

# Verity Christian College



## ANNUAL REPORT 2018

### Verity Christian College

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# ABOUT THIS REPORT

Verity Christian College Inc. is now fully registered by the NSW Education Standards Authority (NESA).

The College was established in partnership with, and with the support and guidance of, Lighthouse Christian College Cranbourne (LCCC) in Victoria. The Principal of LCCC has the role of Executive Principal of Verity Christian College (VCC), however, VCC operates as an independent school within the regulations and policies of NESA.

Verity Christian College has its own Campus Principal who is responsible to the Board of Management of LCCC, for the operation of Verity Christian College.

The Annual Report provides parents, the community and regulatory authorities with an objective overview of the performance and policy directions of Verity Christian College in line with the expectations of the NSW Minister for Education. The report also provides some insights into the activities and initiatives undertaken by the school.

The production of the Annual Report reflects the high level of accountability that the college has to its community and to funding and regulatory authorities.

Additional information regarding the activities and the directions of the College can be found in regular editions of the College Newsletter - "The Pathway" - provided to parents and which are accessible on the College's website.

# Faith Learn Lead

# FROM THE CAMPUS PRINCIPAL

It has been an absolute privilege to have been able to lead VCC through its first year of operation. We have enjoyed the amazing support provided by Lighthouse Christian College Cranbourne (Victoria) under the leadership of Mr. Jacob Mathews and its Board of Management. Knowing that we had such support provided us with the confidence to address the many challenges that we encountered as a newly established school. I would also like to acknowledge the amazing group of people who comprised the Steering Committee for the establishment of a Christian college in Griffith. The passion, enthusiasm, commitment and determination of this group never wavered as its members worked tirelessly to transform the vision into the reality of a new school. The first teachers and support staff in the College must also be recognized for their dedication to developing and delivering the College's curriculum and related policies and procedures. The work of the team far exceeded expectations with everyone working long hours in order to ensure that our first students would only experience the finest opportunities for learning that we could provide. I must thank, with all my heart, the families of the college, who showed their confidence in us by being the first to enroll their children in the college. They were true pioneers of the College and so we felt a strong sense of duty to ensure that their confidence was well-placed by providing their precious children with an excellent education in a safe, secure and nurturing environment. With all that said, we have never lost sight of our mission which is to provide a God-centred education as we support the growing Christian faith of our students. We would not have made such significant strides without our abiding faith in the work of our Lord. Verity Christian College is truly God's school. Our strength and capacity to achieve has come from our belief that our school is helping to build the kingdom of Christ. What a privileged position we are in to be able to honour God by building His school and to be able to contribute to the development of future citizens with outstanding character qualities, which reflect an abiding commitment to Christian faith. I am very proud of its students, its staff, its supporters, and for all that it stands for, in making its contribution to building the faith and confidence in members of the community of the future. I commend this report to you.

David Fox  
Campus Principal



# PARENT REPORT

Faith Learn Lead

“As for me and my house... we shall serve the Lord.”

It takes faith to jump in and put your child into a new school. It takes faith in the board, the pastors, and the staff. It takes faith in the NSW education system that their oversight and accreditation system protects the student. It takes faith in the community, in other families to jump in with you. For us, most of all, it took faith in God that this was what was best for our child. So we took a leap of faith and moved our child out of a good school into a new one, Verity Christian College.

And so our child flew. The small classes suited her, the dedicated teachers understood and embraced her quirks. Her learning was tailored to her needs. Her strengths (her positivity and visual learning skills) were used to work on her weaknesses, (her lack of confidence and her mathematics).

I am not the only parent, the only family, happily watching my child thrive at Verity Christian College. I speak to other parents all the time, about seeing their children grow in happiness and confidence, about finally embracing reading, about thriving amongst peers and friends. I see my child and others, of varying degrees of confidence and abilities being equipped to fly. They are growing in their faith, they are being equipped to learn and they are learning to lead. I am so incredibly grateful to the staff for their time and efforts in building up my child as well as the other students. I am so grateful to the other parents and families who jumped in before us, and with us. I am so grateful that the NSW education system were trustworthy in overseeing the development of this new school. I am so grateful to the board, the pastors and the staff and I am grateful to God, the most faithful of them all.

*“As for me and my household, we shall serve the Lord”  
Joshua 24:15*

## FROM THE CHILDREN

I had the pleasure of talking to our students about what they liked, or didn't like about their school.

**“My favourite thing about our school is: “All my friends”.**

Our student body is only small currently, with 28 children for 2018, its first year of operation. The children play together as a big family, of different age groups, mixed cultural heritage and socio-economic backgrounds, some children off farms, some from outlying villages, and some from in the city of Griffith. There is almost always a big game of soccer or tag, or volleyball going at lunch time. There is almost always a group of children making up dances or acting. Sometimes a few students choose to go and sit quietly and draw, or head into the Library. The participants in all activities ebbs and flows, with all age groups welcome and looked after by the older students. The children at Verity Christian College are beautifully caring of each other, making sure everyone feels included, safe and valued.



**“My favourite thing is that it's a CHRISTIAN school!”**

A number of children said that this was their favourite thing about our school. The students at Verity Christian College enjoy the bond they have through Christ as brothers and sisters. They enjoy that what they learn at home is continued at school. Their morals, their ethics, and their foundation of Faith.



**“We need monkey bars.... That’s all!  
...Then I would be fine!”**

A few of the students, when asked if there was anything they didn’t like at school, asked for more play equipment in the playground. Staff are aware of this, and are planning for an upgrade in the near future, but it was interesting to hear from the children. The Principal Mr Fox was keen to hear exactly what they would like, so we can work with their ideas as much as is practical.



