



BETHEL CHRISTIAN SCHOOL

Annual School Report

2023

Principal: Dr. Alese Plichta

Address: 104 – 114 Mount Druitt Road, Mt Druitt, NSW 2770, Australia

Ph. +61 2 9625 4949 | Website: www.bethel.nsw.edu.au | Email: secretary@bethel.nsw.edu.au

A.B.N. 11 001 794 396 | CRICOS: 00540E

TABLE OF CONTENTS

CONTEXT	2
MESSAGES FROM KEY BODIES	
INTRODUCTION AND OVERVIEW	
REVIEW OF 2023	
2023 TARGETS	
RESPECT AND RESPONSIBILITY	
OUTCOMES AND RESULTS	7
CURRICULUM	
SCHOOL PERFORMANCE AND ACHIEVEMENT	
SPORTS REPORT	
PRORITY AREAS OF DEVELOPMENT	
STAFFING	11
STAFF POPULATION	
PROFESSIONAL DEVELOPMENT AND LEARNING	
COMMUNITY SATISFACTION	12
ATTENDANCE	13
STUDENT POPULATION	
STUDENT DESTINATIONS	
POLICIES	14
ENROLMENT POLICY	
ATTENDANCE POLICY	
ANTI BULLYING POLICY	
COMPLAINTS, APPEALS AND GRIEVANCE POLICY	
SAFE AND SUPPORTIVE ENVIRONMENT POLICY	
DISCIPLINE POLICY	
FINANCIAL INFORMATION	16

MESSAGES FROM KEY BODIES:

Principal (Dr. Alese Plichta)

It is truly an honour to serve the Bethel Christian School community. The dedicated team of staff continue to work diligently to provide wonderful Christ-centred education to the students.

At Bethel Christian School, young people are provided with the opportunity to grow, according to the school motto "By God's peace, sanctified in Spirit, Soul and Body". The nurturing which is provided is not purely academic, catering for wellbeing needs in social, emotional and spiritual development. The partnership between home and school is highly valued and respected.

I would like to thank the Board for not only their continued faith in me as Principal, but also their dedication and support of the Bethel Christian School community. I ask humbly, that you pray for our students, families, staff and Board as we all work together to provide quality Christian Education.

I am so excited that the primary building is almost ready to open. I am very proud of how each member of community has worked together to see the building project completed. I am looking forward to starting the next round of building the Dryden Performing ARTS Centre in 2025. Please pray with us for favour in the development of this project over 2024.

Board Chair (Ms Netta Collins)

Bethel Christian School enjoyed a very successful 2023. The building project dominated the landscape over the year, as both staff and students watched with delight the progress of the new Primary block and libraries. The vision for the new and innovative learning spaces, achieved in partnership between Dr. Plichta and Leaf architecture, has created classroom design that will not only be engaging for students, but will provide a platform for cutting edge learning opportunities for staff to utilise. Steve Watts Construction have been outstanding in their management of the site, with no WHS incidents during the build.

Dr. Plichta continues to excel in her leadership of the school, maintaining high expectations for both staff and students. The school underwent their NESA accreditation and inspection in 2023, with substantive favourable feedback from the inspectors on the quality of the education and leadership within the school.

The staff continue to pursue excellence in education for all students at the school, with a high level of pastoral care supporting student engagement across the school. This is achieved through consistency in staffing, as the school continues to maintain qualified, experienced teachers.

We pray for continued favour over Bethel Christian School, as the Board and school leadership team continue to work together to develop other facilities for the school community.



Board Director (Mrs Loida Pinili)

We all play a part. There is truth in the saying, 'It takes a village to raise a child.'

The welfare, wellbeing and education of children and young people is the shared responsibility of parents and families, supported by schools, government and non-government organisations, and the community as a whole. Bethel Christian School has continued to play its part in fulfilling its mission of educating young men and women within a Christian environment, so they can realise their God-given academic, social, physical and spiritual potential. The achievement of the school's mission is reflected on the continuous pursuit of excellence in all areas by the leadership team, teachers and staff.

I thank God for His goodness and faithfulness over the years and would like to acknowledge our Principal, Dr. Alese Plichta and her team, teachers, students, parents, Board Chair, Ps Netta Collins and Board Directors for their significant contribution to Bethel Christian School.

Working in partnership with each other is essential in achieving our mission and vision. We all play a part and together, we can have a positive impact on the lives of children, young men and women, families and communities.

Coordinator (Mrs Angela Dade)

The staff of Bethel Christian School excelled in providing quality education and a balanced Christian world view for all students in their care throughout the 2023 academic school year. The good standing of our school is a credit to the whole school community; staff, students and parents and something for all to be pleased with.

The 2023 school year continued to support the learning outcomes and values required in the curriculum area in a variety of ways. Term 1 concluded with our annual ANZAC ceremony. The ceremony included speeches, prayers, the Last Post and a minute's silence. Once again, teachers' involved students in a variety of activities designed to teach and have students reflect on the importance of this occasion in the lead up to the assembly.

Implementation of the Australian History Curriculum continued with students from Stages 2 and 3 undertaking an informative and fun excursion to Cockatoo Island, while infants extended their knowledge on farm, domestic and wild animals by visiting Sydney Zoo. High School students also had opportunities to attend wetlands and the local pond as their field experience.

