



WESTERN GRAMMAR SCHOOL

ANNUAL REPORT



15 Cannery Rd, Plumpton



2023

WORK - GROW - SUCCEED

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Executive Summary

Western Grammar School (WGS) Annual Report 2023

Western Grammar School, a trading entity of The Contributors Society Pty Ltd (TCS), proudly presents its Annual Report for the year 2023. TCS is a registered educational institution accredited by the New South Wales Education Standards Authority (NESA), offering education from Kindergarten to Year 12. As a non-profit organization and an approved authority under Section 39 of the NSW Education Act 1990, TCS governs the school board responsible for ensuring effective school management.

The Annual Report serves as a comprehensive overview of WGS's performance, academic achievements, and operational progress throughout 2023. It highlights the school's commitment to providing a quality educational environment and diverse academic opportunities to all students. Additionally, the report outlines the impact of key school policies and initiatives aimed at enhancing the learning experience of young Australians. It also details new initiatives undertaken during the year.

This report is an essential communication tool, providing valuable information to the community, relevant departments, governing bodies, and stakeholders. Beyond the Annual Report, WGS utilizes various communication channels such as newsletters, administrative notes, the school website, Facebook, and text messaging to ensure continuous and vital information dissemination to parents, community members, and the school board.

Printed copies of the 2023 Annual Report are available upon request from our school reception. Additionally, the report is accessible to the public, parents, and school staff via the following website link: www.wgs.nsw.edu.au

For any inquiries or to request a printed copy of the Annual Report, please contact our school reception.

Thank you for your ongoing support and interest in Western Grammar School.

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Chairman's Message

It is with immense gratitude and pride that I present to you the 2023 Annual Report for our Western Grammar School. Year 2023 has been a testament to the resilience, dedication, and unwavering commitment of our entire school community. This report reflects our collective journey and achievements over the past year, highlighting the dedication and commitment of the school community. Throughout this year, our school has continued to uphold its mission to provide quality education in a caring environment producing ethical, resilient, life-long learners and maintaining our school values to work, grow and succeed. We have strived for excellence in academic pursuits, extracurricular activities, and character development, ensuring a holistic education for every student.

In 2023, our students have continued to excel academically, demonstrating exceptional performance in various subjects. WGS achieved remarkable success, particularly highlighted by the performance of its HSC (Higher School Certificate) students. Notably, 16% of these students attained Band 6 results. Their success is a testament to their hard work and the guidance provided by our talented faculty members. Our rigorous curriculum, which seamlessly integrates Islamic principles with contemporary education, has empowered our students to achieve outstanding results. We have seen a significant increase in our students' performance in national examinations, reflecting the hard work of our students and the dedication of our teachers.

Engaging with our community has always been a priority for WGS. Our students have actively contributed to charitable initiatives, embodying the values of compassion and service that are central to our faith. In 2023, Western Grammar School (WGS) prioritized innovation in teaching methods and infrastructure upgrades tailored to educational needs. Integration of technology in classrooms has enriched learning experiences, fostering greater interactivity and accessibility. Professional development initiatives for staff ensured they stayed current with advanced teaching strategies and resources. Looking back at 2023's achievements, WGS remains dedicated to its vision of delivering academically rigorous and spiritually enriching education. The school looks forward to expanding extracurricular offerings, improving facilities, and nurturing an inclusive, supportive environment in the upcoming year.

In conclusion, I extend my heartfelt thanks to our dedicated teachers, supportive parents, and diligent students for their hard work and commitment. Together, we have created a vibrant and nurturing community that upholds the values of excellence, faith, and service. Thank you all for your continued trust and support in Western Grammar School. Together, let us strive for excellence and inspire the future generations.

Subhan Ali JP

B. Arch, RAIA, Grad.Dip.BS, Grad.Cert.FM, CFM

Western Grammar School

Board Chairperson 2022

School Profile

Western Grammar School is a co-educational school located in Plumpton that started its operation in March 2012. The school caters for students from Kindergarten to Year 12.

School's Motto / Slogan

Excellence through learning

School's Mission Statement

Our mission is to provide quality education in a caring environment producing ethical, resilient, life-long learners.

School's Values

WGS (Western Grammar School)

Work

Grow

Succeed

SCHOOL'S VISION

Our vision is to be an exceptional Australian educational institute based on Islamic teachings.

School's Educational Philosophy

Our educational philosophy is vastly based upon the following inherited beliefs derived from the Quran and Sunnah. It also includes the teachings of great people in history.

- **“Read, with the name of God, who created you”** (Al-Quran)
- **“Seek Knowledge from the cradle to the grave”** (Prophet Mohammad (PBUH))
- **“He, who opens a school door, closes a prison”** (Victor Hugo)
- **“What we want is to see the child in pursuit of knowledge and not the knowledge in pursuit of the child”** (George Bernard Shaw)
- **“Education is transmission of Civilizations”** (Will Durent)
- **“Who dares to teach must never cease to learn”** (John Cotton Dana)

Our Aims & Objectives

The School's main objective is developing the whole personality (intellectually, spiritually, socially and physically) of the young students in addition to the development of their individual talents and abilities in order to live a peaceful and prosperous life.

- Provide opportunities for students to develop their potential in a safe and supportive educational environment.
- Provide quality education in the Key Learning Areas as stipulated by the New South Wales Education Standards Authority (**NESA**).
- Establish an educational environment based on the welfare and well-being of students.
- Encourage our students to be critical thinkers, problem-solvers and creative individuals.
- Encourage teachers to seek professional growth that enhance their teaching skills and strategies.
- Promote effective communication amongst students, parents and teachers.
- Uphold the Western Grammar motto and school rules.
- Promote the achievement of excellence among students.
- Emphasise co-operation and teamwork as essential skills of life.
- Help and encourage positive relationships with students, parents and the community.
- Prioritise the teaching of basic skills in literacy and numeracy.
- Provide a balanced educational experience for pupils covering all areas of the curriculum to recognise and develop different abilities.
- Encourage maximum effort and regard for achievements at all levels.
- Provide opportunities to further develop ICT skills.
- Seek and encourage a two-way contract between home and school for mutual trust.
- Utilise the extensive potential and interest of the parents for the ultimate benefit of the students.

School Year 2023

Western Grammar School (WGS) has grown significantly since its inception as a small primary school, expanding to encompass both primary and secondary education. In 2023, the school achieved notable success, particularly with its Higher School Certificate (HSC) students. The students achieved 17 band sixes and 32 Band fives. This accomplishment underscores WGS's strong academic standards and effective educational programs.

The high percentage of Band 6 achievers reflects not only individual student successes but also the school's overall commitment to academic excellence. This commitment is evident in its rigorous academic preparation and comprehensive support provided from Kindergarten through Year 12. Such achievements surpass community expectations, positioning WGS as a leading educational institution renowned for nurturing and challenging students to reach their academic potential.

This success is likely to enhance WGS's reputation, attracting families who value academic excellence and supportive learning environments. It also demonstrates the school's role in equipping students with the skills necessary for future academic and professional endeavours.

In 2023, WGS achieved significant milestones in its infrastructure development. Stage 3 of the master plan commenced and is scheduled for completion by mid-2024. Additionally, Stage 4, which includes the construction of an underground carpark, and stage 5, the construction of classrooms and a multipurpose hall has been initiated and will commence in 2024.

This expansion is crucial for meeting the growing needs of our students and the community, aligning with WGS's commitment to purpose-built infrastructure for both present and future requirements.

Despite having a smaller student body, WGS achieved financial viability in 2023 without any losses or setbacks. Meeting financial targets was a key accomplishment, enabling substantial investments in infrastructure development. Moreover, the school continued to prioritize financial assistance for student welfare, wellbeing, and educational programs.

Throughout the year, WGS maintained a robust program of professional development and training to elevate teaching standards and skills, ensuring the pursuit of academic objectives. Overall, WGS is steadfastly advancing toward its goals of growth and enhanced educational facilities, supported by sound financial management and a commitment to academic excellence and student welfare. In synopsis, WGS's evolution from a small primary school to a comprehensive K-12 institution accentuates its unwavering commitment to educational excellence and its positive impact on the community.

Academic Performance – 2023

NAPLAN - 2023

In 2023, NAPLAN results were categorized based on proficiency standards, replacing previous numerical bands and national minimum standards. Results for each student were assessed across five domains: numeracy, reading, writing, spelling, and grammar and punctuation. WGS (presumably an educational institution or system) demonstrated consistent growth in these proficiency standards.

WGS focused on early identification of literacy and numeracy gaps through Progressive Assessment Tests. Initiatives such as Get Reading Right (Kindergarten to Year 2), Reading Eggs (for primary school literacy), engagement in the Premier Reading Challenge, and support from a dedicated Learning Support Department aimed to improve these standards. Student achievements were reported against four proficiency levels: Exceeding, Strong, Developing, and Needs Additional Support.

The following table illustrates the distribution of students across these proficiency levels in each assessment area.