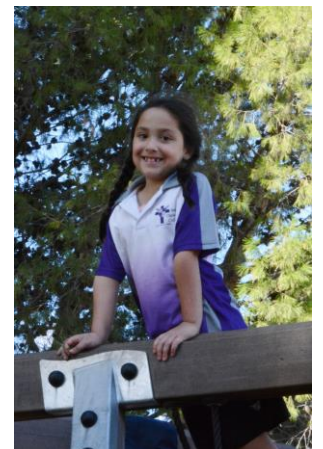
**“I would like to sit anywhere at  
lunchtime.”**

At Verity Christian College, we have lunch in our café area each day. We have tables mixed with an older child on each table to help out, opening packets, or open drink bottles and so on. This teaches responsibility and allows them to show their servant hearts. The children are very good at helping each other. All the same it was interesting feedback to hear that they would like to have more freedom as to where to sit at lunchtimes. Something that was taken on board.



I thoroughly enjoyed the honest discussions with our students and appreciate their frank answers. They truly are a great bunch of young people.

Margo Stone  
Administration



# CONTEXTUAL INFORMATION

## History

The mission statement of LifeSource Church, *“making a difference”*, stands as strong today as it did when it was first coined in the early 2000’s. This statement commits us as a church to seek ways of expressing this not only within the church community but at large within our own greater community of Griffith and the Riverina region. We *live by faith and not by sight* (2 Corinthians 5:7) as we endeavour to follow the leading of the Holy Spirit and explore doors of opportunity to make a difference. We also believe that our Almighty God *is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations...* (Ephesians 3:20-21)

Verity Christian College (VCC) was born out of this vision of LifeSource Church. The desire was to facilitate an educational centre that would provide biblically based and faith building education while maintaining a high standard of academic learning. Established in 2018 VCC caters for classes from Kindergarten to Year Six. The vision is to expand into secondary education when the need arises.

The school will operate, in its initial stages, on the site of LifeSource Church utilising the current buildings and facilities. A building expansion plan will be undertaken as the need arises to include a full range of classes, equipment and resources.

Throughout the 40 plus years of LifeSource Church we have provided a stable and caring community to its congregational members and the city of Griffith. The church has grown and provided a spiritual home for many people of different and diverse cultural and social backgrounds. This diversity is a positive attribute which will continue to be a strong focus of Verity Christian College.



## The Name

**Verity** - a 14<sup>th</sup> century word from Anglo-French and Old French "*verite*" which means truth, and from the Latin "*veritatem / veritas*" which means truth or truthfulness. In modern terms the word means:

the state or quality of being true; accordance with fact or reality

something that is true, as a principle, belief, idea, or statement:

**Christian** - our heritage and faith. We are followers of Christ and look to be the expression of our Lord here on earth within the context of our relationship with our Jesus Christ and with other people.

**College** - an educational facility aiming to achieve our vision through the expression of our philosophy, values, mission and objectives.

## The Motto

**Faith** - Scripture prescribes two points in relation to faith. Firstly that without faith it is impossible to please God (Hebrews 11:6) and secondly that the fear of God is the beginning of wisdom and knowledge of the Holy One is understanding (Proverbs 9:10). Faith is the foundation of every aspect of our lives and through faith learning and leading finds its true context.

**Learn** - On the foundation of faith, learning becomes a journey of discovering the wonders of God's creation from the vastness of the universe and the laws that govern it to the intricacy of the human mind, body and spirit. Language, science, mathematics and creative arts all take on a purposeful meaning as learning becomes about our connection with God and His creation.

**Lead** - To lead oneself and lead others is the ultimate purpose of all knowledge. Knowledge for the sake of knowledge is meaningless unless it finds expression in accordance with God's intended purposes.




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**Faith. Learn. Lead.**

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## The Logo

The College logo is rich in meaning and creatively expresses who we are as a Christian educational facility.

**Colour** - Purple is the colour of royalty and depicts the principle that God has called us into His kingdom and as His children we are a part of a royal household. The children will understand they are precious in the sight of God; born with purpose and a plan for their life as a member of the King's domain. This is not only a right and privilege but carries with it responsibilities.



**Cross** - The cross is central to everything we do as a Christian. Every blessing flows from the cross of Jesus Christ and is the foundation of our salvation.

**Wings** - One image which the Bible uses for the Holy Spirit is that of a dove. The wings are a reminder that we are reliant upon the Holy Spirit to guide us into knowledge of our Father in heaven and that He counsels us in right living.

**Shield** - Ephesians 6 describes our faith as a shield. A shield is used in battle primarily as a weapon of defence and the shield of faith allows us to stand firm regardless of wherever we find ourselves along the journey of life.

**Icons** - In Ezekiel 1:10 and Revelation 4:7, both Ezekiel and John are given a vision of a unique creature. John's vision is of four different creatures but the description is the same as in Ezekiel.

*Revelation 4:7 NIV The first living creature was like a lion, the second was like an ox, the third had a face like a man, the fourth was like a flying eagle.*

A picture of the four creatures have been linked to a value which gives us a visual image (icon) of the culture to which LifeSource Church and therefore Verity Christian College is committed. The value/visual icons are:

The first living creature was like a lion - **Mission**; we believe in the need to reveal the truth of God through our words and actions.

The second was like an ox - **Service**; we believe each one of us has a purpose in life.

The third had a face like a man - **Community**; we believe every individual has the right to belong.

The fourth was like a flying eagle - **Grace**; we believe in a transformed life through the grace of God.

## Vision

Our vision is to outwork the purpose of LifeSource Church of “making a difference” by building a vibrant school that will enable our students to encounter Christ and equip them to fulfil their God given destiny. Stated simply, we are preparing divinely appointed and united generations who honour truth, inspire faith, impart hope and express love as leaders of their communities.

## Philosophy

Our ongoing commitment is to ensure that our best practice pedagogy reflects the message of the gospel to promote love and respect for God and others, an understanding of who we are in Christ, the knowledge of truth (verity), grace and the practice of right living as it is presented in the Bible.

## Values

We uphold the following values as important to the operation of every aspect of the College:

1. *We value each individual as a unique person created in the image of God.*
2. *We value respect for self and others.*
3. *We value a strong sense of partnership between the College staff, our students, their families, their churches and the community.*
4. *We value a staff united in their Christian faith who pray to be led in God's wisdom and inspiration.*
5. *We value an inclusive organisational culture that is responsive and sustainable.*



## Mission

The mission of Verity Christian College is to partner with Christian parents to educate their children in a Godly environment so that they will fulfil God's purposes in their lives and bring an uncompromising Christian influence to our society. In keeping with this statement our Christian staff are committed to:

1. *Support parents in their role of training each child in their spiritual, personal and intellectual maturity.*
2. *Provide the best possible methods and resources for each student to achieve academic excellence.*
3. *Be sensitive to each student's needs regardless of his or her individual ability.*
4. *Embrace students from diverse cultural and social backgrounds.*
5. *Train students in Godly values, helping to establish them through self-discipline which is vital for success in every aspect of life.*
6. *Encourage students to develop their own personal relationship with God the Father, through faith in Christ the Son and the empowering of the Holy Spirit.*
7. *Secure an environment that is safe so that each student can develop free from social pressures of addictive behaviours and sexual impurity.*
8. *Prepare students for life with skills in order to serve God and to influence the world for Christ.*

# OBJECTIVES

Within the context of our College vision, philosophy, mission and values, the objectives of VCC are to:

1. *Provide Christian education from Kindergarten to Year Six.*
2. *Encourage reverence for life and compassion for people.*
3. *Encourage each student's personal relationship with God and develop their faith through personal devotions, public witness and service.*
4. *Encourage self-confidence and self-discipline while maintaining integrity and personal responsibility.*
5. *Encourage respect for others and good manners.*
6. *Encourage respect for the environment and property.*
7. *Encourage the pursuit of academic excellence.*
8. *Strive for high standards of literacy and numeracy.*
9. *Develop the skills to access resources and locate relevant information for educational tasks.*
10. *Develop and strive for the opportunity to inculcate God's special and unique call upon each student as early as practically possible.*

# DECLARATION OF FAITH

The College as an arm of LifeSource Church believes in and presents the following basic truths:

1. *The Holy Scriptures - Their inspiration and infallibility.*
2. *The Godhead - Comprising Father, Son and Holy Spirit.*
3. *The Lord Jesus Christ - His humanity, deity, virgin birth, sinless life, atoning death for the sins of the world, resurrection for our justification, ascension to the Father's right hand and personal return to reign upon the earth at the end of this age.*
4. *Salvation - By faith in and confession of Jesus Christ as Lord, producing an upright and moral life.*
5. *The Ordinances - Water Baptism, for all believers by immersion, and the Lord's Supper, celebrated regularly in remembrance of Christ and in accordance with His instructions.*
6. *Divine Healing - Secured for every believer through the atonement of Christ, and deliverance from all bondage to the power of Satan.*
7. *The Baptism in the Holy Spirit - With the evidence of speaking in other tongues.*
8. *The Gifts of the Holy Spirit - For the equipping of ministry and the edification of the Church; the fruit of the Holy Spirit as the expression of Christian character in believers.*
9. *The Church Universal - Comprising as "born again" believers of all nations and denominations under the headship of the Lord Jesus Christ.*
10. *Bible Prophecy - Its fulfilment in world events heralding the climax of this age and the physical return of the Lord Jesus Christ.*



# PARTNERSHIP

The Verity Christian College Community is a necessary and committed partnership designed to take young people on to the destiny God has planned for them as disciples of Jesus Christ to:

1. *Be leaders in the community for God.*
2. *Be uncompromising in their spiritual and moral values.*
3. *Grow up in all things unto Christ.*
4. *Reach their full potential with the gifts God has planted in them.*
5. *Serve the Lord in the fellowship of His Church.*
6. *Become effective witnesses for Christ.*
7. *Be effective parents of the next generation through godly marriage and biblically based nurture.*

## The Partners

The Verity Christian College Community consists of:

**The Home/Parents** - who have the responsibility for the training of their children but who, in complex societies such as ours, need help with this task.

**The Church** - which has the function of equipping its people for ministry by bringing them to maturity in Christ.

**The College/Teachers** - whom God has gifted to the church for this ministry and who are made up of people from varied and diverse backgrounds.

**Students** - a commitment to apply themselves to instruction as given by their parents, teachers and church and to apply themselves to learning and applying principles that they are taught for achieving the best possible outcome for their life.

In the united purpose of raising Godly children, each of the partners needs to fulfil their responsibilities, encouraging one another and maintaining a close relationship.

