

Contact Details

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

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Message from our Head of Campus

This year at Gympie Flexible School, we have celebrated many incredible achievements that have strengthened our school community and provided valuable learning experiences for our young people. To begin the year, in January, three of our young people proudly represented Gympie FS at the EREA Young Leaders program in Victoria, gaining leadership skills and forming new networks.

Throughout the year, whole school out days encouraged teamwork, and a connected community through engagement with outdoor activities.

The importance of wellbeing has been at the forefront and in 2024 we introduced a Zen Zone, a daily 30-minute session supporting regulation and readiness for learning, we have continued to support young people's wellbeing through health initiatives, including the Blurred Lines workshops, which provided critical education on the dangers of vaping. In 2024, young people were trained in Mental Health First Aid to support their peers, as well as all students receiving training in first aid and CP

A particularly inspiring moment was when one of our young people hosted a solo art exhibition, showcasing her own creativity. This exhibition was supported by many other young people in our school community who supported this young artist to bring her exhibition to life.

Our Living Classrooms project has been embedded into our school culture, with young people learning about permaculture, and growing food to support sustainable practices and give back to the land. Our Driving Program has helped many young people achieve their Learner Driver Licence and complete a Defensive Driving course, thanks to funding secured through a grant in 2024. We are proud to see an increasing number of young people graduating with their driver licences, providing them with greater independence and future opportunities.

Another highlight was our Year 8 and 9 students embarking on a day sail aboard South Passage in Moreton Bay, a hands-on experience fostering teamwork, resilience, and adventure.

These initiatives reflect our ongoing commitment to providing meaningful, real-world learning experiences that empower our young people to thrive.

School Context

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

SCHOOL OVERVIEW

Gympie Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Gympie Flexible School commenced operation in 2012 as a registered co-educational Catholic school in the Edmund Rice tradition.

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

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

First Nations influence

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

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

DISTINCTIVE CURRICULUM OFFERINGS

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

Curriculum offerings include:

- **Media Projects** - young people engage in short film projects based on topics that are of special interest to them. The topics usually address a social justice issue.
- **Living Classrooms** - the Living Classroom is an innovative outdoor learning environment that utilises a project-based education model to address the key learning areas and outcomes of the Australian Curriculum with a focus on permaculture and sustainable practices.
- Engagement with local TAFE and Registered Training Organisations (RTO's).

Cocurricular offerings

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

Cocurricular activities offered at Gympie Flexible School in 2024:

- Adventure Based Learning and group formation activities.
- Learner driver program including Defensive Driver Course for all young people who wish to achieve their driver licence.
- Top Blokes: a program mentoring boys and young males to redefine their notion of a "top bloke" as resilient, empathetic and authentic.
- Three (3) young people attended the EREA Leaders Gathering in Ballarat.
- Courses include Tenancy skills, White card, CPR and First Aid, Barista, Financial literacy.

SCHOOL POLICIES

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

How to access our school policies:

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

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

Characteristics of the Student Body

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

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

ENROLMENTS BY YEAR AND YEAR LEVEL

	2024
Year 7	1
Year 8	6
Year 9	27
Year 10	30
Year 11	19
Year 12	18
TOTAL	101

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

STUDENT BODY CHARACTERISTICS

	2024
Male	47.52%
Female	45.54%
Gender Diverse	6.93%
First Nations	26.73%
NCCD	88.12%

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

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

Overall attendance rate	47%
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Student attendance rate by year level in 2024:

Year 7	73%
Year 8	56%
Year 9	42%
Year 10	37%
Year 11	37%
Year 12	37%

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

How non-attendance is managed

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

NAPLAN

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

How to access our NAPLAN results:

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

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

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

Percentage of young people awarded a Senior Certificate	100%
Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	83%
Percentage of young people awarded a Senior Certificate and a VET Qualification	56%

POST-SCHOOL DESTINATIONS

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

Social Climate

STUDENT WELLBEING

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

Wellbeing initiatives include:

- Engagement with disability services including Northcott, local counselling and Occupational Therapy.
- Funding a counsellor on site once/week.
- Red Frogs program - The aim of these programs is to provide a positive peer presence in alcohol-fueled environments where young people gather, educate young people on safe partying behaviours, and promote and provide alcohol-free and/or diversionary activities that engage young people in these environments.
- Centrelink support.
- Blurred lines - vaping education

FAMILY AND COMMUNITY ENGAGEMENT

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

In 2024 Gympie Flexible School began ending the term with a family BBQ. This is an opportunity for young people to come to school with their families and engage in hands-on activities that are like those that young people would experience during a school day. The morning ends with a lunch shared with all staff, community members, parents and young people.

SATISFACTION SURVEYS

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

Young People opinion survey data

Percentage of young people surveyed who agree that:	2024
I get a good education at this school	93%
I like being at this school	100%
I feel safe at this school	100%
Staff help me learn	100%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who agree that:	2024
My young person gets a good education at this school	100%
This is a good school	100%
My young person likes this school	100%
My young person feels safe at this school	100%
My young persons learning needs are met at this school	100%

Staff opinion survey data

Percentage of staff surveyed who agree that:	2024
I enjoy working at this school	100%
I feel this is a safe place to work	94%
I receive useful feedback about this work	94%
I feel confident embedding First Nations Perspectives across learning and engagement activities	100%
Young people in our school are encouraged to do their best	100%

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

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

Qualifications

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

Doctorate or higher	0%
Masters	33%
Bachelor	50%
Diploma	17%
Certificate	0%

WORKFORCE COMPOSITION

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

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

Staff numbers

	Headcount	FTE
Teaching Staff	10	8.40
School Leaders	10	6.00
Non-Teaching Staff	24	17.60
TOTAL Staff	44	32.00

Staff characteristics

	2024
Male	22.73%
Female	77.27%
Gender Diverse	0.00%
First Nations	6.82%

PROFESSIONAL DEVELOPMENT

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

Professional development activities undertaken by staff in 2024 included:

- Collaborative Problem Solving. Think Kids
- Rebooting Education
- Safe Yarn
- Let's Talk Aboriginal Immersion
- RAGE facilitation training
- Flexi Formation and Facilitation training
- True Relationships Inappropriate Sexualised Behaviour Traffic Lights for Professionals
- Disability Standards and Disability Discrimination Act

School Financials

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

SCHOOL INCOME

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

How to access our Finance data:

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

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

SCHOOL EXPENDITURE

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