To celebrate tolerance and acceptance for diversity, the school celebrated Harmony Day on the 23rd of March. Gathering in the school's hall, students showcased traditional costumes and items, representative of their family's background. The highlight of the day were the student performances, reflective of the cultural diversity and inclusion of the school.

The school's staff invested in students' overall development and achievement. Their dedication to offer extra-curricular activities in the form of choir, drama, reading, crochet, debating, chess and gardening clubs were valuable to the students and well received. Within the school there was a strong emphasis on student engagement through technology with Chromebooks used consistently in the delivery of quality learning and teaching programs.

Some fun activities such as Crazy Sock Day in May, celebrating 100 days of school for Kindergarten in June, Concert night in September or class parties at the end of the school year contributed to a wholistic approach to education and student wellbeing.

In the idea of promoting a love for literature and books, the school held a Book Week event in Term 3. During the week, participation in book fair in the library was inviting and celebratory. The highlight of the week for students was the opportunity to participate in a costume parade reflective of a favourite book character and watching a musical performance by the primary teachers. The event was such a highlight that high school leaders didn't want to miss out on the opportunity to dress up and support their primary peers.

In Term 4, during the Presentation Day, students from Kindergarten to Year 6 participated in an exquisite musical performance titled "Wise Guys and Starry Skies" written by Kathie Hill, which invited much appreciation from the large parent and school's friends' audience.

The Colour Run fundraiser held in November was a great success as fun activities for the students to participate in, as well as being a significant fundraiser for the school's community.

With the laudable efforts of our teaching staff and the direction and support of a devoted leadership team, Bethel Christian School can continue to receive recognition as a reputable provider of excellent education and valuable Christian guidance to its students.

Student Representatives (JC and JP)

As captains and prefects for 2023 we would like to take this opportunity to thank the leadership team, but most of all thank you to the wonderful school community we have that makes Bethel, Bethel. It has been a great year, all the events and activities we were privileged to take part in, the memories we made and challenges we faced.

In Ecclesiastes 4:9-10, it says "It's better to have a partner than go it alone. Share the work, share the wealth. And if one falls down, the other helps." A lot of schools nearby are very different and what separates Bethel are the relationships and bonds we are able to make with each other, the support and care we receive and the recognition of each student as their own unique individual. Bethel School students always have a sense of unity, whether it be helping in class or with work, cheering and yelling at the edge of the pool at swimming carnival, wetting and then throwing coloured flour at each other at a colour run or sharing our cultures, backgrounds and talents at Harmony Day, we do it together and help each other out.

2023 saw a number of fun events take place including the colour run, Harmony Day, gala days, Japanese and Korean visiting students, singing at a nursing home, concert night, a new building on what was last year a grass soccer area and opportunities to spend time with our classmates on excursions.

Term One, we celebrated multiculturalism by celebrating Harmony Day, students participated by wearing orange or cultural dress. Students' cultural dress varied from across the globe, and it was really cool to see some of the teachers dress up. We had our school swimming carnival. This year we had a number of participants in our races and we were so happy to see so many professional swimmers and not so professional swimmers try their best and do their teams proud. It was amazing to see the cheering and the support for all students.

A lot happened in Term Two, High School had a number of excursions, including the elective textiles class excursion to the Powerhouse Museum and elective music students visited the Apple Store, in the city, to investigate the process of music development. The commerce class went to the Mount Druitt courthouse to learn about the legal system. The term ended with the Year 10 to 12 students, going to Sydney Olympic Park for the Careers Expo to gain knowledge of their future in careers and universities, and pick up some stationary supplies.

Term Three was full of adventures, we welcomed visitors from Japan and Korea. It was a really enjoyable time for Bethel students and the exchange students as we got to learn about different cultures and exchange origami skills. Year 10 headed to Bonnie Vale to explore wetlands, go mud crab digging and had a great day, even if it did rain. Year 8 learnt about water at Warragamba Dam, while Year 9 reflected on moments in history at the Jewish Museum. We held our annual Bethel Christian School concert night where our students showcased their skills and talents for the enjoyment of the community. This term was an important term as it signified the end of our Year Twelve's journey at Bethel Christian School. We were so proud of their achievements as a school and look forward to hearing about the amazing adventures they embark on next year.

This term, last term of a memorable and encouraging 2023, Bethel students experienced our first ever colour run!! Where we were given permission to get wet and cover ourselves in coloured flour. Seeing everyone's faces as they ran through clouds of flour, lots of bubbles of the streams of water, and of course pouring flour on some of the teachers, was a major highlight.

Bethel 2023 students, captains and prefects would like to thank Miss Alese, our teachers, staff and parents for your continuous support towards Bethel Christian School and that together we come back with a motivated attitude to kick off 2024.

Parent Representative (MI)

Our children have lived in England and Australia and have changed schools 5 times due to my work relocations. At Bethel Christian School our children have flourished both academically and personally. The nurture and personal care of staff towards students is outstanding and the commitment to their education is unequalled.

Our children feel safe, understood and supported at Bethel Christian School. I will always be grateful that we found this school and for its commitment to the nurture and development of its students.