# EXPECTATIONS

## The Home: What we expect of you.

Every family seeking enrolment must be willing to agree to the following expectations:

1. *That you are committed Christians who will uphold God's Word in your lives and in your home, or at least that you will move in this direction.*
2. *That you accept the Biblical basis of the values and standards at VCC and that you will bring up your children by Biblical standards similar to those upheld by the College.*
3. *That your aim will always be to see your children following the Lord Jesus Christ.*
4. *That you will not knowingly allow your children to be exposed to practices harmful to their spiritual and moral development (e.g. pornography, graphic violence, drugs, alcohol etc.)*
5. *That you are happy for the College to seek to lead each child to Christ, to disciple them and to encourage them to be filled with the Holy Spirit and that you will support every effort of the College to these ends.*
6. *That you will take an interest in what your child is learning at the College.*
7. *That you will always support the efforts of the staff of the College, including their spiritual and academic focus as well as character training.*
8. *That you will participate in the life of the College including attendance each year at the:*
  - a. *Dedication Service (usually the Sunday before school commences).*
  - b. *Class Information Nights for a particular grade or section of the College.*
  - c. *Parent/Teacher Interviews (twice a year).*
  - d. *Parents' Seminar (usually held in Term 2 or 3).*
  - e. *Presentation Night (held in December).*
9. *That you will commit to pay all fees on time according to the schedule given to you at the commencement of each year and that if you have trouble doing so you will communicate honestly with the College.*
10. *That you will contribute regularly to the College's Capital Works Fund.*
11. *That you will contribute at least 12 hours per year of labour (otherwise pay \$240), which will take the form of either participation in working bees or helping in the College in some other acceptable way (e.g. class aid, gardening, maintenance etc).*
12. *That you will provide full school uniform for your children at all times in full conformity with the College requirements.*
13. *That your children will always attend classes and be on time unless unable to do so and that any absences or late arrival will be fully explained.*
14. *That you will ensure that your children have adequate time and an adequate environment to complete all homework set by their teachers. That you will*

give them every encouragement to complete all such homework on time and that you will write a note explaining any deficiencies.

15. That you will read and (where requested) reply to every communication from the College including the College newsletter.
16. That you will abide by the safety procedures in the school including procedures for car parking, drop-off and pick-up formalities.

## **The College: What you can expect of us.**

1. That we will endeavour to provide all students with a quality education founded on Biblical Christian principles.
2. That we will employ as teachers, only accredited persons who are Spirit-filled Christians and who have the children's best interest at heart.
3. That our curriculum is based on the teachings and standards in God's Word, the Bible.
4. That we will give our best efforts to help your child grow spiritually in relationship with Jesus Christ.
5. That we will provide firm but fair discipline.
6. That the College will uphold strict rules governing the children's behaviour based on the Bible.
7. That we will adopt a smart uniform which is compulsory for all students.
8. That we will work for high academic standards that will help each student do their best including a reasonable level of homework.
9. That all our practices, curriculum and teachers' qualifications are in line with the requirements and expectations of education authorities in NSW.
10. That we will provide facilities and resources sufficient for the students to successfully learn every part of the curriculum.
11. That we will not knowingly admit students into the school whose parents do not agree to the College's standards or whose past behaviour would indicate a substantial risk to our existing students.
12. That we will endeavour to communicate with you regularly about your children's progress and any other relevant matters including making available at least one face-to-face interview with their teachers per year.
13. That we will honestly answer any questions or problems that you raise with the College leadership.
14. That we will do our best to support your role as parents showing you the respect appropriate to your position as the ones primarily responsible for the training of your children.

## What we cannot promise is:

1. *That our teachers will never make mistakes.*
2. *That every student will be academically successful at the highest level.*
3. *That every student will respond to the spiritual challenges given at the College.*
4. *That every student will always behave in a manner worthy of the College's ideals.*
5. *That we will solve every problem your child has when admitted to this school.*

## The Student: What we expect of you.

### The Need for Rules

All children need to have an environment that allows them to develop and grow into maturity without facing situations too difficult for their moral development. Establishing such an environment requires rules to maintain order and protect the vulnerable. This is also a reflection of God's nature and necessitated by the basic sinful nature of man. Christian maturity in children is not promoted by exposure to evil for the purpose of students "making up their own minds" but by exposure to God's Word in a controlled environment.

All rules help establish righteousness but many rules simply relate to the provision of order and the establishment of a common standard.

Whilst the goal of the College will be to have Godly values internalised by the students (arising from a personal relationship with Jesus Christ), for some this will not occur and they will obey rules because they have to rather than out of a desire to please.

Rules at VCC are based on the following principles:

1. *Does it affect others?*
2. *Is it safe?*
3. *Is it common sense?*
4. *Is it what Jesus would want me to do?*

# ENROLMENT POLICY

## Priority of Enrolments

To maintain an adherence to the College's vision, values, objectives and expected outcomes priority is given to children of parents on the following basis:

1. *Families who are members or adherents of LifeSource Church.*
2. *Where one or more of the family is already enrolled at the College.*
3. *Ministers or paid staff members of churches or religious organisations within the district of similar beliefs.*
4. *Families who are members/adherents regularly attending local churches of similar beliefs.*

For Kindergarten children, a copy of their birth certificate is required. The child must be 5 years of age by the 30 June in the year of enrolment.

## Process of Enrolment

Verity Christian College welcomes all enquires in regards to the enrolment of students. We value the desire of parents who seek a Godly foundation to their children's education and ask that the following steps are taken in regards to the enrolment of their child/ren. Please note that the submission of a ***VCCF12.01 - Expression of Interest (Student) Form*** does not guarantee a place for their child/ren with the College. Before submitting an application it is advised that you read this handbook carefully making any notes of points you would like clarified during your interview.

Once you have decided to seek enrolment for your child at VCC you will need to submit a ***VCCF12.01 - Expression of Interest (Student) Form***. Once this form has been submitted and reviewed you will be invited to an interview with the Principal or their delegate. The outcome of the interview will be a decision to either offer enrolment for the child or not. The parent at this stage also has the right to refuse the offer of enrolment. If an offer of enrolment is made and accepted then the following forms shall be completed, in full, by all applicants:

- ***VCCF12.1/11 - Family Information Form (One per family)***
- ***VCCF12.12/13 - Student Enrolment Form (One per child)***
- ***VCCF12.14/15 - Pastor/Minister Reference Form (One per family)***

Once these forms have been filled out they are to be submitted to the College Office along with all the supporting documents referred to in the application, a copy of the students last two school reports where applicable, a payment of the \$200 enrolment fee and a signed copy of



**VCC11.1 - College Handbook** in which you acknowledge that you agree to and abide by and contribute to the ethos, culture and values of Verity Christian College.

