



2018 ANNUAL REPORT

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St John's Catholic College

Vision Statement

'St John's Catholic College is a safe, connected, learning community for local, boarding and international students. We will strive for excellence and ensure the holistic development of each student through a balanced approach to faith, academic, sporting and cultural activities.'

Mission Statement

Building a culturally aware Catholic Community strong in FAITH, EDUCATION and TRADITION.

Values: The virtues we value at St John's College act as a moral compass and guide us in building strong relationships based on Christian love.

- **Acceptance:** Appreciating each person and her/his story; valuing cultural differences and being inclusive of all.
- **Compassion:** Involves the 'head, heart and hand' in understanding by listening, showing heartfelt concern; being able to forgive wrongs and putting concerns into meaningful actions.
- **Courage:** Strength to uphold the community values and beliefs; and leading the way in being true to ourselves despite the challenges that may come.
- **Respect:** A sense of self-worth and esteem for self and others; is shown and gained through showing consideration and esteem for others.
- **Resilience:** Involves understanding yourself and your strengths and challenges; being self-motivated to always give your best and keep persevering by facing up to the challenges.
- **Responsibility:** Being dependable and able to be relied upon; being accountable for our decisions and actions.
- **Stewardship:** Showing concern and cherishing the community and its environment; being prepared to act as guardians to conserve this for the benefit of future generations of St John's community.

Principal's Foreword

The Australian Bishops identified the liturgical year of 2018 as a national Year of Youth; a fitting focus for prayer and discernment for all members of the St John's Catholic College Community. In this spirit, our theme of being 'Christ's hands, feet and heart on earth' provided the challenge for our community to give witness to our Gospel values. A value or virtue is an interior disposition, a positive habit, a passion that has been placed at the service of the good. The St John's values of Acceptance, Compassion, Courage, Respect, Resilience, Responsibility and Stewardship guide us in fostering a learning community that is Strong in Faith and Strong Together.

In a practical sense, 2018 has been a year of discernment, as the College community collaborated to renew our Strategic Plan for the years 2019 – 2022. Centre to this plan was the endorsement of our vision statement at the 2017 Catholic Education Northern Territory, School Improvement and Renewal Framework meeting:

St John's Catholic College is a safe, connected, learning community for local, boarding and international students. We strive for excellence and ensure the holistic development of each student through a balanced approach to faith, academic, sporting and cultural activities.

Our Strategic Plan outlines our goals for the next four years in the key areas of: Catholic Identity, Leadership, Teaching and Learning, Pastoral Care and Wellbeing, Community and Culture, and Finance, Facilities and Resources.

Without reproducing the document in full, there are a few initiatives of significance that I wish to highlight:

We aspire for graduates of St John's Catholic College to flourish, by leading, living, loving and learning with a strong sense of heart spirituality.

We aspire for our graduates to have the opportunity to pursue their dreams, make positive contributions to the local and global community, and make good moral decisions that promote a better world.

We believe that the quality Catholic education on offer at St John's, in partnership with parents, guardians and the wider community forms an excellent base to achieve these aspirations.

We acknowledge that the 21st Century learner and the future workforce will require a different skill set to our own. That is why we are reviewing our current and introducing new subjects into our course offerings such as Digital Technologies and Mandarin. This is in addition to building capacity within our College in the area of STEM through the employment of qualified staff with a background in the Sciences, Technology, Engineering and Mathematics.

We acknowledge that the recruitment, retainment and development of the College's workforce is key in the provision of an education that is focused on our Catholic Identity, quality teaching and learning and good pastoral care. That is why we are investing in our staff in the identified areas of Leadership, Religious Education and Theology, Inclusion Support, Residential Care, English as an Additional Language or Dialect, Vocational Education and Training, and pedagogy for the 21st Century learner.

We acknowledge that the community must have confidence in the College and an important part of building confidence is a structure that provides a good governance function. That is why we have appointed a Steering Committee that is working for the reestablishment of the College Advisory Board. Our thanks to our Chairperson, Mr Anthony Burton and committee members: Father Peter Hendriks MSC, Mrs Bernadette Morriss and Mr Shashank Laroia.

We acknowledge that St John's was founded on the traditional lands of the Larrakia Nation. We celebrate the significant and continuing contribution by Aboriginal and Islander families to our Church and College Community. That is why the College is committed to developing a Reconciliation Action Plan in collaboration with the Catholic Aboriginal and Islander Leadership Team and Reconciliation Australia.

We acknowledge the significant and ongoing contributions that Refugees have made to the Australian community. We believe that it is our place, as a Catholic Community, to provide leadership and opportunity as we live the commandment 'to love one's neighbor as oneself'. That is why the College has formed a working relationship with the Melaleuca Refugee Centre to facilitate opportunities for students from a refugee or humanitarian program background to attend St John's Catholic College. We have been blessed by the students and their families who have joined us as part of this program in 2018.

We acknowledge the importance and value of student voice in our model of the 21st Century School. That is why we will implement the Australian Council for Educational Research's surveys on Social-Emotional Wellbeing and Student Perception of Teaching to drive a quality pastoral care and wellbeing program and quality teaching and learning.

We acknowledge the significant and continuing role of the Missionaries of the Sacred Heart and the Daughters of Our Lady of the Sacred Heart in shaping our story, charism and identity. That is why we are committed to maintaining and enhancing our links with the MSC and OLSH through initiatives such as reconnecting with the Douglas Park Retreat and our Student Representative Committee supporting the OLSH Sister's International Mission at Comboni School, Mapuordit, South Sudan through the raising of funds in the lead up to Founder's Day.

We acknowledge that contemporary learning environments impact school culture and positively contribute to learning outcomes. That is why we continue to apply and advocate for additional grants and funding that upgrade our facilities. It is pleasing to report that the College was successful in applying for \$300,000 through the Northern Territory Government's Building Better Schools to upgrade the functionality, aesthetics and acoustics of classrooms. Work on this project has already commenced and should be concluded by Day 1, 2019.

We acknowledge Pope Francis' call for leadership and change through his encyclical *Laudato Si*. That is why the Student Representative Committee are working to implement practical strategies based on the principles of recycle, reduce and reuse to become better stewards of our beautiful planet.

Full details of our Strategic Plan will be available on our website in the New Year.

2018 was also a year of great challenge and sadness with the passing of Year 12 student Hanna Wosiri. Hanna, a 19 year old international student from Papua was preparing for her final exams and applying to university when she was diagnosed with a rare and aggressive form of brain cancer. Hanna truly lived out the call to be 'Christ's hands, feet and heart on

earth' through the way she interacted with everyone she met. I want to acknowledge all members of our community in the way they supported and cared for each other during this difficult time. I especially want to acknowledge Mrs Ann Tan, Mr Francis Tan and Ms Victoria Tan for their dedication, love and support of all our international students.

Leadership of a school as complex of St John's is no easy task. I would like to acknowledge, affirm and celebrate the leadership and dedication of past Principal Mr Lindsay Luck. We are fortunate that Mr Luck is still working hard for St John's in his new role as Deputy Director: School Services. In addition to thanking Mr Luck, I would also like to thank our system leaders: Director of Catholic Education, Mr Greg O'Mullane, Deputy Director: Teaching and Learning, Mr Chris Pollard, Principals' Consultant, Mrs Bernadette Morriss, General Manager Finance, Mr Tom Pearce and Leader of Catholic Identity, Mrs Laura Avery for their leadership and support over the 2018 Academic Year.

My thanks also to the Strategic Leadership Team of Cherilyn Hughes, Stephen Versteegh, Ayesha Fatima, Scott Mannion and Shashank Laroia, the middle management teams and all staff who contribute to provide a quality Catholic education 24 hours a day, seven days a week for forty weeks of the year.

To our departing staff of Mr Anthony Brennan, Mr Jonathan Holt, Mrs Jules Holt, Miss Annie Miller, Mr Douglas Stone, Mr Maarten Vanetie, Mr Stephen Versteegh, and Mrs Anna Waites. Thank you for your contributions to St John's during your time here. We wish you all the very best as you undertake new opportunities in 2019.

Thank you to all parents and guardians who continue to place their trust in us, the St John's Catholic College Community. We are blessed to have you and your children as part of our community.

Finally, to the students of our great College; Maya Angelou famously said *"people will forget what you said, people will forget what you did, but people will never forget how you made them feel."* Know this, you inspire us, you make us proud and know that you are loved.

Fortes in Fide

Cameron Hughes
Principal



Satisfaction Surveys / Feedback Mechanisms

Implemented:

- Online learning platform – Edmodo
- Parent / Teacher Interviews
- Interim Reports – Term 1 and Term 3
- End of Semester Reports – Term 2 and Term 4
- Parent / Guardian access to staff email addresses
- Promotion of open honest communication between school and home
- Parent / Guardian invitations to College events
- College Advisory Board – Steering Committee
- Active visible staff in Parish and Community
- Clear structures – Leadership, Academic and Pastoral Care
- Promotion of student voice
- Student Leadership
- Student Representative Committee
- Staff exit interviews
- CENT Polices available, utilised and implemented
- Restorative Practices

To Be Implemented:

- College Advisory Board
- Graduate Surveys
- ACER Student Perception of Teaching Questionnaire
- ACER Social-Emotional Wellbeing Survey

Enrolment Totals

Enrolment Profile

Enrolment profile as per August Census 2018

Year	7	8	9	10	11	12	TOTAL
F	18	13	19	17.5	17	20	103.5
M	15	10	20	12	18	26	120
Total	33	23	39	29.5	35	46	205.5

IEU Overseas students were included in mainstream year levels as required by 2018 Census

Management of non-attendance - The Department of Education policies are adhered to in managing non-attendance of students. Student Administration and Heads of House have a role to play in the recording and following up on unexplained absences. Parents are contacted and informed of absences by telephone, SMS and letter/email. Numbers of half day absences are recorded on student Semester reports. Truants are also issued detentions.

Student numbers based on Term 1 Census Data - Collection 1

YEAR	Years 7-9	Years 7-12	YEAR	Years 10-12	Years 10-11	Years 11-12
2012	238	359	2012	208	161	121
2013	147	377	2013	230	167	138
2014	136	327	2014	177	131	108
2015	138	327	2015	189	141	114
2016	101	252	2016	151	119	77
2017	77	220	2017	143	95	99
2018	90	200	2018	107	63	79

IEU students are included in the Year 10 collection.