INTRODUCTION AND OVERVIEW 2023

Bethel Christian School is a co-educational school, offering education Kindergarten through to Year Twelve. The school is committed to providing comprehensive academic, physical and spiritual education. Established in 1979, the school continues to strive for excellence in providing a Christian community dedicated to serving the Mt Druitt area and beyond. The school is proud of its multicultural student population as they celebrate the diversity amongst its community members. The school was established to provide students with a Christian education, designed to serve them for the whole of life. Bethel Christian School fosters a family atmosphere and strives to promote a Christ-centred culture within the community through having committed Christian teachers and staff modelling Christ to the students, parents and beyond. All subjects are taught from a Biblical Christian perspective and include weekly Chapel services and daily devotions. The school is registered with NESAs and is a member of the Association of Independent Schools NSW. It is registered and accredited to provide NSW Higher School Certificate courses to students and to provide private overseas courses through CRICOS. This annual report provides parents and the wider school community with a fair, accurate and informative snapshot of the various aspects of the school throughout 2023. I certify that the information in this report is the result of rigorous school self-evaluation process and is a balanced and genuine account of the school's achievements and areas for development for the future.

School Vision

To see young men and women and their families brought into a full relationship with the Lord Jesus Christ.

School Mission

To educate young men and women within a Christian environment, so that they can realise their God-given academic, social, physical and spiritual potential.

School Motto

'Sanctified in spirit, soul and body.' 1 Thessalonians 5:23

School Pledge

'I will with God's help, obey him in all things, follow him and be an example to those about me. I will live pure, speak truth, right wrong and follow my King, the Lord Jesus Christ. I promise to be faithful and loyal to God, His people, my Church and my Country. I promise to be a witness for God by sharing the Good News of Jesus Christ. This is my pledge.'



REVIEW OF 2023

2023 has been a great year to be back full time at school within the community at Bethel Christian School. It was a continued honour for the staff to serve the community of students and families with the school. Dr. Alese Plichta continued to serve as the School Principal, with Miss Michelle Sweeney as Deputy Principal. The building project was almost completed, with an expected opening date of February 2024. We look towards an exciting 2024, with work towards the Stage 2 project of the Dryden Performing Arts Centre, which will provide new music and drama spaces and upgrade the hall and maintenance areas.

2023 TARGETS

Teaching and Learning:

- Target 1: Continue pursuing excellence in literacy and numeracy results.
- Target 2: Review of teaching practices for literacy and numeracy (3-10).
- Target 3: Implement behavioural plan for Kindergarten to Year 4.
- Target 4: Review of High School Programs.




Facilities and Resources

- Target 5: Continue working towards building project of Primary facility.
- Target 6: Planning for Performing Arts Centre.

RESPECT AND RESPONSIBILITY








Bethel Christian School is committed to the development of respect and responsibility for all members of the school community. This is mainly driven through the implementation of the merit system, and through explicit teaching on the areas within the Chapel program. Four behavioural objectives were integrated into the Discipline Policy and used within the diary system to track positive and negative behaviour amongst students in the community. The four expectations included: I am where I am supposed to be, I respect myself, others and authority, I care for others in my community and beyond, and I am ready to learn and participate. The school's code of conduct also targets these areas to promote their significance within the school community.

Bethel Christian School promotes respect and responsibility in the following ways:

-  Code of Conduct,
-  Curriculum, and
-  Acts of Service to the community.



CURRICULUM

-  K-12 Programs
-  Literacy and Numeracy Support Programs (including EAL/D)
-  Incursions and Excursions
 - This year students at Bethel Christian School were given the opportunity to take part in a number of extra-curricular activities and school events.
 - Excursions
 - Sydney Zoo
 - AMF Bowling
 - Apple Store Excursion
 - Bonnie Vale Wetlands
 - Cockatoo Island
 - Hyde Park Barracks
 - Jewish Museum
 - Warragamba Dam
 - Careers Expo
 - Nursing home visit for Christmas Carols
 - Incursions
 - NSW Olympics Unleashed
 - Environmentors
 - Golden Ridge Animal Farm
 - Guest Speakers in Chapel – Ps Max Watson
 - Busways Bus Safety
-  Sporting Events
 - CIS Rugby League
 - CSSA Touch Football
 - AICES Rugby Union
 - Basketball Gala Day
 - Volleyball Gala Day
 - Small School Metro Cup
 - Athletics Clinics
 - Tennis Clinics
 - Rugby League Clinics
 - Athletics Carnivals including school, Zone and State Levels
 - Cross Country Carnivals including school, and State Levels
 - Swimming Carnivals including school, Zone and State Levels
-  School Events
 - Book Week
 - Harmony Day
 - Mothers and Father’s Day Stalls
 - Valentines Day
 - Colour Run
 - 100 Days of School (Infants)
 - Clean Up Australia Day
 - Pie Day (Mathematics)
 - NSW Debating Competition
 - Public Speaking Competition
 - Infants Water Fun Day
 - Crazy Sock Day
 - Primary School Musical
-  Stage 5 Electives
 - Visual Arts
 - Music
 - Information Software Technology
 - Physical Activity and Sports Studies
 - Food Technology
 - Commerce
-  Stage 6 Subjects
 - English Standard
 - English Studies
 - Mathematics Standard
 - Mathematics Standard 1
 - Mathematics Standard 2
 - Biology
 - Business Studies
 - Legal Studies
 - PDHPE
 - Community and Family Studies
 - Food Technology
 - Design and Technology
 - Visual Arts
 - Music I
 - Visual Design
 - Sport, Lifestyle and Recreation
 - Construction Certificate III (TAFE)
 - Certificate III in Health Services (TAFE)
 - Beauty Services Certificate III (TAFE)

