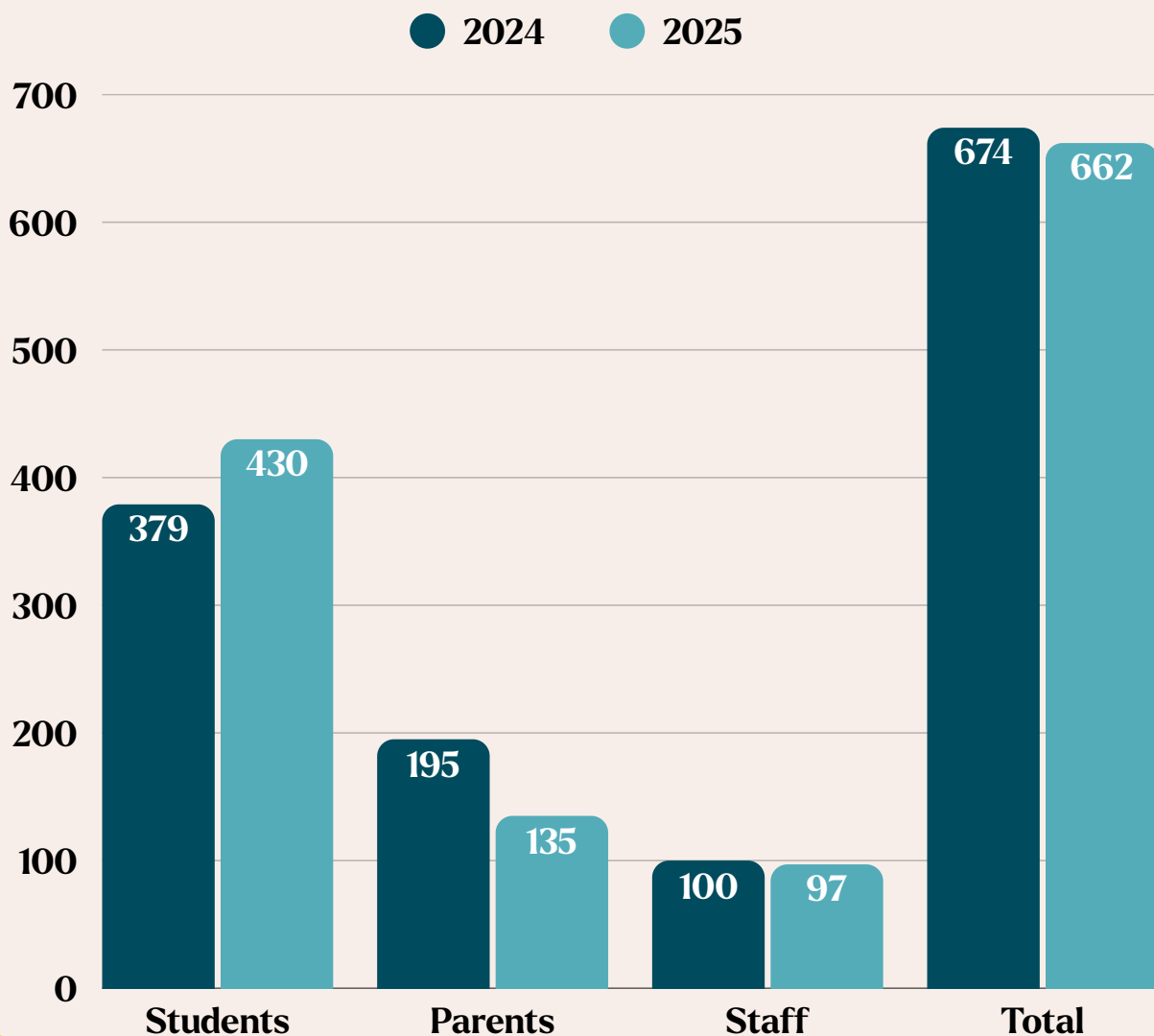


# Theme Six: Stakeholder Satisfaction 2025

## Feedback from Parents, Students & Teachers Survey Responses

As our three year Strategic Plan draws to a close, I wanted to provide you with some statistical insights and feedback in response to the AIS Perspectives data for 2025. The theme for 2025 was Faithfulness with the supporting passage from Luke 16:10 which says “If you are faithful in little things, you will be faithful in large ones.