School	All Students		Indigenous		Indigenous %	
	Secondary	Total	Secondary	Total	Secondary	Total
St John's College	200	200	86	86	43%	43%

School	Overseas Students		SWD		SWD %	
	Secondary	Total	Secondary	Total	Secondary	Total
St John's College	65	65	8	8	4%	4%
	Overseas Students %					
	32.5%					

Apparent Retention and Progression based on Term 1 Census Data

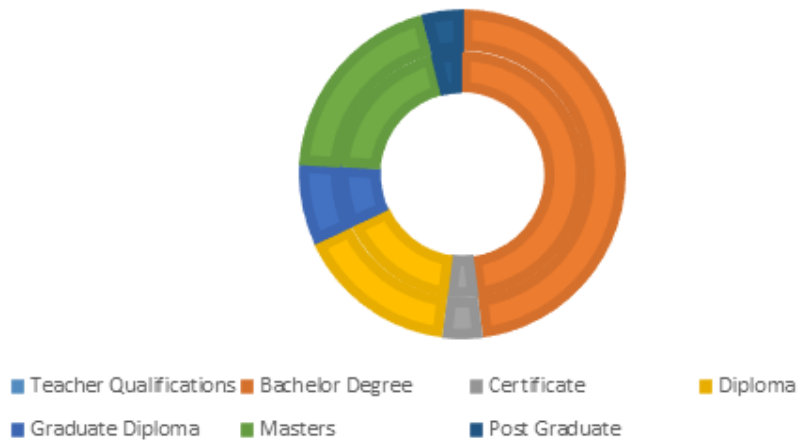
Year	Years 7-9	Years 7-12
2008	110%	110%
2009	104%	99%
2010	88%	94%
2011	88%	84%
2012	98%	76%
2013	62%	105%
2014	92%	87%
2015	101%	100%
2016	73%	77%
2017	76%	87%
2018	117%	91%

Year	Years 10-12	Years 10-11	Years 11-12
2008	111%	116%	110%
2009	95%	87%	105%
2010	101%	102%	84%
2011	80%	83%	79%
2012	91%	92%	95%
2013	111%	104%	114%
2014	77%	78%	78%
2015	106%	108%	105%
2016	76%	84%	68%
2017	95%	80%	129%
2018	75%	66%	80%

Staff Totals

- Bachelor Degree = 48%
- Certificate = 4%
- Diploma = 16%
- Graduate Diploma = 8%
- Masters = 20%
- Post Graduate 4%

TEACHER QUALIFICATION

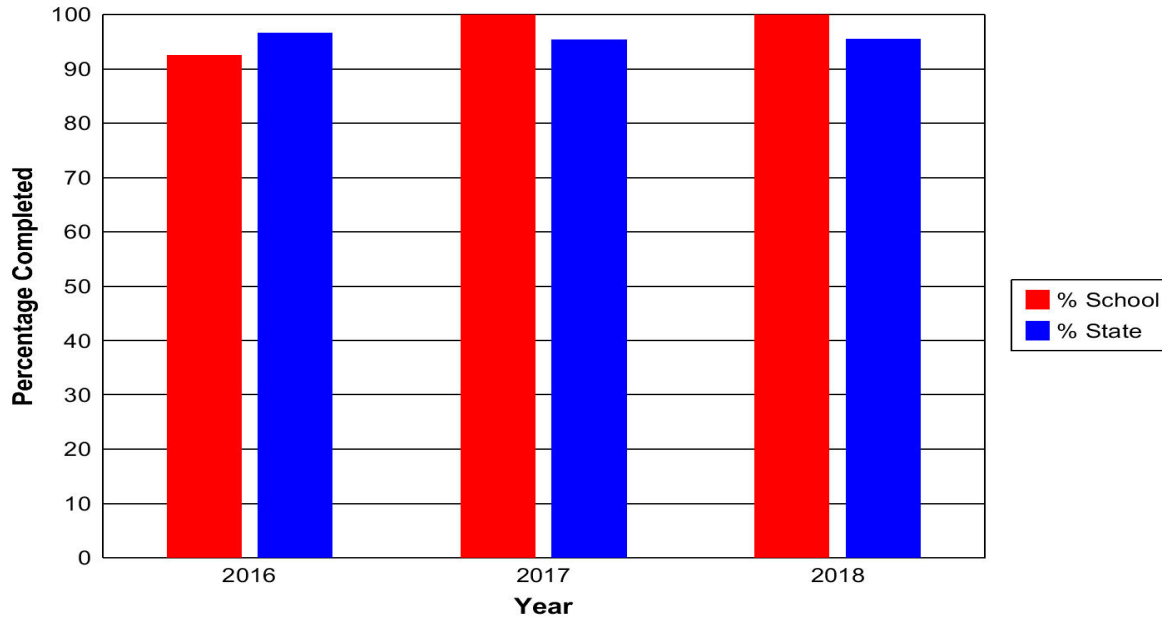


Shashank Laroia
Business Manager

Teaching and Learning

- 2018 Year 12 cohort consisted of 44 students
- 100% of the cohort achieved the NTCET
- 39 of the 44 students elected to qualify for an ATAR and 39/39 were successful.

ATAR Totals



2018 Highest ATAR: 94.75

2017 Highest ATAR: 95.10

2016 Highest ATAR: 89.10

2016 - 2018 NTCET Indicators

St John's Catholic College (921)

Attention: Principal
Action : Information

Extract Date: 11/12/2018
Printed On : 25/02/2019



Stage 2 Grade Distribution

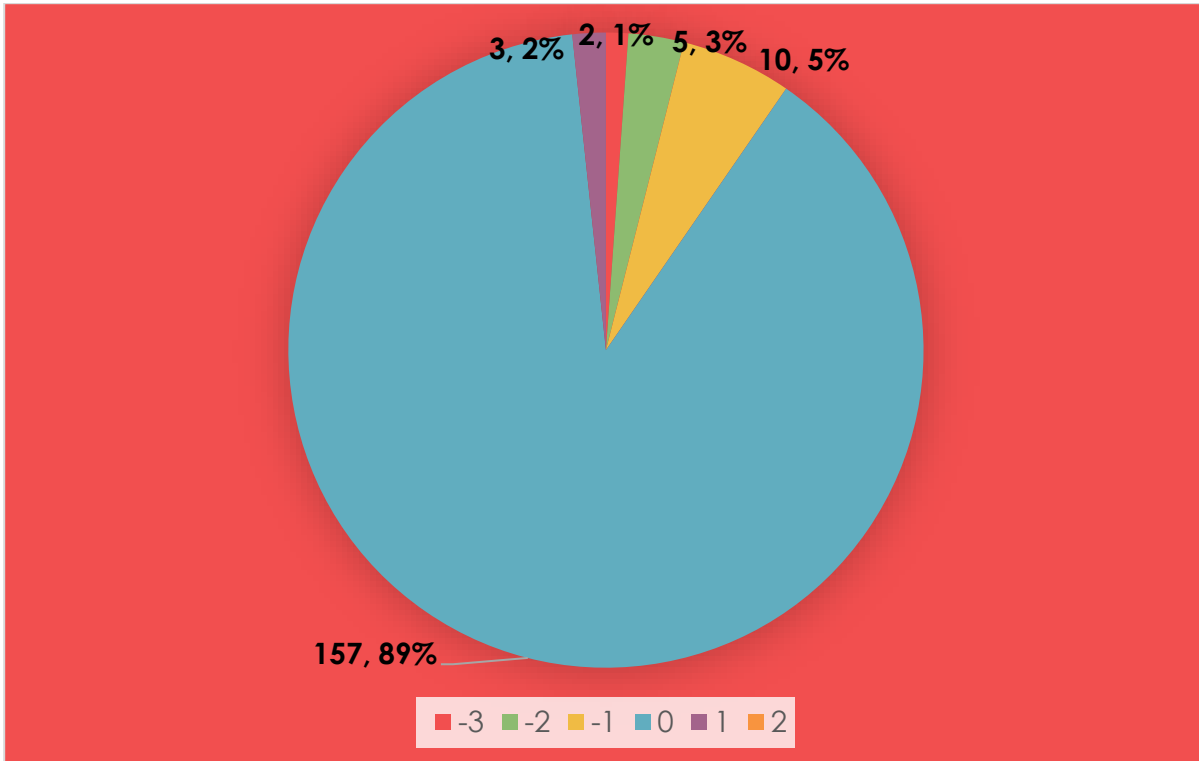
	School			Statewide %					
	2016	(%)	2017	(%)	2018	(%)	2016	2017	2018
No. of results at A- and above	10	9.4	11	8.3	23	12.5	15.0%	17.3%	17.2%
No. of results at B+ to C-	85	80.2	109	82.6	128	69.6	79.4%	77.2%	77.4%
No. of results at D+ and below	11	10.4	12	9.1	33	17.9	5.6%	5.5%	5.4%
Total results	106		132		184				

NTCET Completion

	School			Statewide %					
	2016	(%)	2017	(%)	2018	(%)	2016	2017	2018
No. of Potential Completers	27		36		45				
No. of Completers	25	92.6	36	100.0	45	100.0	96.6%	95.3%	95.5%
No. of Non Completers	2	7.4	0	0.0	0	0.0	3.4%	4.7%	4.5%

Our Stage 2 Grade Distribution for 2018 illustrates a marked increase in the A- and above grades.