Table 1: Student NAPLAN results as per Proficiency Level for Year 3,5,7 and 9

YEAR 3	Student Proficiency: Numeracy	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: G&P	Student Proficiency: Spelling
Exceeding	1	3	6	1	3
Strong	22	25	21	24	23
Developing	6	2	2	6	3
Needs additional support	0	1	1	0	1

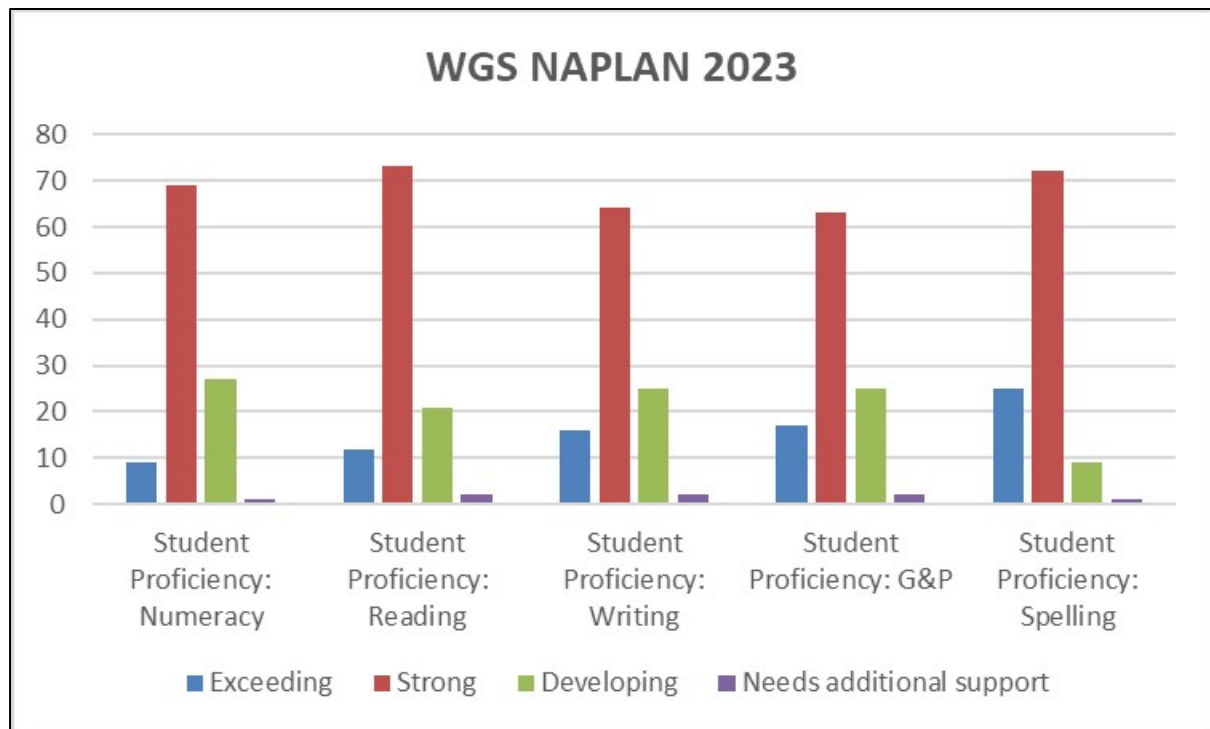
YEAR 5	Student Proficiency: Numeracy	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: G&P	Student Proficiency: Spelling
Exceeding	5	5	4	8	9
Strong	13	16	18	11	14
Developing	7	5	3	7	3
Needs additional support	1	0	1	0	0

YEAR 7	Student Proficiency: Numeracy	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: G&P	Student Proficiency: Spelling
Exceeding	3	4	2	6	7
Strong	18	16	13	12	16
Developing	3	5	10	5	2
Needs additional support	2	2	2	2	0

YEAR 9	Student Proficiency: Numeracy	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: G&P	Student Proficiency: Spelling
Exceeding	0	0	4	2	6
Strong	16	16	12	16	19
Developing	10	10	10	8	1
Needs additional support	0	1	1	0	0

WGS 2023 - Y3,5,7&9	Student Proficiency: Numeracy	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: G&P	Student Proficiency: Spelling
Exceeding	9	12	16	17	25
Strong	69	73	64	63	72
Developing	27	21	25	25	9
Needs additional support	1	2	2	2	1

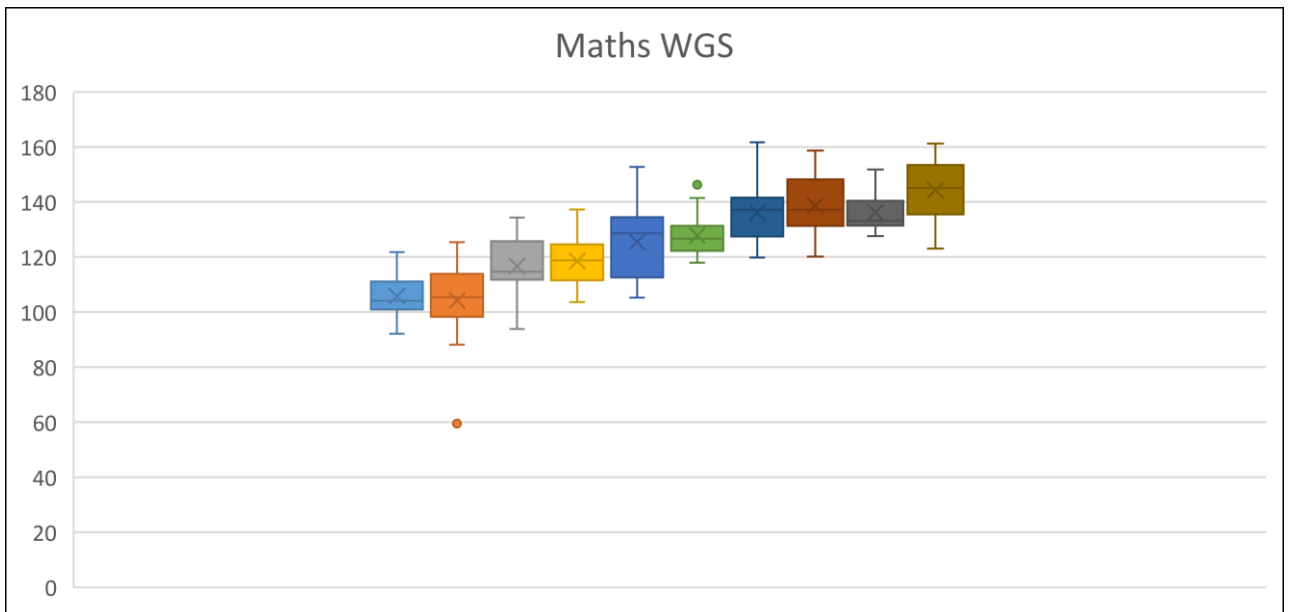
The graph below displays the 2023 overall NAPLAN results for years 3,5,7 & 9.



External Assessment Programs

The WGS has employed the Progressive Assessment Tests (PAT) developed by the Australian Council of Educational Research (ACER) to assess students' advancement in Grammar and Punctuation, Mathematics, Reading, and Spelling. These tests consist of multiple-choice questions.

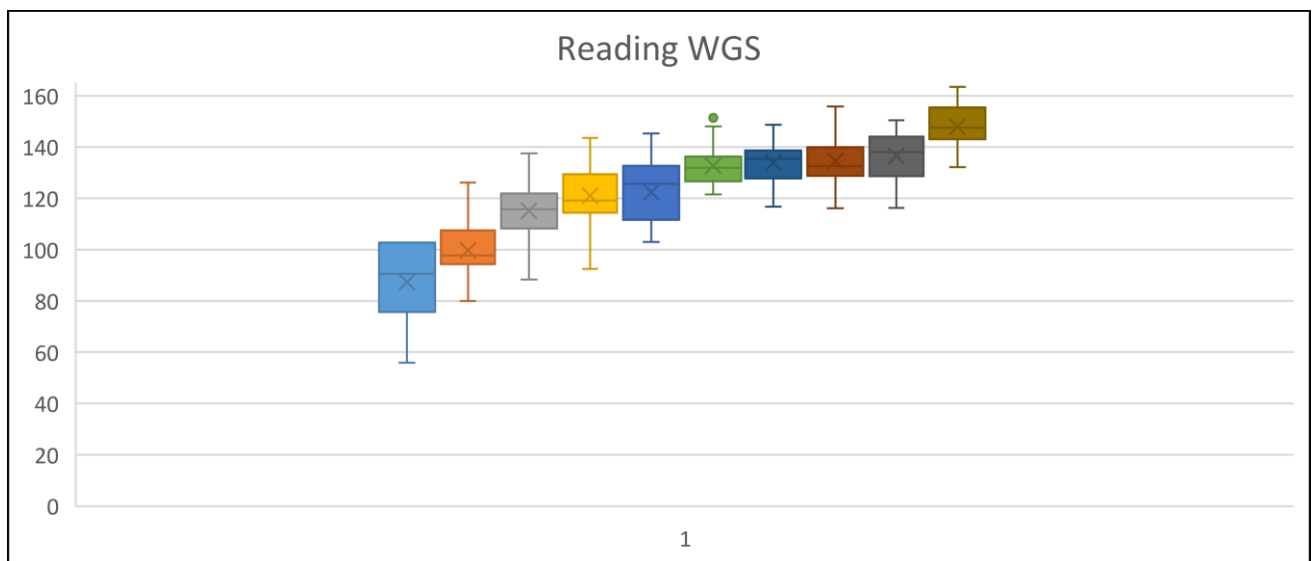
Below are the graphs depicting the 2023 results of students from Kindergarten to Year 10 in Mathematics and Reading:



The average for Maths – Y1 to 10

AVERAGE – MATH	106	104	117	119	126	128	136	139	136	144
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10

The average for English - Y1 to 10



AVERAGE - READING	87	100	115	121	122	133	134	134	136	148
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10

Compared to the nationwide results of 2022, WGS students performed better in 2023. The average scale score comparison in Mathematics and Reading between WGS and the nation is shown below in the table:

Scale Score Comparisons				
Year Group	Mathematics		Reading	
	WGS	Nationwide	WGS	Nationwide
1	106	93	87	85
2	104	103	100	100
3	117	111	115	110
4	119	117	121	119
5	126	123	122	125
6	128	127	133	129
7	136	130	134	132
8	139	134	134	135
9	136	136	136	137
10	144	139	148	140

Other Internal Assessment Programs

The school has several internal assessment programs such as half-yearly exams, assignments, projects, and yearly examinations to monitor student performance to improve their academic level. WGS also use multiple competitions and challenges to improve the academic level of the students. It is school's policy to provide maximum support to improve the academic level and standards of the students. The school senior staff regularly monitor students individual study plans.

High School Certificate (HSC)

The Year 2023 was a very successful year for our HSC students, this year our school came on 110 on the national ranking. Seventeen band sixes and 32 band fives were achieved. The table below provides an overview and analysis of the 2023 HSC results. The WGS staff and management are proud of the accomplishments of our Year 12 students, all of whom are enrolled in University courses. 64.23% of our students marked between 70% to 100% marks, 35.78% students achieved 50 – 70%. As per the below table all student passed their HSC exams.

HSC RESULTS ANALYSIS OF WGS's STUDENT BATCH OF 2023												
S/NO	BANDS	BUSINESS STUDIES	ENGLISH ADV	Legal Studies	MATH STANRD 2	Maths Ext 1	MATH ADVANC	SOR 1	SOR 2	TOTAL	Marks	PERCENT AGE
1	6	3	5	2	1	1	1	2	2	17	90% - 100%	15.60%
2	5	6	4	1	6	2	2		5	32	80% - 90%	29.36%
3	4	3	1	1	3				1	21	70% - 80%	19.27%
4	3	3		1	2				7	24	60% - 70%	22.02%
5	2	1			3				2	15	50% - 60%	13.76%
6	1									0	35% - 50%	0.00%
TOTAL		16	10	5	15	3	3	2	17	109	0	100.00%

Numeracy and Literacy Strategies

At WGS we believe that it is essential to focus on literacy and numeracy programs for the success of students' academic achievements and long-term career goals. The school has a highly developed literacy and numeracy approach included in our teaching programs. We have multiple activities including learning support classes, to assist students with English as a second language. WGS has an established learning support department that provides opportunities and comprehensible frameworks to support students throughout their schooling time at WGS starting from Kindergarten.

HSC RESULTS COMPARISON FROM 2018 - 2023													
BANDS	Marks	2018		2019		2020		2021		2022		2023	
6	90% - 100%	0	0%	0	0%	2	2%	4	7%	0	0%	17	15.60%
5	80% - 90%	10	22%	0	0%	16	19%	17	31%	9	15%	32	29.36%
4	70% - 80%	18	40%	15	38%	26	30%	12	22%	22	37%	21	19.27%
3	60% - 70%	10	22%	19	48%	22	26%	17	31%	13	22%	24	22.02%
2	50% - 60%	5	11%	6	15%	16	19%	4	7%	11	18%	15	13.76%
1	35% - 50%	2	4%	0	0%	4	5%	1	2%	5	8%	0	0.00%
TOTAL		45	100%	40	100%	86	100%	55	100%	60	100%	109	100.00%

Our school is dedicated to providing rich, engaging and relevant literacy experiences to enhance the knowledge of our students and develop their learning ability. Programs such as Get Reading Right, phonics and decodable readers were acquired during 2023 to enhance the literacy of our students. The students also participated in many enjoyable literacy-based activities including write a book in a day, writing competitions, debating competitions, book week, Premier Reading Challenge, and National Literacy Week. These events are highly promoted in the school to encourage our students to develop and appreciate a love for reading and students are rewarded for using their creativity and imagination in their writing. Literacy is the single most important part of education. Without literacy, all other learning is impossible. Without the core skills of literacy and numeracy, learning in all other key domains will be a struggle.

Additionally, we recognise that numeracy, like literacy, is a crucial pillar of learning and crucial component of our school curriculum. We strongly believe numeracy is about students having the confidence to choose and use mathematics skills they learn at school in their everyday lives.

During 2023, the school purchased more IT equipment and software to enhance student's computer related skills. The school library has 35 computers, 45 iPad, 14 laptops, 14 chrome books and 6 tablets for primary and high school teachers to utilise to develop students understanding of the digital education. Get Reading Right, Prime Maths and Reading Eggs were the major software programs used for the improvement of literacy and numeracy level in primary school during 2023. Most diagnostic tests and NAPLAN were conducted on the online platform with great success.

Technology Supported Learning

At Western Grammar, we implement alternative methods of teaching to ensure Information and Communication Technologies (ICT) is thoroughly implemented into various lessons. Learning today demands new pedagogical and technological approaches to using ICT. School approach is to prepare students for the demands of rapidly evolving global market by facilitating learning in a technology-rich environment where students and teachers develop understanding about powerful learning and teaching.

Technology and computers have become an integral part of education. The school has short term and long-term plan to continuously improve its ICT infrastructure and facilities. The school currently has fully equipped computer labs for all students and conduct a robotics program for K-6 classes.

Almost every general-purpose learning area is fully equipped with projectors and AV system. IT resources and facilities were provided for the teaching and learning of all KLAS. IT network, computers, devices, and Internet access are closely maintained by our IT department. They also provide all users with the support they may require. For HSC student's laptops and chrome books were provided under supervision to complete their tasks and assignments during their formal and informal assessments. Having regular access to a personal computer at school was essential for their progress. Therefore, school equipped HSC students with IT equipment and services during school hours.

However, WGS senior staff and teachers are fully aware about the adverse effect and disadvantages related to the misuse of technology and social media. In order to address these issues and concerns close monitoring and supervision of students were arranged and senior staff ensured that the students have safe and supportive environment for their learning.

Student Enrolments

In 2023 we again received a large number of enrolment applications for entry in 2024. In December 2023 we had at least 800 students in the waiting list across K-10. Unfortunately, due to the very limited available spaces only handful number of students were enrolled and priority was given to the siblings of existing school students. The large number of applicants on the waiting list is a clear indication of the rapidly growing image of the school in local community. Therefore, it is clearly foreseeable that further growth and development of facilities is imminently and urgently required.

WGS enrolments are governed by the school's enrolment policy. This policy is available on the school website. Parents wishing to enrol their child at Western Grammar School are required to complete an enrolment form and pay an application fee. The parent/guardian of the child must undertake to meet their financial responsibilities for the ongoing enrolment. They should also advise the school admin staff of any standing court order or issues that may impact the

learning of their children. Identification documents and documents of custody, if applicable, must be attached with the enrolment application.

For a copy of our enrolment policy visit our website at www.wgs.nsw.edu.au or contact the school office.

Procedure for Enrolment

The parents/guardians of students must properly fill out the admission application form, application forms must be accompanied by the following supporting documents:

- Birth certificate/Citizenship documentation
- Immunisation records
- Information regarding any allergies/medical conditions
- Information regarding asthma and/or anaphylaxis and supporting action plans
- Two recent school reports (if applicable)
- NAPLAN results (if applicable)
- Information relating to any special needs, diagnosed disabilities, or gifted/talented
- Relevant court orders (if applicable)

When the completed application form and fees are received, the admin will notify the parents/guardians of a date when their child will require to sit an entrance exam for the assessment of students' entry level. After the exam and interviews, the assistant principal and deputy principal or Principal's delegate oversees the procedure of due diligence and prepares a report for the Principal for approval of admission. Senior staff reviews the student's performance along with academic and behavioral records from previous schools. After the due diligence process student is accepted, and the Admin Manager issues an admission offer letter specifying the conditions of enrolment. The admission is completed once the admission offer is signed and returned along with payment of term 1 and building fees in advance.

Withdrawal of Enrolment: A withdrawal form has to be filled if a parent wishes to withdraw their student. The school may review the student's enrolment and may suspend or expel any student under special circumstances. Parents are required to read all relevant policies including the school enrolment policies before signing any documents.

The student number is reflected in the table below as per the census of August 2023.

Enrolment status as at August 2023	
Primary (K-6)	193
Secondary (7-12)	147
Total =	340

Student Attendance

WGS monitors student attendance responsibly and diligently. Late arrivals need to report to the office to fill in late notes to explain the reason for coming late to school. This procedure is adopted to monitor student's late arrival which gives the school an opportunity to address these issues of punctuality or attendance. Every necessary step is taken to ensure that our students are punctual in their attendance.

Parents/Guardians of students need to explain the reason for the absence of their child if he/she is away from school regularly. WGS has embraced this methodology to guarantee that students are protected and their non-appearance from the school is explained and justified. Communication with parents/ guardians has proven to be an exceptionally successful method for monitoring student's attendance.

Parents of students who are absent from school are contacted daily to find out the reasons for their absence. WGS has adopted this procedure to ensure the safety of the students and their absence from the school is justified. Contact with parents has proven to be a very effective way of maintaining the attendance of students. Medical certificates are required when students are away for extended periods due to health issues. Western Grammar School's attendance policy is available on our school website.

Parents/ guardians of students who wish to apply for long leave for reasons other than sick leave are asked to fill a carer leave form and provide the reasons for non-attendance from school. The parent/carers should apply for leave ahead of time and leave is subject to approval by the Principal. It is advisable that parents must not make travel arrangements prior to the consent of leave approved by the Principal. It is also recommended that parents/guardians should limit their children's absence from school and plan holidays in school breaks as this could impact students' learning and academic performance. Extended sick leave and unexplained nonappearances will be informed to the school liaison officer. Student records will be kept for a period of 7 years. The school can deregister students due to their unexplained and unreasonable absence from the school.

Student Attendance Record of 2023

ATTENDANCE 2023				
Class/ Year	Semester 1	Term 3	Average	Absence
Year 1	89.63%	90.28%	89.95%	10.05%
Year 2	90.65%	89.09%	89.87%	10.13%
Year 3	89.99%	90.99%	90.48%	9.51%
Year 4	88.74%	91.39%	90.06%	9.94%
Year 5	91.11%	93.58%	92.34%	7.66%
Year 6	89.43%	93.28%	91.36%	8.65%
Year 7	91.23%	91.79%	91.51%	8.50%
Year 8	94.72%	91.54%	93.13%	6.88%
Year 9	89.56%	88.08%	88.90%	11.19%
Year 10	89.51%	88.30%	88.90%	11.10%
Overall Average	90.45%	90.83%	90.60%	9.36%

Note: The overall attendance of the WGS students has improved as compared to the attendance record of 2022 with most classes marking attendance above 85%. The table above gives a clear picture of the student attendance in Semester 1 and Term 3, 2023. According to the 2023 DESE attendance data collection Western Grammar School has an overall average for Year 1-10 student attendance as 90.60%.

Outline of Key Policies

Western Grammar School aims to provide education for children in a safe, supportive and nurturing environment. The School will teach the NESA curriculum and Islamic Studies subjects to cater for the needs of enrolled students. Parents and students are expected to support the values and ethos of the school.

Enrolment Policy

As per school enrolment policy the sibling of the WGS existing students will have the first priority for admission in the school subject to the fulfilment of enrolment criteria and available vacancies. Students who are offered position and enrolled are required to adhere and comply with all school rules, policies and procedures to maintain their enrolment.

The entire policy is available on the school's website at www.wgs.nsw.edu.au

Welfare

Western Grammar School has an established department dedicated to the well-being of students. We believe that to achieve better academic results, student well-being and welfare are foundational requirements. In addition to legislative requirements, it is part of the school objectives to provide a safe and supportive environment based on the welfare and well-being of the students. To achieve this, the school has policies, procedures, and programs in place. The school board and senior management fully understand the importance of student safety and welfare, which goes beyond academic performance to include the physical, spiritual, emotional, and psychological well-being of students.

To support the students, several welfare and wellbeing events and programs were organized in 2022. These included Sun Safety Week, Harmony Week, a disability services centre excursion by Year 10 students, Anti-Bullying Week, and a Year 6/10 Peer Support Program. These events helped students develop important values of respect, compassion, kindness, and belonging. Students also had the opportunity to raise money for charity as well as for a local women's refuge. The welfare team continued to support students from disadvantaged families by providing uniforms, textbooks, groceries, and transport assistance. WGS also supported

orphans overseas through the Human Appeal orphan sponsorship program, raised money for the Pakistan flood victims, and conducted a Ramadan food drive.

In 2023, the school counselor and a new psychologist continued to assist students with techniques and strategies to manage challenges such as unhappiness, anxiety, academic decline, and social skills. Students have greatly benefited from their continuous efforts in helping with anger management, disruptive behavior, aggression, study-focusing issues, bullying, anxiety, stress, and family issues.

The pastoral counseling service is ongoing, with the school's religious studies staff allocated time to assist students using a spiritual healing framework. Mental health and well-being continued to be a major focus of the welfare team. Many students have benefitted from our pastoral counsellors throughout 2023. All sessions are recorded on Sentral, our school software.

The following are also part of our welfare program run in 2023:

Anti-Bullying Program: Encouraging students to help and support their peers.

The WGS Breakfast Club – The Well-Being team provides breakfast for students every Monday, Wednesday and Friday. This initiative was well received by students. It is run in conjunction with the WGS SRC and the Year 12 students.

Parenting Program - All programs are organised to enhance the understanding of parents regarding parenting. We market the event via email, Skool Loop, Class Dojo, text message and on google classrooms.

Policies and Procedures

In 2023, WGS revised and/or introduced the following policies, procedures and guidelines:

No.	2023 Policies / SOPs
1	Staff Pay Scale and Entitlements
2	Behaviour Management Policy
3	Student attendance Policy
4	Student Attendance Procedures
5	Student Welfare and Wellbeing Policy
6	Anti-Bullying Policy
7	Complaint, Grievance and Dispute Resolution Policy

Child Protection

The safety, protection and well-being of all students is of fundamental importance to Western Grammar. The School has a range of different obligations relating to the safety, protection and welfare of students including:

- a. A duty of care to ensure that reasonable steps are taken to prevent harm to students;
- b. Obligations under Child Protection Legislation; and
- c. Obligations under Work Health and Safety Legislation.

The purpose of WGS' Child Protection Policy is to outline the obligations imposed by Child Protection Legislation on the School and staff, contractors and volunteers and to provide guidelines as to how the School will deal with child protection matters.

Key Legislation

In March 2020 legislative changes were made to Child Protection. WGS undertook a review of its policy and incorporated the changes in a new policy which was issued in August 2020. The new policy is available on the school's website at www.wgs.nsw.edu.au.

There are four key parts of child protection legislation in New South Wales:

- the *Children and Young Persons (Care and Protection) Act 1998* ("**Care and Protection Act**");
- the *Child Protection (Working with Children) Act 2012* ("**WWC Act**");
- the *Children's Guardian Act 2019* ("**Children's Guardian Act**")
- the *Crimes Act 1990* ("**Crimes Act**").

Further details regarding Child Protection Policy of Western Grammar School is available on our website www.wgs.nsw.edu.au or can be obtained from our office or by contacting our office.

Anti-Bullying

Western Grammar School's anti-bullying policy and procedures are underpinned by the Islamic values of individual respect and the celebration of diversity. The school has a comprehensive approach of dealing with all forms of bullying. The policy is directed at both preventing bullying from occurring with a multifaceted, whole-of-school approach and responding effectively to incidents of bullying.

The school aims to promote a wholesome culture where the reporting of bullying is encouraged. The school is committed to a process that seriously and sensitively responds to reports of bullying and provides procedures where the victim is cared for holistically and the perpetrator's misbehaviour is managed positively. The anti-bullying plan for 2022 included ongoing preventative strategies focussing on positive behaviours such as respect, safety and kindness. Appropriate and consistent disciplinary measures were adopted for the care and

compassion of the student. Anti-Bullying week was conducted in March 2023 for the awareness related to the issues bullying and damaging and harmful impact of bullying on the students.

The Anti-Bullying Policy is available on the school website www.wgs.nsw.edu.au or can be obtained from the school office.

Complaints and Grievance Policy

Western Grammar's Complaints and Grievance Policy aims to provide clear, positive and procedural fairness that allows grievances to be aired and resolved in a timely and effective manner. This policy is being implemented with positive, clear and effective processes for resolving grievances that may occur in the school, with staff, students and community members. This policy and procedure assist in building strong relationships, reducing anxiety, and ultimately providing students with an enhanced educational environment.

Discipline and Behaviour Management

Western Grammar School's behaviour management philosophy is based on a supportive and preventative discipline model. The school's behaviour management philosophy is not limited to shaping student actions, rather it aims to shaping attitudes to develop intrinsic characteristics like self-respect, self-discipline and God-consciousness. At WGS every effort is made to manage positive behaviour of students. We offer support in terms of one-on-one sessions to see how we may overcome the issues students are facing. Managing disruptive, disorderly and problematic behaviour by some students is one of the challenges faced by teachers and the school management. It is therefore imperative that staff are trained and equipped to effectively manage student behaviour. WGS management regularly organises professional development sessions on behaviour management for staff. The School Rules for students were reviewed and amended in 2020. Policies related to the Discipline and Behaviour Management are available on the school website www.wgs.nsw.edu.au or can be obtained from the school's office

Student Awards

At Western Grammar School awards are given to students in recognition of their learning effort, academic achievement, creativity, leadership demonstrated, school sport representation, participation in community service activities, and excellence in conduct and attitude. The presentation of awards provides the school community an opportunity to acknowledge the achievements of the students and to celebrate their achievements with them. Through school awards and scholarship policy, WGS hopes to create an environment in which students realise that high standards of effort and achievement in all areas are expected and shall be rewarded. In 2020 the Awards Policy was reviewed and amended to include tuition fee scholarships for DUX awards and cash prizes for outstanding HSC achievements.

