



2023



SATHYASAI COLLEGE

2023 ANNUAL REPORT

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SCHOOL CONTEXT

Sathya Sai College (SSC) is a non-denominational, co-educational primary and secondary school catering for students from Kindergarten to Year 6 at the Murwillumbah Campus, and Years 7-12 at the Dungay Campus in Northern New South Wales. The unique and characteristic feature of SSC is its core values of Love, Peace, Truth, Right Conduct and Non-Violence.

Our school mission is “to provide and model a safe school environment, based on human values, which honours the uniqueness of all children, enabling them to realise their inner potential of character development and academic success”.

We achieve our school mission by giving prominence to character development through a unique Sathya Sai Education in Human Values Program (SSEHV). Our students participate in a whole school SSEHV program which assists them in the development of positive and healthy relationships, a vital component in the life of a child and teenager. The quality of the relationship the student has with their peers and teachers affects the level of motivation, attitude, and willingness to participate in any learning opportunity.

Our weekly SSEHV program examines, teaches, and promotes pro-active and pro-social behaviours that assist in creating a safe and supportive environment for students. Examples of situational values taught include patience, responsibility, tolerance, respect, care, kindness and integrity – to name only a few. These values are explicitly taught and explored using the 6 “E” teaching techniques of Engage, Explain, Explore, Elaborate, Evaluate and Excel.

Most importantly, we believe teachers should be role models by having unconditional regard for all. All staff members at SSC have made a conscious commitment to live the five human values in their daily lives. Our teachers strive to be exemplars of the values and encourage all students to practice the five human values daily, thus providing students with a safe nurturing environment of respect and good role modelling.

The College follows the NSW Education Standards Authority (NESA) curriculum filtered through our five human values. The Primary campus offers a Literacy support program, whole school sports programs, swimming and athletics, creative, performing and visual arts, group and individual music programs, yoga and a STEAM program (Science, Technology, Engineering, Arts and Maths). The High School is accredited for HSC and RoSA, offers Japanese, Technology Mandatory, individual music programs, sports programs, and a STEM extension group. The Stage 5 electives offered are Marine Studies, Commerce, Food Technology, Visual Arts, and Photography.

All teachers follow the NSW Professional Teaching Standards and focus on delivering a holistic education that develops character and human values, reflecting the tenets of the Melbourne Declaration on Educational Goals for Young Australians.

The College plays an important role in the community by providing quality, tuition free education for all. This ensures all members of the community have ready access to a non-denominational education system based on human values. Moreover, we have a unique integrated service-learning program where students from K-12 participate in service-learning projects. Students render service to the elderly, the environment, animals and the less fortunate. By promoting selfless service, SSC provides students with the opportunity to consider ways they can support other people, the environment, and make a difference in their community.

We believe that the end product of education is character, the most valuable asset a person can have. Our children are the message we send to the future and our Sathya Sai Education in Human Values program encourages students to be conscious human beings.

The Primary Campus is located centrally in Murwillumbah, it has modern buildings, including seven air-conditioned classrooms installed with smartboards, a BYOD program for students in years 3 - 6, a resource centre, music room, science room, a school hall and an administration area.

The Secondary Campus is in a peaceful, rural setting on 10 acres, approximately 7 mins west of Murwillumbah. It has four newly constructed classrooms, a withdrawal room and IT office. A Yr. 12 "POD" 4 general classrooms, a science laboratory, IT room, food technology room, music room, art room, Technology Mandatory workshop and hall.



MESSAGE FROM THE PRINCIPAL – Primary Campus

2023 was a wonderful year of change, improvements and progress at the Primary Campus.

The renovations and reconstruction after the 2022 flood damage to the Kindergarten room, Administration area, and Science room were completed and ready to reuse at the beginning of term one.

The hall's subdivision was deconstructed and whole school assemblies were conducted again. Restrictions were lifted for parents to reenter the school grounds and the school community could reconnect.

The new Math and English curriculum were delivered to K-2 which produced very pleasing academic results for all year levels in both subject areas. Staff participated in extensive training for the new English and Math syllabus for Years 3 – 6 in preparation for implementation in 2024 and we anticipate further pleasing results for our senior students.