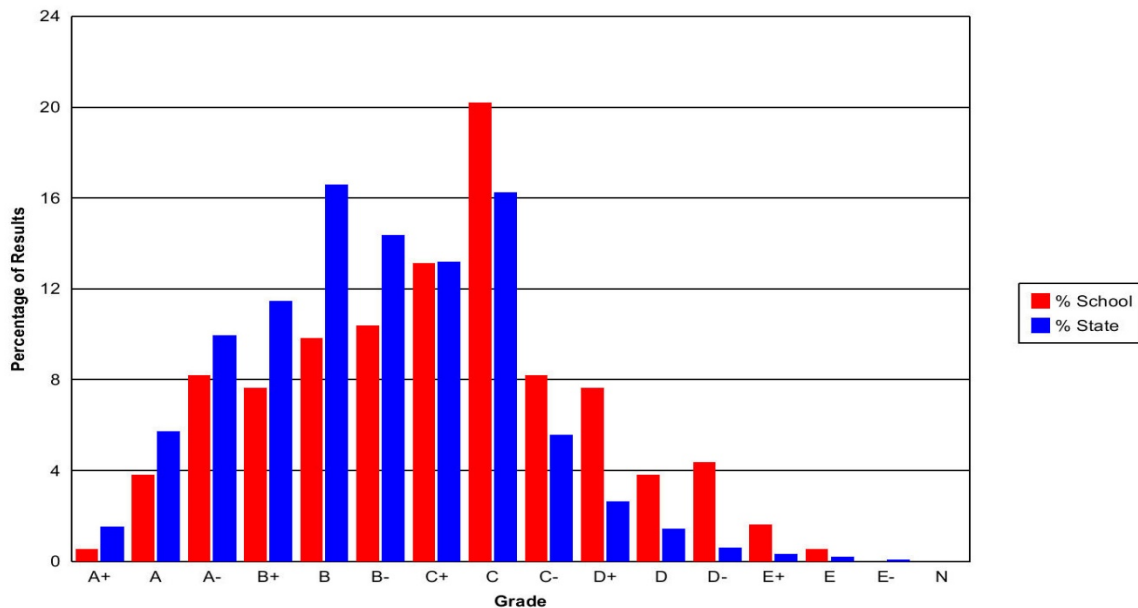
Final Moderation Effects 2018



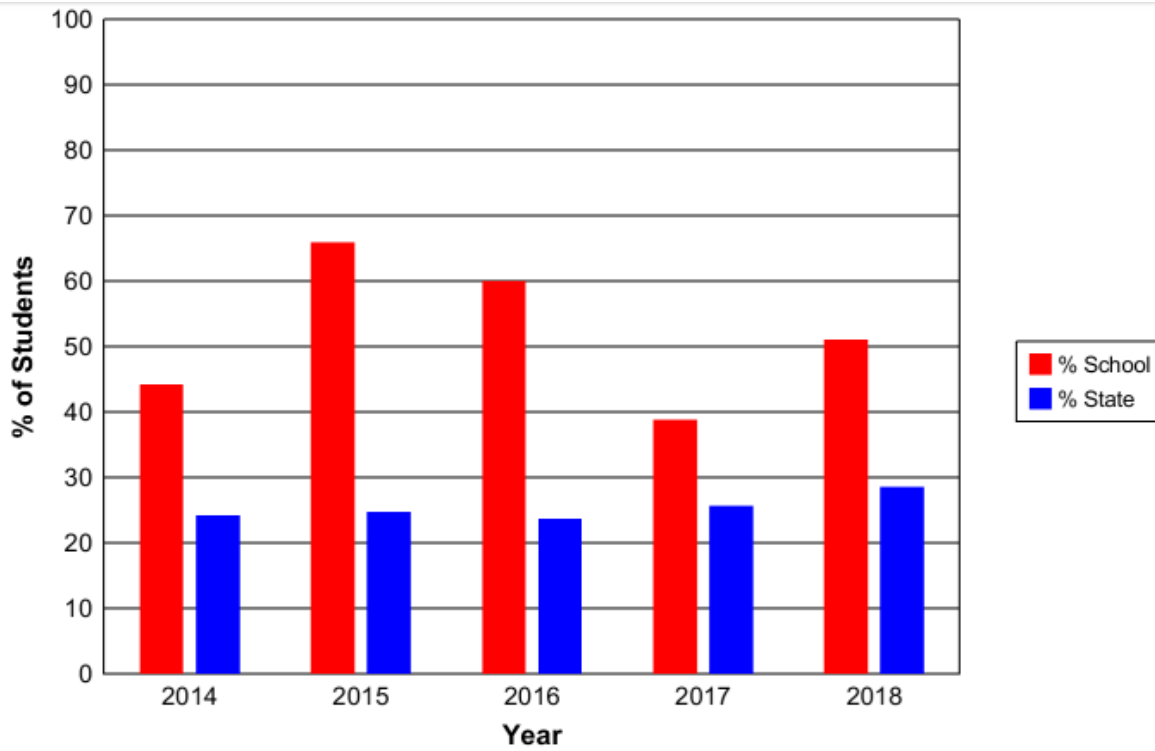
89% of Stage 2 subjects submitted for moderation for returned with no changes made to marks. This is an improvement from the preceding 2 years,

The range of results awarded illustrate a large number of students working to achieve a satisfactory result being successful. 23 A Grades were awarded to the cohort.

Range of Grades



Students who completed the SACE using VET



Year	Number of Students who completed the SACE using VET	% School	% State
2014	19	44.19%	24.22%
2015	29	65.91%	24.74%
2016	15	60.00%	23.63%
2017	14	38.89%	25.66%
2018	23	51.11%	28.55%

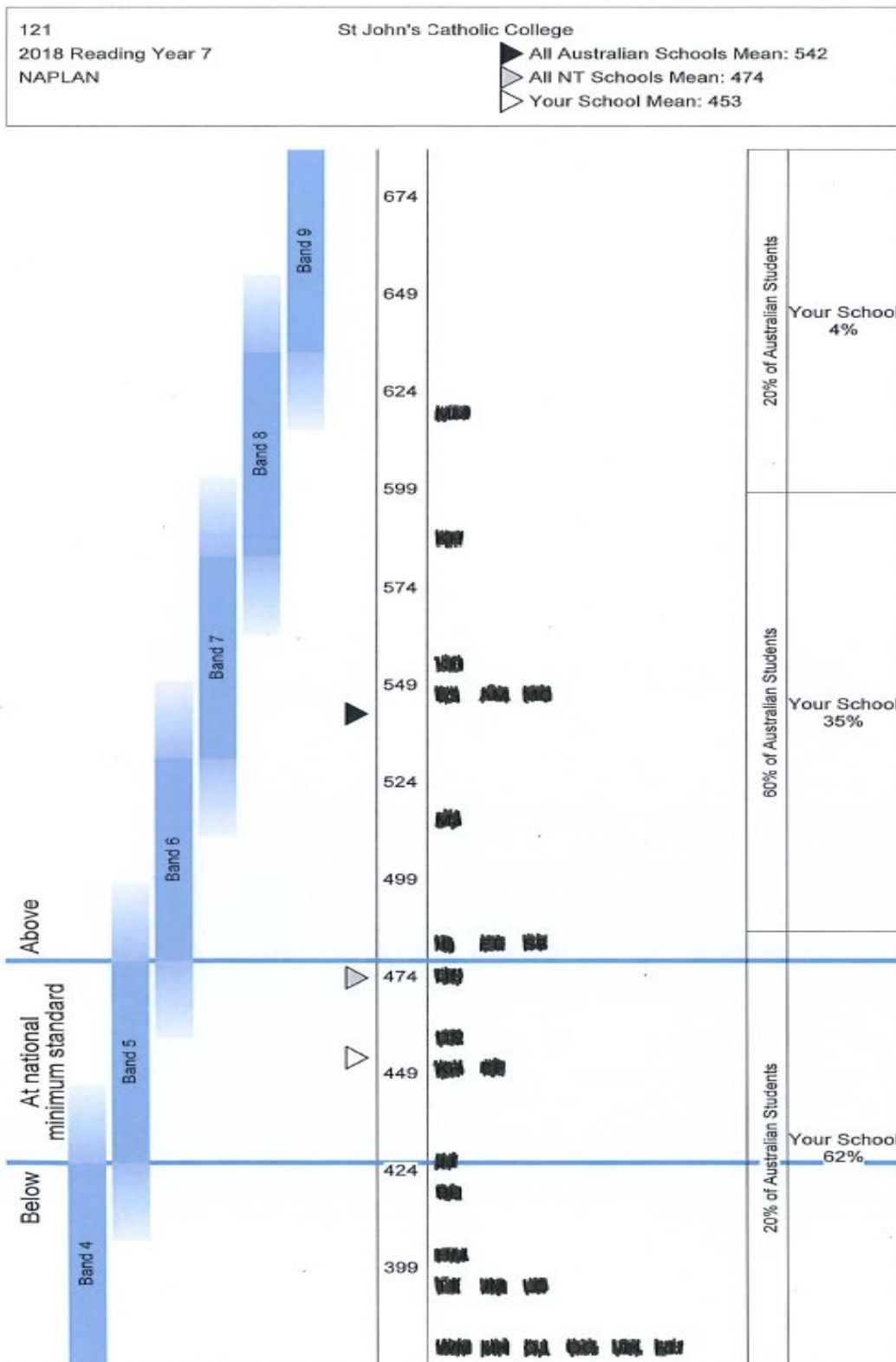
Students who completed the NTCET and would not have done so without VET (CMT Cert III).

51% of the 2018 cohort used the Cert III in CMT to complete their NTCET and achieve an ATAR.

NAPLAN

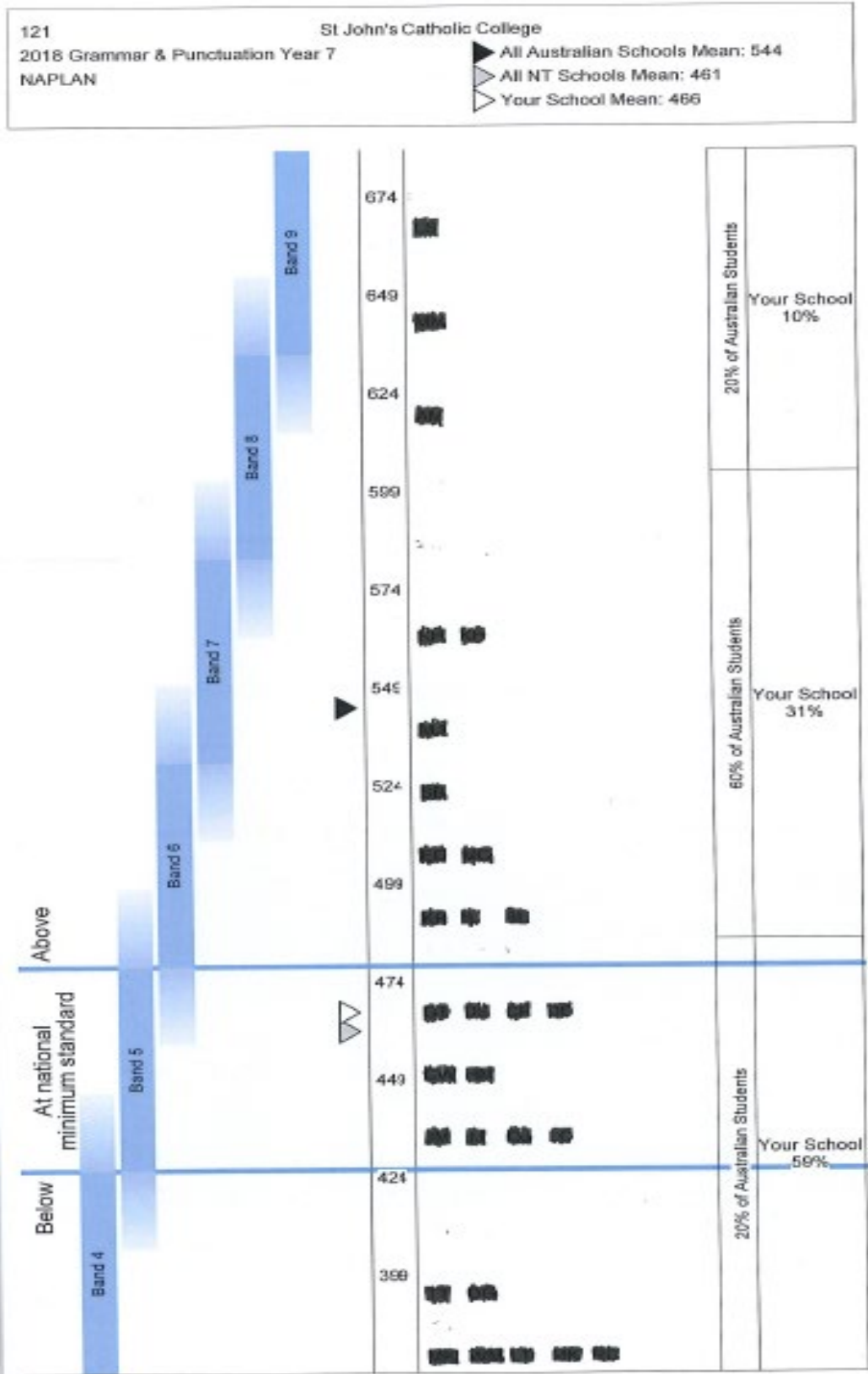
Reading Year 7

Above National Standard: 38% At National Minimum Standard: 19% Below National Standard: 42%