Safe and Supportive Environment

Western Grammar School board and management understands the importance of policies and procedures that are required for safe and supportive educational environment. It is the foundation for a successful educational institution and is essential to ensuring students' welfare and academic performance. The school uses positive and motivational measures for behaviour management. The school's Discipline Policy, Award Policy, Student Welfare Policy, Anti-Bullying Policy, Complaint Resolutions Policy, Pastoral Care Policy and various other policies are implemented to manage the behaviour of students and to maintain the school educational environment. The school's management ensures that staff receive first-aid training. Annual mock evacuation and lock-down drills were also conducted in 2023. Bullying, discrimination and anti-social behaviour is not acceptable at Western Grammar School.

Corporal punishment is not allowed at Western Grammar School. The school awards' system is used to motivate the students. Detentions are designed to retain or seize the privileges from students for a short time. Severe measures as suspension and expulsion are only used in exceptional circumstances and as a last option to maintain a safe and supportive educational environment for all students.

Security at WGS is a priority and this is an area where all staff receive continuous training. In 2023 the comprehensive security improvement plan that was initiated in 2019 was continued.

Academic & Extracurricular Activities in 2023

Primary Excursions/ Incursions

Young Leaders Conference

On the 7th of March 2023, our elementary school captains and vice captains attended the Young Leaders Conference at the International Convention Centre in Darling Harbour. The conference provided an opportunity for our students to listen to various speakers on their leadership journeys and learn from their experiences. They were among the 5,000 student leaders across various schools in NSW. Some attributes that our students took away were listening skills, being aware of their egos, and knowing their purpose when they choose to lead people. Further, our student leaders learned that leading is about serving people, however, laughter and a sense of humour is an equally important characteristic.



Meet the Teacher

On the 9th of March 2023, WGS parents were invited to meet their children’s classroom teachers for an afternoon of information sharing. The session allowed parents to start the important relationship between parent, teacher, and student. Parents received an insight into the routine of a typical day in the classroom and the learning that the children have undertaken so far. We thank our primary teachers for planning the sessions and for their contributions towards improving the standards at Western Grammar School.



Clean Up Australia Day

WGS primary students participated in cleaning the school environment, as part of the ‘Clean up Australia Day’ initiative. Students discussed the importance of taking practical action to improve the environment, keeping it clean and reducing waste in our everyday lives. Our goals for WGS students are to develop a sense of agency & to promote a sustainable earth. Thank you to the Blacktown City Council for the recyclable gloves and for making the event colourful and fun.



Harmony Day - Primary

On the 20th of March 2023, WGS primary students celebrated Harmony Day. Student leaders addressed the morning assembly with the history of this significant day and the importance of cultural diversity in Islam. The theme of ‘eliminating racism’ was communicated to students, highlighting that racism is not tolerated and has damaging effects. This was echoed throughout all the activities the students were involved in. Further, students enjoyed tasting the flavours of food from around the world in the spirit of connecting. The day ended with the Harmony Day parade, showcasing the vibrancy and multiculturalism of our school.



Primary Iftaar Night (Ramadan)

Western Grammar hosted its annual Iftaar night during the Islamic month of Ramadan. Years 4 to 6 students participated in an afternoon filled with fun, creativity and laughter. They prepared fresh skewers and delicious desserts to break their fast. They also participated in arts and crafts, soccer, and basketball. Further, students participated in a Ramadan scavenger hunt and quiz, before breaking fast on dates, water, and light snacks. After prayer, students enjoyed delicious food with a variety of desserts. It was a beautiful gathering which we all appreciated. It was great to see the interaction and connection among the peers and teachers. The annual iftar also creates a sense of belonging among the Western Grammar community.



National Literacy and Numeracy Week

Students at WGS had a blast celebrating National Literacy and Numeracy Week. The week included a visit from World of Maths, where students enjoyed solving various hands-on mathematical problems. Students also participated in the annual writing competition and Spelling Bee stage Championships. The activities our WGS children engaged with are part of a vision to equip them with the 21st-century skills needed to thrive and serve in the future. Well done to all the participants and grade champions! A massive thank you to all our teachers at WGS who make learning fun and purposeful for our children.



Book Character Parade

On Tuesday 29th August 2023, WGS celebrated the Book Character Parade as part of National Literacy Week. The parade was an absolute blast, and the creativity on display was truly inspiring. From superheroes to beloved storybook characters, our students brought their favourite literary friends to life. The excitement didn't stop there! We had not just one, but two winners for every class! Congratulations to all the participants for their outstanding efforts and to our winners for making their characters shine. Thank you to all the teachers, parents, and students for making this event a huge success. Let's continue to foster a love for reading and imagination in our young Muslim learners.



Grandparents Day

It was a pleasure to have our grandparents engage in classroom activities with their grandchildren for Grandparent's Day. It was a great morning for both as they were able to connect, bond in the classroom environment and share morning tea. Grandparents were acknowledged and appreciated in a special presentation hosted by our primary school captains with singing and poetry. The main themes that emerged were the importance and long-term positive benefits of having grandparents present in the lives of young children, the special bond, and the positive impact of this connection for both the grandparents and the grandchildren. Those who have grandparents in their lives are truly blessed!





Kindergarten Transition to School Program

WGS Primary School hosted our Kindergarten 2024 transition program. Our young learners came to school with their zest and curiosity to capture a part of a typical school day in Kindergarten. Our Teachers, Ms Ifrana Dean and Ms Aiesha Faytrouni prepared a wonderful program for our new Kindy students that encouraged them to build relationships with their peers and teachers. This also allowed them to develop the confidence required to be successful at school. We look forward to seeing our new learners in 2024 and forging great relationships with their families.



High School Excursions/ Incursions

Self-publishers for Minaret Mountain Books

The Year 8 English class had the pleasure of speaking with accomplished picture book writers and illustrators. Roger Ibn Tyrone, and his wife, Devina Sharma, spoke to our students about the process of producing a picture book. Additionally, they spoke about their experiences as self-publishers for Minaret Mountain Books. The information gained was used in Year 8’s next

English assessment which required students to write and illustrate a picture book. We are so grateful to our guests for their generosity in passing on their knowledge and passion for literature.



Harmony Day – High School

At Western Grammar, we are blessed with a diverse body of staff and students, united by a mutual sense of belonging, compassion, and respect. On the 21st of March, Western Grammar High School students celebrated Harmony Day. It was a colourful display of diversity and authenticity as our students and staff celebrated the love, respect, acceptance, and harmony between us all. The day consisted of Harmony Day speeches by our High School SRC, the Spoken Word competition theme “Islam embraces all colours and races”, and sharing delicious food.



High School Iftaar Night (Ramadan)

Western Grammar hosted their annual High School Iftaar night during the Islamic month of Ramadan. Our high school girls and boys stayed back on different days to break their fasts. The nights was centred around uplifting each other through righteous company and consciousness in fasting Ramadan.

Before Iftaar, HS girls competed in decorating their classroom doors with celebratory designs. Throughout the evening our Yr. 12 girls showed exemplary leadership & organised fun and engaging activities that uplifted the Ramadan Spirit!

The boys Iftaar night was a beautiful experience of brotherhood and gratitude, where staff and students enjoyed each other’s company, competed in soccer & played basketball. Additionally, we had our own students leading Islamic prayers. We were proud to see our students make these events extremely memorable. We love to see our staff and students come together during this beautiful month of Ramadan.



Brothers in Need

Year 7 students were blessed with the opportunity to visit the Brothers In Need headquarters. They participated in packing Qurans for Project Quran and observed how sanitary packs were packed and distributed for the homeless of Sydney. The Islamic values of community service and helping others for the sake of Allah were highlighted throughout the day. Students embodied these values through their experiences. A very special thanks to sister Dahlia and the team from Brothers In Need and Project Quran for accommodating our students and inspiring them to see what amazing things they can do for the community.



My Home Disability Services Centre

Our year 10 Leadership students visited the My Home Disability Services Centre in Birrong. Their journey started with a fundraising campaign, over 4 weeks, to fund an air conditioner for the centre and provide lunch for all at the centre. The visit saw them participate in multiple activities that allowed them to engage with the clients and staff, getting a true sense of what life is like for people with disabilities. They received a tour of the centre, made burgers for the clients and presented the centre with a cheque of \$3700. The students had a truly enlightening and heart-warming experience and no doubt benefitted from their visit.



Cooking for a Cause

Year 8 students had the opportunity to participate in the 'Soup Kitchen' program run by Brothers In Need at The Culinary School. This initiative allows students to not only refine their culinary skills but to give back to the community. Under the supervision of a chef, students prepared and packed 120 meals and 120 desserts which were then promptly delivered by the team at Brothers in Need to refugees and needy families around Sydney. Participating in such programs offers students a sense of social responsibility and a deeper understanding of social issues. Students were enlightened and extremely grateful for the experience.