Once the child's enrolment is approved and finalised you will need to:

1. *Attend the orientation day if your child is enrolled for the next school year.*
2. *Purchase a uniform.*
3. *Purchase all necessary resources as detailed on **VCC11.4 - Student Resource List**.*

## Orientation and Testing

Newly enrolled students will be invited to an Orientation Day towards the end of Term 4 at which time they will be able to experience something of the College life and studies.

All new students are tested on this day (or at another time by special arrangement) to determine their learning needs for the new school year.

## Withdrawals or Transfers

At least one term's notice of an intended withdrawal or transfer is required in writing, as part of the Conditions of Enrolment. This is necessary for planning purposes. Families who do not comply with this will be required to pay a term's fee in lieu of such notice.

Before a transfer note is issued, students must return any library books, textbooks, or other College property. All outstanding fees must be paid or suitable arrangement put in place.

## Fees

Upon application for enrolment of a new student it is required that parents / caregivers of the student sign **VCCF12.12 - Student Enrolment Form** agreeing to the conditions of enrolment regarding the payment of school fees along with the \$200 enrolment fee.

School fee accounts will be forwarded by the College at the start of the school year. The

College offers various flexible methods of payment to accommodate individual family budgets. All families are expected to enter into an approved active payment plan by the first day of the school year.

All outstanding fees should be finalised by the end of the current school year. If a family finds it is struggling to make payments of the fees then it is advised that contact is made as soon as possible with the College office to discuss the matter. Where non-payment of fees becomes an issue then the College will undertake proceedings as outlined in **VCCP8.03 - College Fees Policy** to recover the outstanding amount.

**VCC11.3 - Fee Structure** outlines the fees payable to the College for all students.

# PRIVACY POLICY

## Information Collection Notice (For College Parents)

Under the Privacy Act, schools are required to protect your privacy by exercising proper care in the way personal information about students and their families is collected, stored, and disclosed to others. This notice is designed to inform you of the process and procedures which we will employ to protect the privacy of your personal information.

## Purposes for collecting information

Verity Christian College collects personal and sensitive information about pupils and parents or guardians before and during the course of a pupil's enrolment at the College.

The primary purpose of collecting this information is to enable the College to provide properly informed schooling for the student. Also, some of the information we collect is to satisfy the College's legal obligations, particularly to enable the College to discharge its duty of care.

Certain laws governing or relating to the operation of Verity Christian College require that certain information is collected. These include Public Health and Child Protection Laws. Health information about pupils is sensitive information within the terms of the National Privacy Principles under the Privacy Act. We ask you to provide medical reports about pupils from time to time.

## What If You Do Not Wish To Give Us The Information We Need?

If we do not obtain the information referred to above we may not be able to enrol or continue the enrolment of your child/children.

## Disclosure of Information to Others

Verity Christian College from time to time discloses appropriate personal and sensitive information to others for administrative and educational purposes. This disclosure may be to other schools, government departments, medical practitioners, and people providing services to the Verity Christian College.

For further information about privacy refer to *VCCP9.31 - Privacy Policy*.

## Acknowledgment

Verity Christian College is grateful for the Australian Government's support of schools like ours. We operate wholly for Christian students and mainly for those of Pentecostal and Charismatic persuasion. We whole heartedly support and promote the principles of Australian democracy including a commitment to elected government and rule of law. The College is also committed to the Australian democratic values of equal rights for all before the law, freedom of religion, openness and tolerance and freedom of speech and association.

# STUDENT ATTENDANCE

## Average Student Attendance Rates

Year	Attendance
K	96%
1	100%
2	87%
3	96%
4	89%
5	94%
6	94%

The overall average school attendance rate for 2018 was 92%.

# MANAGEMENT OF NON-ATTENDANCE

The College recognises the correlation that exists between high rates of student attendance and student success at school. The College also understands its legal obligation in relation to enforcing school attendance regulations. In response to the above, Verity CC actively encourages high rates of attendance. Parents are well-advised of their role in having their children attend school regularly. In addition, teachers closely monitor and record each student's absence or attendance at school.

Parents are encouraged to advise the college, in advance, of any known absences that may be arising. The Principal has granted a very small number of exemptions from attending College at times when family emergencies have arisen or when families have been travelling or have extended holidays particularly to overseas destinations.

Parents have been able to advise the College office in person of the reasons for any absences and written notes are encouraged. The college provides a pro-forma to assist with this process.

Parents are also expected to formally sign their children into or out of the College in cases of late arrival or early departure for appointments.

Monitoring attendance concerns is also a permanent item on staff meeting agendas.

# DISCIPLINE POLICY

## Approach to Discipline

The approach to discipline at Verity Christian College is based on God's word and consistent with what is expected in a Christian home.

Discipline is sometimes considered in a negative context. Actually, it has a much broader meaning and can be defined as "*character development through instruction, challenge and correction.*"

In applying discipline, it must be remembered that for a Christian, it should not bring condemnation (Romans 8:1). In disciplining, the child is 'separated' from the behaviour; that is, the behaviour may be condemned but the child is not. This allows for co-operation between child and teacher to correct the inappropriate behaviour. Students therefore can be trained to receive and respond to discipline, understanding that it is something positive in their life. This is certainly how it is viewed in the Bible:

*Proverbs 3:11 - 12 My child, don't ignore it when the LORD disciplines you, and don't be discouraged when he corrects you. For the LORD corrects those he loves, just as a father corrects a child in whom he delights.*

We expect that each student at VCC will display many of the Biblical character traits of good discipline. Students are expected to show respect for all at the College and in the wider community in which they live and to develop an appropriate level of self-discipline.