Learning and Teaching

Bethel Christian School is committed to providing quality Christ-centred education through learning and teaching. All NESA requirements are being met as the school seeks to implement best practice of meeting the needs of all students enrolled. In addition to the Key Learning Areas prescribed by NESA, the students are provided with Christian Education through Devotions, Bible lessons and a weekly Chapel service.

Assessment and Reporting

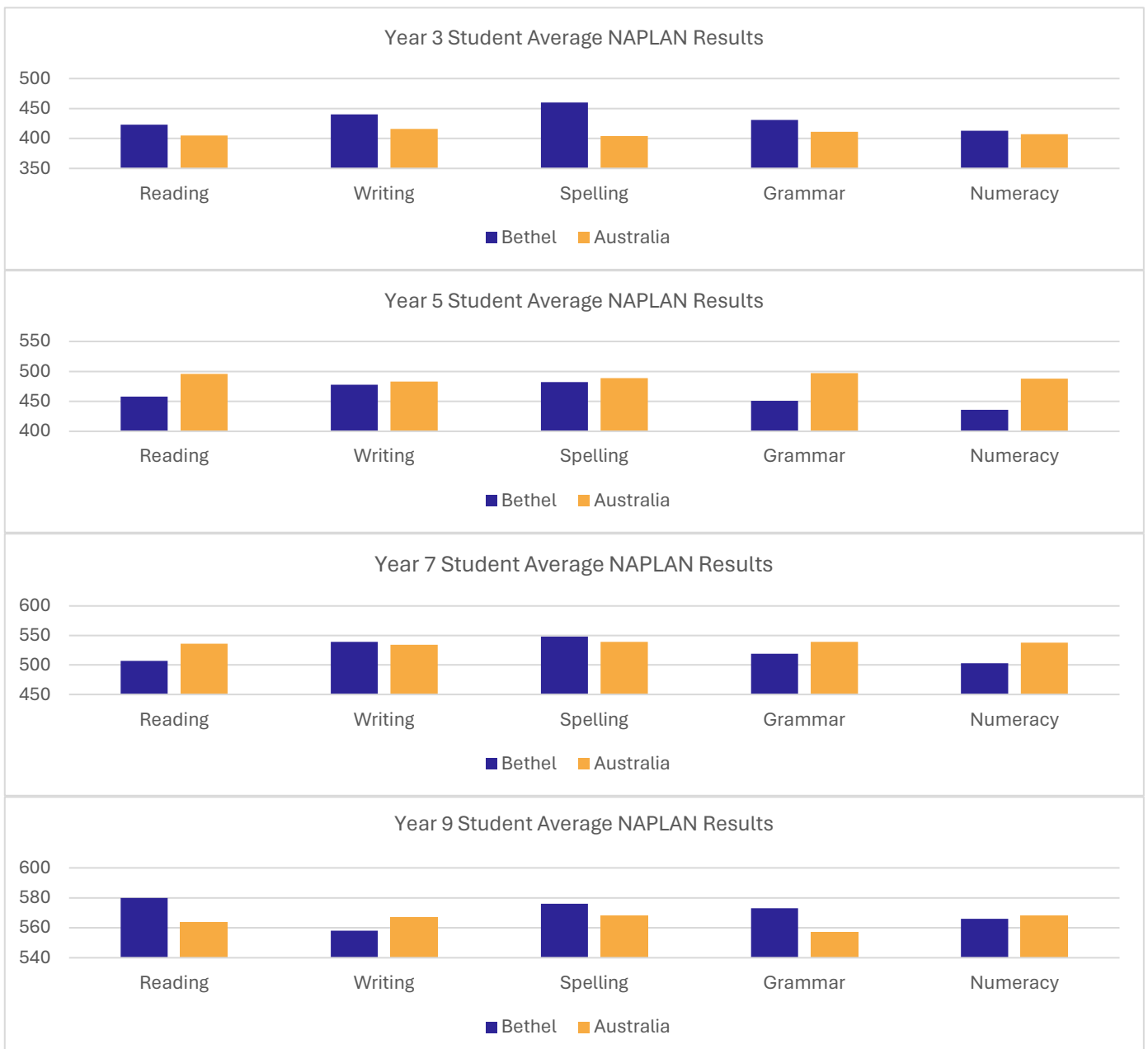
The teachers at Bethel Christian School continued to dialogue about assessment and reporting as the school strived to develop consistent teacher judgment for transparency about student outcomes for parents. The reporting system was adjusted to include the NSW version of Australian curriculum for new syllabus outcomes. Formal reporting was completed twice through the year at the half yearly and yearly point.