Canberra Excursion

This term, Year 9 and 10 students had the opportunity to go to Canberra to consolidate their understanding of Australian History. It was an exciting day that started early and included a three-hour bus ride to the nation's capital. Firstly, the students visited the National Museum of Australia, where they were able to take a guided tour of Indigenous Australians & their Rights and Freedoms. Students visited the Australian War Memorial to view historically significant items and relics. This allowed them to gain a deeper insight into the terrible realities of both World Wars. To round off the day, students visited Canberra Mall to have lunch and pray. Students had an incredibly enjoyable experience as they explored diverse shops and engaged in various activities.



Year 7 & 8 Excursion to Millers Point

On 31st October 2023, our year 7 and 8 students went on an excursion to Millers Point. The day was filled with adventure, learning, and team-building activities that left a lasting impression on everyone. Our journey began with an informative guided tour, providing fascinating insights into the natural surroundings and local history around Pyrmont. The knowledgeable guides engaged the students with interesting facts, making the experience both educational and entertaining. The highlight of the excursion was the team-building activities that challenged students to collaborate, communicate, and problem-solve together. While doing this, we also had the chance to walk across the Harbour Bridge and the students absolutely loved the walk as it was filled with beautiful sights. The excursion concluded with a sense of accomplishment and joy among the students. It was evident that they not only had a fantastic time but also gained valuable life skills and knowledge. Overall, this excursion successfully blended education and adventure, creating a memorable experience for Year 7 and 8 students.





Senior Excursions/ Incursions

HSC Graduates Forum

On the 16th of February, Western Grammar School held its annual HSC Graduates Forum. Graduates from previous years were invited to speak to the current Year 11 and 12 students about their journey to HSC and career goals. Students were given a great insight into preparing for the HSC exams and how to prepare for future experiences. Learning to cope with HSC stress by setting weekly goals helped keep things in perspective. Overall, having a good study routine and practicing past HSC papers helped students achieve their atar goals. Graduates of 2022 who achieved higher bands were awarded monetary gifts on behalf of the school.



Western Sydney University Guest Speaker

Sarah from Western Sydney University visited Western Grammar to spend time with our senior students. This session allowed students to extend and enhance their learning and education aspirations and discuss university options, pathways and courses. It truly was a very enlightening session that left students feeling hopeful and motivated.



Nan Tien Temple

On Thursday 18th of May, the year 11 and 12 students visited the Nan Tien Buddhist Temple in Wollongong for their Studies of Religion excursion. The students had a guided tour of the complex, followed by a practical lesson in Chinese calligraphy and origami. The tour involved unique visual experiences of the buildings and gardens as well as providing insight into Chinese culture and practices. Students then enjoyed lunch and prayer at the beach before returning to school.



Soup Kitchen

On Wednesday the 26th of July, Year 11 students participated in the 'Soup Kitchen' program run by Brothers In Need at The Culinary School. Under the supervision of a chef, students prepared, cooked, and packed 120 korma and rice meals and 120 desserts which were then promptly delivered by the team at Brothers in Need to refugee and needy families around Sydney. Students were extremely grateful for the experience and shared a sense of appreciation for their own privileges. We thank Brothers In Need and The Culinary School for providing the opportunity for our students to play an important part in serving our community.



Homeless Run

Our Year 12 students and selected staff experienced the Homeless Run with Brothers In Need again this year, after 8 weeks of collecting essential items at school. It was an enriching, eye-opening and beautiful experience. Students spent the afternoon learning about various programs Brothers in Need offers for the community. Students then sorted and created 135 essential item packs to hand out to the homeless and headed out after dinner and prayer. Students and staff handed the packs and freshly cooked food out to the people of Sydney in Martin Place and its surrounding suburbs. They left this experience with a great sense of gratitude that was both emotional and sustaining. Thank you to all parents, teachers, and students who contributed to the items.



Muslim Youth Association's Student Debate

On the 16th of September 2023, our Stage 6 debating team participated in a debate against Unity Grammar at the Muslim Youth Association's Career's Expo. It was incredibly inspiring to see our students engage on a public platform and win the overall competition. Our spoke with poise, passion and power. The adjudicator, Sheikh Abu Hakeem Yusuf Tang, was particularly complimentary and encouraging, being left very impressed with the calibre of debate presented by both teams.

It is important for us to expose our students to a variety of enriching experiences which assist in crafting them into well rounded young Muslims. Our vision is to build ethical and resilient lifelong learners using a variety of high-quality materials. Experiences that take students out of the classroom and into the "real" world are the materials, alongside our teaching, that will have them grow.

A particular positive of today's debate was seeing young Muslims - from both teams - centre their Islam. Both teams utilised the Qur'an, the teachings of the Prophet (saw) and the examples of pious predecessors as foundational underpinnings to their presentations. This was wonderfully refreshing to see and was noted by the adjudicator. Well done to both teams!



Combined Events

Quran Competition 2023

On the 12th of May 2023, the Islamic Department held its annual Quran Competition with the awards presentation conducted a week later at a special assembly. All students in primary school competed in the first round with 5 students from each grade qualifying to the final round. Registered high school students competed with one another in gender segregated groups. The qualified and registered students, who recited beautifully with inspiration, were given a few weeks to memorise the given surah.

There were seven in-school judges with one guest judge, Brother Ali Alkini. We were blessed to have such amazing qualified judges giving accurate results focusing on; completion of verses, fluency, and melody. Parents of the qualified competitors were invited to the event as well as the award ceremony. Certificates and monetary prizes were given to all reciters with additional medals, trophies, and higher monetary prizes for the winners. We thank our sponsors; AAA Rapid Homes, Mazun Homes, Bula Racing, ANK Renovations, and Auswise Aircon for their contributions in making this a successful event.

Congratulations to all the winners and well done to all those who participated in the Quran Competition.



WGS Eid Party

On Friday, the 21st of July, Western Grammar was transformed into a festival of happiness and joy. Eid-al-Adha was celebrated at WGS to commemorate the end of the holy month of Ramadan. We celebrated the festivities of Eid with an array of exciting activities including various games, a petting zoo, pony rides, jumping castles, food stalls, face painting, henna stalls and competitions. Students and teachers enjoyed their day participating in all the games and activities. It was a great opportunity to celebrate the spirit of unity and gratitude. We thank our staff for organising this joyous event.



Guest Visit – Founder of Akhawat Islamic Foundation

On Wednesday, 2nd of August, WGS was privileged to host the honourable Dr. Muhammad Amjad Saqib, a Pakistani social entrepreneur, development practitioner, former civil servant and author. He is the founder and executive director of Akhawat Foundation, the world's largest Islamic microfinance organisation. This organisation aids the most deserving segments of society. With his incredible passion for humanity and social justice to alleviate poverty, he was nominated for the 2022 Nobel Peace Prize.

Dr. Saqib addressed the entire school students and staff, providing information about Akhawat Foundation and the amazing work they do. He encouraged WGS to team up with his foundation and build friendships between our students and underprivileged students under his

organisation to strengthen relations. It was definitely a great honour to host such a gentleman who has a great vision for the success of the Muslim ummah.



Human Appeal

Caring for the orphan in Islam ranks as one of the eight great duties of the sincere believer who Allah (SWT) enables to do so. Back in 2021, Western Grammar School took to sponsor 14 orphans with Human Appeal Australia. God willing, every year WGS aims to raise \$8400 to cover the cost for the education, clothing, healthcare and food for all 14 orphans. This year, we managed to raise \$20 000. This covers the cost of looking after our orphans for 2.5 years. It is with the permission of Allah SWT, that the families, students, staff and principal of WGS were able to make this happen.

On the 8th of September 2023, Mr Irfan was delighted to invite the director of Human Appeal international, brother Bashar Al-Jamal to accept this donation. God willing, we will continue to raise for these orphans annually, to ensure that they are well looked after and that they can be a source of evidence for us all on the day of judgement.



World Teachers Day

Western Grammar School teachers were acknowledged and honoured for their dedication and commitment towards nurturing the next generation of citizens and leaders.

Student leaders led the morning assembly with teacher awards being presented, followed by a heart-warming song from the choir. They enjoyed a well-deserved lunch and ended the day with beautiful thank you messages from students in a video made especially for all WGS staff.



Bake Sale Fundraiser

Today our Year 9 Leadership students ran their Bake Sale Fundraiser for Palestine. Before today, they worked exceptionally well as a team, planning and organising this event with two aims. The first aim was part of their final Assessment Task for Leadership, and the second aim was to raise as much money for Palestine, as a class.

They showed great teamwork, effort and commitment to pulling it off well. With the grace of Allah and support from all staff, students and parents, they made \$2800 profit! What an amazing effort Alhamdulillah. Thank you for all the love and support shown for our dear brothers and sisters in Palestine. May Allah protect them and ease their burdens. Ameen



Principals Morning Tea

On the 8th of November, WGS had the pleasure of hosting the Principal's Morning Tea for primary and secondary students. The special event is held to recognise and reward all those students who are diligent and consistent in their learning and character. Students were selected based on two integral skill sets. The first was students who consistently work hard in all subjects and put in a great amount of effort in class work. The second was students who constantly display respectful behaviour and uphold the key values of our school. Students were served a delicious morning tea which they all thoroughly enjoyed. They were presented with individual certificates to appreciate their dedication and exemplary school spirit. WGS Assistant Principal, Mr Malik and staff were honoured to host an event that celebrates the great efforts of these students. May Allah bless all our wonderful students and we are proud of every one of them.