All students across Years 3 – 6 have been using iPad devices in 2023, this has enhanced their engagement with learning and equipped them with real world technological skills, tools, resources and strategies for their future.

2023 saw impressive student commitment to learning and a willingness to test their level of understanding in the online NAPLAN test. A student who entered the Newcastle Permanent Math competition, finished the highest Yr. 5 achiever and was recognized at a special awards ceremony.

Good sportsmanship, determination and athletic achievements were displayed at the Swimming, Cross Country, Athletics Carnivals and NCIS Gala days. 34 students represented the school in Cross Country, 19 in Swimming and 37 in Athletics and 7 students qualified to represent the school at CIS.

All classes were given an opportunity to experience and appreciate the arts through live theatre and musical performances and a visual art self-portrait exhibition was displayed in the hall.

Each Semester hosted a Wellbeing Day whereby the students participated in rotating activities to explore a variety of mindful strategies to reduce anxiety and create content, relaxed happy students.

The Friendship Fest returned in September to mark a day when the whole school community and friends came together to enjoy good food, entertainment and have fun.

While our vision and mission of developing good character and noble citizens through understanding the 5 Human Values remains our constant focus in all aspects of the school, 2023 was also a very successful year for academic achievements and realigning as a school community.

Carolyn Atkins



Principal

Sathya Sai College

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MESSAGE FROM THE DEPUTY PRINCIPAL – Secondary Campus

In 2023 the Secondary Campus of Sathya Sai College enrolled 48 students into Year 7, our largest cohort yet. We had a lot more students apply to be in Year 7 than we could accept, resulting in a waitlist. At the other end, we only had 4 students continue into Year 12. All four of these students completed their Higher School Certificate (HSC), with one of these also completing a school-based apprenticeship. In total, there were 113 students enrolled in the Secondary Campus in 2023.

To accommodate the growth of the Secondary Campus an additional four teaching staff as well as one additional Teacher Aide were employed. This means that 17 teaching staff, with a combined FTE of 12.8, and three Teacher Aides, with combined FTE of 2.8, were employed in 2023. All new staff were given training in the school's Education in Human Values program.

Our Year 9 cohort was our first double-streamed cohort. The decision was made that, for their Core classes, they would be split into an Extension and a Mainstream class for Maths/Science and English/HSIE. This allowed for the extension of more academic students, while allowing for more targeted support of students with lower ability and/or learning support needs.

A large number of students represented Sathya Sai College at North Coast Independent Schools (NCIS) for a variety of different sporting events. Three of these went on to represent Sathya Sai College at the state level.

Students in Years 10 to 12 participated in a large number of Careers days, such as the Gold Coast Careers Festival, the Screen Futures Day and other activities organised through local universities and TAFE. For the first time at the Secondary Campus a Year 10 cohort completed work experience. This was an invaluable opportunity, and a number of students changed their mind about their future career pathways after completing their work experience.

Throughout the year students participated in Education in Human Values as well as whole school Wellbeing Days and Founder's Day, where students engaged in school service activities.

Garry Shearman



**Deputy Principal,
Sathya Sai College**
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SATHYA SAI COLLEGE SCHOOL CHAIRMANS REPORT - 2023

“If there is righteousness in the heart, there will be beauty in character.

If there is beauty in Character, there will be harmony in the home.

When there is harmony in the home, there will be order in the nation.

When there is order in the nations, there will be peace in the world.”

On behalf of Sathya Sai Governing Body, I present the Sathya Sai College Limited Annual Report for the year ended 31 December 2023.

The Year 2023 in Brief:

Primary Campus

- All remedial work due to the floods, completed.
- Administrative staff moved back into their respective workspace.
- Kindergarten students relocated to their original classroom after being housed in the library.
- Music and Science rooms being fully operational.
- The school hall returned to use of whole school programs.

It took a year to sort out the flood remedial work due to the shortage of trades people which the insurance company was struggling with. It took a sterling team effort by the Management and the Administrative Teams in negotiating, diligently following up with the Insurance company, trades people, authorities for clearance and sourcing of equipment etc, enabling the school to operate and provide the educational services with minimal disruption. In addition, with the assistance of the Australian Independent Schools grant the school was able to provide councillor services to staff and students.

Secondary Campus

- Principal Cal Atkins returned to the Primary campus as Principal the last term of 2022 and has been responsible for the Primary campus since then.
- A Deputy Principal was appointed the last term of 2022 for the Secondary campus and has been responsible for the Secondary Campus since then.
- Continuation and development of double stream classes,
- Improvements to facilities enabling Secondary Campus growth.

Academic

On the academic front the NSW Education Board’s new syllabus for Kindergarten to Year two was implemented. The teachers underwent respective methodology training for implementation of the program. The school also sourced a program to enable implementation of the new English syllabus at

a cost of \$25K. The program provides visibility of the progress each student is making with detailed identification of where additional assistance is required.

The management structure has remained the same with each campus being managed by the respective Management teams. It continues to enable the campuses to analyse, identify and find solutions to improve academic standards as well as the integration of values at all levels (staff, students and community).

The Board, and the Management team continually monitor and assess the needs of the staff and the students to find solutions to enable the school to work towards Academic Excellence and Character Development, which is the Vision and Mission of the school.

EHV – Education in Human Values – Character Development

Even though it was a trying year, recovering from the floods and re-settling into a routine, it was an opportunity for the practice of the values and to witness the resilience shown by staff and students. Staff actively explore and source material to kindle the curiosity and practice of the core values, to draw out the values inherent within us all. The continuous exploration of on-going education for the staff on EHV through professional development sessions, values specific lessons with students and parent workshops continue to develop.

The five-core values Truth, Peace, Right conduct, Non-Violence, Love, the sub-values explored and the daily practice of it, continue to enhance the learning environment.

The integrated “Education in Human Values” program through the “Teachable Moments” concept and practice of the silent sitting, is enabling Constant Integrated Awareness (CIA) of the values.

The Bring Your Own Device program (BYOD) which was introduced in 2021 has now been adapted by the whole school, except for K-2. This has certainly assisted students being able to access study material, enhance their keyboard skills, access to online tests, quizzes etc, to further assist in lifting the academic standards to bring to fruition the Vision and Mission of the school.

We also saw our third cohort of students sit for their HSC in 2023. The additional help, guidance and careers advice provided by the Secondary Campus staff has resulted in students gaining admission to university and the others following TAFE courses. Students have opted to come and work at the school as Technology Support staff and as Teacher Aides while pursuing their higher studies.

Financials

The Members of the Sathya Sai Organisation/s have continued to support the school with sponsorship of individual students’ expenses with members also providing lump sum donations to bridge the operational expenses.

Due to cost of goods, there is an increase in the operational costs. The school is continually working

to minimise costs where possible.

The “Working Bee” service activity provided by the Sathya Sai Organisation and other members of the community continue to contain the operational expenses. The physical help with the maintenance of the assets, construction of structures to enhance the use of the facilities and improvements to assets cannot be measured in monetary terms.

Organisational members and community members from all states participate in this service every school holidays, or over a weekend if a project is worked on. The Management team, staff and parents also assist with the working bee in the maintenance of the facilities.

The Board would like to acknowledge the following:

- the members of the organisation, donors and well-wishers for their continued financial and physical support enabling the growth of the school in terms of the Founder’s mission.
- the P&F Committee who have been continually active and engaging with Board and the school.
- the success and reputation of the school depends on cooperation between hard working and dedicated Management Team, an active School Board, P&F, the support of the members of the Sathya Sai Organisation, donors and well-wishers and the staff whose effort in enabling our students to chase their dreams.

The members of the Board have strategic oversight of the school’s achievement targets, finance and overall direction and have worked in positive unison with the school administration.

Serving on a School Board is a privileged opportunity to contribute and create better outcomes for the school, students, staff, parents, and community.

The Board welcomes your input and encourages your feedback.

Kingsley Sathananthan



Chairman
Sathya Sai College Limited
Contact details: boardssc@sathyasai.nsw.edu.au

OUTCOMES AND RESULTS**NAPLAN**

Year 3 – 19 students participated.

Test Category	Results achieved			
	Exceeding	Strong	Developing	Needs additional support
Reading	10	9		
Writing	6	12	1	
Spelling	4	11	4	
Grammar & Punctuation	4	14	1	
Numeracy	3	15	1	

Year 5– 21 students participated.

Test Category	Results achieved			
	Exceeding	Strong	Developing	Needs additional support
Reading	4	16	2	
Writing	6	12	3	1
Spelling	2	14	6	
Grammar & Punctuation	4	13	5	
Numeracy	1	17	4	

Year 7 – 33 students participated.

Test Category	Results achieved			
	Exceeding	Strong	Developing	Needs additional support
Reading	8	20	3	
Writing	3	19	9	2
Spelling	6	15	8	2
Grammar & Punctuation	5	17	7	2
Numeracy		22	7	3

Year 9 – 28 students participated.

Test Category	Results achieved			
	Exceeding	Strong	Developing	Needs additional support
Reading	5	16	6	1
Writing	3	11	8	4
Spelling	6	18	3	1
Grammar & Punctuation	4	12	10	2
Numeracy	1	14	8	3

2023

Compare to Students with similar background All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	475	474	438	479	470
Year 5	521	512	488	524	488
Year 7	581	534	535	555	512
Year 9	582	567	577	559	551

NAPLAN participation for this school is 91%
NAPLAN participation for all Australian students is 95%

Interpreting the table

Selected school's average when compared to all Australian students

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

RECORD OF SCHOOL ACHIEVEMENT (ROSA)

Eligible students who leave school after completing Stage 5 (Year 10) but before receiving their Higher School Certificate will receive the NSW Record of School Achievement (RoSA).

In 2023, the formal Record of School Achievement credential was awarded by NESA to 100 % of school leavers.

HSC RESULTS

In 2023, 25 % of Year 12 students undertook vocational or trade training.

Percentage of students awarded the HSC or equivalent AQF qualification (Certificate III or above)	
2023	100 %

In comparison to 2022, the percentage of students achieving the HSC or equivalent remained steady.

SENIOR SECONDARY OUTCOMES

Due to privacy and personal information policies, statistics regarding student performance are not available where there are fewer than 10 students in a course.

In 2023, 4 students sat for the NSW Higher School Certificate in 13 courses. 100 % of candidates across all courses achieved marks of 50 or more (Band 2 or higher). Both ATAR and non-ATAR pathway students sat for HSC courses.

POST SCHOOL DESTINATIONS

	University	TAFE	Apprenticeship or traineeship	Other education or training	Employment	Unknown
Year 10						
Year 11				66.66 %		33.33 %
Year 12	25 %		25 %		25 %	25 %

The percentage of students entering university in 2023 declined.

The number of students leaving at the end of Year 10 declined in 2023.

40 % of the 2021 Year 10 cohort completed Year 12 in 2023 at Sathya Sai College. This shows slightly lower retention rates than in 2022.

STUDENT, PARENT AND STAFF SATISFACTION

Student: Shimmer Cranney and Cooper Emilianowicz (Primary Campus)

This year we took many amazing steps toward a brighter future at Sathya Sai College. Our school took part in some new activities. This provided students with the opportunity to learn skateboarding and gymnastics at Hoopla Circus. Year 5 and 6 went to Lake Ainsworth for camp and gave lots of new things a go.

Mr Jenkins also became a full-time teacher. Our SRC and School Captains shined brightly and helped make our school a safe and welcoming environment for everyone. The SRC visited the Grip Leadership conference to learn ways to make our school an even better place. Our Sustainability Monitors were also given an opportunity to learn about the environmental issues impacting our future.

The school dance group performed at the Gold Coast Eisteddfod and displayed courage and determination and commitment to learning the choreography. We had a school canteen trial during a lunch time, which was a great hit. We still had to overcome some challenges brought about by the 2022 flood. Our Swimming Carnival and training all took place in the 25m pool. This was because the 50-meter pool was finally getting repaired after the 2022 floods. Like most years at Sathya Sai, parents' teachers and students worked together to make it an unforgettable year.

Student: Maya Dan (Secondary Campus)

The row of rooms 31-36 have continued to prove themselves as a fantastic addition to our school (they even have been nicknamed the new rooms by all the students). This year we have been lucky to get through the year without any major struggles such as quarantine or floods. One moment of this year that really stands out to me was the installation of the Peace Pole, a post donated by the Murwillumbah Rotary Club that depicts the message "May Peace Prevail on Earth" in four different languages: English, Japanese, Hindi, and Bundjalung.

This year showed a great deal of student involvement within the school for 'A Night To Shine', a huge performance put on by many of the staff and students, organised by the lovely Mrs Joanne Hirst. Another notable day of great comradery between students was this year's swimming carnival. As sports captain for Peace, it was great to see students of all houses joining in and cheering each other on, perfectly showing the values of our school.

Year 10 had the amazing opportunity to spend a couple of days doing work experience this year, getting a taste into various workplaces such as Tropical Fruit World.

Overall, 2023 was a fantastic year and I am greatly looking forward to next year!

Parent: Hannah Munro – Primary Campus

Sathya Sai College was a school whose reputation preceded it when we began our search for somewhere to enroll our daughter in kindergarten.

We had heard that it offered something unique in its values-based educational curriculum and that the smaller year groups made for a more personal and tailored learning environment for the students.

Having now been part of the Sathya Sai school community for the past year, I can say with certainty that this is most definitely true.

The 5 core values; peace, love, truth, non-violence and right-conduct are seamlessly integrated with each and every aspect of the NSW education curriculum and day to day school life. I have seen this in action when observing the way in which students and staff interact with each other, as well as out in the community.

Through their promotion of awareness of others and encouraging compassion, kindness and generosity for one other, I have seen numerous students of Sathya Sai College offer unprompted words of encouragement and show genuine support for their peers at sporting events and assemblies where they are all encouraged to celebrate each other's achievements.

Another draw card when it came to choosing Sathya Sai College, was the importance they placed on being community-minded and environmentally responsible. Like the core values, both of these things are incorporated into everyday school life. They have a student-run sustainability committee and encourage service to the community through volunteering. Their mess free policy along with having their own vegetable garden, compost and native beehive means that the students learn firsthand the ways in which they can better care for the environment and make choices that are more environmentally sustainable.

The school has attracted teachers who nurture each individual student and go the extra mile to provide the necessary support they need to thrive. We feel so grateful and fortunate to be part of this very special and close-knit school community.

Parent: Jenny McGregor – Secondary Campus

Our boy Charlie started Year 7 at Sathya Sai Secondary College. Charlie did not enjoy primary school much and has always found school a challenge. Since starting secondary school at Sathya Sai, he has found a new level of motivation to learn and attend school. He loves the independence, the wonderful variety of teachers and the subjects that he is learning. He feels comfortable here to be himself without fear of judgement!

Charlie is learning so much and has exceeded our own expectations with his learning. He loves Food Tech, Japanese and especially the Creative Arts. He even gets to stay back on a Wednesday to make a skateboard with his favourite teacher Jimmy. Charlie is putting effort into his learning thanks to the nurturing teachers at the school. They take the time to listen to him and accommodate his individual learning style. Many dinner time conversations are focused on what he has learned that day. He even said he enjoys English now because of the increased confidence he has. We have his teacher to thank for that.

Charlie loves the silent sitting before class commences so he can 'zone in' and calm his mind. The exploration of human values has been of great benefit to him, and he feels empowered to be his unique self without fear of being bullied or harassed. Charlie is growing up quickly here and his maturity and ability to cope with challenging situations has increased dramatically.

We have no hesitation in recommending Sathya Sai Secondary College to any parent who is looking for a caring environment that focuses on learning for their child. The environment in Dungay is a beautiful place to attend school. It is surrounded by nature and the views to the Border Ranges National Park are divine.

A big thank you to Mr Shearman and all of the teachers that are engaged in our son's learning. We look forward to watching our son grow into a man around the values of love, peace, truth, non-violence and right conduct. We are really grateful that he has found a place where he can thrive.