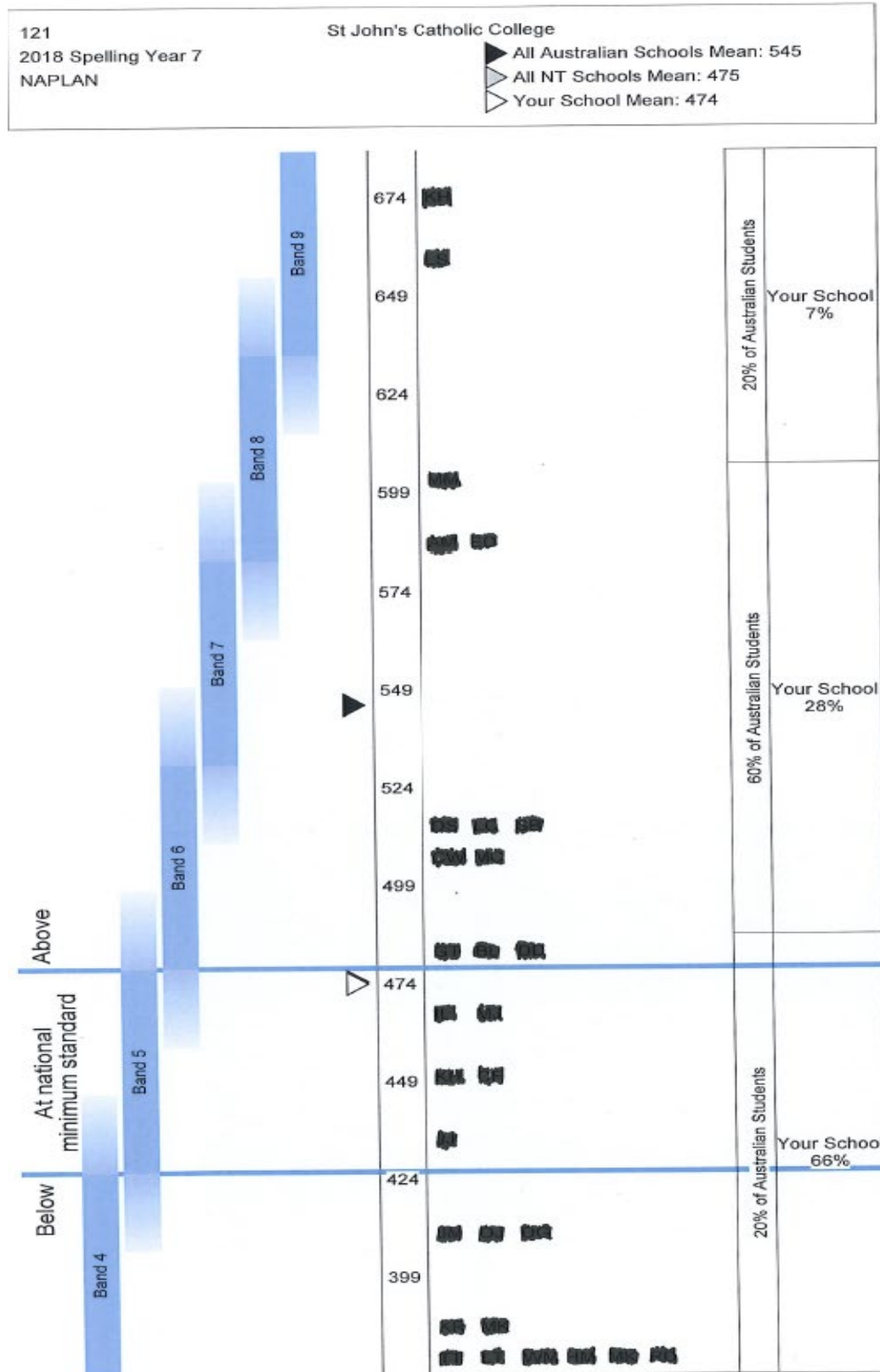
Grammar and Punctuation Year 7

Above National Standard: 41% At National Minimum Standard: 34% Below National Standard: 21%



Spelling Year 7

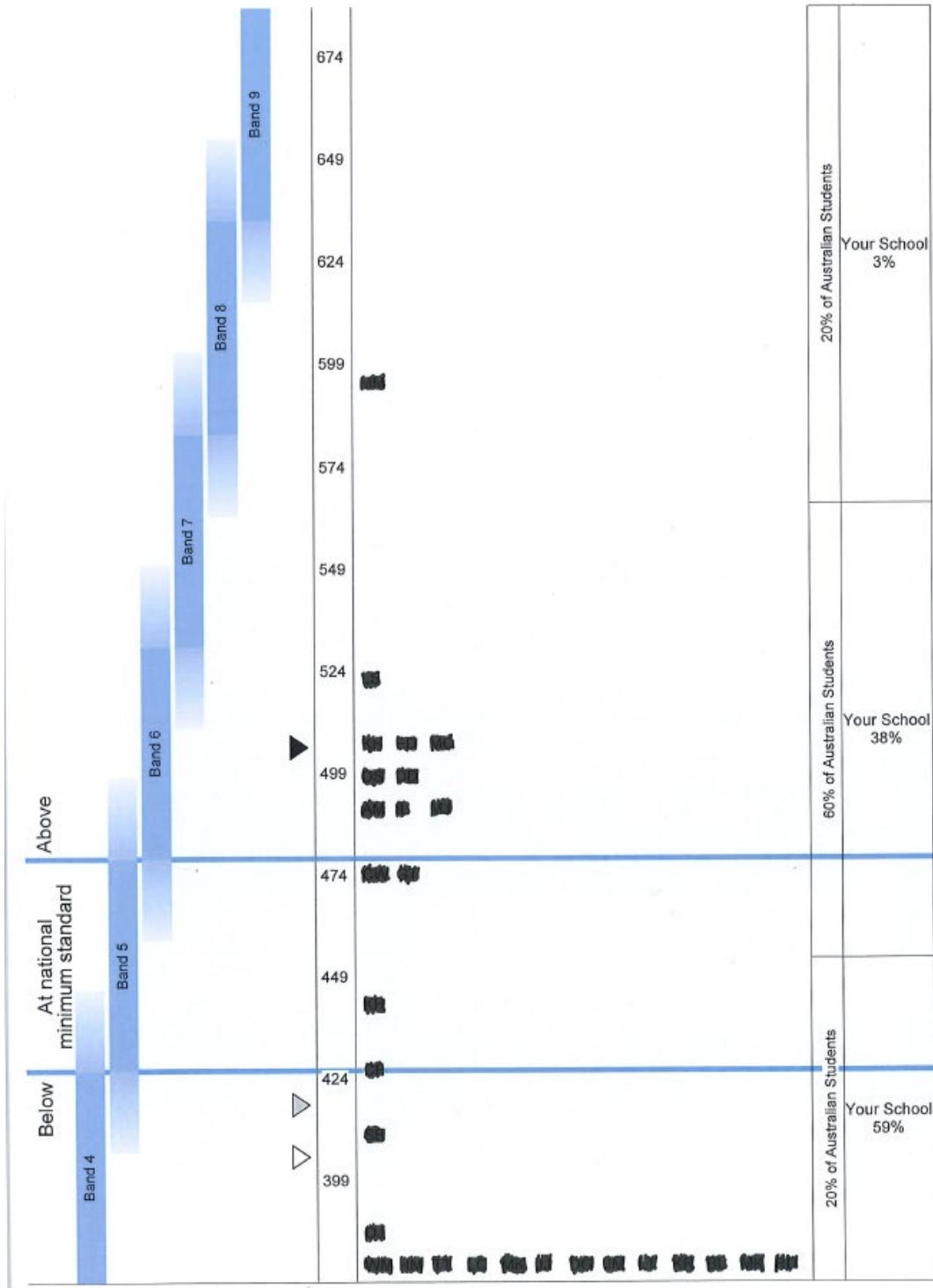
Above National Standard: 44% At National Minimum Standard: 17% Below National Standard: 37%