Sports Excursions

Harmony Cup

On the 6th of March 2023, Western Grammar students from stage 3 and 4 attended the Harmony Cup at Condell Park, Basketball Stadium. Our students participated in basketball games where they battled it out with many other Islamic schools from the surrounding areas. At WGS we recognise that it is incredibly important for all students to have the opportunity to try different sports and keep active. This great opportunity allowed staff to witness the confidence and talent within our students. The WGS stage 4 girls advanced to the semi-finals, capping off a successful day.



ISD Cross Country Competition

On Tuesday, the 16th of May, the WGS Cross Country Athletics team competed in the ISD Cross Country Competition at Centennial Park, Sydney. What a wonderful day for our students! Twenty-three boys and twelve girls giving it their all and doing their best, competing against many other schools. The outcome resulted in three students qualifying and being selected to represent at AICES level. Those students were Tarek Almubaid in Year 12, Ali Chandab in Year 11 and Layla Chandab in Year 7. Congratulations to these students for running within the qualifying time magnificently and to all our student participants. It truly was great to witness. We are so proud of them.



ISD Soccer Competition

On Monday, the 5th of June, our boys and girls Open Divisions Soccer teams participated in the ISD Soccer competition at Gannon’s Park, Peakhurst. Although our teams did not make it to the semi-finals, they put all their heart, dedication and commitment into working as a team. There were many memorable moments with both our boys’ and girls’ teams showing skills that left us cheering and jumping with joy. It was a pleasure to see the students come together and support each other in this sporting arena yet again. Congratulations to our students for demonstrating wonderful sportsmanship and representing Western Grammar School with such class.



ISD Athletics Competition

On the 28th of August 2024, 44 of our High School students were selected to participate at the ISD Athletics competition, held at The Crest Stadium in Bass Hill. They entered the stadium a bit nervous but pumped and ready to give it their best. We saw them push through, motivate each other and cheer for everyone. Many students placed first, second and third in a variety of competitions including 100m, 200m and 300m races, high jump, shot-put and cross-country races. We were exceptionally proud of their combined efforts as a team, representing our school so well.



Parenting Programs

My Child and I

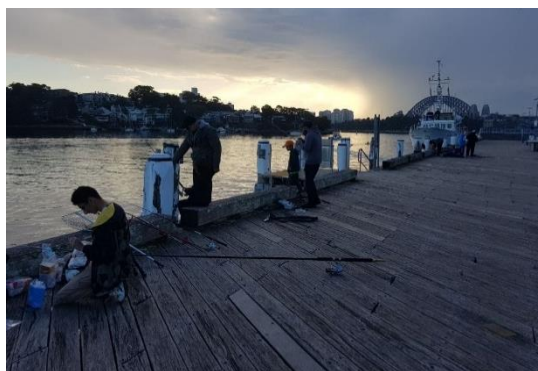
On the 23rd of March, Western Grammar held its first parenting program session for the year. Mr Yousef Alkarnaz, from 'Five before Five', presented 'My Child and I' in which he discussed

the importance of the bond between a child and parent. He shared research data and personal experiences as well as practical tips on how parents can narrow the generation gap. This would help ensure that parents are able to nurture and raise Muslim Australian children in the digitalised and challenging world. The evening also allowed for parents to speak and connect with staff at school.



The Father and Son Fishing Trip

On Saturday, 13th of May 2023, WGS had a father and son fishing trip as part of our parenting program session. It was a small group of fathers and sons that braved the cold morning to see what the beautiful harbour had to offer late season. The fishing started off slow, with only a few small yellow fin breams hitting the deck. Eventually, our parents landed some healthy leather jacket along with a good-sized bream, which were promptly placed into a keeping esky. However, the most valuable gain of the experience was that our students had an opportunity to spend some time with their fathers in a relaxed environment.



Getting into the Minds of Students; Children's Perspective

Western Grammar's Term 2 parenting program, "Get into the minds of Students; Children's Perspective", was led by our Primary and High School Student Leaders. The student led forum focussed on acknowledging and showing gratitude to parents and sharing some of the challenges faced by students in their school lives. Student leaders answered some challenging questions posed by parents. Parents were relieved to hear from the students, that they believe they do not need to have mobile phones. It was a great night to see parents and children sharing their views and challenges.



Emotions Matter

On the 10th of August 2023, our primary School Wellbeing Coordinator, Ms Rukshana Khan, presented an amazing workshop for parents on emotions, what they are and how to cope with them. This workshop was filled with valuable and practical tips on how parents can not only identify and cope with their own emotions, but that of their children as well. In demonstrating the need for better and healthier relationships at home, we were guided with wisdom and an Islamic backing, to explore the various emotions and how we can facilitate healthier ways of acknowledging them. This truly was, yet again, another eye opening and reflective workshop that left everyone with something of value to take home.



Mother and Daughter Hike

On the 2nd of September 2023, WGS hosted its very first WGS mother & daughter hike, walking a scenic 7km walk along the water. It was a wonderful experience for both mothers and daughters as well as WGS teachers. This allowed mothers and daughters to bond and motivate one another to reach the end mark.

Although initially, a 7km hike sounded daunting, all participants were able to complete it effortlessly by motivating one another and taking in the beautiful views. Following the walk, we had the opportunity to enjoy pastries and listen to, the Wellbeing Coordinator, Ms Mathews.

Her Islamic reminders were crucial and eye-opening as we reflected that it is Allah SWT who allowed us to come together on this beautiful sunny day and it is he who gave us the ability, physically, mentally, and spiritually to perform this hike. Overall, it was a memorable experience and we were grateful for the good company.



Children’s Behaviour

On Thursday, 17th November, our school Psychologist, Yasmin Elzahr, hosted the final Parenting Program workshop for 2023. Unpacking the topic of children’s behaviour is never easy because there are so many variables to consider. However, Yasmin did an amazing job in highlighting the thoughts, feelings and behaviours demonstrated by children from Muslim backgrounds growing up in a Western world. She beautifully gave us an understanding and appreciation for what our children experience and how that translates in their behaviour. This led to guidance on how parents, with better understanding, can deal with children in a more nurturing and caring way that will develop their self-confidence and overall sense of belonging.



Parent Satisfaction and Feed Back

Parent feedback is invaluable to WGS as it serves as a primary source of information to enhance educational standards and improve student performance. In 2023 measures were taken to actively engage parents in school-organized events and information sessions designed to foster their understanding of their crucial role in their children's academic success.

At WGS, we emphasize the importance of parental feedback and strive to maintain open, constructive, and productive channels of communication. It is essential for parents to prioritize participation and provide well-rounded and fair feedback on school performance and their children's academic and personal development.

WGS offers multiple opportunities for parental involvement, including biannual parent-teacher face-to-face interviews. Our staff is dedicated to comprehending and addressing any concerns raised by parents, ensuring all possible solutions are explored and regular follow-ups are conducted until resolutions are achieved. In 2023, parent-teacher interviews were conducted over 2 days with approximately 95% of parents actively participating. Their feedback was positive, reflecting a high level of satisfaction and providing valuable insights into their perceptions of WGS staff's teaching and learning methods.

In addition to formal interviews, various events and functions, including parent information sessions and parent teacher meet and greet were integral parts of our 2023 activities. These initiatives aim to strengthen the partnership between parents and the school community, ultimately supporting the holistic development and success of our students at WGS.

Other channels of communication such as newsletters, admin notes, dairies, emails, text messages, face book and Skool loop were used to display the school performance for the satisfaction of parents. School board and management is extremely gracious and appreciate the support from the community, parents and staff.

Western Grammar Staff standards and Rate of Retention

In 2023, WGS achieved an exceptional staff retention rate of nearly 100%, with no departures throughout the year—a testament to the school's positive and productive working environment. This environment serves as the bedrock for academic excellence, fostering high achievements among students and cultivating a community of dedicated and loyal individuals committed to WGS's mission.

WGS's teaching staff are accredited and endorsed by NESA to deliver the Australian curriculum, with approximately 95% holding Australian qualifications. Nearly 40% of our educators are highly experienced and accredited at the proficiency level. The school maintains rigorous policies and procedures to continually enhance and uphold teaching standards.

Our staff at WGS are not only qualified but also deeply passionate about teaching, supported extensively by senior management. The senior administration, staff, and Principal foster a friendly and task-oriented atmosphere, prioritizing transparency and professionalism in addressing staff concerns and maintaining a positive work environment.

While WGS enjoys a notably high retention rate, occasional staff departures in 2023 were primarily due to personal reasons. The majority of our senior management and staff have been integral members since the school's inception, demonstrating a strong commitment to WGS and its community.

Educational Environment

The educational environment at WGS is highly acclaimed, fostering significant academic improvements among students through a safe, supportive, and stimulating atmosphere.

Bullying is strictly prohibited and promptly addressed, ensuring students have optimal conditions to achieve their academic goals and success.