Teacher: Bek Jenkins – Primary Campus

As I reflect on my journey as a Year 3 teacher at Sathya Sai College in 2023, I am filled with gratitude for the privilege of joining this remarkable community after several years as a teacher's aide. This year has been a profound chapter in my career, marked by growth, learning, and meaningful connections with our students and families.

One of the highlights of this year has been integrating 3D design and printing projects into our curriculum, particularly through collaborations with our service club 'Garden Guardians'. These projects not only sparked creativity and innovation among our students but also deepened our commitment to environmental stewardship and service within our community.

I want to express my heartfelt appreciation for the warm welcome and unwavering support I have received from the school and our community. Your encouragement has been a constant source of strength as I navigated the joys and challenges of my first year as a teacher.

Personally, 2023 has been transformative. It has afforded me a profound appreciation for the dedication of our teaching faculty and has refined my teaching pedagogy. I continue to immerse myself in our school values, embedding them in daily interactions and fostering a holistic educational experience.

The most fulfilling aspect of my role continues to be those "lightbulb moments" when students grasp a new concept or make a connection beyond the textbooks. These moments remind me of the immense privilege and responsibility we have as educators to shape and nurture future generations.

Amidst the daily demands of teaching, completing the Graduate Teacher Performance Assessment was a significant achievement for me this year. I am deeply grateful to Carolyn Atkins (Principal) and Michelle Jarrett (Curriculum Coordinator) for their invaluable mentorship and unwavering support throughout this journey. Their guidance has been instrumental in my professional growth and development.

Looking ahead to 2024, I am excited about the opportunities to continue learning and growing alongside our students. I am committed to fostering a classroom environment where curiosity thrives, creativity flourishes, and every child feels valued and supported.

Thank you for entrusting me with the privilege of teaching and learning at Sathya Sai College. I look forward to continuing our journey together.

Teacher: Tim Waller – Secondary Campus

I feel truly blessed after a year of working at Sathya Sai College. Coming from Melbourne, I had previously worked in big machine high schools (that were faith based), but most of which struggled to truly embody what they preached, from staff to students. The message was sent, but it was never truly felt.

I quickly learnt that Sathya Sai is a school that has a simple message, one that is clearly understood by staff, students and parents. Not only does the school embody the 5 human values, but these are also all enacted upon. I had to pinch myself when I first walked into a class that were all actively engaged in silent sitting. Such a practice allowed me to truly be present when teaching, connected to the students and the space I was teaching in.

I also came to learn how Education in Human Values (EHV) is embedded in the curriculum. Although I did not have EHV in my timetable, I saw the value of teachers working together, delivering EHV lessons at staff meetings, before teaching this to their classes. This gave me a great realisation in that it made teachers at the school, including myself, more accountable to live the 5 values in our everyday lives. Sathya Sai has a culture of teachers that work on themselves, not for their egos, but for the sake of becoming better people.

I witnessed a working bee of Sathya Sai followers coming together (from all parts of Australia), all hands-on deck, doing all types of jobs, and asking for nothing in return. Such practices – silent sitting, EHV and working bees are what speak to the soul of the school. I am grateful for being part of a school that embodies such character and look forward to seeing how the school grows in the years ahead.

STUDENT INFORMATION

It is a requirement that the reporting information for all students must be consistent with the privacy and personal information policies.

STUDENT ENROLMENT PROFILE

The school's enrolment numbers remained the same at the Primary campus but increased at the Secondary campus in 2023. This was due to a double stream Yr 7 class and a decline in the number of students leaving at the end of Yr 10.

Gender	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boys	57	67	85	100	104	111	112	137	100	124
Girls	67	68	68	96	113	121	133	130	131	128
Total	124	135	153	196	217	232	245	267	231	252

2023 CLASS SIZES

Class	Total in Class	Campus Total
Kindy	20	147
Year 1	18	
Year 2	20	
Year 3	21	
Year 4	26	
Year 5	21	
Year 6	21	105
Year 7	33	
Year 8	20	
Year 9	29	
Year 10	13	
Year 11	6	
Year 12	4	
Total	252	

STUDENT ATTENDANCE PROFILE

Student attendance patterns for all grades are generally positive. Our school’s average attendance was 87% in 2023. It should be noted that the reason Attendance was so low in both Year 11 and 12 was due to both of these year levels being such small cohorts.