Writing Year 7

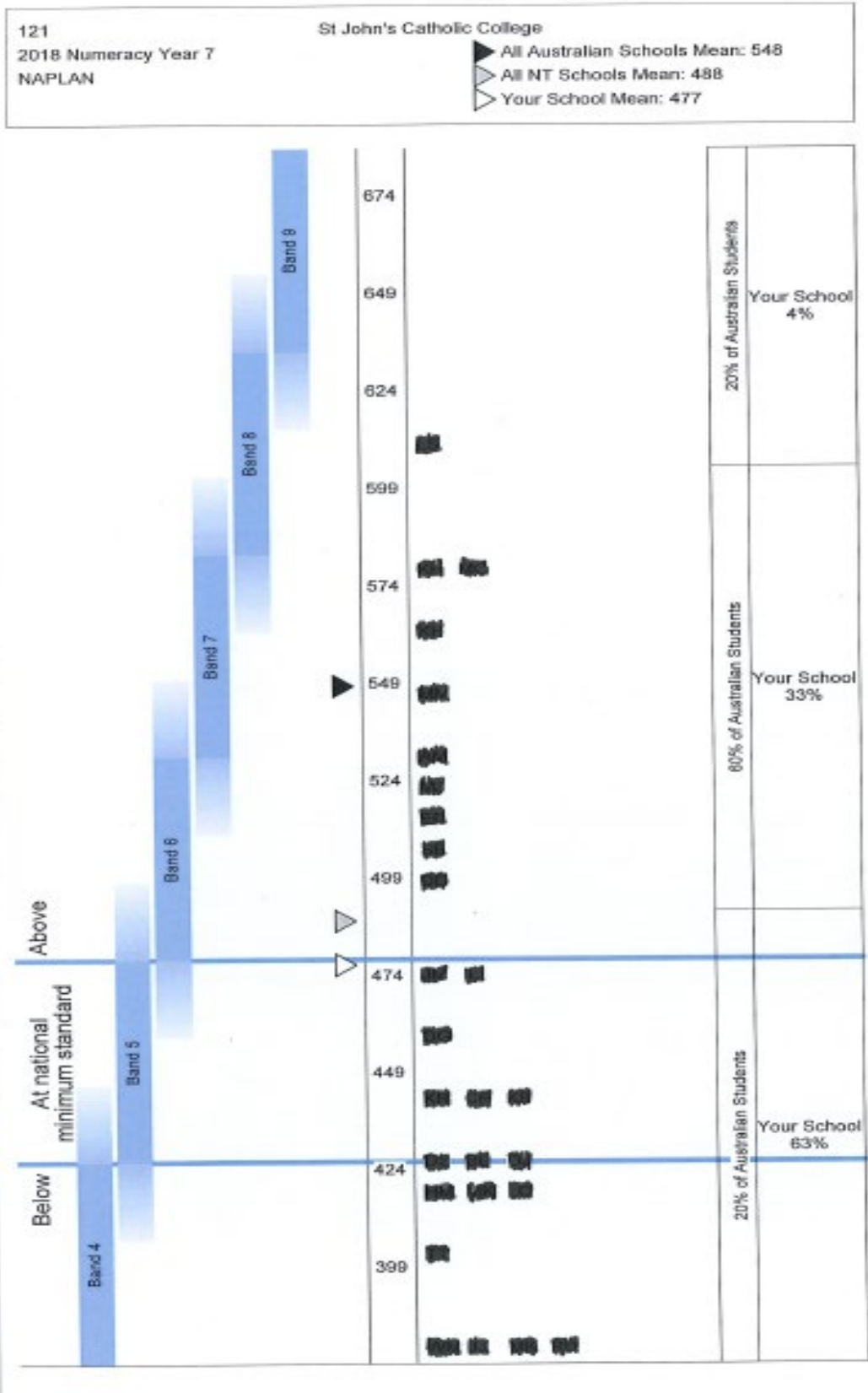
Above National Standard: 34% At National Minimum Standard: 13% Below National Standard: 51%

121	St John's Catholic College	▲ All Australian Schools Mean: 505
2018 Writing Year 7		◀ All NT Schools Mean: 418
NAPLAN		▽ Your School Mean: 405



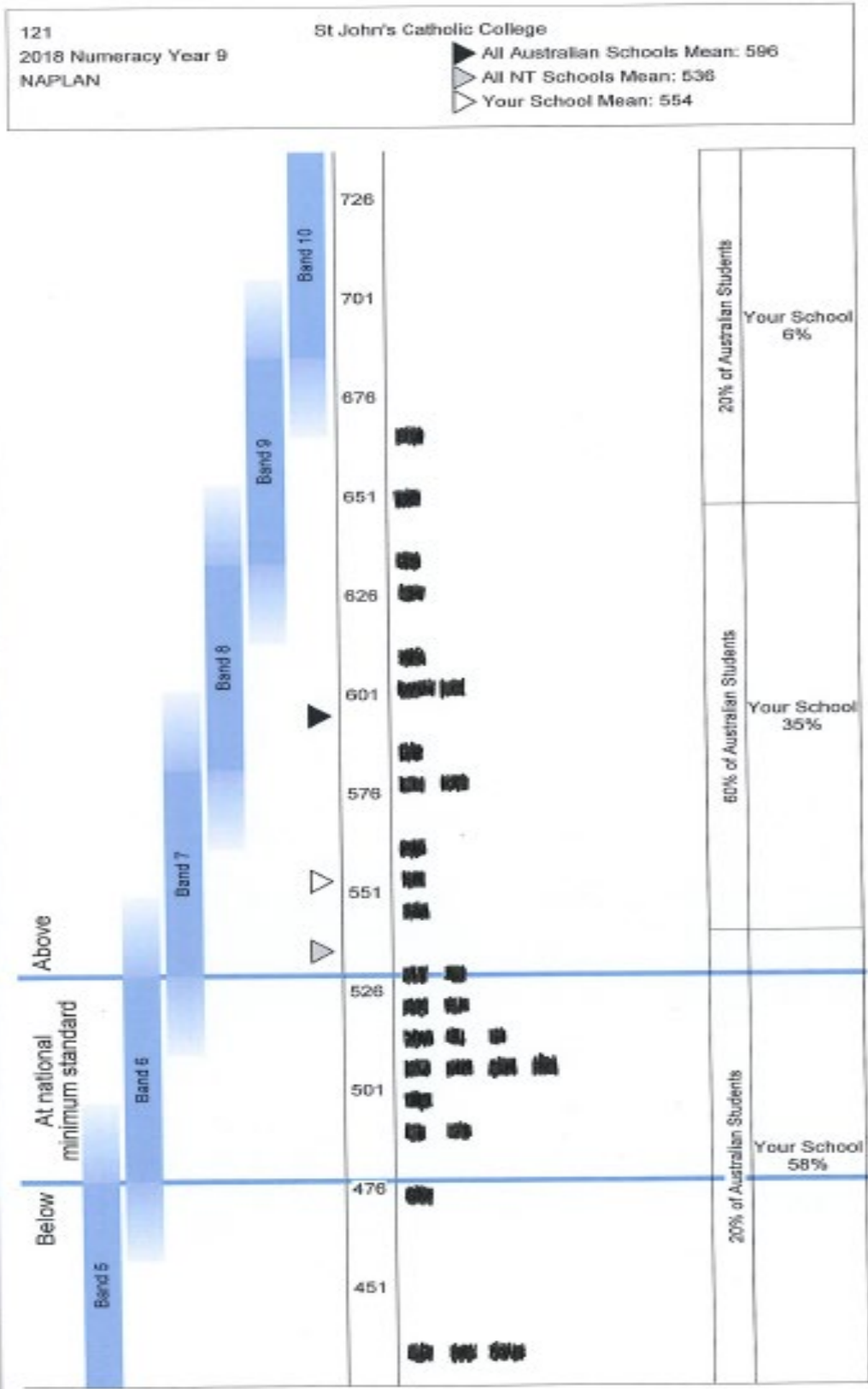
Numeracy Year 7

Above National Standard: 37% At National Minimum Standard: 33% Below National Standard: 29%



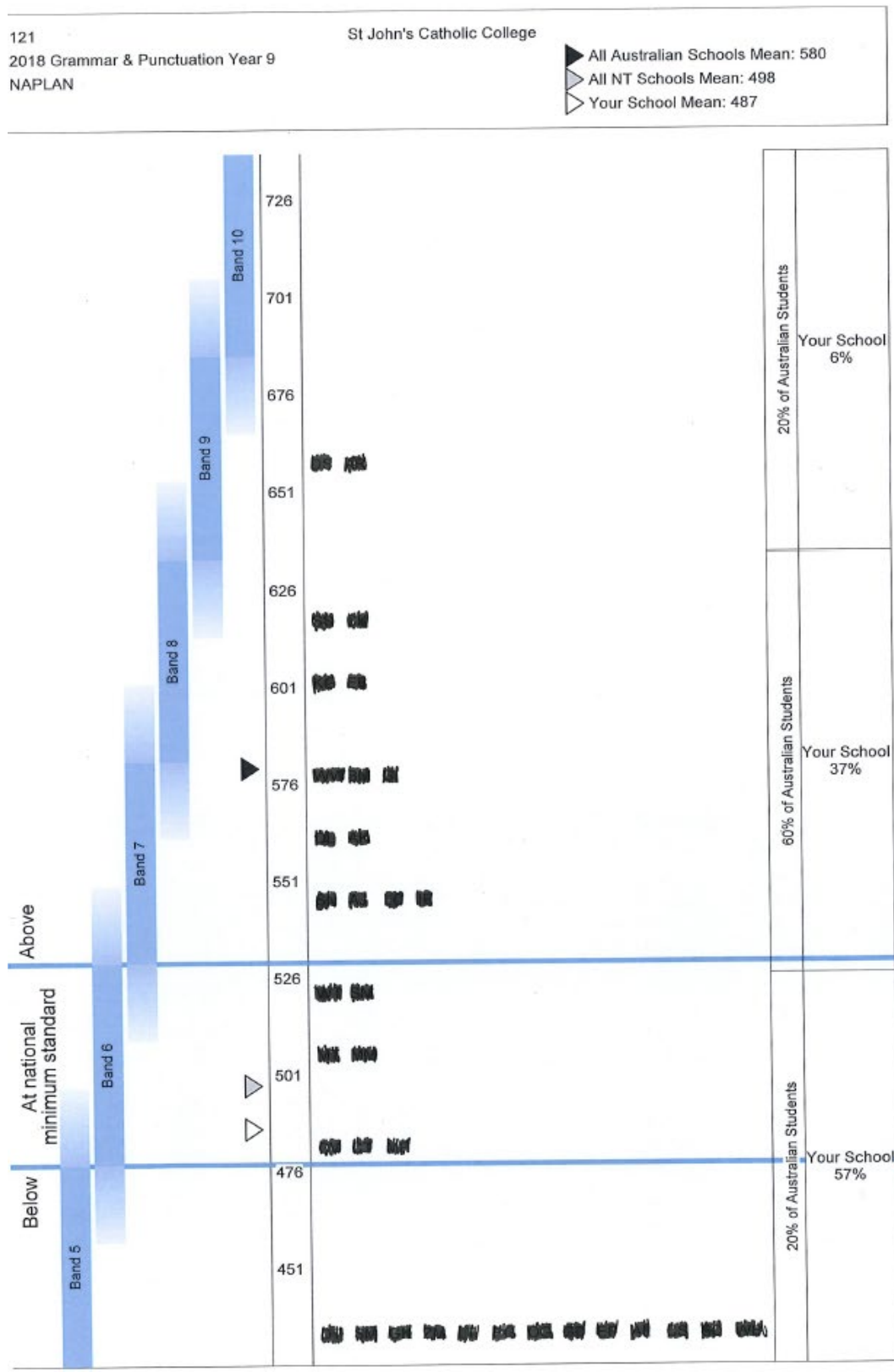
Numeracy Year 9

Above National Standard: 48% At National Minimum Standard: 38% Below National Standard: 12%