Catering for Individuals

Bethel Christian School is committed to catering for students' individual needs in High School and Primary. Students in both High School and Primary School received remedial support through the Learning Support teachers. In Primary, a variety of strategies were utilised to cater for the individual needs of students, including Multilit and MiniLit programs, in-class remedial support, small group support and some out of class support for students in literacy and numeracy.

SCHOOL PERFORMANCE AND ACHIEVEMENTS

During 2023, Bethel Christian School participated in the NAPLAN Benchmark testing, with the following results.



Sports Report

2023 saw remarkable accomplishments in the area of sport for Bethel students, across individual and team events. We had eight students go on to represent Bethel at the Zone carnival for swimming, with Jirah in Year 9 going on to represent at the State Christian Schools Sporting Association swimming carnival, where she placed 1st in her breaststroke heat.

Each Tuesday, Bethel participated in a number of Zone events across the year, including basketball, soccer, and volleyball across a number of age groups. The under 15s boys Basketball Team represented Bethel to a high standard, making it to the finals. Bethel participated extremely well at the State cross-country carnival where our students ran well and placed competitively, including one Year 7 student making it in the top thirty.

This year we were also fortunate enough to have two of our Year 8 students, Audrey and Dayna, selected for the Christian Schools Sporting Association touch football gala day. The girls were mixed with a number of other students from local Christian schools in the under 15s team. It was hard work, but the team held their own and displayed great skills.

Bethel held its Athletics carnival in June and it was an outstanding day. The carnival saw many go on to represent Bethel at the Zone carnival with KC in Year 7, being selected for State, placing 4th in his event there.

Bethel participated in both basketball and volleyball gala days this year. While we were unsuccessful in making finals, all teams displayed sportsmanship and skills to a high level. Our students were also frequently recognised for their camaraderie and encouragement of not only each other but other teams as well.

This term saw the inclusion of an in-school volleyball competition, which the students requested for Tuesday sport. They were able to select their teams and play a round robin tournament each week. Students and staff enjoyed the variety of very interesting, non-traditional shots, long rallies and encouraging words from all students involved. Students of Bethel you display the best community spirit I have ever seen, and we are looking forward to what you can all achieve next year.

Students took part in the following sporting trials and representative sports:

- 🏆 Touch Football,
- 🏆 Rugby League,
- 🏆 Volleyball,
- 🏆 Basketball,
- 🏆 Soccer,
- 🏆 Cross Country (School and State Representation),
- 🏆 Athletics (School, Zone and State Representation),
- 🏆 Swimming (School, Zone and State Representation),
- 🏆 AFL Clinics, and
- 🏆 Ultimate Frisbee Clinics.

Students also took part in a range of sports as part of sport held each week including but not limited to cricket, badminton, dance, gymnastics and tennis.



PRIORITY AREAS OF DEVELOPMENT

Previous Priority Areas for 2022

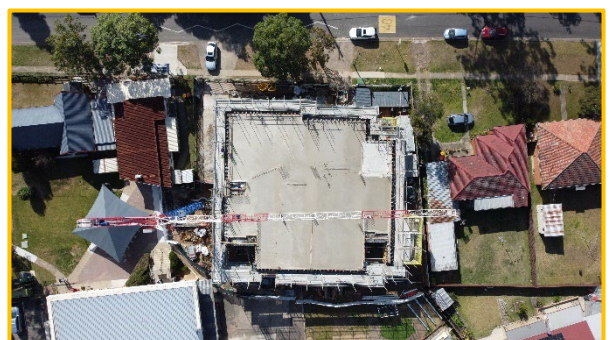
- 🏠 Extension of LNAP project with AISNSW.
 - LNAP has now been finalised for Bethel Christian School. Bethel is grateful for the opportunity to have learnt from being part of this program.
 - COVID-19 Intensive Learning Support also provided significant support for literacy and numeracy goals for individual students during 2023.
- 🏠 Review of English and Mathematics K-2 scope and sequence.
 - A new KLA statement, with scope and sequence, was developed to be implemented from the commencement of 2023.
- 🏠 Continued implementation of Discipline Policy, with focus on Kindergarten to Year 4.
 - Strategies were trialled, with the Policy and Procedures to be finalised based on data and results in 2023.
- 🏠 Working towards building project to expand school facilities (including application for BGA).
 - The demolition DA was submitted and completed in 2023.
 - The contract with the Building Company, Steve Watts, was signed, with ground breaking scheduled for January 2023.

Current Priority Areas for 2023

- 🏠 Finalisation of Stage One of the Master Plan building project.
 - Building almost completed with delay due to weather. Completion set for early 2024.
- 🏠 Review of English and Mathematics Year 3 - 10 scope and sequence, with KLA statement.
 - A new KLA statement, with scope and sequence, was developed to be implemented from the commencement of 2024.
- 🏠 Review of Language scope and sequence, with KLA statement (Stage 4).
 - A new KLA statement, with scope and sequence, was developed to be implemented from the commencement of 2024.
- 🏠 Review QIP for OOSH.
 - Completed, with decision to move to Self-Improvement Plan in 2024.
- 🏠 Inspection for Accreditation and Registration.
 - Bethel was given Accreditation and Registration for 5 years.
- 🏠 Inspection for CRICOS.
 - Bethel Christian School was approved for Private Overseas Students for 5 years.
- 🏠 Work towards implementing a preparatory program in 2024.
 - Continued work was completed towards the goal of Prep.