Since 2020, rigorous teaching standards have been implemented to reinforce student commitment to learning. Instructional methods have been updated to align with contemporary teaching practices, effectively delivering the educational curriculum. WGS prioritizes professional development (PD) and teacher training, with staff attending PD sessions in 2023 to enhance their skills and capabilities. Primary and High School Coordinators collaborate closely with teaching staff to deliver the curriculum in an organized and engaging manner, supported by newly acquired literacy resources for lower primary students.

At WGS, a cooperative and task-oriented environment between students and teachers is cultivated, facilitating dynamic teaching and learning experiences. The school emphasizes adaptable and responsive curricula that cater to diverse educational needs, fostering each student's development into a self-directed and adaptable learner when ready. Continuous monitoring of current educational research ensures WGS provides exceptional learning opportunities.

WGS remains committed to its primary goal of becoming a leading educational institution and a beacon within the local community. The overall learning and teaching environment at Western Grammar School is dynamic, multidimensional, and consistently yields impressive outcomes.

Student Special Needs

WGS supports students with minor learning difficulties such as ADHD and autism through its approach grounded in holistic principles, emphasizing social preparedness for both current and future challenges. While WGS is not specialized in catering to students with severe special needs, it adheres to NSW Curriculum guidelines drawing from the Australian Curriculum and NSW Syllabuses.

To address diverse learning needs, WGS implements individualized educational modules focusing on Literacy, Numeracy, and Personal and Social Capability. The Learning Enhancement Program plays a crucial role, offering a versatile foundation for future educational initiatives and providing significant support to students with special needs. Recognizing varying learning paces, WGS has tailored teaching programs to assist students who require additional time or support, while also challenging those who need enrichment opportunities.

In 2023, WGS intensified its efforts to cater to students with special needs by continuously adjusting educational modules and allocating increased attention and resources to their learning journey.

Staff Training & Professional Development - 2023

WGS places utmost importance on the continuous development and training of its teachers to enable them to perform at their best. Throughout 2023, a comprehensive schedule of professional development (PD) and training initiatives was implemented aimed at enhancing

educational standards and skills among the teaching staff. Additional support and opportunities were provided in compliance with NESAs requirements for maintaining teaching standards.

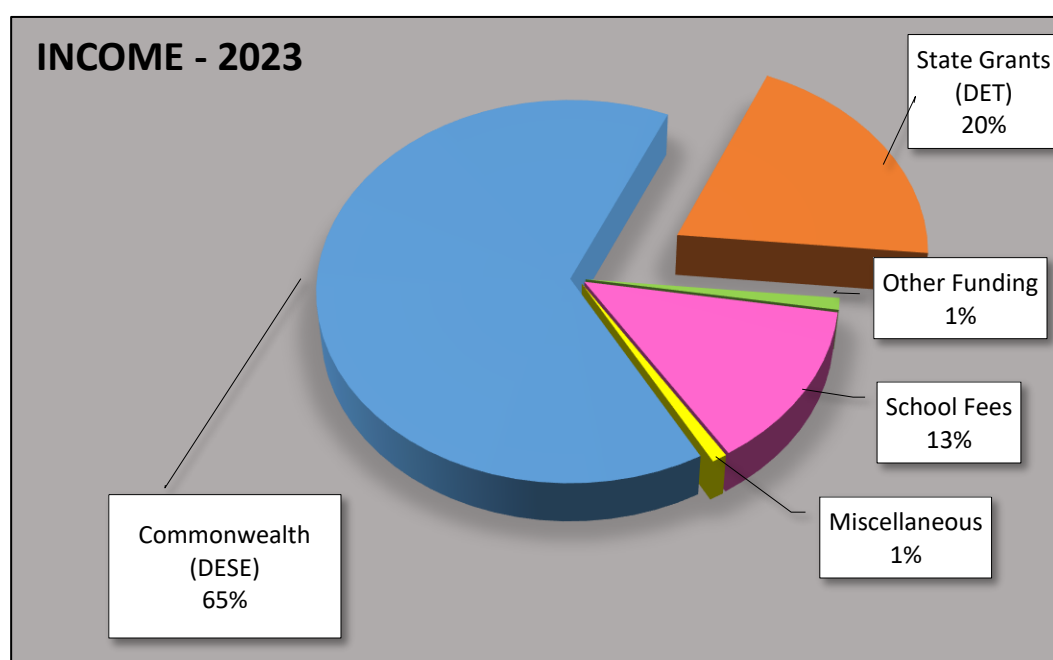
Representatives from AIS were invited to conduct sessions ensuring our staff stayed current with evolving trends and new curriculum requirements. WGS organized numerous external and internal PD sessions throughout the year, significantly enhancing teachers' skillsets and teaching abilities. Formal staff PD sessions spanned eight days, complemented by ongoing meetings and various professional development sessions conducted by senior staff during the school year.

WGS also prioritizes the training of board members, particularly in governance, enabling them to effectively oversee school operations and fulfil their responsibilities. All board members took part in the online training to provide guidance to the school management conducive with the changing staff and student needs. All staff and senior HSC students participated in first aid and CPR training to strengthen their knowledge and skills related to safety and welfare within the school environment.

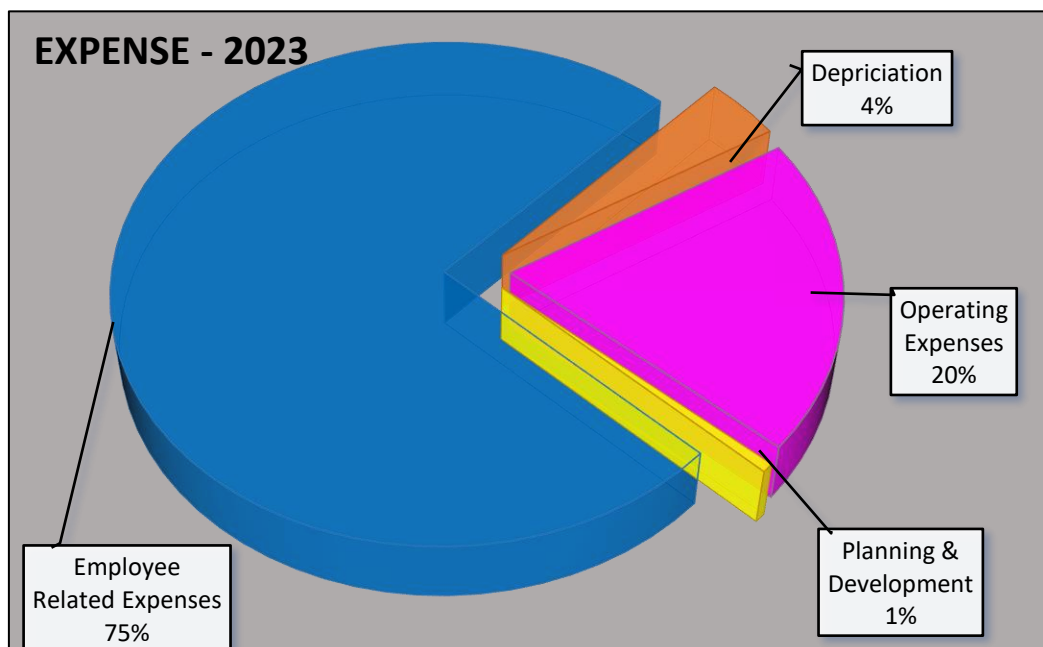
Financial Summary of 2023

The school's revenue in 2023 saw growth primarily driven by increased Commonwealth and State Government grants, along with steady income from fees and other sources. Despite higher employee-related expenses due to a new pay scale, prudent financial management ensured the school maintained financial viability. The school remains committed to enhancing educational outcomes while ensuring fiscal responsibility and sustainability.

Income: In 2023, the school's revenue saw a significant increase due to effective financial planning and increased student enrolment numbers. The primary sources of income included Commonwealth Grants (65%), State Government Grants (20%), fees and other sources (14%), and Learning Support and sports grants (1%).



Expenditures: The graph illustrates the expenditure breakdown for the year 2023: 75% is allocated to employee-related expenses, covering salaries and benefits. Operating expenditures, comprising 20%, include costs such as building and equipment rental, repair and maintenance, office supplies, technology, teaching resources, curriculum development, security and student-related expenses. The remaining 5% is dedicated to capital expenditures, infrastructure planning and development, and depreciation.



Conclusion

In 2023, WGS celebrated another successful year in terms of academics as well as extra-curricular activities. School operations continued smoothly, providing an excellent educational environment conducive to student learning. The school's performance consistently meets NESAs standards and community expectations. Increasing academic achievements and a growing student body, along with upcoming expansions, highlight the community's recognition and support for the school's educational standards and reputation.

Looking ahead, the school board has set a vision extending beyond 2025. Board leadership is actively involved in developing processes to monitor school success and meet the needs of our students. The Master Plan forms an integral part of the board's vision, with WGS planning to introduce a double stream in lower primary after completing Stage 3. Throughout these developments, WGS maintains its commitment to financial sustainability and aims to enhance educational outcomes while fostering the holistic development of its students.



“KNOWLEDGE IS THE ULTIMATE SOLUTION”

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