



## Contact Details

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This annual report has been reviewed and approved by the EREAFSL Board to ensure compliance with our school registration requirements. This report is published to provide information about Townsville Flexible School, Burdekin Education Program and Bowen Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

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## Message from our Head of Campus

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School have enjoyed a year of review and reflection under new school leadership and with many new staff in 2024. Townsville Flexible School, Burdekin Education Program and Bowen Flexible School have engaged in processes to increase young people voice by building their confidence and supporting them to develop and share their ideas and opinions. Supporting young people to form ideas and opinions is a goal that will lead to young people having the skills to advocate for themselves and for others as they grow into adulthood. We also engaged in processes to build on young people attendance and reviewed the way our classes were structured to ensure we were meeting their needs. Celebrating young people success with school engagement or progress in learning became a real highlight and built on attendance. As a school, we also collaborated with community members to develop our Reconciliation Plan which we should see published early in 2025. The goals identified as part of this plan will be beneficial for all our staff, community and young people as we embrace First Nations perspectives and knowledge.

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School continues to be very proud of the work we do to engage young people in learning, especially those young people who have become disengaged from mainstream learning as we provide an alternative way catered to individuals.

## School Context

<b>Co-educational or single sex</b>	Co-educational
<b>School Sector</b>	Catholic (in the Edmund Rice Tradition)
<b>Year Levels Offered</b>	7-12
<b>Additional Information</b>	Additional information about our school can be found at: <ul style="list-style-type: none"><li>- <a href="#">mySchool website</a></li><li>- <a href="#">EREA Flexi website</a></li></ul>

### SCHOOL OVERVIEW

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School are a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Townsville Flexible School, Burdekin Education Program and Bowen Flexible School commenced operation in 2006 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

#### *First Nations influence*

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Flexis one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

### DISTINCTIVE CURRICULUM OFFERINGS

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

Townsville Flexible School (including Burdekin and Bowen Campuses) offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

During 2024, Townsville Flexible School (including Bowen and Burdekin) was pleased to offer young people access to programs including Horse Wisdom, Life Skills and a number of certificate courses that enhanced young people's wellbeing, emotional regulation and built their confidence and skills as learners.

### Cocurricular offerings

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School provides extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Townsville Flexible School, Burdekin Education Program and Bowen Flexible School in 2024:

- Adventure Based Learning (outdoor education- abseiling, high/low rope courses, canoeing)
- Camps
- Sailing
- Karting
- Printing arts project
- Cooking
- Challenge Games

### SCHOOL POLICIES

In accordance with registration requirements, our key school policies are publicly available via our website.

How to access our school policies:

1. Click on the EREA Flexi Schools website link <https://www.flexi.edu.au/>
2. Click on 'Flexi Schools' or 'Special Schools' from the top menu
3. From the school directory find and click on our school
4. Click on 'School Documents, policies and reports' from the bottom of the page to access our school policies.

*Note: If you are unable to access our website, please contact the school for more information regarding our school policies.*

# Characteristics of the Student Body

EREAFLS and Townsville Flexible School, Burdekin Education Program and Bowen Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

## ENROLMENTS BY YEAR AND YEAR LEVEL

<b>Townsville</b>	<b>2024</b>
Year 7	3
Year 8	11
Year 9	18
Year 10	29
Year 11	19
Year 12	14
<b>TOTAL</b>	<b>139</b>
<b>Bowen</b>	<b>2024</b>
Year 7	4
Year 8	7
Year 9	4
Year 10	17
Year 11	1
Year 12	0
<b>TOTAL</b>	<b>33</b>
<b>Burdekin</b>	<b>2024</b>
Year 7	2
Year 8	2
Year 9	9
Year 10	7
Year 11	0
Year 12	2
<b>TOTAL</b>	<b>22</b>

*(data derived from Commonwealth Census data submissions for the years displayed)*

## STUDENT BODY CHARACTERISTICS

<b>Townsville</b>	<b>2024</b>
Male	53.25%
Female	46.04%
Gender Diverse	0.72%
First Nations	43.17%
NCCD	84.89%
<b>Bowen</b>	<b>2024</b>
Male	57.58%
Female	42.42%
Gender Diverse	0.00%
First Nations	42.42%
NCCD	96.97%
<b>Burdekin</b>	<b>2024</b>
Male	54.55%
Female	45.45%
Gender Diverse	0.00%
First Nations	45.45%
NCCD	90.91%

*(data derived from Commonwealth Census data submissions for the years displayed)*

# Student Outcomes

## STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

<b>Townsville</b>	Overall attendance rate	41.17%
<b>Bowen</b>	Overall attendance rate	57.4%
<b>Burdekin</b>	Overall attendance rate	67.16%

Student attendance rate by year level in 2024:

<b>Townsville</b>	<b>2024</b>
Year 7	36%
Year 8	35%
Year 9	38%
Year 10	45%
Year 11	46%
Year 12	47%
<b>Bowen</b>	<b>2024</b>
Year 7	59%
Year 8	49%
Year 9	63%
Year 10	52%
Year 11	64%
Year 12	0%
<b>Burdekin</b>	<b>2024</b>
Year 7	82%
Year 8	54%
Year 9	54%
Year 10	67%
Year 11	79%
Year 12	67%

*(attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.)*

### How non-attendance is managed

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

## NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

*Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.*

## SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

Percentage of young people awarded a Senior Certificate	38%
Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	6%
Percentage of young people awarded a Senior Certificate and a VET Qualification	6%

## POST-SCHOOL DESTINATIONS

At the time of publishing this Annual Report, the 2024 post-school destinations survey data for our school was not available. This report will be re-published to include this post-school destinations data once it becomes available in late September.