Forecast of Priority Areas for 2024

- 🏠 Transition to Sentral Management.
- 🏠 Opening of new Primary facilities.
- 🏠 Training in wellbeing and behaviour management.
- 🏠 Review of K-6 Programs in English and Mathematics.
- 🏠 Review of High School Program.
- 🏠 Review of Spelling K-6.



STAFF POPULATION

All of the teaching staff of Bethel Christian School met the Professional requirements for teaching in NSW schools as category (i) teachers. During 2023, out of the 18 teachers, 12 were New Scheme Teachers, accredited through NESAs, with two accredited in 2023. Four teachers are currently working towards accreditation. One staff member accessed Maternity Leave and two staff members accessed Long Service Leave. All staff had access to entitlements such as sick leave. In 2023 the average rate of daily staff attendance was 95.94% (excluding the long service leave & maternity leave mentioned previously). The staff at Bethel Christian School represent many multicultural backgrounds (including Indigenous Australia), which enhances the school's multicultural student population diversity. They are all fully qualified to teach in NSW and have a range of different qualifications.

Position	Head Count	Qualification	Head Count
Principal	1	Diploma	1
Deputy Pricipal	1	Bachelor	18
Coordinators	5	Masters	2
Teachers	18	Doctorate	1
Teacher's Assistants	3	Other Post-Graduate	0
Chaplain	1	Total	22
Business Manager	1		
Principal's Executive Assistant	1		
Secretary	1		
Support Staff	6		
Total	37		

PROFESSIONAL DEVELOPMENT AND PROFESSIONAL LEARNING

During 2023 \$13,300.33 was spent on professional development. The staff continued to follow the Professional Development Policy and Procedures. Staff participated in a range of courses, staff development sessions during staff meetings and staff development days.



COMMUNITY SATISFACTION

Margaret Wheatley said, “There is no power for change greater than a community discovering what it cares about.” Bethel Christian School Students have always and continue to enjoy sharing their talents, helping each other, and supporting those in need, it is a characteristic for which we are very proud of as a school. 2023 saw a return to more opportunities for community involvement through performing musical items for others, welcoming and developing connections with students from Korea and Japan and giving back to others through Clean Up Australia Day and Compassion Kids.

This year students performed at the school concert night, which had an attendance of approximately 300 peers, friends, family, and upcoming and past students. A group of students also went to Rooty Hill Nursing home to perform Christmas Carols and interact with the residents. Students came away from the occasion saying how humbling it was and how grateful they were for the conversations they had.

Bethel Christian School also took the opportunity to support those less fortunate through several fundraisers with funds raised going towards Compassion Kids as well as collecting non-perishable items for Christmas Hampers. It is through shared bonds and Christian values that Bethel students are empowered to make a meaningful difference in their community and beyond.

The school has continued to accept more than 90% of new enrolments through the following avenues:

- 🏠 Word of mouth,
- 👨‍👩‍👧‍👦 Siblings and relatives, and
- 🎓 Past students enrolling children.

Several enrolments were returned past students. In 2023, a community survey was conducted relating to OOSH and afternoon activities of students and lunchtime clubs. The 2024 survey will focus on homework and overall satisfaction with the school.

