

Contact Details

School	Gympie Flexible School
School Address	2 Bowen Lane, Gympie QLD 4570
Contact Person	Alissa Falla
Governing Body	Edmund Rice Education Australia Flexible Schools Ltd. Board
Governing Body Chair	Helen Spain
Phone	07 5343 4009
Email	gympie@flexi.edu.au
Website	www.flexi.edu.au

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.

Table of Contents

<i>Message from our Head of Campus</i>	3
<i>School Context</i>	4
School Overview	4
Distinctive Curriculum Offerings	4
School Policies	5
<i>Characteristics of the Student Body</i>	6
Enrolments by Year and Year Level	6
Student Body Characteristics	6
<i>Student Outcomes</i>	7
Student Attendance	7
NAPLAN	7
Senior Secondary Outcomes	8
Post-School Destinations	8
<i>Social Climate</i>	9
Student Wellbeing	9
Family and Community Engagement	9
Satisfaction Surveys	10
<i>Staff Profile</i>	11
Teacher Standards and Qualifications	11
Workforce Composition	11
Professional Development	11
<i>School Financials</i>	12
School Income	12
School Expenditure	12

Message from our Head of Campus

In 2025, Gympie Flexible School celebrated a year of enriched learning opportunities, strengthened community connections, and meaningful personal growth for our young people.

Our new Learning Choices Framework expanded academic pathways, enabling engagement in areas such as Languages and Ancient History, while overnight camps ensured every young person had the opportunity to participate in an experience tailored to their interests, personal development, and leadership within our community.

Midway through the year, three young people were recognised in the QATSIF Creative Arts Competition, all receiving placings out of 193 submissions, and a highlight for many was a memorable visit to Cherbourg State School. The school continued to deepen relationships with Gubbi Gubbi Traditional Owners through time on Country, participation in Smoking Ceremont, a lense-opening exercise, and collaboration with First Nations families, culminating in a meaningful mural now displayed prominently on campus.

Regular community BBQs further supported relationship-building between staff, young people, families, and the wider community. Beyond the classroom, two young people represented the school at the EREA Young Leaders Gathering in Brisbane, students took part in a Tall Ships day sail aboard South Passage through Moreton Bay, and our music program blossomed in a performance-ready band entertaining guests at the School Leavers Graduation.

Strong partnerships with TAFE Queensland and local training and work experience providers supported skills-based learning and successful transition planning, while the TMR Road Safety Grant enabled the school to fund driving lessons and a defensive driving course, empowering young people with essential skills for independence and future success.

Alissa Falla
Head of Campus
Gympie Flexible School

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: - mySchool website - EREA Flexi website

SCHOOL OVERVIEW

Gympie Flexible School places young people at the heart of everything we do, creating a community where each person feels valued, understood, and supported to realise their potential. Guided by our mission to walk alongside young people as they shape their own pathways to success, we offer a personalised and strengths-based learning environment that honours identity, nurtures wellbeing, and promotes academic and personal growth. Our approach embraces diverse learning opportunities, from creative arts, music production, and skills-based training, to languages and humanities, ensuring young people can explore their interests while developing the essential capabilities they need for life beyond school.

Meaningful connection is central to our practice: we build strong relationships with First Nations communities, parents, family and community members. We foster belonging through regular family engagement, community BBQs, and partnerships that support young people in developing independence, leadership, and hope for their future. Through camps, outdoor experiences, vocational learning, and programs that build confidence, we aim to create a learning environment where every young person is seen, heard, and given every opportunity to live a full and hope-filled life.

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 Flexi 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 and prioritise building meaningful relationships with Traditional Owners on Gubbi Gubbi Country. 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 a range of distinctive curriculum offerings designed to meet the holistic needs of our young people and promote their emotional, physical, spiritual, and academic development. Our learning programs are personalised through individual assessment and delivered within supportive, relationship-based environments that aim to engage young people meaningfully in their learning and empower them to take responsibility, develop autonomy, and prepare for further education or employment.

Key curriculum experiences include Media Projects in which young people create short films on topics of personal interest, often exploring social justice themes; our innovative Living Classroom, an outdoor, project-based learning environment aligned with the Australian Curriculum and focused on permaculture and sustainable practices; and strong vocational pathways through ongoing engagement with TAFE Queensland and a range of Registered Training Organisations. In addition, young people access QCAA-accredited subjects such as Spanish and Ancient History, and participate in adventure-based learning including camps, excursions, bushwalking, and abseiling conducted respectfully on Gubbi Gubbi Country.

These diverse offerings ensure every young person has opportunities to explore their interests, build essential life and learning skills, and experience success through meaningful, relevant, and engaging education.

Cocurricular offerings

Gympie Flexible School provides a curriculum that is responsive, engaging, and aligned with meaningful pathways for young people. In Middle School (Years 7–10), students access learning opportunities that align with the Australian Curriculum through integrated units that bring together literacy, numeracy, humanities, Health and Physical Education, the Arts, and design and technology. This integrated approach allows young people to make connections across learning areas in a way that is relevant, flexible, and supportive of their individual needs.

In Senior School (Years 11–12), young people engage in an elective-based curriculum that offers genuine choice and pathway development, including QCAA-accredited subjects, TAFE Queensland programs, Flexi RTO courses, and a range of micro-credentials such as White Card, Barista, Responsible Service of Alcohol, Responsible Gambling Service, tenancy skills, Prep-L's, and work experience placements. Together, these offerings ensure every young person can pursue learning that supports their interests, strengths, and aspirations for life beyond school.