This is the fifth year that St Philip’s Christian College has undertaken a survey with the Association of Independent Schools of New South Wales (AISNSW). This survey assesses the College’s performance across a number of key indicators which will be outlined below. The survey was conducted in June 2025 and we had a total of 662 surveys completed by Parents, Students, and Staff (674 in 2024).



# Theme Six: Stakeholder Satisfaction 2025

## Domains & Dimensions

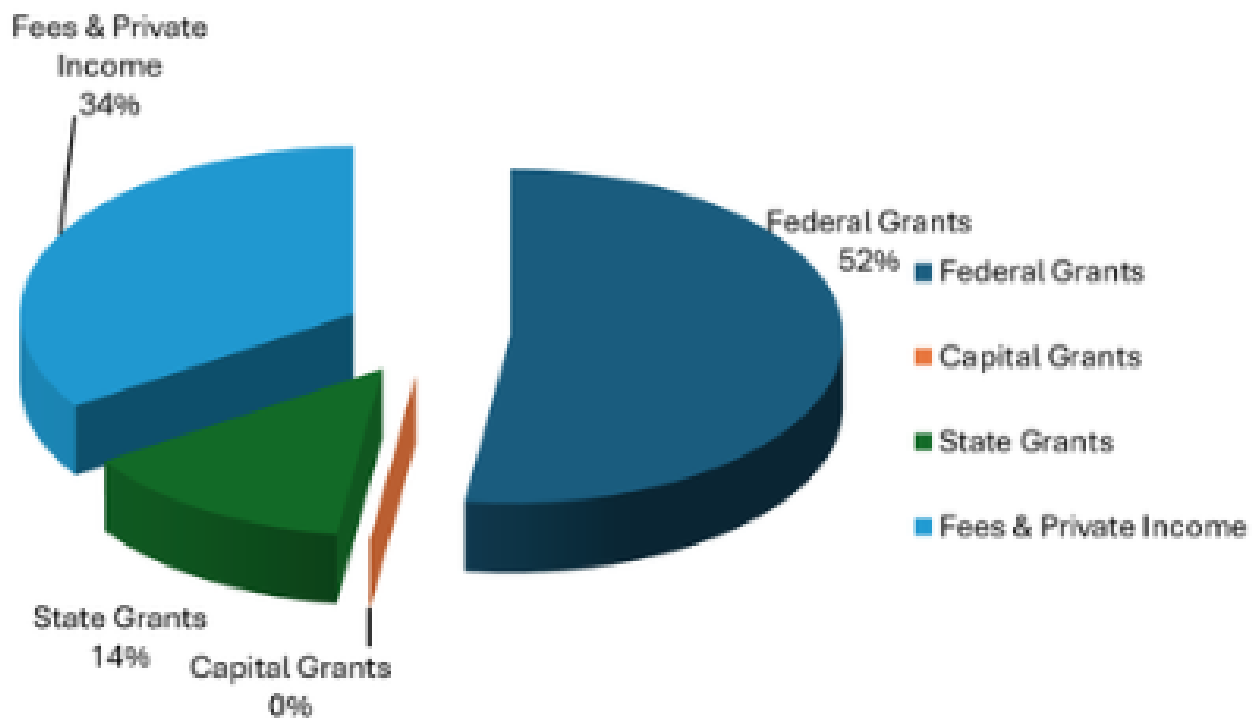
The survey itself covers five main Domains and nineteen different Dimensions. The mean for each focus area will be the combined results from Parents, Students and Staff in accordance to the relevant questions attributed to the specific area. The College aims for the Mean to be above 4.5 / 6 within each Domain and Dimension.