Children are under authority from a number of sources including God, parents, churches, teachers and government. The Bible tells us that all authority is delegated from God and so we all remain accountable to God. It is in this light that the school exercises authority from Him. Ephesians 6:4 reads

*And you fathers, do not provoke your children to wrath, but bring them up in the nurture and admonition of the Lord.*

The word "nurture" is associated with the total upbringing of the whole child. In various translations it is interchanged with a range of thought, including "education, upbringing, training, punishment, discipline, instruction, correction or chastening." Similarly "admonition" can be taken to mean: "put in mind right values, kindly reprove, seriously advise, admonish, counsel, instruct, warn, encourage, keep right, train or steer."

With the above as the underlying philosophy of VCC, its task is to support parents in being an extension of the Christian home and to encourage the development of a personal relationship between their children and God.



All discipline is to be used wisely ensuring that:

- 1 *The child is not disciplined unduly, unfairly, or as a result of teacher frustration with a class in general;*
- 2 *Any discipline is procedurally fair and age appropriate;*
- 3 *The student is disciplined in love and is made to understand that the discipline imposed is for their own good;*
- 4 *The student is helped to realise that although the discipline was necessary they are still accepted as an important part of God's creation.*

## **Structure for Progressive Discipline and Corrective Strategies**

To help keep disciplinary matters structured, thus providing support for teachers and a safe and consistent environment for students where they are aware of expected and acceptable behaviour, progressive procedures are followed which may include such action as the following (adapted to the seriousness of the problem and the age of the student):

1. *Reminding the student of the School Rules.*
2. *An official warning.*
3. *Imposing extra duties or restrictions upon the child; e.g. lunch time detention.*
4. *Separation from other students.*
5. *Referral to the Principal.*
6. *After school detention.*
7. *Suspension of student.*
8. *Expulsion.*

The College does not advocate corporal punishment by its staff or a child's parents.

## **Detention Procedure**

Generally detentions will be enforced for the following reasons:

1. *Homework not completed, not submitted, lack of reasonable effort.*
2. *Non-compliance of uniform code - grooming, use of forbidden items.*
3. *Misbehaviour - includes class room behaviour, playground behaviour, and use of improper language, bullying, lying, cheating, disrespect of adults or classmates, disrespect or misuse of school property or wilful disobedience or disrespect of teacher.*

Further information relating to the College's policy on discipline and detention please refer to **VCCP7.01 - Detention Policy** and **VCCP7.5 - Student Discipline Policy**. Both policies are available upon request from the College office.

## **Parent Notification**

Parents will be notified of misdemeanours and detentions served via a detention note.

## **Suspension**

Suspension in itself is not a punishment but rather is seen as an opportunity to develop an appropriate resolution to the situation. The resolution meeting will involve the child, their parent / caregiver, Principal and College Chaplain. A Behavioural Contract may be developed during the resolution process. Failure to comply with the resolution agreement will lead to a further immediate suspension.

## **Expulsion**

Where no reasonable solution can be found to the student's problems the Principal may deem it necessary to have the student expelled.

## **Counselling**

If counselling is deemed necessary for a particular student (or at the request of parents) the student may be referred to an appropriate Christian counsellor in accordance with *VCCP6.7 - Counselling Services Policy*.

# ANTI-BULLYING

Verity Christian College is committed to provide a safe and happy environment for young people that is free from negative or hurtful experiences. All forms of harassment, bullying or discrimination are unacceptable in the College.

## College Procedures for Dealing with Bullying

**Step 1:** A student who commits minor or unintentional acts of bullying will be interviewed and counselled by their teacher. If the issue is considered significant, parents will be informed and the student will receive the appropriate minor disciplinary action. The teacher will arrange for an opportunity for apology and forgiveness and will seek to restore the relationship between the students.

**Step 2:** Further or more significant acts of bullying will result in students being interviewed by the Principal and / or College Chaplain. Parents will again be contacted, and the student will be disciplined in a manner appropriate to a serious misdemeanour. Parents will be asked to initiate some counselling processes to help the bullying student deal with their problem.

**Step 3:** If the student continues with bullying behaviour, the Principal will consider requiring that parents withdraw them from the College. This action will be taken if the Principal feels that there has been no positive response from the student to the discipline and counselling process.

***VCC11.61 - Anti-Bullying Information*** has more detailed information on anti-bullying and is available from the College office.

# COMPLAINTS AND GRIEVANCES

Concern	Appropriate Action
General enquiries	Contact the College office and speak to the Administrator.
Enrolment enquiries	Contact the College office for an appointment with the Principal or their delegate. School tours are held regularly and can be booked by contacting the office.
Financial enquiries	Contact the College office and speak to the Administrator.
The welfare or academic progress of your child	Contact the class teacher to organise a suitable time to discuss the issue.
Serious concerns about a student at the College	Contact the College office and request an appointment with the Principal or their delegate.
Change any information relating to your child e.g. legal documents, custody issues, change of address , emergency contacts or medical details	Come to the College office and complete the changes to your details. Please ensure you have supportive evidence for the proposed changes.
Enquiry, feedback or concern in regards to College policy or procedures	Contact the College office and request an appointment with the Principal.
Student late or leaving early on a school day	Come to the College office to sign student in or out. Do not take them directly to or from their classroom. On special days parents will still need to sign their child out by completing a form for the class teacher.
Change to pick up arrangements or late pick up of student	Ring the College office and make arrangements for your child with the Administrator.
Extending student absence for any reason e.g. illness or extended holiday	Contact the College office and inform the Administrator of student return date. This is essential to secure your students enrolment at the College. Documentation may be required.
Translators	Contact the College office to organise a translator for any of your school meetings.
Related to a staff member(s) of the Campus	Contact the Executive Principal, Mr Jacob Mathews of Lighthouse Christian College, Cranbourne on phone: <b>03 5996 1588</b> or email: <a href="mailto:jacob@lccc.vic.edu.au">jacob@lccc.vic.edu.au</a> Mr Mathews may also decide to refer the concern to the School Board for its consideration.

# PUBLIC DISCLOSURE OF POLICIES

Verity Christian College Policies are available to parents, carers and other members of the public. The hard copies can be found onsite in the College office at 9 Stafford Rd, Griffith, NSW, 2680 and are available upon request.

Major policies are contained in the College Information Handbook. Parents are advised of new policies and changes via the College newsletters. The handbook can be found online at our website. [www.vcc.nsw.edu.au](http://www.vcc.nsw.edu.au)

Policies in detail will become available on the website in due course.



# TEACHING STAFF PROFILE

The NSW government requires that this report details the number of teachers in each of the following categories:

a) have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines

b) have qualifications as a graduate from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications

c) do not have qualifications as described in (a) or (b) but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed:

- to 'teach' in NSW before 1 October 2004 (either on a permanent, casual or temporary basis), and

- as a 'teacher' during the last five (5) years in a permanent, casual or temporary capacity.

## Teacher Standards

The following table sets out the number of teachers who fall into each of the categories determined by the NSW Education Standards Authority.

	Teacher Qualification	Number of Teachers
<b>a</b>	Those having formal qualifications from a recognised higher education institution or equivalent	2.6
<b>b</b>	Those having graduate but not a formal teaching qualification from a recognised higher education institution or equivalent	0

The following information describes the staffing profile for 2017:

Total Teaching Staff*	Total Non-Teaching Staff	Combined Total
2.6	1.4	4

\*This number includes x Fulltime teachers and x part-time teachers

Percentage of Staff who are Indigenous	0
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# PROFESSIONAL LEARNING

It is essential that each member of staff remain up to date with their knowledge and understanding of the latest trends in educational philosophy, quality teaching and student welfare, curriculum content, and the policies and procedures of the school and educational authorities which provide the broader framework within which we operate.

At all times, the focus for teacher professional learning is on enhancing the educational experience of the children entrusted to our care and on providing a safe and nurturing environment within which each child can flourish in the use of their God-given talents and abilities.

During 2018, staff were involved in the following areas of professional learning;

- *The development, implementation, monitoring and review of all school policies and procedures (in the context of a new school setting);*
- *Communicating and working with parents and caregivers;*
- *The nature and role of Christian education;*
- *Mandatory Child Protection Training;*
- *Workplace Health and Safety;*
- *Understanding the Primary curriculum, programming and evaluation;*
- *Assessment and reporting on student progress and achievement including the analysis of related data;*
- *Curriculum differentiation and the development of Independent Education Plans;*
- *In-school teacher-to-teacher conferences;*
- *National Teaching Standards and teacher accreditation;*
- *Team building and leadership.*



# NAPLAN

Students in Years 3 and 5 had only been attending Verity Christian College for approximately 13 weeks prior to the NAPLAN testing.

However, our students were made very familiar with the format and expectations of each of the tests and had undertaken specific preparation and practice tests.

We are not required to publish the results of the NAPLAN testing due to the very small cohort attempting the tests and the related privacy issues.

Parents each received a detailed copy of their child's NAPLAN results from testing authorities.



# ACTIONS UNDERTAKEN TO PROMOTE RESPECT AND RESPONSIBILITY

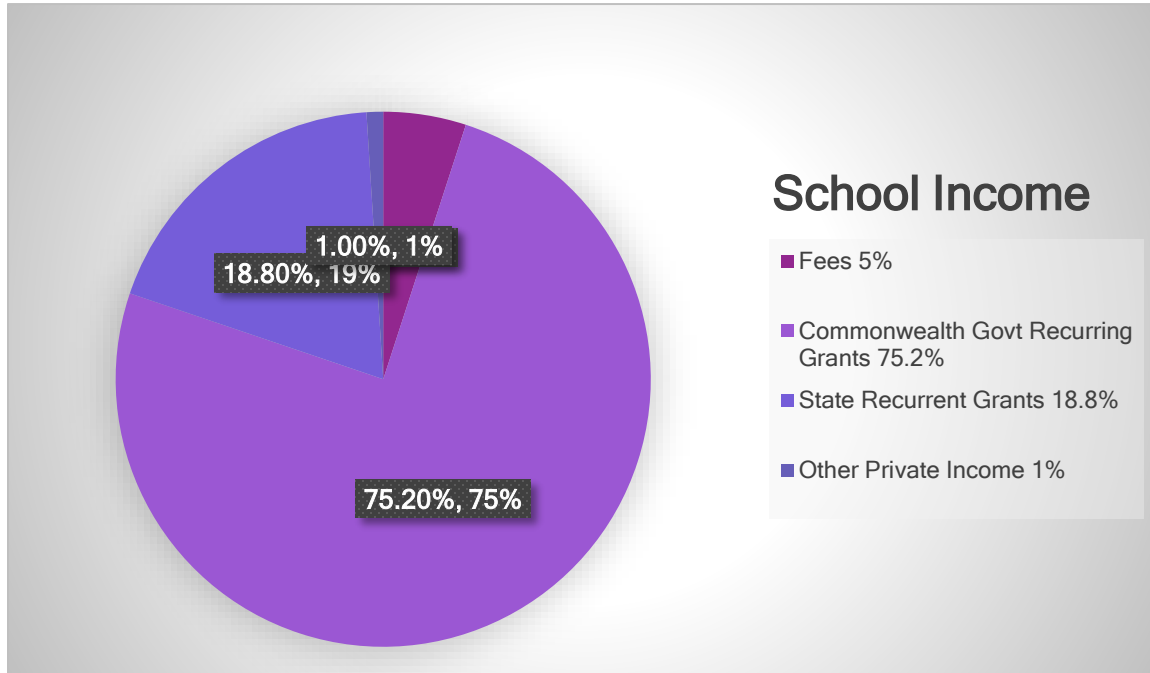
Verity Christian College works in a close partnership with its families to foster the development of the values of respect and responsibility in our students. As a Christian school, these values and character traits are at the heart of our work with our students. Students must understand the meaning of these qualities and how each of us can demonstrate respect and responsibility towards ourselves, other students, staff, family members, friends, the broader community and within our church communities -particularly through showing kindness, caring and trust and by undertaking service to others. Students need also to understand that with respect comes the responsibility to be seen as being a person of good character.

Our actions to promote the development of these character qualities included:

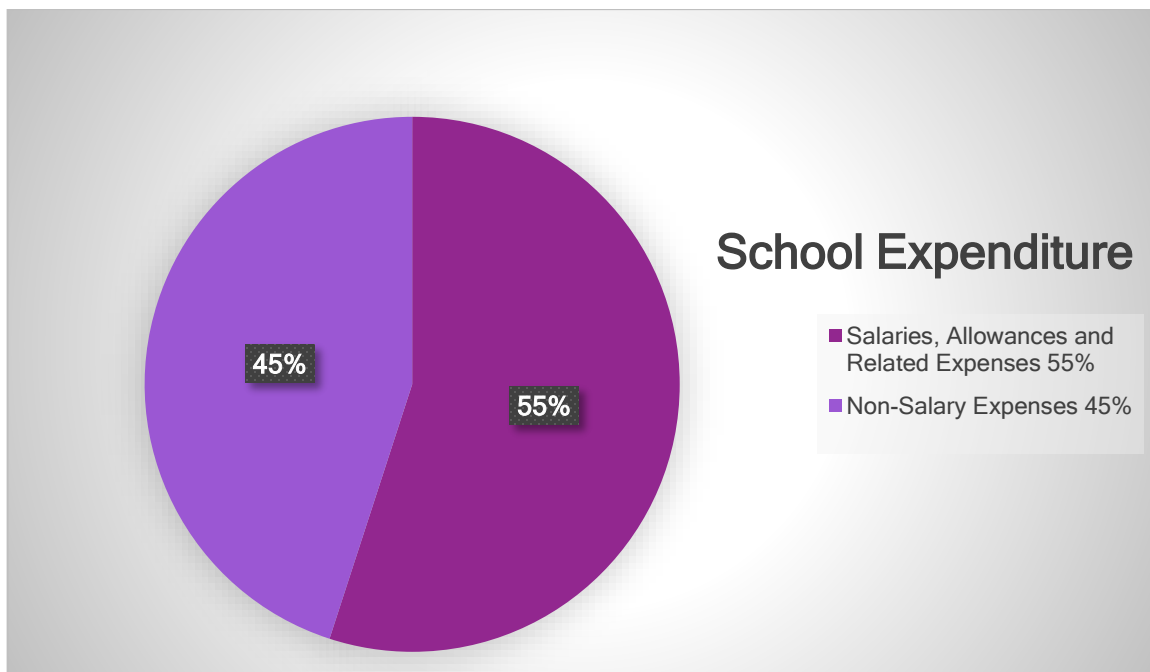
- *Making reference to the values during daily Chapel services and during our Christian Education classes -particularly focusing on how those qualities can be demonstrated;*
- *Personal Development/Health lessons include context related to building respect for self and others and for identifying personal responsibilities in different situations;*
- *Encouraging respect for leadership. Students are encouraged to seek out leadership opportunities even in "simple" situations such as managing lunch tables, in-class group work as well as in sporting activities;*
- *As a small school, all students, K-6, are encouraged to be inclusive of each other in their activities and to recognise the special gifts, talents and qualities that each can bring to an activity eg within a dance group;*
- *Students are encouraged to offer assistance to others when they see an opportunity -eg to a younger student who may need help with a task.*
- *Students are expected to show respect to adults by standing and greeting adults when they enter the classroom;*
- *The College encourages its students to recognise the contributions and sacrifices made to our country by other groups throughout our history. Our celebration of Harmony Day is seen as one of the most significant events in our school calendar. The day is shared with parents and grandparents and other friends of the College with our students taking on a variety of roles during the day. In addition, the College actively commemorates ANZAC Day and Armistice Day with significant services and other activities.*
- *The College also gives recognition, through its award processes, to those students who demonstrate respect, responsibility and other positive qualities while participating in school activities.*

# FINANCIAL REPORT

## School Income



## School Expenditure



# SATISFACTION DATA

Our anonymous survey amongst parents gave the following results.

Please rate how welcome you feel when you enter our school.

Dissatisfied	Neutral	Satisfied
0	0	100%

Please rate how approachable you feel the VCC staff are.

Dissatisfied	Neutral	Satisfied
0	0	100%

My children are happy to come to school for:

	Yes	No
Friends	100%	0%
School Work	90%	10%
Sports and other activities	100%	0%

Please rate how well informed you feel about the educational progress of your child/children

Dissatisfied	Neutral	Satisfied
0	10%	90%

Please rate the Spiritual Guidance the school provides for your child/children.

Dissatisfied	Neutral	Satisfied
0	0	100%

Please rate how you feel about the Ethos (feel, atmosphere, character) of the school.

Dissatisfied	Neutral	Satisfied
0	0	100%

Please rate your overall experience.

Dissatisfied	Neutral	Satisfied
0	0	100%

What do you think about the range of subjects?

Dissatisfied	Neutral	Satisfied
0	0	100%