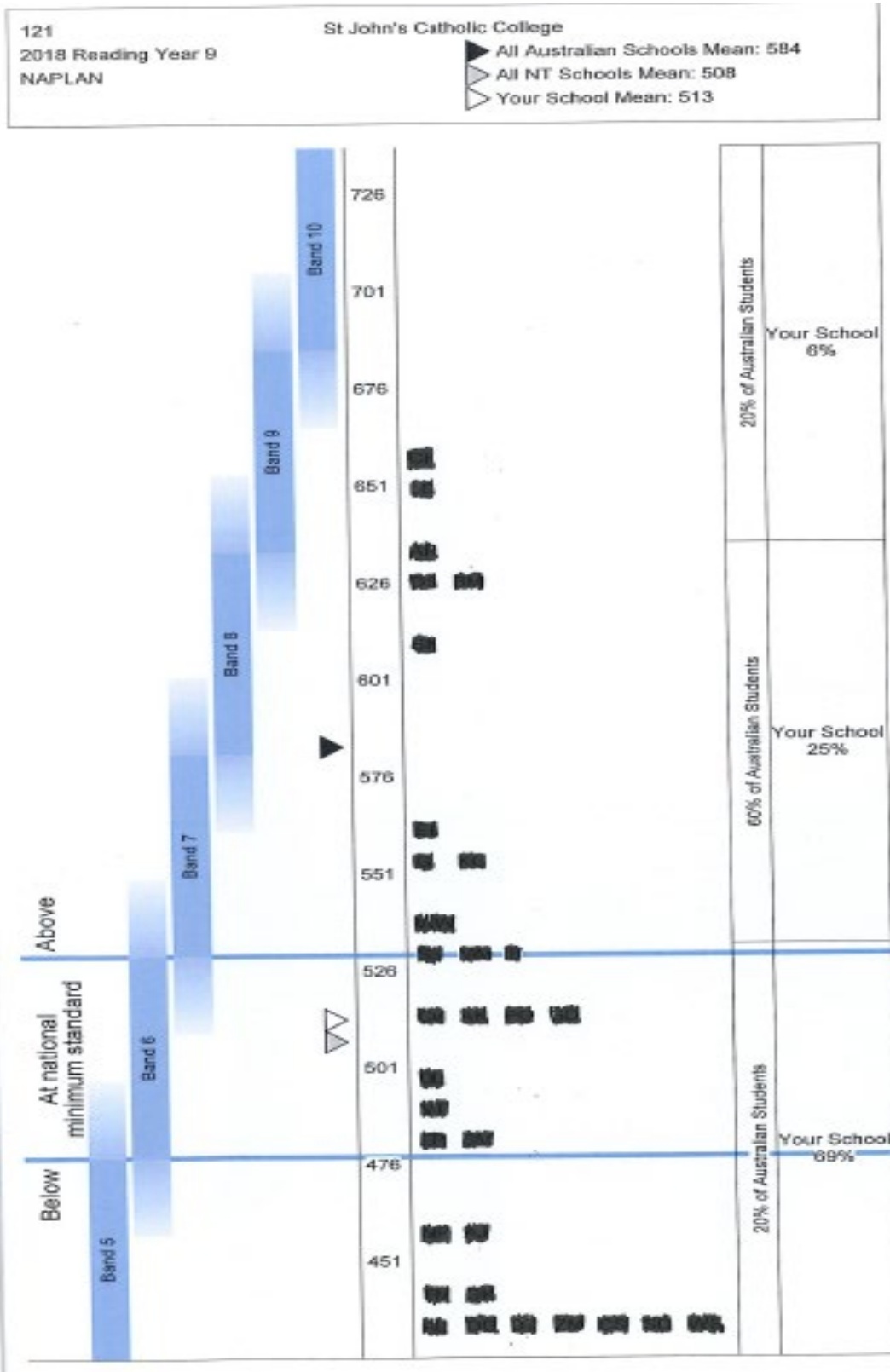
Grammar and Punctuation Year 9

Above National Standard: 42% At National Minimum Standard: 20% Below National Standard: 37%



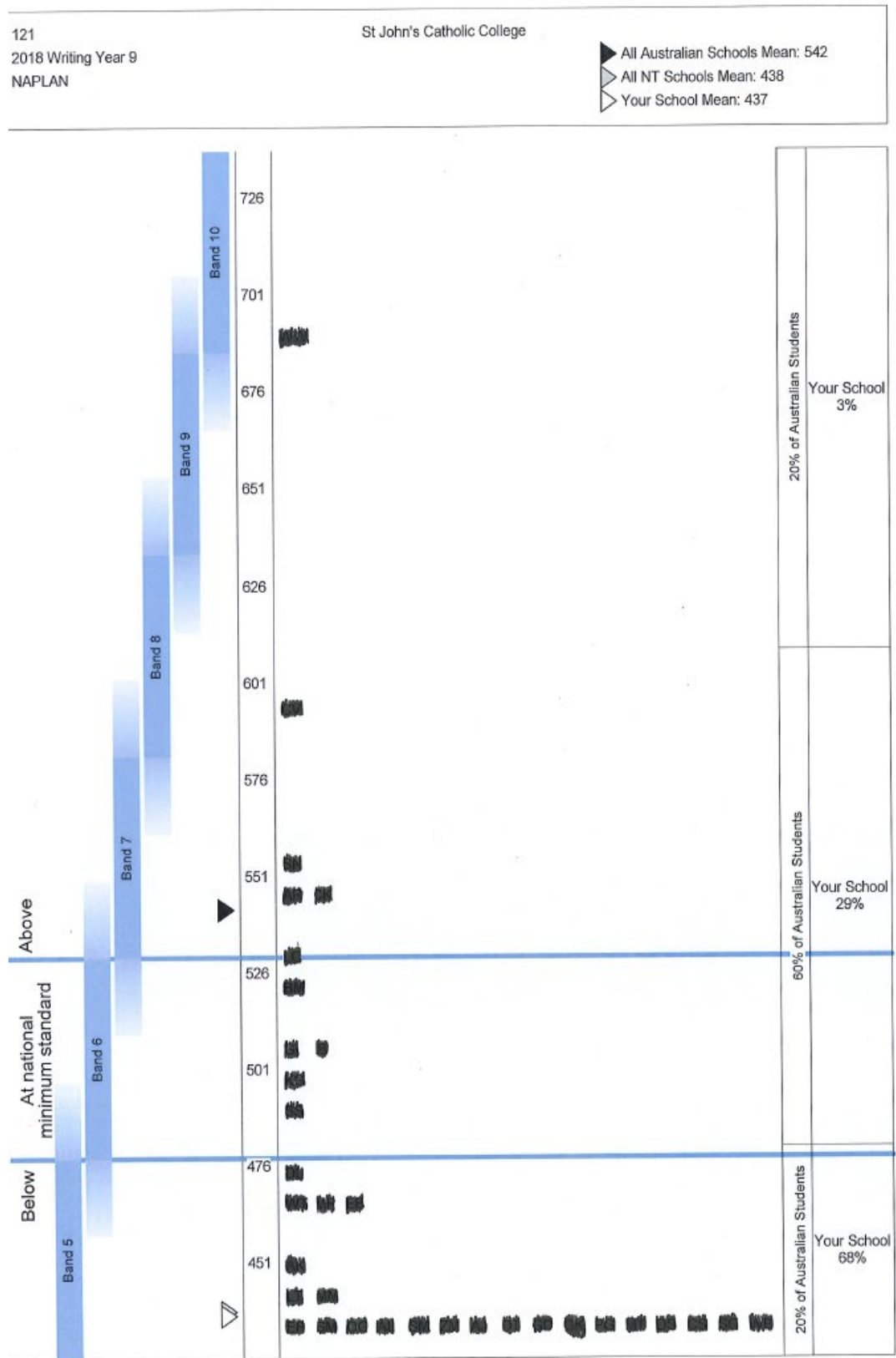
Reading Year 9

Above National Standard: 40% At National Minimum Standard: 25% Below National Standard: 34%



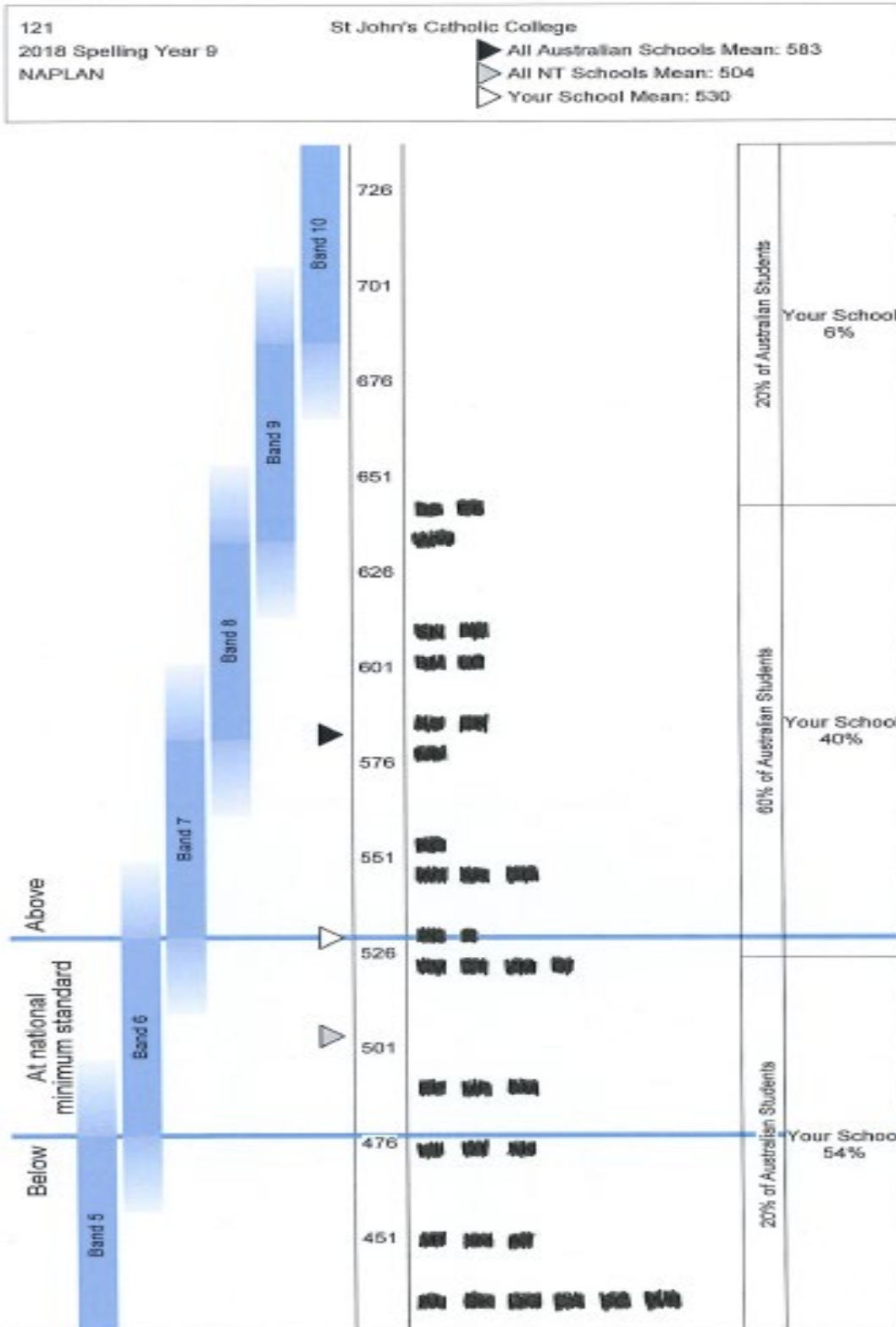
Writing Year 9

Above National Standard: 17% At National Minimum Standard: 14% Below National Standard: 67%



Spelling Year 9

Above National Standard: 45% At National Minimum Standard: 20% Below National Standard: 34%



College Operations

The current Catholic Education NT Strategic Plan 2018 – 2022 is 'Education 2022'. Aligned with this Strategic Plan, St John's Catholic College in 2019 has taken its next step towards further improvement in the key areas of: Pastoral Care and Wellbeing, Community and Culture, Teaching and Learning, Leadership Finance, Facilities and Resources and anchoring all the areas to Catholic Identity.