# Social Climate

## STUDENT WELLBEING

At Townsville Flexible School, Burdekin Education Program and Bowen Flexible School the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and support spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

## FAMILY AND COMMUNITY ENGAGEMENT

At Townsville Flexible School, Burdekin Education Program and Bowen Flexible School we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Townsville Flexible School, Burdekin Education Program and Bowen Flexible School continuously plans and seeks out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

During 2024, Townsville Flexible School hosted Community Brunch for our families each term, invited families to our NAIDOC celebrations and enjoyed a Senior celebration together.

## SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Townsville Flexible School, Burdekin Education Program and Bowen Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2024).

### Young People opinion survey data

Percentage of young people surveyed who agree that:	2024
I get a good education at this school	89%
I feel safe at this school	91%
Staff help me learn	100%
Staff treat young people with respect	97%
My opinions are taken seriously	91%

### Parent / Carer opinion survey data

Percentage of parents / carers surveyed who agree that:	2024
My young person gets a good education at this school	92%
My young person feels safe at this school	96%
My young person's learning needs are being met at this school	85%
Staff at this school expect my young person to do their best	100%
Staff motivate my young person to do their best	100%

### Staff opinion survey data

Percentage of staff surveyed who agree that:	2024
I enjoy working at this school	100%
Young people are encouraged to do their best at this school	100%
Young people are respected at this school	100%
I feel supported to achieve my professional goals	100%
Our school looks for ways to improve	100%

# Staff Profile

## TEACHER STANDARDS AND QUALIFICATIONS

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School requires its teaching staff to hold a valid Teacher Registration with the Queensland College of Teachers (QCT) and must meet the requirements of the QCT Teacher Registration Eligibility Requirements Policy which relates to qualifications, suitability to teach, English language proficiency, experience, and professional standards.

### Qualifications

The below table depicts the percentage of teaching staff and school leaders who hold the listed qualifications:

<b>Townsville</b>	<b>2024</b>
Doctorate or higher	0%
Masters	11%
Bachelor	74%
Diploma	15%
Certificate	0%
<b>Bowen</b>	<b>2024</b>
Doctorate or higher	0%
Masters	25%
Bachelor	25%
Diploma	50%
Certificate	0%
<b>Burdekin</b>	<b>2024</b>
Doctorate or higher	0%
Masters	40%
Bachelor	0%
Diploma	60%
Certificate	0%

## WORKFORCE COMPOSITION

The staff at Townsville Flexible School, Burdekin Education Program and Bowen Flexible School are highly qualified, experienced, and generous professionals who consistently contribute to our school in a manner that goes above and beyond expectation.

The following tables provide an overview of our staff profile and workforce composition:

### Staff numbers

Townsville	Headcount	FTE
Teaching Staff	22	18.80
School Leaders	24	10.00
Non-Teaching Staff	24	18.10
<b>TOTAL Staff</b>	<b>70</b>	<b>46.90</b>
Bowen	Headcount	FTE
Teaching Staff	2	2.00
School Leaders	6	2.00
Non-Teaching Staff	11	9.70
<b>TOTAL Staff</b>	<b>19</b>	<b>13.70</b>
Burdekin	Headcount	FTE
Teaching Staff	4	2.20
School Leaders	7	2.00
Non-Teaching Staff	7	5.80
<b>TOTAL Staff</b>	<b>18</b>	<b>10.00</b>

### Staff characteristics

Townsville	2024
Male	37.14%
Female	61.43%
Gender Diverse	1.43%
First Nations	7.14%
Bowen	2024
Male	36.84%
Female	63.16%
Gender Diverse	0.00%
First Nations	10.53%
Burdekin	2024
Male	44.44%
Female	55.56%
Gender Diverse	0.00%
First Nations	0.00%

## PROFESSIONAL DEVELOPMENT

Townsville Flexible School, Burdekin Education Program and Bowen Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2024 included:

- CORE with Matt Capp
- Reboot
- Sounds Write
- Engaging with ACARA General Capabilities

# School Financials

(All financial data derived from Commonwealth Financial Questionnaire data submissions for the year displayed)

## SCHOOL INCOME

The 2024 school income for Townsville Flexible School, Burdekin Education Program and Bowen Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

## SCHOOL EXPENDITURE

The 2024 school expenditure for Townsville Flexible School, Burdekin Education Program and Bowen Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