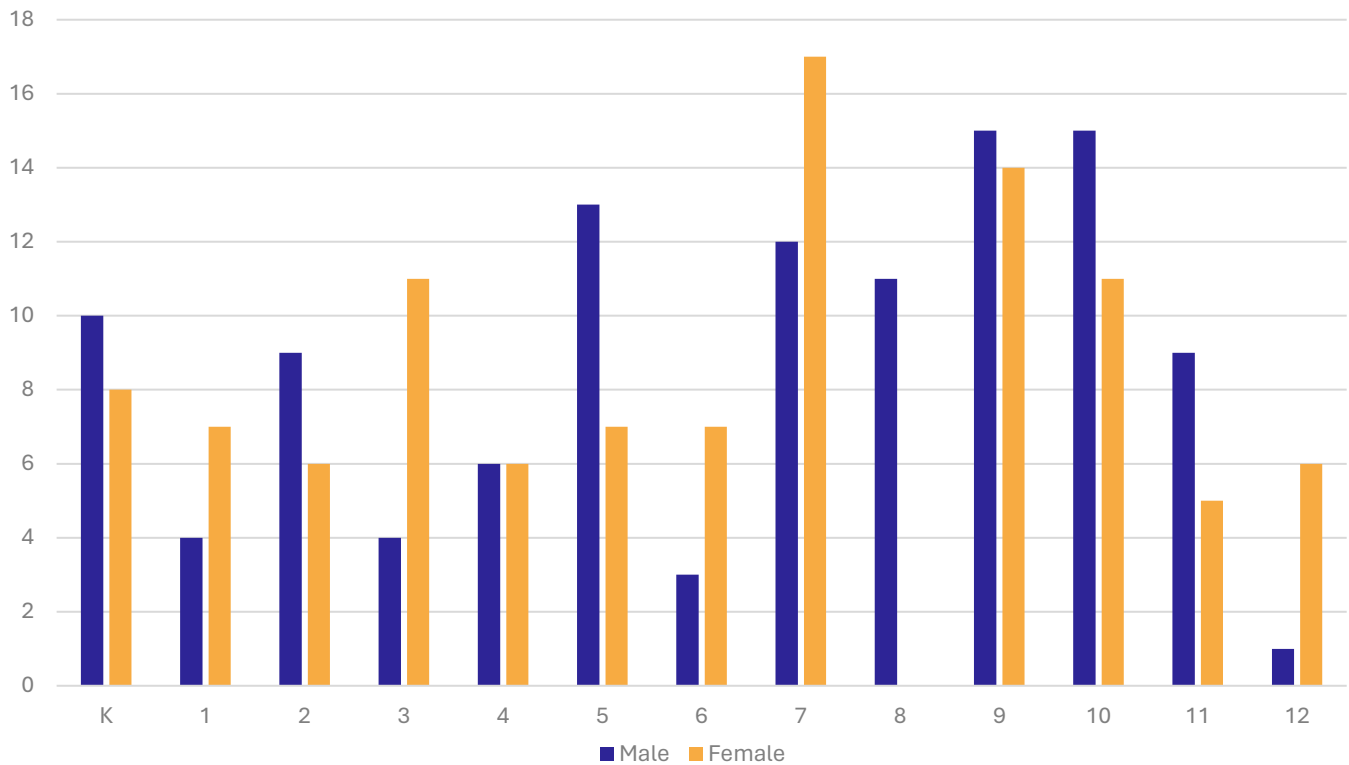


STUDENT POPULATION

During 2023 the student population as of the August Census was 246. It is a requirement that the reporting of information for all students be consistent with privacy and personal information policies. During 2023 average student attendance for the school year over the whole school was 80%. The breakdown by class in relation to attendance, is indicated below:

K	1	2	3	4/5	5/6	7	8	9	10	11	12
82%	83%	79%	75%	81%	79%	80%	81%	76%	74%	83%	81%

When a student is absent, they must provide a note of explanation, which is satisfactory. If a student is absent for three days consecutively, a staff member will contact the parent in order to ascertain the reason for the absence. The class sizes as of August 2023 are indicated by the graph below:



STUDENT DESTINATIONS

The destinations of the Year Ten students:

Bethel	Public HS	Private HS	Catholic HS	TAFE	Trade Centre	Other
61%	29%	7%	3%	0%	0%	0%

The destinations of the Year Eleven students:

Bethel	Public HS	Private HS	Catholic HS	TAFE	Workplace	Other
82%	0%	0%	0%	6%	6%	6%

The destinations of the Year Twelve students:

Bethel	TAFE	University	Full time work	Private Collage	Trade Centre	Other
0%	14%	0%	58%	14%	0%	14%

ENROLMENT POLICY

Bethel Christian School endeavours to provide quality Christian education. The school has an open enrolment policy as this is seen as an opportunity for evangelism. As a school we endeavour to reach out to families in need by offering love and support and by providing a witness to non-Christian students and their families. Parents will need to agree to the conditions of enrolment to enrol their child/ren in the school. Bethel Christian School attempts to encourage families in seeking a Christian education for their children. As outlined in Proverbs 22:6 we are encouraged to 'train up a child in the way he should go and when he is old he will not depart from it.' As a Christian school this responsibility is passed from the parents to the school as partners in the cause. Jesus himself demonstrated for us the significance of each small child. Matthew 19:13-14 illustrates this: 'Then little children were brought to him that he might put his hands on them and pray, but the disciples rebuked them but Jesus said "let the little children come to me, and do not forbid them for of such is the kingdom of heaven."'"

The school's *Enrolment Policy* implements the biblical principles, in that:

1. Parents are primarily responsible for their children's education.
2. Education at Bethel Christian School is primarily, but not exclusively, for students from Christian homes.
3. The school does not discriminate on the grounds of race, sex or scholastic aptitude.

ATTENDANCE POLICY

Bethel Christian School is committed to optimising student access to education by ensuring that regular attendance by all students is maximised. All students who are enrolled at Bethel Christian School, are expected to attend whenever instruction is provided. To this end, an outline for attendance procedures will be available and will be in accordance with the Education Act (1990). Staff will be trained in the importance of attendance and the management of attendance requirements of the school. Parents will be encouraged upon enrolment and whenever an issue of attendance is identified regarding the joint responsibilities between the school and the home to ensuring that students have regular attendance at school whilst they are within the school age. It is understood that it is through the accurate maintenance of school rolls that attendance is monitored. This is an official obligation.

The Legislative framework for this policy is the Education Act (1990). The related policies and guidelines include the Registration System and Member Non-Government School (NSW) Manual (NESA) and Bethel Christian School Child Protection Policy.