We are committed to our vision statement for the period 2018 – 2020:

'St John's Catholic College is a safe, connected, learning community for local, boarding and international students. We will strive for excellence and ensure the holistic development of each student through a balanced approach to faith, academic, sporting and cultural activities.'

Highlights of significance during 2018:

In 2018 the College moved to Vertical House System. The Vertical House System incorporates students in Years 7-12 and ensures an equity of student numbers across all Homerooms. This also allows for the formation of stronger relationships, providing leadership opportunities for students, and further enhances the family spirit within the College.

At the end of 2018 the College consulted with staff in regards to the timetable. Based on staff feedback a 6-day cycle timetable was proposed. The 6-day cycle timetable provides a number of benefits to our students and their learning. The new timetable provides greater equity through subject period allocation with all Stage 1 and Stage 2 subjects, manages the impact of Public Holidays, VET days and Whole School College Events in the teaching and learning program. It also minimise changes of classes on Fridays and reduce the weight of school bags (less subjects on the one day).

Year 7 subject selection in LOTE and General Electives were planned in the timetable. The introduction of a Year 7 Elective Line included a LOTE Elective (Mandarin, Bahasa Indonesia or Japanese) and their General Elective (Digital Technologies, Art, Design & Technology: Materials or Food and Hospitality).

In 2018 the College established a relationship with China. The College looks forward to building a relationship with the educational agencies to assist with enrolments.

The College has established a relationship with Melaleuca Refugee Centre where we have a number of refugee students attending our Intensive English Program.

Ayesha Fatima

Assistant Principal: Administration

Catholic Identity and Practice

Christ has no body but yours,
No hands, no feet on earth but yours,
Yours are the eyes with which he looks
Compassion on this world,
Yours are the feet with which he walks to do good,
Yours are the hands, with which he blesses all the world.
Yours are the hands, yours are the feet,
Yours are the eyes, you are his body.
Christ has no body now but yours,
No hands, no feet on earth but yours,
Yours are the eyes with which he looks
compassion on this world.
Christ has no body now on earth but yours.

Teresa of Avila (1515–1582)

“Become Christ’s hands, feet, voice, eyes and heart on earth,” is the powerful theme that has set the tone for the St John’s community in 2018. The theme comes from the words of St Teresa of Avila and the Australian Bishops’ announcement of 2018 being the Year of Youth. Our College this year, through all interactions and events, has certainly lived up to this theme. As people, we are challenged by a society that moves in the direction of individualism and instant gratification, sometimes at the expense of our brothers and sisters. Our challenge is to become Christ’s hands and feet on earth and to care for our brothers and sisters.

The theme was introduced at the Opening College Mass as Bishop Eugene challenged us to live out this calling, through compassion and love to all, especially those on the margins of life. Throughout the year, students and staff have demonstrated this on a number of occasions through fundraisers, support of each other, and the warm and welcoming greeting each person gives as they walk by.

Each member of the St John’s family lived out the calling to become Christ’s heart on earth during the events that led up to the passing of the beautiful and wonderful Year 12 student Hanna Wosiri. Through this very difficult time, each person supported one another, no more evident than in the celebration of Founder’s day in which we celebrated both the life of Fr Jules Chevalier, the founder of the MSC and OLSH orders, and Hanna. In what was a very emotional mass, staff and students were there for each other as celebrant Fr Peter Hendriks said in the opening prayer, *May we follow the example of Hanna and Fr Chevalier, in becoming your hands and feet on earth and show the world what it means to be your Heart on earth.*

On Friday 16th June, the College held our Sacred Heart Day Mass at St Mary’s Cathedral. The Feast of the Sacred Heart of Jesus is an important day for the Church but especially for the Missionaries of the Sacred Heart and Our Lady of the Sacred Heart (OLSH) sisters, the charism that our College is built upon. The celebration and devotion to the Sacred Heart comes from the Heart being a symbol of love. It is through Jesus, who expressed his ultimate love for us, showing us how to love and the importance of living a life full of love. The College was also joined in this joyous occasion by our MSC sister school St Mary’s Catholic Primary School.

The students and staff of the College continued their support for Caritas through the Lenten Appeal, as well as supporting the Christmas Hamper appeal of the St Vincent de Paul Society. This represents significant financial and material support and allows the work of these organisations throughout the world to continue, improving educational and life outcomes for our brothers and sisters. The students not only understood the importance of fundraising but also the importance of educating our school community about the issues being faced by those on the margins of life.

A new initiative lead by the student leaders was the introduction of the Fortes in Fide (Strong in Faith) red t-shirts worn at our Founders Day Mass. This was a wonderful initiative that not only raised funds for the OLSH Sisters in their work at Comboni School, Mapuordit, South Sudan, but gave greater understanding to our wider MSC and OLSH family.

Faith and spiritual formation are fundamental aspects of a Catholic education and is a focus of St John's Catholic College. Throughout the year, students in Year 10,11 and 12 embark on their Catholic Identity retreats, each retreat being held at Mary River Wilderness Centre. Each retreat was based around the theme 'Trust, Love and Live', with year 10 focusing on Trust, Year 11 on Love and year 12 on Live. One of the ideas presented to the students at all retreats was to "Trust the Mystery". This ideology is a way to challenge students to experience the presence of God in their lives, challenging them to live with the ups and downs of life, not without question, but with faith. The Catholic Identity retreat is a highlight for many students, due to their willingness to engage on the journey, and supported by the wonderful staff of the College.

Year 7 and 8 were involved in Catholic Identity days, facilitated by the NET Ministry Team and supported by College staff, while the Year 9 Catholic Identity day was led by members of the Youth team from the Archdiocese of Canberra and Goulburn and St Edmund's College Canberra. As part of the spiritual and faith formation of students, along with our Eucharistic celebrations each term, students have also been involved in a number of different liturgies and forms of prayer, through formal events and in Homerooms.

One of the highlights for the year was the participation of a number of our senior students in the Ordination of the Most Rev Bishop Charles Gauci, the fifth bishop of Darwin. The ordination was a wonderful celebration, a great opportunity for our students to be part of such a significant event in the life of the Diocese of Darwin.

Religious Education as an academic subject continues to be a focus across all year levels, with continued development of academic tasks that challenge and develop critical thinking skills. This has seen an improvement in 'Higher Order Thinking Skills' used by our students in Religious Education. Certificate III in Christian Ministry Theology was also undertaken by students in year 11 and 12. I would like to take this opportunity to thank the RE team, Ms Bronwyn Graham, Ms Jennifer Baird, Ms Lakshmi Martinson, Mr Jonathan Holt, Mr Lindsay Luck and Mr Cameron Hughes, who have contributed to the success of the RE program.

While students are given opportunities to explore and develop their faith, it is through relationships that students get to live out their faith and be witness to it. Pastoral Care and Wellbeing continues to be a strength of the College, in part due to the focus on forming trusting and respectful relationships across all years. Through the Pastoral Care and Wellbeing program, students have engaged in a number of initiatives, including a focus on study techniques and time management, understanding the impact of choices through the Royal Darwin Hospital P.A.R.T.Y programme, Cyber safety, as well as activities that foster positive

relationships and house spirit. The Pastoral Care team has also updated and implemented several policies, including the Student Pastoral Care and Wellbeing Policy and Student Management Policy. I would like to thank all members of the Pastoral Care and Wellbeing team for their tireless work and effort over the course of 2018.

St John's Catholic College is a Catholic school which strives to live out God's calling in all aspects of College life. We are very fortunate to have great support from the Diocese of Darwin in supporting and leading us to live out this calling. We particularly thank Most Reverend Eugene Hurley DD Emeritus Bishop of Darwin, Most Reverend Charles Gauci Bishop of Darwin, our College Chaplain Fr Dave Trembell MGL, Fr Joseph Neonbasu MGL, Fr Peter Hendriks MSC, and all the clergy for their ongoing support of St John's Catholic College.