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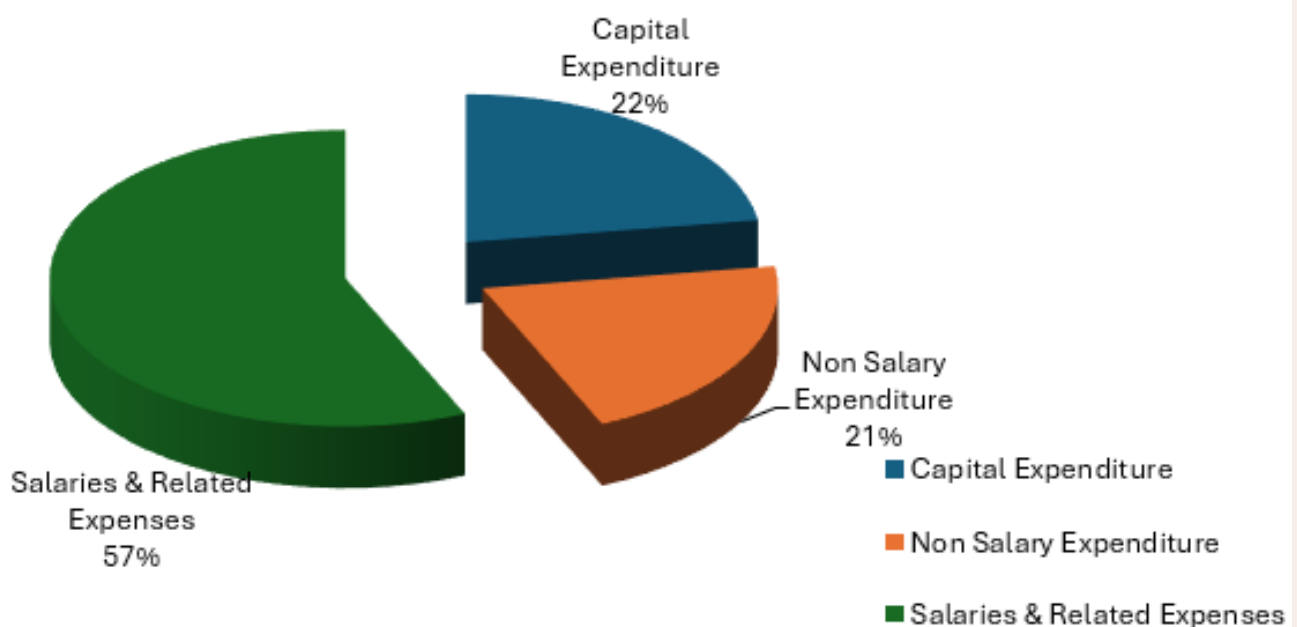


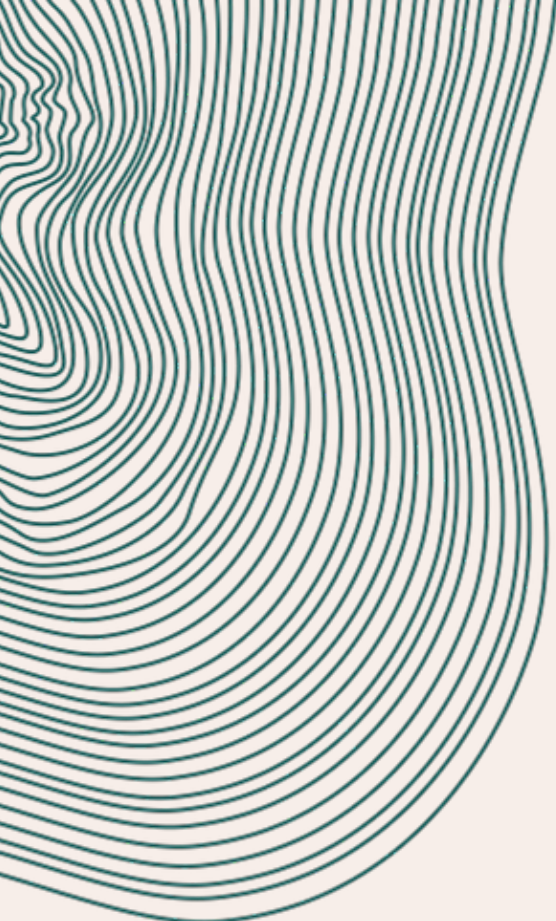
# Theme Seven: Financial Information

## St Philip's Christian College - Gosford Income Sources 2025



## St Philip's Christian College - Gosford Expenditure 2025





# St Philip's Christian College

FOR THE WHOLE OF LIFE



St Philip's Christian College Gosford - 20 Narara Creek Road, Narara NSW 2250  
<https://www.spcc.nsw.edu.au/schools/colleges/gosford>

St Philip's Christian Education Foundation Ltd ABN 34 002 919 584