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

	2025
Year 8	7
Year 9	13
Year 10	22
Year 11	29
Year 12	44
TOTAL	115

(data derived from the total number of Young People that were supported during the school year)

STUDENT BODY CHARACTERISTICS

	2025
Male	45.22%
Female	49.57%
Gender Diverse	5.22%
First Nations	30.43%
NCCD	80.87%

(data derived from the total number of Young People that were supported during the school year)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	54.11%
-------------------------	--------

Student attendance rate by year level in 2025:

Year 8	55.33%
Year 9	63.28%
Year 10	45.32%
Year 11	62.62%
Year 12	49.96%

(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 2025:

Number of Senior Certificates awarded	18
Number of VET qualifications awarded (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	39
Number of Certificate I's awarded	7
Number of Certificate II's awarded	27
Number of Certificate III's awarded	4
Number of Diplomas awarded	1
Number Statements of Attainment awarded	25
Number of non-accredited micro credentials awarded	50

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	11
Participating in further education / seeking work	7
Total number of graduating / exiting young people	18

Social Climate

STUDENT WELLBEING

Gympie Flexible School maintains a strong focus on social climate and student wellbeing through a whole-school approach that places young people's voices, strengths, and needs at the centre of all decision-making. Wellbeing is embedded across daily practice through structured Pastoral Care sessions and the development of Personal Learning Plans, ensuring each young person contributes meaningfully to their own goals, supports, and pathways. Regular wellbeing tracking provides opportunities for young people to reflect on their mental and physical health and identify the support they may need, strengthening early intervention and connection.

The school utilises the Reboot Education framework to teach and model self regulation strategies as a consistent, community-wide approach. Young people also benefit from on-site counselling one day per week, as well as allied health supports including Autism Queensland and Occupational Therapy services. Collaborative Problem Solving further reinforces our commitment to keeping young people's voices at the centre, helping them develop agency, emotional insight, and shared solutions. Restorative practices are embedded to build trust, repair relationships, and strengthen community, while safeguarding processes and ongoing staff training ensure that young people are listened to authentically and empowered to speak openly about their experiences and needs.

Through these combined approaches, our school nurtures a safe, connected, and supportive environment where every young person is valued and has opportunities to thrive.

FAMILY AND COMMUNITY ENGAGEMENT

Gympie Flexible School is deeply committed to building strong, genuine relationships with families and the wider community, recognising that young people thrive when the adults around them work together in partnership. Family and community engagement is fostered through Personal Learning Plan (PLP) Days held twice each year, providing dedicated time for young people, families, and staff to collaborate on goals, celebrate progress, and strengthen shared understanding. Regular community events and BBQs invite families and community stakeholders onto campus, creating relaxed opportunities to connect, build trust, and strengthen belonging.

Each term, the school gathers for a smoking ceremony led by First Nations community members, grounding our school community in culture, respect, and shared identity. End-of-year celebrations, including the annual awards event and Graduation, offer meaningful moments to recognise achievement, reflect on growth, and honour the contributions of young people and their families.

Through these ongoing practices, Gympie Flexible School nurtures a welcoming, inclusive community where relationships are valued, voices are heard, and every young person is supported by a strong network of care.

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 2025).

Young People opinion survey data

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	85.7%
School Community and Support	76.9%
Safety and Wellbeing	77.8%
Learning and Growth	94.5%
First Nations Culture and Inclusion	63.0%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	92.9%
Learning and Growth	91.9%
First Nations Culture and Inclusion	88.4%

Staff opinion survey

All staff are offered the opportunity to participate in an annual staff survey. The survey explores key areas including psychological safety and trust, workload and role clarity, leadership support, team dynamics, change management and access to wellbeing resources. Results from the survey directly inform new wellbeing initiatives, stronger psychosocial risk controls, better engagement and retention strategies, and a healthier, more productive workplace for all.

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 table below depicts the highest level of education obtained by teaching staff and school leaders:

Doctorate or higher	0
Masters	2
Bachelor	15

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	17	15.20
Non-Teaching Staff	21	16.10
TOTAL Staff	39	32.10

Staff characteristics

	2025
Male	24%
Female	76%
Gender Diverse	0%
First Nations	4%

PROFESSIONAL DEVELOPMENT

Gympie Flexible School is strengthened by a highly skilled and multidisciplinary staff team whose diverse expertise is deeply valued and central to the support we provide young people. Our staff participate in ongoing, targeted professional development that enhances their capacity to deliver personalised learning, well-being support, and flexible education practices.

Professional learning spans disability inclusion, safeguarding, curriculum development, First Nations cultural capability, trauma-informed practice, self-regulation frameworks, collaborative problem-solving, and leadership development. Teachers, youth workers, wellbeing coordinators, allied health partners, and support staff engage collectively in formation, training, and cross-school moderation to ensure a consistent, high-quality approach grounded in our values and practice framework.

This commitment to continual learning enables our team to respond sensitively and effectively to the complex needs of young people, strengthens relational practice, and ensures our school community benefits from evidence-informed, compassionate, and culturally responsive approaches across all areas of our work.

School Financials

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

SCHOOL INCOME

The 2025 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 2025 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:

