NEWINGTON COLLEGE ANNUAL REPORT 2025



CONTENTS

Message from the Chair	**3**
Message from the Headmaster	**4**
Message from the SRC	**5**
Message from the Newington College P&F	**6**
About Newington College	**8**
Senior Secondary Outcomes	**12**
Student Outcomes in Standardised National Testing	**15**
Professional Learning and Teacher Standards	**17**
Teacher Standard Synopsis	**18**
Workforce Composition	**18**
Student Attendance	**19**
Class of 2025 Post-School Destinations	**21**
School Policies	**23**
Parent, Student and Teacher Satisfaction	**24**
Summary Financial Information	**27**
Appendix 1 – Attendance Policy and Procedures	**28**
Appendix 2 – 2023 and 2024 HSC and IBDP Results	**30**

MESSAGES FROM KEY SCHOOL BODIES

MESSAGE FROM THE CHAIR

I am honoured to have been appointed as the Newington College Council Chair during our historic transition towards co-education. My focus is on ensuring strong governance, constructive challenge and staying grounded in Newington's values as the school continues to deliver on co-education and other exciting initiatives.

In 2025, College Council conscientiously rolled out its well-articulated 2025–2027 strategic plan, aimed at providing our current students with the best possible Newington experience. Organisationally we remain dedicated to pursuing operational efficiencies, risk management, and exploring effective ways to utilise artificial intelligence (AI).

Our Headmaster and our excellent leadership team continued to invest in academic excellence, student wellbeing, and infrastructure, while preparing our Prep Schools for co-education. Our strategic plan sets out all we are seeking to achieve over the coming years, and College Council is totally aligned in supporting this direction.

A significant milestone achieved in 2025 was the first cohorts of intrepid Year 9 students completing their term stays at Eungai Creek. These students engaged in outdoor and significant service-learning opportunities and built strong connections with the local community, as they became more independent and well-rounded. The feedback we have received from students, parents and the Mid North Coast community has been overwhelmingly positive, and we are delighted that the benefits of this program will be available for all future Year 9 cohorts.

Academically, the Class of 2025 excelled and accomplished some truly outstanding results. In a record-breaking year, our HSC students attained the highest mean and median scores that Newington has achieved since the inception of the ATAR in 2009. The College's median score now sits at 89.65. Meanwhile, in the 2025 International Baccalaureate, we had a median score of 40 (the equivalent to an ATAR of approximately 97.05) and a mean score of 39 (ATAR approximate of 96.00). Four IB students also received a perfect score of 45/45 which is an extraordinary achievement. Additionally, three students were awarded First in State across the HSC subjects Mathematics Standard 2, Construction Examination and Physics – wonderful achievements across the board.

There were many other impressive student academic and co-curricular achievements – from sporting success and incredible musical performances, to the brilliance of annual productions and art exhibitions – all of which are highlighted on our website and in our College magazine *The NC,* which is available online.

I would like to sincerely thank everyone from our Parents and Friends organisations to our support groups, who work together every day to make Newington College the special place it is. Our staff, families and, most importantly, students – we are grateful for your continued efforts and your drive to learn and thrive every day.

My thanks also go to our outgoing Chair, Mr Tony McDonald (ON 1976) for his steady stewardship of the College over many years. Having served the Council for 18 years in total, Tony was instrumental in the creation of the Endowment Fund with its objective to provide 100 means-tested scholarships in perpetuity by 2040, reflecting his dedication to social justice and the College's commitment to providing a Newington education to those who would not otherwise benefit from one. His vision and prescience were also central to the development of our regional campus Eungai Creek. Tony's contribution to the life of Newington will remain with us for a long time to come.

Newington College remains committed to being a diverse and inclusive community, offering broad and rigorous learning pathways, supported by outstanding educators and modern facilities. We thank you for your continued faith and confidence in us.

Yours sincerely,

Mrs Rachel Stock
Chair
Newington College Council

MESSAGE FROM THE HEADMASTER

We hope that you enjoy reading about Newington's progress in 2025. It was a very productive and primarily positive year. We worked on a strategic plan which was shared with our community at the beginning of 2025. This builds on our 'Great Hearts, Inspired Minds and Strong Wings' strategic direction which we formulated in 2019. We managed the reaction to becoming co-educational with some strong parental opinions in both directions.

Our finances were sound, and our governance solid. We had a strong academic program and further work went into having as many students as possible take extension courses and challenging subjects. We recorded our strongest results since the ATAR began on the basis of mean ATAR. Pastorally, we worked with the Association of Independent Schools of NSW on developing a wellbeing program that is holistic and extremely strong. It involves a multi-tiered system of support for student wellbeing.

We also opened our new service learning campus at Eungai Creek on the NSW Mid North Coast and we were pleased to welcome the first of our Year 9 cohorts for a full term stay. We had some building work done at Wyvern House that saw the opening of our new Horaceville play space, to the delight of our students. Meanwhile, Lindfield enjoyed the benefits of resurfaced basketball courts, with the inclusion of new netball hoops as our Prep campuses prepared to welcome girls. Additionally, The Centre for Critical Thinking and Ethics is going from strength to strength.

All in all, it was a positive year at Newington College.

Mr Michael Parker
Headmaster
Newington College

MESSAGE FROM THE STUDENT REPRESENTATIVE COUNCIL (SRC)

Representing the voice of the student cohort in College initiatives was a key focus for the Student Representative Council (SRC) in 2025. Each year group was represented by dedicated students who worked to raise awareness and bring positive change throughout the school community. They provided input into cafeteria options, facilities development and student-led events. They spoke at year meetings and assemblies and collected feedback and input from the student cohort on many issues. Each year group led their own projects that directly improved the school experience for all students.

In each meeting, a different year group was responsible for chairing the meeting and taking the minutes. This improved their understanding of how to run formal meetings and develop their individual leadership skills. They regularly invited members of College leadership to raise issues and ask clarifying questions relating to academic, wellbeing and co-curricular programs. Headmaster Mr Michael Parker was a frequent visitor to the meetings and was keen to help action many SRC requests.

The SRC delivered events that reflected students' interests and diversity. This included Heritage Day and R U OK Week. SRC collaborated with the College Counselling team and Senior Executive to plan events. They ran sessions in year meetings, created presentations for assembly and led lunchtime activities. A new initiative this year was an SRC stall at lunchtime, inviting all students to come and share their ideas on how to make the College an even better place for all.

Year 7 nominated to join the committee as observers in Term 1. Students who took up this opportunity were then invited to submit an expression of interest to join the SRC for the remainder of the year. Three Year 7 students were voted in by the Year 8–12 SRC members, and in Term 2, became regular members of the SRC. They immediately contributed their ideas and sought to improve the student experience. Overall, it was yet another successful and productive year for the SRC of 2025.

It is important to recognise and congratulate the outstanding achievements of our Year 11 SRC representatives. Gil Gracie and Evan Grillakis demonstrated exceptional leadership and dedication, earning the prestigious role of Senior Prefect and Deputy Senior Prefect respectively. Both Rhys Howard-Jones and Utsav Panta also earnt roles as House Captains in their respective houses. Their hard work, commitment, and passion for serving the school community through the SRC put them in good stead to take on these leadership roles. We are incredibly proud of their accomplishments and have no doubt that they will continue to excel in their new roles.

As we reflect on another successful year for the SRC, we extend our gratitude to all students, staff, and stakeholders who have supported our initiatives. Together, we have made meaningful contributions to the Newington College community, and we look forward to continuing our efforts in the year ahead.

Ms Marnie Foster
Coordinator of the Student Representative Council (SRC)

MESSAGE FROM THE NEWINGTON COLLEGE PARENTS & FRIENDS ASSOCIATION (P&F)

At Newington College we are fortunate to have a vibrant and engaged Parents & Friends Association at the Senior campus, that plays a vital role in connecting parents and carers with the life of the College. In 2025, more than 100 parents and carers were elected across our Stanmore P&F Executive Committee and 10 co-curricular Support Groups, generously contributing their time and expertise to enhance student life and strengthen our community.

Building connection remained a central focus throughout the year. We welcomed more than 320 parents and carers at our Year 7 Orientation Morning Tea – a record attendance – alongside additional welcome events for families joining across other year groups. Our Parent Ambassadors across each year group, continued to play an important role in supporting new families and fostering strong year group networks, ensuring families felt informed, included and connected from the outset.

Across the year, the P&F delivered a full calendar of events to bring our community together. Year group coffee mornings, parent socials, and the much-loved Year 7 Mother and Son Dinner and Father and Son Breakfast provided valuable opportunities to build relationships. Our Saturday sport barbeques remain a cornerstone of community connection, with strong volunteer support across all sporting codes.

Back to Newington Day continues to be the highlight of the College calendar and in 2025 achieved record success. More than 700 volunteers contributed to a vibrant day of food, entertainment, sport and community spirit. The event raised an outstanding $160,000 – a 50 per cent increase on the previous year – with funds supporting P&F initiatives, co-curricular programs and the Newington Foundation's means-tested scholarships.

Our P&F Speaker Series continued to grow, with three well-attended sessions featuring leading experts in adolescent wellbeing and cyber-safety. These events, delivered in partnership with the College, provided parents with practical tools to support their children through key stages of development.

The P&F also proudly supported the College's biennial LitFest, encouraging a love of reading and storytelling, and expanded opportunities for parent engagement through a dedicated parent session. Our Black & White merchandise and second-hand uniform initiatives continued to strengthen community identity while promoting sustainability and accessibility for families.

Financially, the P&F and Support Groups generated a surplus of more than $100,000 while contributing more than $130,000 towards student programs, facilities and experiences across sport and the creative arts. The P&F also continued its support for the Newington Foundation scholarship program and means-tested scholarships.

I am incredibly proud of the commitment and generosity shown by our parent and friends community in 2025 and extend my sincere thanks to our P&F Executive, Support Groups, Parent Ambassadors, and volunteers for their outstanding contribution.

Helen Graham
President
Newington College Parents & Friends Association

Newington | P&F
connection communication community



ABOUT NEWINGTON COLLEGE

Newington College, established in Sydney in 1863, is an independent school affiliated with The Uniting Church in Australia and founded to provide a liberal education to students from all backgrounds, denominations and faiths. It is associated with the Athletic Association of the Great Public Schools of New South Wales (AAGPS) and caters for students from early learning to Year 12. Newington College has five campuses: Stanmore (Years 7–12), Wyvern House Preparatory (Stanmore K–6) and Lindfield Preparatory (K–6), the Early Learning Centre (for boys and girls aged three to five) and our service-learning campus Eungai Creek. In 2026, Newington begins its staged shift to co-education commencing in Kindergarten and Year 5 at Wyvern House and Lindfield Preps.

Newington College offers high-quality education, and a diverse and engaging sports and co-curricular program to primary and secondary school students. It implements a teaching and learning framework that leads towards the Higher School Certificate (HSC), the International Baccalaureate Diploma Programme (IBDP), Cambridge IGCSE and a range of VET and EVET vocational pathways.

OUR VISION

To empower students to develop Great Hearts, Inspired Minds and Strong Wings, ready to make a positive contribution to society and the future.

STRATEGIC PLAN

As outlined in our 2025–2027 Strategic Plan, our ongoing focus is set on academic rigour, critical thinking and social service including at our rural campus at Eungai Creek. To build on Newington's rich history, vibrant culture and strong foundations as we continue our exciting move to co-education.

GUIDING PRINCIPAL

What motivates our planning?

- The challenges of the future
- Equipping students with the skills and dispositions to live a life that is ethical, productive and fulfilled
- Continually reinforcing our vibrant, caring and courageous culture
- Education of our students to develop Great Hearts, Inspired Minds and Strong Wings

OUR FOCUS

Our Strategic Plan is underpinned by a commitment to:

- learning, teaching and academic rigour
- wellbeing and character development
- critical and ethical thinking
- co-curricular engagement
- building on the rich tapestry of our community
- supporting our students and staff to grow and thrive.

FOUNDATIONS

Our Strategic Plan is underpinned by a commitment to:

- diversity and inclusion
- quality staffing
- working with our people and resources in a way that is long-term, ethical and sustainable
- offering a Newington education to those who may not otherwise have access to one
- academic rigour and critical thinking.

AIMS AND VALUES

Guiding all policies and practices are our eight aims and values:

- Learning with rigour
- Exploring our creativity
- Leading through serving
- Building our character
- Nurturing the spiritual
- Embracing our diversity
- Caring for others
- Imagining a better future.

STUDENT BACKGROUND 2025

SCHOOL FACTS	
School sector	Non-government
School type	Combined
Location	Major cities
Year range	K–12
Total enrolments	2072
Girls	0
Boys	2072
Indigenous students	1%
Language background other than English	22%
Student attendance rate	93%
Teaching staff	239
Full-time equivalent teaching staff	228.4
Non-teaching staff	150
Full-time equivalent non-teaching staff	135.4

INDEX OF COMMUNITY SOCIO-EDUCATIONAL ADVANTAGE (ICSEA)*				
School ICSEA Value	1182			
Distribution of Students	Bottom Quarter	Middle Quarters		Top Quarter
School Distribution	1%	6%	19%	74%
Australian Distribution	25%	25%	25%	25%

* MySchools website

KEY SCHOOL BODIES

- **Newington College Council**

The Newington College Council, and its councillors, are guardians of Newington's vision and the rich traditions underpinned by our core values of diversity and inclusion. The Council is responsible for determining school policy, monitoring performance and maintaining relationships with external bodies such as the State and Commonwealth Governments. As at the end of 2025, the College Council consisted of 18 members and met nine times in the year. The Council has 10 committees and one working group. Each active committee and working group met between one and seven times during 2025.

- **Newington College Parents and Friends Association**

The role of the Parents and Friends Association (P&F) is to provide a point of engagement for parents, friends and the wider community with the experiences of the students at the College. The P&F undertakes this role through four lines of effort which include the raising of funds to augment facilities and events, encouraging parents and friends to support and nurture the efforts of the students while at the College, supporting specific programs that will encourage the development of the students and, lastly, providing expert support advice to parents. In 2025, Helen Graham was the P&F President for the Senior campus, while Sophia Christou held this role for Lindfield Prep, and Karin Setchell for Wyvern. Building on the efforts of past committees, the 2025 P&F committee aimed to create a stronger community through a connected community.

- **Student Leadership and Student Representative Council (SRC)**

The SRC is made up of students from Years 7 to 12. It is more than just a student representative council. It's a group that shares experiences, where people meet new friends from different years and that ensures the student voice of Newington has a forum to be heard.

Further information about the College can be obtained at our website or the My Schools website.



SENIOR SECONDARY OUTCOMES

In 2025, 76 per cent of the Year 12 cohort completed the Higher School Certificate (HSC), while 24 per cent completed the International Baccalaureate Diploma Programme (IBDP). Of the HSC students, 23 participated in vocational or trade training (nine per cent of the total Year 12 cohort). The formal Record of School Achievement credential was awarded by NESA to four students, across Years 10 to 12.

YEAR 12	QUALIFICATION/CERTIFICATE	NUMBER OF STUDENTS	PERCENTAGE OF STUDENTS
2025	HSC	182	76
2025	VET*	23	9
2025	IBDP	58	22

*VET students complete VET courses while also studying for the HSC.

HIGHER SCHOOL CERTIFICATE AND INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME RESULTS

The Results publication for 2025 was published online and in print. The Year 12 Class of 2025 achieved impressive results in the HSC and IBDP.

HIGHER SCHOOL CERTIFICATE

In 2025, 182 students sat for the NSW Higher School Certificate in 44 courses. 68 per cent of students placed in the top two performance bands in each 2 unit and 1 unit subject, up from 59 per cent in 2024. Newington students performed well above the state average in the vast majority of courses.

The table below represents the number and percentage of Bands 5 and 6 and E3/E4 achieved by Newington in comparison to the state percentage. Please see Appendix 2 for a comparison to the 2023 and 2024 HSC and IBDP results.

DEPARTMENT	SUBJECT	NEWINGTON COLLEGE % OF BAND 5 & 6	STATE % OF BAND 5 & 6
English	English Advanced	78	65
	English Extension 1	95	95
	English Extension 2	100	88
Science	Earth & Environmental Science	63	37
	Physics	45	38
	Biology	55	36
	Chemistry	50	38
	Science Extension	67	76
Mathematics	Mathematics Advanced	68	51
	Mathematics Extension 1	73	77
	Mathematics Extension 2	100	84
	Mathematics Standard 2	69	30
	Mathematics Standard 1	0	16
Technology	Design and Technology	100	49
	Industrial Technology	70	23

	Engineering Studies	67	28
	Enterprise Computing	100	40
	Software Engineering	100	36
History	Aboriginal Studies	20	33
	Ancient History	67	35
	Modern History	66	36
	History Extension	96	87
	Legal Studies	63	44
Economics & Geography	Economics	27	53
	Business Studies	69	37
	Geography	97	41
Languages	Chinese Continuers	100	79
	Latin Continuers	100	80
	Latin Extension	100	98
	Modern Greek Beginners	50	75
Philosophy & Religious Studies	Studies of Religion I	80	46
	Studies of Religion II	60	48
PDHPE	PDHPE	77	35
Drama	Drama	100	59
Visual arts	Visual Arts	100	64
Music	Music 1	100	67
	Music 2	80	86
	Music Extension	100	98
VET	Business Services	25	25
	Construction	82	34
	Entertainment	100	29
	Hospitality	50	31

VET students are part of the HSC program and include College and TAFE-delivered courses.

SCHOOL-BASED VET DELIVERED COURSES	NUMBER OF PARTICIPATING STUDENTS
Business Services	4
Construction	12
Entertainment	3
Hospitality	4

INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME 2025

The International Baccalaureate Diploma Programme (IBDP) results were released in December 2025. Of the 58 students who completed the IBDP in 2025, 53 per cent scored 40+ points or above, (equivalent to an ATAR of 97.05+). For Newington, the mean score was 39.82/45 which is equivalent to an ATAR of 96.0, compared to a November Session average of 29.3/45. The mean grade in the region was 4.7/7, with Newington achieving a mean grade of 6.14/7. The class of 2025 includes four IB scholars who achieved a perfect score. All students who completed the IBDP are to be congratulated for these extremely impressive results.

The table below represents the number of Newington students in each subject and highlights the number who achieved the top level of grades – Grades 5–7.

SUBJECT	TOTAL NUMBER OF STUDENTS	NUMBER OF STUDENTS WITH GRADES 5–7	NUMBER OF STUDENTS WITH GRADES 3–4	NUMBER OF STUDENTS WITH GRADES 1–2
ENGLISH A: Lang and Literature HL	19	18	1	0
ENGLISH A: Literature HL	34	34	0	0
ENGLISH A: Literature SL	5	5	0	0
Russian A: Literature SL	1	1	0	0
Chinese B: Mandarin SL	11	8	3	0
French B: SL	11	11	0	0
Italian ab initio: SL	8	7	1	0
LATIN HL	2	2	0	0
LATIN SL	9	8	1	0
SPANISH AB. SL	16	14	2	0
BUSINESS MANAGEMENT HL in ENGLISH	14	14	0	0
BUSINESS MANAGEMENT SL in ENGLISH	2	2	0	0
ECONOMICS HL in ENGLISH	15	15	0	0
ECONOMICS SL in ENGLISH	7	7	0	0
GEOGRAPHY HL in ENGLISH	21	21	0	0
GEOGRAPHY SL in ENGLISH	8	8	0	0
HISTORY SL in ENGLISH	2	2	0	0
HISTORY EUROPE HL in ENGLISH	5	5	0	0
PHILOSOPHY HL in ENGLISH	5	5	0	0
PHILOSOPHY SL in ENGLISH	3	3	0	0
BIOLOGY HL in ENGLISH	8	8	0	0
BIOLOGY SL in ENGLISH	15	15	0	0
CHEMISTRY HL in ENGLISH	2	0	0	0
CHEMISTRY SL in ENGLISH	20	20	0	0
PHYSICS HL in ENGLISH	7	7	0	0
PHYSICS SL in ENGLISH	8	7	1	0
SPORTS EX SCI HL in ENGLISH	18	18	0	0
SPORTS EX SCI SL in ENGLISH	3	3	0	0

MATHEMATHICS ANALYSIS & APPROACHES HL in ENGLISH	11	11	0	0
MATHEMATHICS ANALYSIS & APPROACHES SL in ENGLISH	28	28	0	0
MATHEMATICS APPLICATIONS & INTERP HL in ENGLISH	5	5	0	0
MATHEMATICS APPLICATIONS & INTERP SL in ENGLISH	14	12	2	0
MUSIC HL in ENGLISH	3	3	0	0
MUSIC SL in ENGLISH	2	2	0	0
VISUAL ARTS HL in ENGLISH	5	5	0	0
VISUAL ARTS SL in ENGLISH	1	1	0	0

ATAR

Close to 80 per cent of the 2025 Year 12 cohort achieved an ATAR of 80 or above, and close to 90 per cent of the cohort achieved an ATAR of 70 or above, demonstrating significant improvement in academic standards. The whole cohort also achieved the highest mean ATAR (since its introduction in 2009), of 87.27.

The following tables illustrate the ATAR results for 2025 and historical trends.

COMBINED ATAR HSC/IBDP	PERCENTAGE OF COHORT				
	2021	2022	2023	2024	2025
ATAR> 99	8.2	4.7	3.7	6.1	8.7
ATAR>95	24.6	21.6	19.2	20.1	32
ATAR>90	37.7	35.2	36.1	40.6	45
ATAR>80	56.8	62	68.9	63.8	77.3
ATAR>70	79	81.2	90.4	85.6	87.8

STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

In March 2025, as part of the National Assessment Program – Literacy and Numeracy (NAPLAN), national tests were held in literacy and numeracy for all students in Australia at Years 3, 5, 7 and 9.

Student results in each component of NAPLAN can be found here on the My School website.


IN FIDE SCIENTIAM

TEACHER PROFESSIONAL LEARNING, ACCREDITATION, AND QUALIFICATIONS

2025 PROFESSIONAL LEARNING

Throughout 2025, Newington teaching staff engaged with a range of professional learning courses relevant to whole school strategic goals, departmental/stage goals and individual professional goals.

A summary of these professional learning activities is provided below.

DESCRIPTION OF THE PROFESSIONAL LEARNING ACTIVITY	NUMBER OF STAFF PARTICIPATING
Professional Growth Model - establishing annual departmental and individual goals, fortnightly professional growth period to develop skills and knowledge relevant to goals, lesson observations, enacting new learnings and reflective practices	All staff
Critical Thinking - developing skills in teaching reasoning, questioning, justification - developing skills and knowledge which will enable teachers to embed critical thinking across the curriculum	46
Curriculum and Syllabus - developing skills and knowledge in pedagogy, programming and assessment	147
International Baccalaureate - developing skills and knowledge in pedagogy, programming and assessment	50
Vocational Education - VET teachers provided with information regarding Hospitality, Construction and Business Services, assisting them to undertake their roles - Careers Advisor network days, keeping up to date with post school options	14
Wellbeing - a range of courses which provided teachers with opportunities to develop understanding of resilience, mental health, whole school wellbeing programs	49
Inclusive Learning - developing skills to assist teachers in working with students with diverse needs	26
Aboriginal Education - developing an Aboriginal curriculum narrative	1
Boarding - developing knowledge and understanding to ensure safe environments and youth mental health awareness	4
Leadership - developing skills and knowledge of existing and aspirational leaders in areas including navigating hard conversations, values, purpose	23
Teacher Accreditation - developing knowledge for teachers to work towards Proficient and Experienced Teacher accreditation	22
Co-education - Preparation for co-education	All staff

TEACHER ACCREDITATION

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
Conditional	18
Provisional	19
Proficient Teacher	198
Highly Accomplished Teacher	1
Lead Teacher	1

TEACHER QUALIFICATIONS

CATEGORY	NUMBER OF TEACHERS
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines	236
Teachers who 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	1
Teachers who do not have qualifications as described above but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context	0

2025 TEACHER STANDARD SYNOPSIS

CATEGORY	NUMBER OF TEACHERS
Teachers who have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	236
Teachers who 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, or	1
Teachers who do not have qualifications as described above but have relevant successful teaching experience or appropriate knowledge relevant to the teaching context	0

WORKFORCE COMPOSITION

Teaching staff	237
Full-time equivalent teaching staff	226
Non-teaching staff	153
Full-time equivalent non-teaching staff	138
Indigenous staff	4

STUDENT ATTENDANCE 2025

	YEAR GROUP	PERCENTAGE (%) ATTENDANCE
Wyvern House	Kindergarten	95.92
Wyvern House	1	93.89
Wyvern House	2	93.59
Wyvern House	3	96.01
Wyvern House	4	94.66
Wyvern House	5	93.83
Wyvern House	6	93.88
Lindfield	Kindergarten	98.43
Lindfield	1	98.60
Lindfield	2	97.50
Lindfield	3	97.72
Lindfield	4	97.89
Lindfield	5	98.14
Lindfield	6	97.69
Senior	7	98.52
Senior	8	98.30
Senior	9	98.76
Senior	10	98.34
Senior	11	98.63
Senior	12	98.53

Further information regarding attendance rates can be accessed through the MySchool website.

Student attendance, as well as non-attendance, is managed through the College's Attendance Policy and Procedures. For information regarding this policy, please refer to Appendix 1 which can be located at the back of this report.


BASKETBALL FIXTS
RACHIE CUP WINNERS
BASKETBALL FIXTS
BASKETBALL FIXTS
BASKETBALL FIXTS

CLASS OF 2025 POST-SCHOOL DESTINATIONS

The mission of the College's Careers Centre is to provide students and parents with the very best information, knowledge and skills to plan future careers and tertiary training opportunities. Each year we endeavour to follow the destinations of our leaving Year 12 students. The two tables below detail where the Class of 2025 students went after school and the place of study to the best of our knowledge (where relevant and available).

More than 90 per cent of students from the Class of 2025 received an offer to continue their studies in tertiary education. The most popular university for Newington students from the 2025 was The University of Sydney (USYD) followed by University of Technology (UTS), University of NSW (UNSW) and Macquarie University. The most popular courses studied by Newington students were Law, Business/Commerce, Criminology, International Relations, Engineering and Health

COURSE / FIELD	NUMBER
Society and Culture (includes Arts & Social Sciences, Law, PPE, Criminology and International Relations)	71
Business, Commerce and Management (Construction)	63
Engineering and Related Technologies	32
Health (Including Nutrition & Dietetics, Sports Science)	22
Natural and Physical Sciences, Medical	16
Creative Arts: Music, Performing Arts, VA, Fine Arts	14
Architecture (including Building, Carpentry, Design Studies, Landscape, Planning)	17
Information Technology	8
Education	5
Agriculture, Environmental & Related Studies	1

DESTINATION	
University of Sydney	63
University of Technology, Sydney	52
University of NSW	31
Macquarie University	21
Other (gap year, deferred, work, pathways)	24
Western Sydney University	11
Interstate or overseas universities	10
Notre Dame	7
Australian Catholic University	6
Apprenticeship/Traineeship/TAFE	6
Australian National University	5
University of Newcastle	5
University of Canberra	3
Charles Sturt University	2
UNSW College	2
International College of Management (ICMS)	1



SCHOOL POLICIES

School policies are publicly available on the website here.

ENROLMENT POLICIES

Our enrolment policy is found here on our website.

Further information regarding enrolments can be found here on our website.

CHILD PROTECTION POLICIES

- Statement of Commitment to Child Safety
- Child Safety Code of Conduct
- Professional Boundaries Policy
- Reportable Conduct Procedures
- Child Protection Incidents Procedures
- National Redress Scheme Policy

ANTI-BULLYING

- Pastoral Care Policy
- Student Diversity and Equality of Opportunity Policy

DISCIPLINE

- Student Discipline Policy and Procedures

COMPLAINTS

- Complaints Resolution Policy and Procedures

PARENT, STUDENT AND TEACHER SATISFACTION

Satisfaction levels with the College remain high across all campuses. The results of bi-annual surveys by established external consultancy MMG of parents and students showed high rates of satisfaction.

In 2024, 69 per cent of ELC to Year 12 parents and 87 per cent of Years 6 to 12 students participated in surveys and provided views on all areas of College life such as academic performance, student wellbeing, Christian ethos, co-curricular drama, sport, communications, reputation and facilities.

We have strong waiting lists, particularly for Kindergarten and from Year 3 onward. Our last MMG survey of staff was in 2024, and this also showed high levels of satisfaction across our school staff community.

The College continued to encourage parent, student and staff feedback throughout 2024. The Parents and Friends (P&F) Association and Old Newingtonians Union (ONU) were instrumental in creating a vibrant and continued sense of community and strong lines of contact were maintained with the P&F at each campus, parent groups, Student Representative Councils across each of our campuses, leadership teams, Heads of Departments and Heads of Year/House Committees and the many support groups within the P&F structure.

PARENT SATISFACTION

In 2025, the College welcomed families onsite for major events such as Prize Giving, Valedictory Day and Back to Newington Day, which were a warm opportunity for parents and the community to visit. Within our satisfaction survey, parents were asked to provide open responses to the most valued aspects of Newington College.

The most frequently nominated aspects were:

- the College community
- safe, caring and supportive environment
- child's personal growth, wellbeing and development
- relationship with other parents
- quality of teachers and staff.

For parents, 'high' ratings were also given to the co-curricular sports program (78 per cent), student wellbeing efforts (77 per cent), the academic program (76 per cent), and the school's reputation (76 per cent). Boarding was the area of highest satisfaction, with 91 per cent of parents saying their son enjoys being a boarder at Newington College. 'Overall satisfaction' for both parents and students was 78 per cent.

Parents also ranked as 'high' the College's ability to instil a range of important qualities in their children – kindness, integrity, curiosity, open-mindedness, resilience, courage, and critical and ethical thinking. A plurality of parents, students and staff who responded to the survey supported the move to make the College co-educational.

STAFF SATISFACTION

The College comprises an engaged and talented staffing body across teaching and non-teaching roles who work in a highly collegiate culture and are supported by exceptional opportunities for professional development. Staff turnover across the College in 2024 was 8.8 per cent.

The MMG survey of both teaching and operational staff across Newington College's five campuses showed overall satisfaction with the College of 75 per cent in the middle of the high range.

Staff gave 'very high' scores regarding:

- understanding their responsibilities and reporting frameworks
- feeling appropriately challenged in their role.

‘High’ scores were given regarding:

- opportunities to collaborate with other staff
- receiving encouragement to try new ideas
- recognition from line managers, and
- support in interactions with parents.

Staff feedback was particularly strong around the academic program, learning enrichment, and music. College staff also highlighted the need to more closely examine staff wellbeing, which was ranked in the ‘moderate’ satisfaction band. The leadership team has already met with the Common Room to discuss this further and will work alongside its members and other staff to determine ways to improve this very important aspect of school life.

STUDENT SATISFACTION

Participation levels in student activities were exceptional at the College during 2024. Students remained engaged in their academic programs and participated in numerous co-curricular activities. Attendance was above 98 per cent in Years 7 to 12.

For students, the highest rating areas of the school were co-curricular music (80 per cent), co-curricular sport (78 per cent), and the academic program (74 per cent). Boarding remains the area of highest satisfaction, with 88 per cent of boys saying they enjoyed boarding. This reflects a concerted effort to build on the boarding experience in recent years. ‘Overall satisfaction’ for both parents and students was 78 per cent.

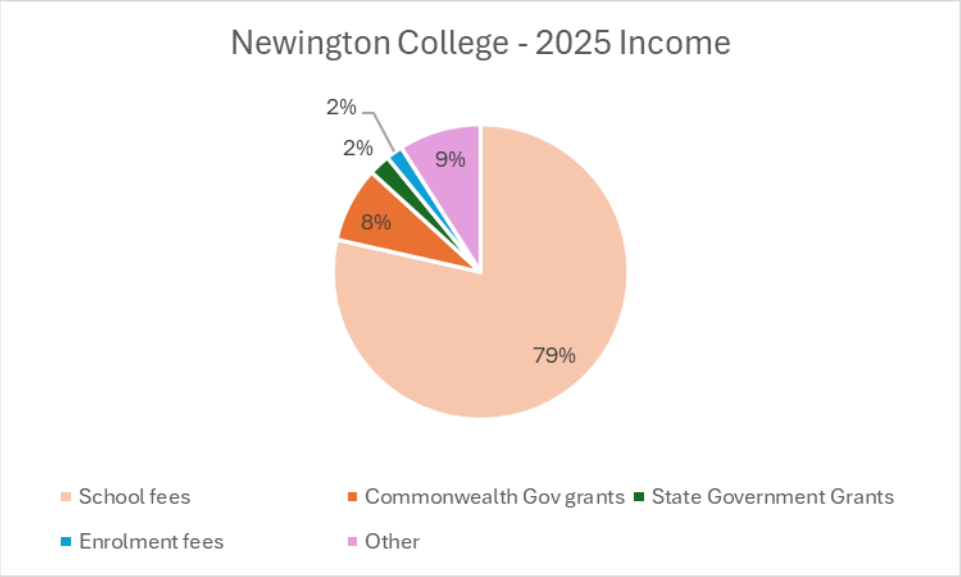
These results show we are on the right path and acknowledge our determination to make a difference to our current students, parents and staff. The MMG survey was an important contributor to our 2025 –2027 Strategic Plan and has helped shape our initiatives and transformation from today and in the future.



SUMMARY OF FINANCIAL INFORMATION

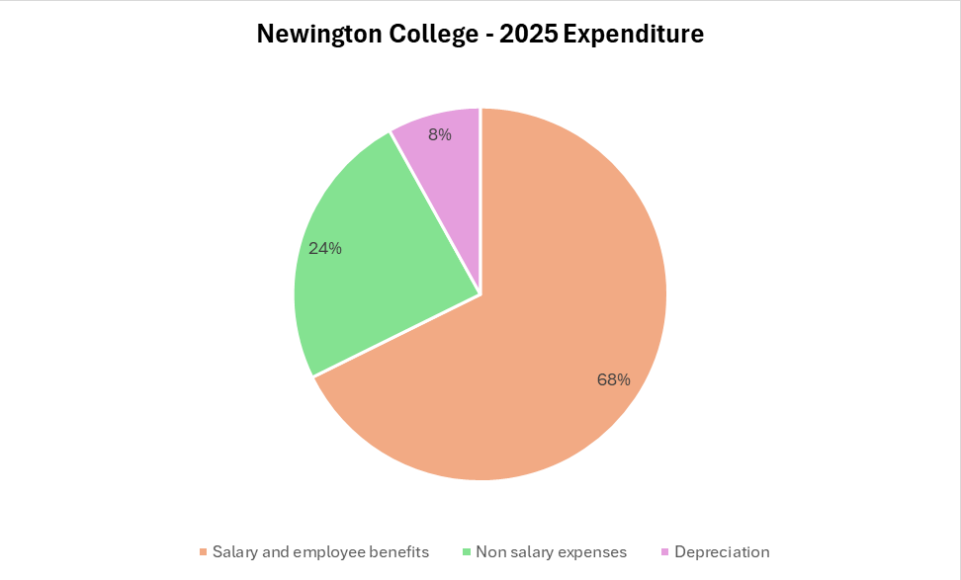
INCOME

School fees	79%
Commonwealth Government Grants	8%
State Government Grants	2%
Enrolment fees	2%
Other	9%



EXPENSES

Operational expenditure – salary and employee benefits	68%
Operational expenditure – non salary expenses	24%
Capital expenditure	8%



APPENDIX 1 – STUDENT NON-ATTENDANCE MANAGEMENT

INTRODUCTION

The College is responsible for promoting and monitoring regular attendance. We believe that consistent attendance at school is essential if students are to make good progress. Parents are encouraged to do all they can to ensure that their child attends school promptly and regularly. There is no doubt that good attendance habits, formed early, will benefit a child's education and will be good preparation for later life.

Unless students have special leave or are ill, the College expects they will maintain full attendance at school and remain at school for the full day. Each campus has a more detailed campus-specific attendance recording procedure.

1. AIMS AND EXPECTATIONS OF ATTENDANCE POLICY AND PROCEDURES

All students enrolled, regardless of age, are expected to attend school whenever instruction is provided.

2. PROCEDURES

The following steps are taken to monitor student attendance and to follow up any student absence:

2.1 ROLL MARKING AND FOLLOW-UP

Class rolls are legal documents and as such are maintained on a daily basis. Teachers are required to record attendance, absences and part-absences.

Staff are expected to mark their rolls at the beginning of each class. If a roll has not been marked after 40 minutes, an email is sent to each teacher reminding them to mark their roll.

A report is sent to the Deputy Headmaster, Deputy Pastoral, Deputy Teaching and Learning, the Director of Studies and the Director of Students at 10.00am advising of those teachers who have not marked Period 1 and 2 rolls. A further report is sent to the Deputy Headmaster, Deputy, Pastoral and the Director of Students the following morning advising of those teachers who have not marked their rolls for the previous day.

Parents are required to explain all absences within seven (7) days of the first day of absence.

3. MONITORING ATTENDANCE

Attendance information is retained in Synergetic, the school management system. SMS are sent at 10.00am via Spacetalk and thereafter at 11.00am, 12.30pm and 4.30pm weekdays for students who are absent without notification from parent/guardian.

If/when parents/guardians respond, if a reason is not provided for an absence, a further SMS is sent requesting a reason. If a parent/guardian does not respond to our SMS, an email is sent the following week requesting information regarding the absence. If a parent/guardian doesn't respond to our email, a further email is sent at the end of each semester and Heads of House follow up.

If a student is absent for three (3) or more days an email is sent to their Mentor and Head of House asking them to remind parents that a medical certificate is required if they have been away due to illness/injury.

When the student returns to school a note or SMS explaining their absence is to be provided. Newington has a designated mobile number for SMS notification of student absence. Parents can notify the school by SMS or email if their child is going to be absent. When correspondence is received, it is processed into the Synergetic database. This will record the type of leave, ie sick, approved leave, suspension, etc.

Every day a daily listing of absentees is emailed from Synergetic to staff and filed with the Absence Attendance office.

4. RECORDS

The name, age and address of the student; the name and contact numbers and emails of the parents or carers; and the date of enrolment and the date of leaving, as well as the destination, are all recorded on Synergetic. In addition, the previous school or pre-enrolment situation is also recorded on Synergetic.

Where the destination is not known, the College notifies the NSW DET Officer with home school liaison responsibilities. The register is retained for at least seven (7) years.

Synergetic maintains a register of all attendance details.

5. LEAVE

- The Director of Students is authorised to accept the reason for absence of students who have satisfactorily explained sick leave.
- Requests for leave of absence during term time should be made well before the anticipated absence, in writing, to the Deputy Pastoral (K–12).
- It is only in exceptional circumstances that students apply for leave. Newington College is unable to approve leave: the College will accept the reasons for leave only.
- It is particularly important that leave applications are not applied for where a child already has a poor record of attendance.
- Work is not set by teachers for students to complete during absence for holidays during term time.
- The Deputy Pastoral (K–12) may accept reasons other than sickness and record the absence as 'L'.
- If the reasons are not accepted the leave will be recorded as 'Absent all day unexplained'.
- The Headmaster may grant an exemption from school attendance for periods of up to 100 days in a 12-month period, provided that the conditions in the 'Exemptions from School – Procedures' are met.
- The Headmaster may grant exemption for students who have completed Year 9 and have approval to complete their education in special circumstances through an apprenticeship or traineeship.
- The Headmaster may grant exemptions for students participating in the entertainment industry or in an elite arts or sporting event. In the case of a large-scale production (eg. a movie) the Headmaster should seek the advice of the Deputy, Pastoral (K–12) in the issue of employment regulations for children.

APPENDIX 2 – 2024 AND 2023 HSC AND IBDP RESULTS

2024 HIGHER SCHOOL CERTIFICATE

The table below represents the number and percentage of Bands 5 and 6 and E3/E4 achieved by Newington in comparison to the state in 2024.

DEPARTMENT	SUBJECT	NEWINGTON COLLEGE % OF BAND 5 & 6S	STATE % OF BAND 5 & 6S
English	English Advanced	70	67
	English Extension 1	98	96
	English Extension 2	100	87
Science	Earth & Environmental Science	56	33
	Physics	45	38
	Biology	52	36
	Chemistry	48	38
	Science Extension	100	82
Mathematics	Mathematics Advanced	53	50
	Mathematics Extension 1	62	80
	Mathematics Extension 2	83	86
	Mathematics Standard 2	57	28
	Mathematics Standard 1	33	23
Technology	Design and Technology	100	48
	Industrial Technology	80	23
	Engineering Studies	14	32
	Information Processes & Technology	33	31
	Software Design & Development	44	39
History	Ancient History	78	38
	Modern History	61	39
	History Extension	92	86
	Legal Studies	71	43
Economics & Geography	Economics	39	52
	Business Studies	58	38
	Geography	52	38
Languages	Latin Continuers	50	91
	Latin (Extension)	100	100
	Modern Greek Beginners	78	72
Philosophy & Religious Studies	Studies of Religion I	64	44
	Studies of Religion II	67	47
PDHPE	PDHPE	35	35
Drama	Drama	100	62
Visual arts	Visual Arts	100	67
Music	Music 1	100	67

	Music 2	73	84
	Music Extension	67	97
VET	Business Services	67	28
	Construction	72	46
	Hospitality	67	51

VET students are part of the HSC program and include College and TAFE-delivered courses.

SCHOOL-BASED VET DELIVERED COURSES	NUMBER OF PARTICIPATING STUDENTS
Business Services	3
Construction	7
Hospitality	6

INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME 2024

The table below represents the number of Newington students in each subject and highlights the number who achieved the top level of grades – Grades 5–7.

SUBJECT	TOTAL NUMBER OF STUDENTS	NUMBER OF STUDENTS WITH GRADES 5–7	NUMBER OF STUDENTS WITH GRADES 3–4	NUMBER OF STUDENTS WITH GRADES 1–2
ENGLISH A: Lang and Literature HL	46	46	0	0
ENGLISH A: Lang and Literature SL	1	1	0	0
ENGLISH A: Literature HL	11	10	1	0
ENGLISH A: Literature SL	1	1	0	0
CHINESE B: MANDARIN SL	2	1	1	0
FRENCH B SL	8	7	1	0
GERMAN B HL	1	1	0	0
GERMAN B SL	1	1	0	0
LATIN HL	4	4	0	0
LATIN SL	15	13	2	0
SPANISH AB. SL	28	28	0	0
SPANISH B SL	1	1	0	0
BUSINESS MANAGEMENT HL in ENGLISH	10	9	1	0
ECONOMICS HL in ENGLISH	16	16	0	0
ECONOMICS SL in ENGLISH	3	3	0	0
GEOGRAPHY HL in ENGLISH	12	12	0	0
GEOGRAPHY SL in ENGLISH	4	4	0	0
HISTORY SL in ENGLISH	10	10	0	0
HISTORY EUROPE HL in ENGLISH	5	5	0	0
PHILOSOPHY HL in ENGLISH	14	14	0	0

PHILOSOPHY SL in ENGLISH	6	6	0	0
BIOLOGY HL in ENGLISH	4	3	1	0
BIOLOGY SL in ENGLISH	13	13	0	0
CHEMISTRY HL in ENGLISH	7	6	1	0
CHEMISTRY SL in ENGLISH	26	23	3	0
PHYSICS HL in ENGLISH	7	7	0	0
PHYSICS SL in ENGLISH	14	14	0	0
SPORTS EX SCI HL in ENGLISH	5	5	0	0
SPORTS EX SCI SL in ENGLISH	3	3	0	0
MATHEMATHICS ANALYSIS & APPROACHES HL in ENGLISH	11	11	0	0
MATHEMATHICS ANALYSIS & APPROACHES SL in ENGLISH	30	27	3	0
MATHEMATICS APPLICATIONS & INTERP HL in ENGLISH	9	9	0	0
MATHEMATICS APPLICATIONS & INTERP SL in ENGLISH	9	8	1	0
MUSIC HL in ENGLISH	5	5	0	0
MUSIC SL in ENGLISH	2	2	0	0
THEATRE HL in ENGLISH	6	6	0	0
VISUAL ARTS HL in ENGLISH	4	4	0	0

2023 HIGHER SCHOOL CERTIFICATE

The table below represents the number and course percentage of Bands 5 and 6 and E3/E4 achieved by Newington in comparison to the state percentage in 2023.

DEPARTMENT	SUBJECT	NEWINGTON COLLEGE % OF BAND 5 & 6S	STATE % OF BAND 5 & 6S
English	English Advanced	72	67
	English Extension 1	100	94
	English Extension 2	100	86
Science	Earth & Environmental Science	69	34
	Physics	45	39
	Biology	23	32
	Chemistry	38	38
	Science Extension	100	78
Mathematics	Mathematics Advanced	39	50
	Mathematics Extension 1	54	72
	Mathematics Extension 2	47	32
	Mathematics Standard 2	47	32
Technology	Design and Technology	89	47
	Industrial Technology	58	24
	Engineering Studies	32	29
	Information Processes & Technology	33	32
History	Ancient History	71	33

	Modern History	44	35
	History Extension	100	85
	Legal Studies	68	43
Economics & Geography	Economics	54	49
	Business Studies	68	36
	Geography	72	42
Languages	Latin (Extension)	100	98
Philosophy & Religious Studies	Studies of Religion 1U	25	49
	Studies of Religion 2U	60	46
PDHPE	PDHPE	57	31
Drama	Drama	100	60
Visual arts	Visual Arts	90	66
Music	Music 1	75	69
	Music 2	100	85
	Music Extension	100	96
VET	Construction	100	44
	Hospitality	50	45

VET students are part of the HSC program and include College and TAFE-delivered courses.

SCHOOL-BASED VET DELIVERED COURSES	NUMBER OF PARTICIPATING STUDENTS
Business Services	5
Construction	10
Hospitality	10

INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME 2023

The table below represents the number of Newington students in each subject and highlights the number who achieved the top level of grades – Grades 5–7.

SUBJECT	TOTAL NUMBER OF STUDENTS	NUMBER OF STUDENTS WITH GRADES 5–7	NUMBER OF STUDENTS WITH GRADES 3–4	NUMBER OF STUDENTS WITH GRADES 1–2
ENGLISH A: Lang and Literature HL	50	44	6	0
ENGLISH A: Lang and Literature SL	5	4	1	0
ENGLISH A: Literature HL	16	13	3	0
CHINESE B: MANDARIN SL	9	4	5	0
FRENCH B SL	9	9	0	0
ITALIAN AB INITIO SL	16	12	4	
LATIN HL	5	5	0	0
LATIN SL	6	5	1	0
SPANISH AB. SL	27	22	5	0
ECONOMICS HL in ENGLISH	29	28	1	0
ECONOMICS SL in ENGLISH	8	6	2	0
GEOGRAPHY HL in ENGLISH	15	14	1	0
GEOGRAPHY SL in ENGLISH	4	4	0	0

HISTORY SL in ENGLISH	16	14	2	0
HISTORY HL in ENGLISH	11	11	0	0
PHILOSOPHY HL in ENGLISH	10	10	0	0
PSYCHOLOGY HL in ENGLISH	5	4	1	0
BIOLOGY HL in ENGLISH	7	7	0	0
BIOLOGY SL in ENGLISH	20	17	3	0
CHEMISTRY HL in ENGLISH	10	8	2	0
CHEMISTRY SL in ENGLISH	19	16	3	0
PHYSICS HL in ENGLISH	6	5	1	0
PHYSICS SL in ENGLISH	13	12	1	0
SPORTS EX SCI HL in ENGLISH	15	14	1	0
SPORTS EX SCI SL in ENGLISH	11	11	0	0
MATHEMATHICS ANALYSIS & APPROACHES HL in ENGLISH	6	6	0	0
MATHEMATHICS ANALYSIS & APPROACHES SL in ENGLISH	33	27	6	0
MATHEMATICS APPLICATIONS & INTERP HL in ENGLISH	17	15	2	0
MATHEMATICS APPLICATIONS& INTERP SL in ENGLISH	16	14	2	0
MUSIC HL in ENGLISH	2	2	0	0
THEATRE HL in ENGLISH	5	5	0	0
THEATRE SL in ENGLISH	1	1	0	
VISUAL ARTS HL in ENGLISH	5	5	0	0