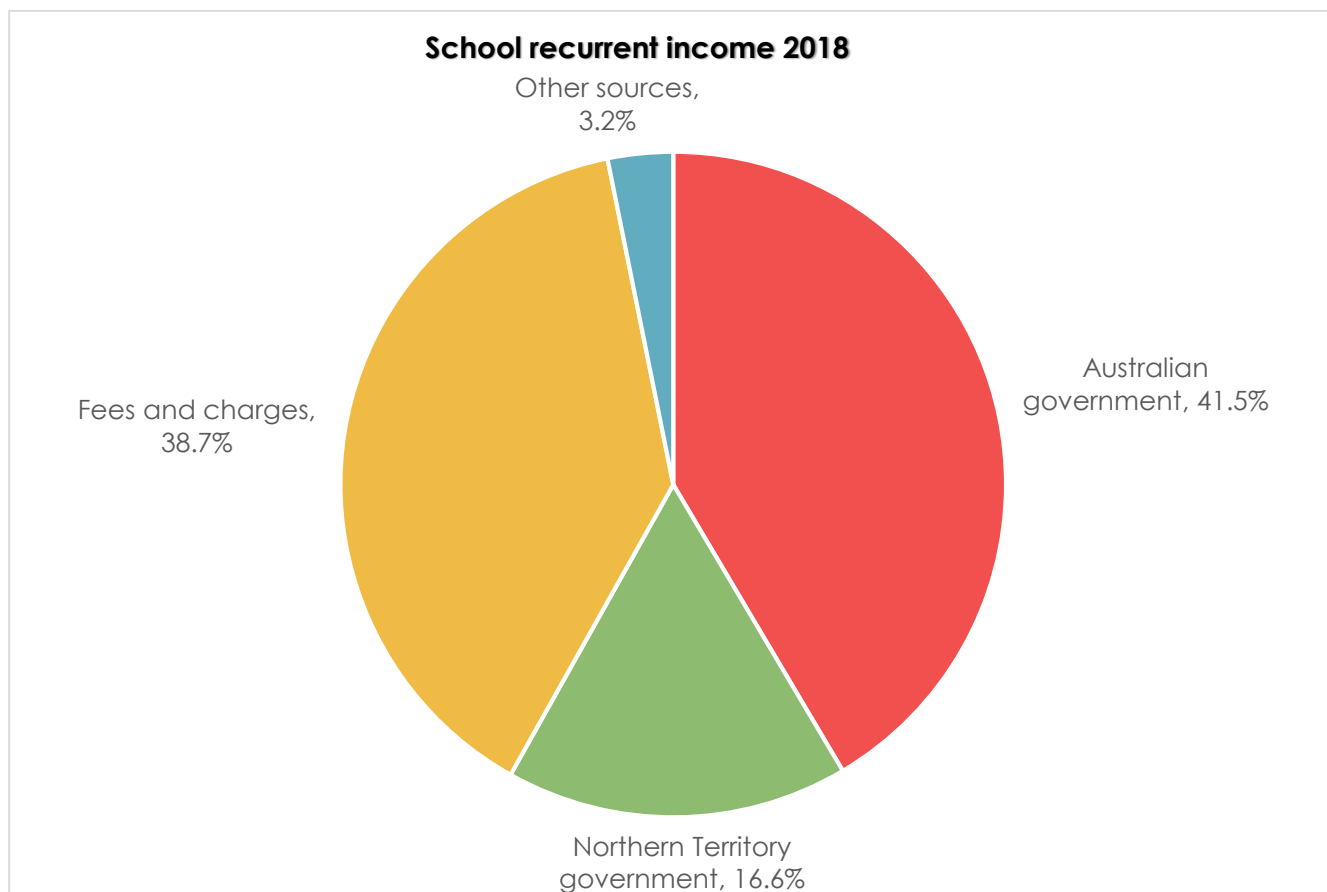
Stephen Versteegh
Assistant Principal Catholic Identity and Practice



Finance, Facilities and Resources

Annual Recurrent Income

Source	Amount	Proportion
Australian government	2,732,490	41.5%
Northern Territory government	1,096,229	16.6%
Fees and charges	2,548,510	38.7%
Other sources	208,784	3.2%
Total	6,586,013	100.0%



* Note: All figures based on school income (excludes system allocations)

2018 was a big year for St John's Catholic College in terms of resources and facilities. A number of projects were undertaken and completed.

Block Grant Authority (BGA) 2018

In 2018, the College successfully completed its Block Grant Authority (BGA) project which was to refurbishment the Computer Labs on the Hartzler Campus. The Computer Labs now have new computers, air conditioners, furniture, projectors and carpet. To assist with the acoustics in the room we also installed Autex on the walls.



Block Grant Authority (BGA) 2019

In 2018, the College was also successful in obtaining funding through the 2019 Block Grant Authority (BGA). The funds are being used to build a Bus Shelter on the Hartzler Campus Oval along with an undercover extension between the Boys Toilets and Home Economics classroom. The works for the Bus Shelter have now commenced

All BGA projects are partly funded by the Australian Government and the College.

Building Better Schools (BBS)

In 2018, the College was successful in receiving funding from the Building Better Schools (BBS) grant. The College received \$300K to complete the following works:

- Asbestos ceiling and tile removal
- Install new Whiteboards
- Install Autex on classroom walls
- Replace old ceiling tiles with Mineral Fibre Tiles
- Install LED Lights
- Install Roller Blinds
- Install Interactive Projector

The BBS project has improved the functionality, aesthetic and acoustics in the classrooms.

The College's Maintenance Staff have worked very hard in the last year in order to meet the project deadlines. Thank you Mark Joyce, Sebastian Jones and Ian McDonald.



Shades

To compensate for the loss of shaded areas on the Hartzler Campus due to TC Marcus, the College installed four new shade structures.



Paint Work

In 2018, the College also completed the paint works on the Hartzler Campus and also repainted our Health Centre.



Phone and Network

In 2018, we upgraded our entire Local Area Network (LAN) and phone system. This is helping us provide an education to our students with the latest technology.



Laptops:

In 2019, the College aims to provide all students in Years 7-9 with brand new Laptops. The College aims to provide the similar infrastructure to students in Year 10.

In 2019, the College plans to complete the projects in progress such as the Bus Shelter, Walkway, Upgrading the Recreational Areas in the Boarding Facilities and providing Year 10 students with laptops. Other major and minors projects will continue to take place to enhance the overall teaching, learning and community spirit for our students and staff.

This report is a testimony of all the great things that occurred at the College in 2018. No document could capture all the achievements and contributions happening in a busy school year. This report only highlights some of the key successes in 2018.

Shashank Laroia
Business Manager

Work Health and Safety

WHS2 – Risk Management

The College recognizes its responsibilities to maintain a safe and healthy work environment for all. As a systemic school within Catholic Education NT, we implement the CEO Work Health and Safety Management System.

CEO Work Health and Safety Management System

The CEO Work Health and Safety Management System can be accessed by all staff, via CENet on the Catholic Education SharePoint portal. At the end of 2018, there were 31 WHS Policies and their corresponding documentation available for viewing. Documents are constantly being reviewed for improvement, with over thirteen documents reviewed or revised in 2018, and the creation of a number of new plans or guides to assist with the operational and procedural safety systems already in place.

2018 was a busy year for the College's Work Health and Safety team with a number of procedures being implemented or reviewed throughout the College. Wet Weather and Electrical Storm procedures have been improved across all areas of the College.

WHS3 - Hazards and Incidents Reporting

SJCC - WHS PERFORMANCE REPORTS (KPIs)

WHS Performance reports including any required internal audits were completed each term and submitted to Catholic Education.

Risk Assessments

Many staff now understand their WHS responsibility to identify hazards and mitigate the risks through the Risk Management process Safe Operating Procedures and Risk Assessments.

Safety Notification Forms

These forms are the initial reporting process within the Safety Management System. These are completed by staff or visitors to report any accidents, incidents, injuries, near misses or hazards. These reports are documented on to the College WHS Incident/Action Plan and all corrective actions noted. All Safety Notifications are investigated to ensure any corrective actions that are identified, can be actioned.

WHS23 - Audits / WHS4 - Workplace Safety Inspections

Internal Audits

Internal audits were conducted as per CEO requirements.

External Audits

The College underwent two very important external inspection audits by the NT Fire and Rescue Services and Outback Safety.

- **NTFRS:** The Residential and College area inspections took place on 7th November and were deemed to be compliant.
- **Safety Outback:** As part of the CEO Safety Management System for self-insurers, *Outback Safety* conducted an external

WHS Inspections

Inspections were mainly conducted by the WHS Coordinator with the assistance of staff working in the area. Some formal and informal inspections with photo documentation and follow up written reports, or formal inspections were undertaken. Specific areas under constant checks are residential living areas, and higher risk zones such as Industrial arts, home economics and science.

WHS 7 - Emergency and Evacuation / WHS 31- Crisis Management

Fire Drills - code red and orange

- As part of our compliance we staged fire evacuation drills on 27th June 2018 for the College and on 22nd June for both residential areas, during the afternoon.
- An evacuation drill was also run with boys residential on 16th June 2018 during breakfast; and also 17 February 2018 on a Saturday.

Lock Down drill – code black

- The College successfully conducted a lock down drill on the Hartzler campus

Fire Maps

- During area inspections, fire maps identified as missing were replaced within the residential and classroom areas.

The following Management Plans were reviewed for changes and improvement, as needed.

- College Cyclone Management Plan
- College Wet Weather and electrical storm procedures
- Chemical Management

WHS5 - Induction and Training

WHS Inductions

Inductions are conducted by either the WHS Coordinator or the relevant Line Managers. As part of a legislative requirement and our responsibilities as an employer, across 2018, the College undertook and completed 31 WHS Inductions for commencing staff. Staff are allocated time to participate in a WHS Induction and any other WHS Orientation programs deemed necessary to work safely.

WHS Training

WHS E – Online Learning Manager: This is the CCI/CEO Online WHS training units and modules. New staff across all areas of the College are required to complete either two or five units depending on their job description. All staff must undertake Mandatory Reporting awareness training, which is vital to meet our pastoral care and training compliance responsibilities. Staff who had completed other WHS online training units in 2015, were required to undertake a three year retraining in 2018, as required in the CEO Training Matrix.

Practical training sessions occurred in the following areas for staff across the College and Residential areas.

- Emergency Warden Training and Fire Extinguisher Use
- First Aid Certificate Training
- Emergency Resuscitation/ CPR training
- Chainsaw use

WHS16 - Infrastructure Maintenance Schedule / WHS12 – Electrical Safety

Electrical Tag and Testing

The College's electrical test and tagging program is ongoing and undertaken annually by Northern Testing to meet compliance.

Arboreal Reports

The College undertakes a tree maintenance schedule which includes a regular site staff inspections, and full site Arboreal Reports from our professional contractor. With the widespread damage to the College trees from Cyclone Marcus on 17th March 2018, a major inspection, removal and replacement was implemented. In 2018 two arboreal inspections were undertaken and reports completed. These reports were published on 1st June 2018 and 14th November 2018.

WHS8 – Plant and Equipment

Curriculum Plant & Equipment Checklists

These are undertaken where they are deemed necessary: science fume cupboards, emergency showers and eyewash stations, and the home economics refrigerators. These checklists allow for better safety monitoring of the curriculum plant & equipment in use.

Cathie Griffin

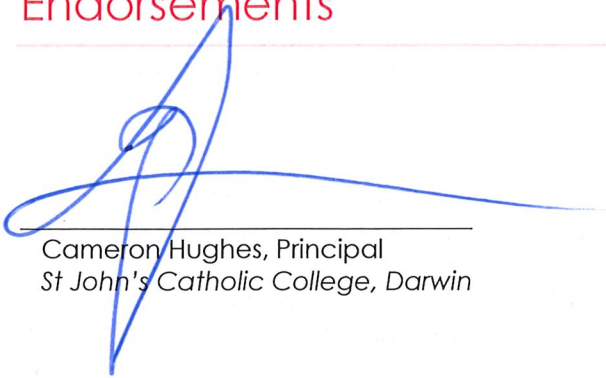
WHS Coordinator

Health Centre

	Boarding Student Visits (accumulative)	International Student Visits (accumulative)	Day Student Visits (accumulative)
Term 1	193	19	7
Term 2	297	13	8
Term 3	367	68	4
Term 4	455	9	18

Number of Student visits to the Health Centre.

Endorsements



Cameron Hughes, Principal
St John's Catholic College, Darwin

Date: 25/3/19.

Greg O'Mullane, Director
Catholic Education Office

Date: / /