School Year	% Attendance	% Absent
K	91	9
1	91	9
2	93	7
3	90	10
4	90	10
5	91	9
6	91	9
7	88	12
8	85	15
9	82	18
10	90	10
11	76	24
12	79	21
Grand total	87	12

MANAGEMENT OF NON-ATTENDANCE

The process when dealing with absences from school is for parents / guardians to contact the front office through the parent portal, by phone / email or written note informing the teacher and school about absences related to either sickness, or leave, that is approved by the Principal. Where no notice is given by parents / guardians, the reception staff will make contact after two days' absence (on the third day) to ensure students need no further assistance.

Extended absences require written notice at least 4 weeks prior to the absence.

Written reasons for student absence are expected on the day of return to accommodate legal requirements stating that schools are accountable for attendance registers and information relating to student well-being.

Mandatory reporting procedures apply where absences are extended, or the student may be at risk.

Enrolment Policy

The School's Enrolment Policy, procedure, conditions of enrolment and enrolment forms are available from the school office or the school website.

The basic procedures for enrolment include:

- All applications are processed in accordance with the school's enrolment policy.
- Consider each applicant's supporting statement/interview responses regarding their ability and willingness to support the school's ethos.
- Consider each applicant's educational needs. To do this, the school will need to gather information and consult with the parents/family and other relevant persons.
- Identify any strategies which need to be put in place to accommodate the applicant before a decision regarding enrolment is made.

Inform the applicants of the outcome.

[Primary Enrolment – Sathya Sai College](#)

[Secondary Enrolment – Sathya Sai College](#)

STAFF INFORMATION

PRIMARY CAMPUS



SECONDARY CAMPUS



ESTABLISHMENT

Position	Staff Members	Full time equivalent position
Principal - Primary	1	1
Deputy Principal	1	1
Business Manager	1	1
Full Time Classroom Teachers (Primary Campus)	7	7
Full Time Classroom Teachers (Secondary Campus)	6	6
Part time teacher (Primary Campus)	4	2.6
Part time teacher (Secondary Campus)	13	7.8
Pastoral Care (funded by National School Chaplaincy Program)	1	0.40
School Counsellor	1	0.6
School Administration and Support Staff (Primary campus)	9	6.6
School Administration and Support Staff (Secondary campus)	4	3.15
Total staff	45	36

In 2023 there was one staff member at each campus who identifies as Aboriginal or Torres Strait Islander.

TEACHER QUALIFICATIONS

All teaching staff are university trained professional teachers and all have teaching qualifications from a higher institute within Australia and overseas.

All have evidence of compliance as defined by the Teacher’s accreditation Act 2004.

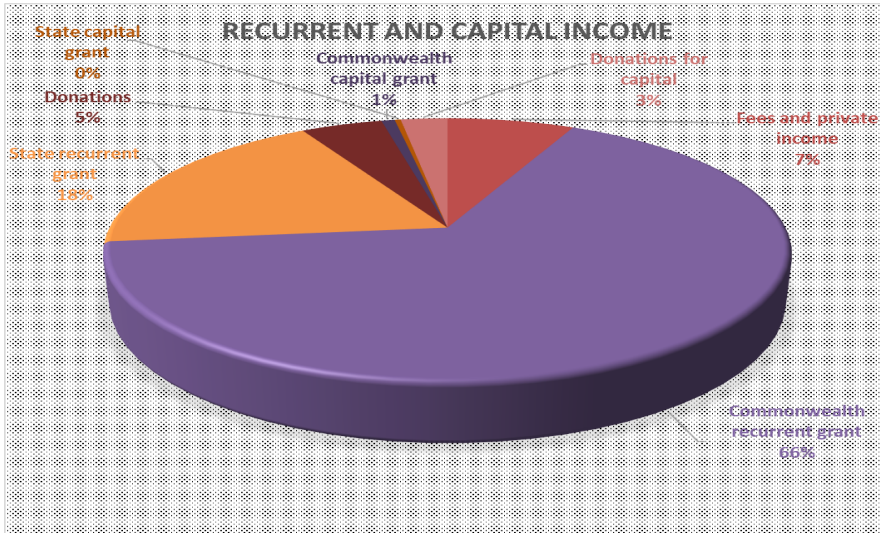
Accreditation Status	Primary Campus Staff	Secondary Campus Staff
Conditional	1	1
Provisional	0	1
Proficient	11	17