ANTI-BULLYING POLICY

Bethel Christian School is committed to cultivating an inclusive learning community which is safe, supportive, nurturing and free from bullying and harassment. The school will not tolerate bullying in any form. It is an offensive, injurious and anti-social practice which is condemned in all its varied and subtle nuances. Such uninvited harassment or attention involves the wilful hurting of others – verbally, physically, emotionally or socially – for personal gratification. To combat this pervasive and complex social issue, the school undertakes to educate and empower students – whether subjects of bullying or silent onlookers – to speak forthrightly against bullying, and to face offenders with grace, courage and power through the mind of Christ. Training in the formation of Christian character forms an integral part of the entire process.

COMPLAINTS, APPEALS AND GRIEVANCE POLICY

Bethel Christian School Limited is committed to providing an environment, which promotes the health and wellbeing of all members of the school community. However, it is recognised that from time to time there will be occasions when issues arise between members of the community, i.e. staff, students, parents and the wider community. The Complaints, Appeals and Grievance Policy seeks to ensure that complaints arising from situations of conflict and disharmony among members of the school community are addressed in a fair and transparent manner to bring a favourable resolution. Parents, students and staff members have a right to raise concerns, questions or bring complaints – held against behaviours, practices, decisions or individuals – and to expect these matters to be addressed appropriately with objectivity and sensitivity. Our school, as part of its obligation in relation to its duty of care to students and staff members, strives for procedural fairness and natural justice for all. Our school is committed to maintaining its bond of biblical community. Disharmony within the school community is intended to be resolved through employing biblical principles and due process.

SAFE AND SUPPORTIVE ENVIRONMENT POLICY

Bethel Christian School is committed to providing a safe and healthy working environment for students, staff and volunteers. We are committed to progressively implementing the requirements of the Work Health and Safety Act 2011, Work Health and Safety Regulations 2011 and Work Health and Safety Codes of Practice while adhering to the Explosives Act 2003.

This Act is concerned with developing a safe workplace through:

- 🛡️ Developing a Workplace Safety Culture,
- 🛡️ Incident Prevention, and
- 🛡️ Incident Management.

DISCIPLINE POLICY

Bethel Christian School is committed to providing behaviour management through encouragement of positive behaviour, consistent monitoring and addressing negative choices, towards encouraging individual growth for all members of the school community.

In accordance with Government legislation, Bethel Christian School does not use corporal punishment as part of its student discipline policy nor does the school explicitly or implicitly sanction the administering of corporal punishment by non-school personas, including parents, to enforce discipline at the school.

The school's vision and mission will be achieved through corporate acceptance of the following biblical principles relating to behaviour management.

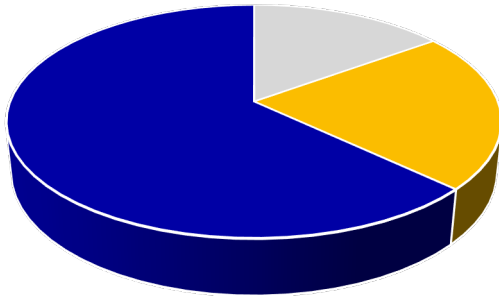
1. Behaviour of all members of the community should be aligned to the principles of mercy, humility and justice (Micah 6:8).
2. Disciplinary measures involve correction, training, instruction and guidance in the pursuit of holiness (Matthew 28:20; John 21:15-17; 2 Timothy 2:14-26; Titus 2: Hebrews 13:17).
3. Discipline that follows God's example of love, compassion and justice, including prayer, leading towards holiness through personal repentance (Deuteronomy 8:5; Proverbs 3:11-12; 2 Timothy 4:2; Hebrews 12:5-12; 2 John 5:14-16).
4. The Bible encourages us to follow the directions of the government of the land, including the protection of each member of our school community (Romans 13:1-2).
5. We have a duty of care toward our students whose education and care are entrusted to the school community by God and parents/guardians (Matthew 19:19).
6. Individuals are responsible for their actions and behaviours (Ezekiel 18).



FINANCIAL INFORMATION

A full copy of the school's 2023 audited financial statement is tabled at the Bethel Christian School Limited Annual General Meeting 2024. Further details concerning the statement can be obtained by contacting the school.

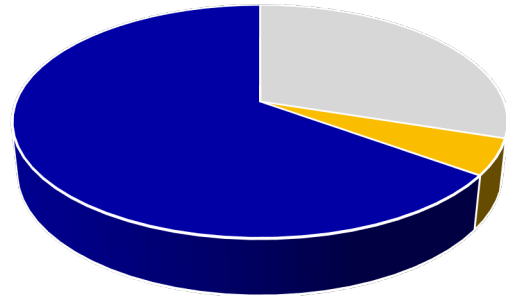
INCOME



- Fees and Private Income
- State Recurrent Grants
- Commonwealth Recurrent Grants

Recurrent / Capital Income

EXPENDITURE



- Salaries and Related Expenses
- Non-Salary Expenses
- Capital Expenditure

Recurrent / Capital Expenditure



SCHOOL CONTACT INFORMATION

Principal: Dr. Alese Plichta

Address: 104 – 114 Mount Druitt Road, Mount Druitt NSW 2770, Sydney Australia

E-mail: admin@bethel.nsw.edu.au | **Website:** www.bethel.nsw.edu.au

Ph. +61 2 9625 4949 | **A.B.N.** 11 001 794 396