SCHOOL POLICIES

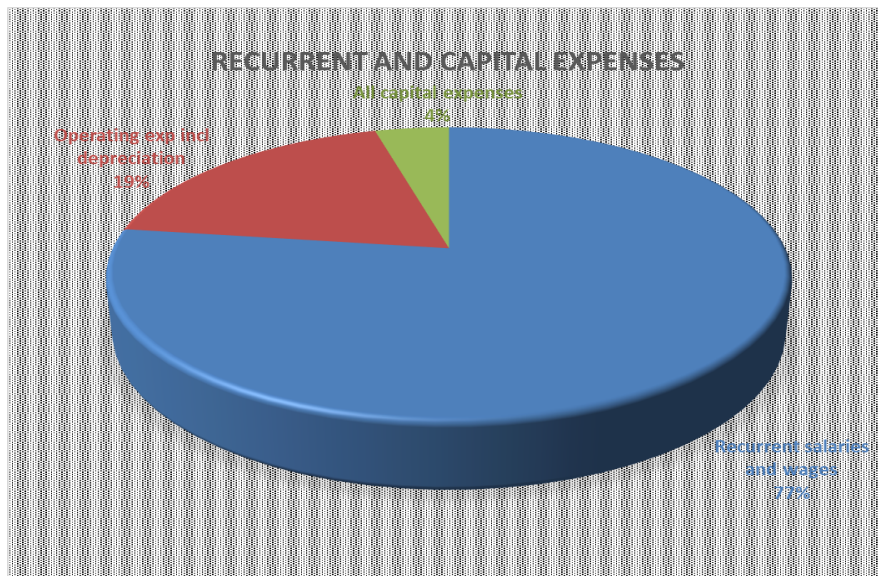
Policy	Access to full text
<p>Child Protection Policy</p> <p>All staff employed by the School are responsible for the care, safety and protection of children. This responsibility extends to the identification and timely response to concerns regarding the possible sexual, physical, psychological and emotional abuse or neglect of a child.</p>	<p>Available on website Child Protection Policy</p>
<p>Anti – Bullying Policy</p> <p>The School is committed to maintaining an environment that values the inherent worth and dignity of every student; fosters tolerance, sensitivity, security, understanding and mutual respect; and encourages all members of the School community to strive to reach their full potential.</p>	<p>Available on website Anti Bullying Policy</p>
<p>Student Discipline</p> <p>The school expressly prohibits corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the school.</p> <p>All behaviour management actions are based on procedural fairness when sanctions result in suspension and expulsion of a student.</p>	<p>Available on website Student Discipline Policy</p>
<p>Complaints Handling Policy and Procedures</p> <p>Sathya Sai is committed to providing a productive, harmonious and fair environment by recognising the right of employees, parents and students to raise work related and other grievances and have them dealt with in a sensitive, effective and timely manner.</p>	<p>Available on website Complaints Handling Policy</p>
<p>Enrolment Policy</p> <p>Sathya Sai College seeks to provide quality education in a caring, secure and challenging environment, based on human values and a curriculum that integrates the philosophy of Sathya Sai Educare and uses the pedagogy of Integral Education</p>	<p>Available on website Enrolment Policy</p>

SUMMARY FINANCIAL INFORMATION

RECURRENT / CAPITAL INCOME



RECURRENT / CAPITAL EXPENDITURE



Statements as of 31 December 2023

The financial statements as of 31 December 2023 are tabled at the Annual General Meeting of the College. Further details concerning the statement can be obtained by contacting the school.