

2021 Annual Report Snapshot

Message From Key Bodies

2021 was a year to both remember and celebrate!

Our communities in Parramatta and the Southern Highlands demonstrated such extraordinary resilience one would be forgiven for thinking that 2021 was one of the School's strongest years.

While many schools retreated from their co-curricular and extra-curricular activities, our School community forged ahead as best we could, adapting to circumstance and rising to the challenge. With our "can do" attitude, sense of adventure and healthy risk appetite, The King's School certainly came to the fore during the pandemic.

Whether it was our academic achievements, sporting Premierships, Passing Out Parade, our camps and tours, or the Duke of Edinburgh programme, not to mention achievements in the Performing Arts, the School continued to flourish in 2021.

I congratulate the Class of 2021, who achieved outstanding academic results in a year that presented significant challenges. King's continues to see a steady improvement in the overall HSC results with 60% of this year's graduates attaining an ATAR of 80 or above, and 93.5% of all results achieved in the HSC in the top 3 Bands. In particular, the School's achievement of 10 State rankings was a new record. Our special congratulations go to Max Ma who achieved a perfect ATAR of 99.95 along with two State rankings in 2021, to Kevin Zhou who achieved three State rankings and to Kevin Wang who as a Year 11 Accelerant topped the state in Mathematics Advanced.

Fortiter et fideliter!

Mr Tony George *Headmaster*

In 2021, The Council of The King's School met 9 times and the Council Executive Committee met 8 times to oversee the governance of the matters of the School. There were an additional 32 meetings of the various sub-committees of Council and 11 meetings of the School Executive. The School met the significant challenges presented by the COVID-19 pandemic and ensured the care of students, staff and the School community remained paramount. The Council is responsible for policy, strategy, risk management and the financial management of the School, including the setting of fees. The day to day running of the School is delegated to the Headmaster. The Council is made up of 16 Governors, 11 appointed by the Anglican Church Diocese and 5 appointed by The King's School Old Boys' Union. Those members are:

The Most Reverend Kanishka De Silva Raffel (President), Mrs R A Abrahams (Chairman of Council), Mr M D Bradford, Mr K M Chapman, Mr P P Harvey, Mr E J Lloyd, Reverend Dr E A Loane, Mr R J R Long, Mr A E D Mobbs, Reverend M B Robinson, Mr M D Turner, Reverend J C B Warren, Mr M J Webeck, Mr P J K O Whittington, Reverend Canon Timothy Swan (joined September 2021)

Mrs Rosemary Abrahams *Chairman of Council*

As Kingsmen, it is important to reflect on who we are as a school in terms of the values we stand for and how we can better serve our community. This year at The King's School was filled with unique experiences, learning opportunities for us to grow and mature, and different challenges for us to navigate as individuals and as a school community. One of the most rewarding aspects of attending The King's School is the mateship and camaraderie that arises from experiences we share together, whether that be simply walking to class, preparing for an exam, or participating in school sport and extra-curricular activities. As Kingsmen, our uniform is symbolic of how we strive to be servant leaders for the betterment of our community and world. Kingsmen are kind to their mates and go out of their way to improve the lives of others. Kingsmen are those who are trustworthy, compassionate, respectful, and have a positive mindset that sees excellence as an attitude.

Robert Napoli *Senior School Captain 2021*

Looking back over 2021, I am proud of what the Preparatory School staff achieved over the course of a year punctuated by disrupted campus attendance and a constant stream of changes wrought by COVID related restrictions. As a School, we grew in our agility, innovation and collegiality in dealing with unprecedented demands, always mindful of the importance of nurturing the relationships that are central to the Prep School community.

Mr Peter Allison *Head of the Preparatory School*

We all know Tudor's values of humility, honesty, responsibility, respect, integrity compassion and excellence. It is much easier to hold these characteristics when everything is going your way. It is in adversity and change and in challenging times that we really get to show that these qualities are in fact who we really are. 2021 has reminded us that our Tudor House motto, "In God we Trust", is unchanging. We continue to go on: Bravely and Faithfully. Bravely and Faithfully, in the good times, and most importantly, in the challenging times. This is when we get to show who we truly are: TUDOR.

Willoughby O'Brien *Tudor House School Captain 2021*

Initiatives Promoting Respect & Responsibility

The 2021 Student Representative Council (SRC) was elected by their peers to represent the interests of the student body. The 24 elected members represented a broad cross-section of boys from year 7 to 12.

The SRC's first initiative was 'International Women's Day' where the boys raised funds and bought flowers for every department, created cards for female staff members and presented at the Monitor's Assembly about gender equality.

The SRC also donated to other important causes including The Black Dog Institute for mental health day and 'Do it for Dolly' day, raising over five thousand dollars for both institutions. The SRC supported numerous charities and events, including Anti-Bullying Day, National Volunteer's Week, and our Bangladesh sister school.

In November, the SRC continued to promote and celebrate awareness for our environment. In particular, the SRC hosted a 'Think Green' Day, encouraging students and staff to support the already implemented recycling initiative at the school by shining a spotlight on the transition from disposable to reusable cups, to reduce and potentially eliminate plastic material from the school. The SRC also strengthened ties with Tudor House, travelling to Moss Vale five times over the year.

'For the Boys'.

Aredith Janarth & Angus Williams *SRC Presidents 2021*

Many initiatives have been employed throughout 2021 to promote respect, responsibility and other core King's School Values. At a strategic level, the Prep School staff worked in committees to review, refine, rewrite and implement several Prep policies such as the Inclusion Policy, the Language Policy and the Academic Integrity Policy to promote respect and responsibility. School Values and Learner Profile Attributes were explored with students through Assemblies, House Meetings, Monday Messages and through targeted and spontaneous classroom and virtual learning activities. Demonstrating an awareness of our responsibility for service action within the community, the Prep School students supported four children with Compassion, raised money for cancer research through Shave for a Cure, and sent care packages and cards to essential workers at Auburn Hospital, Westmead Hospital and Parramatta Police Station. In a year where conditions created isolation and withdrawal, there remained a strong sense of community respect and responsibility.

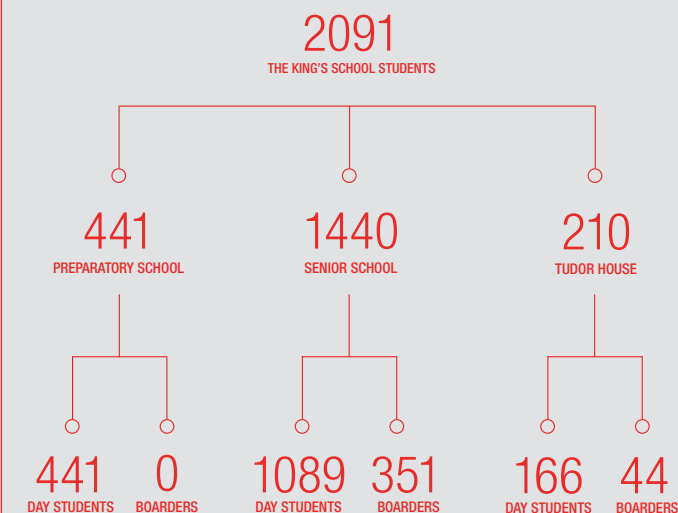
Mr Peter Allison *Head of the Preparatory School*

Our seven School values, provide a clear direction for all words and actions at Tudor House and offer a focus for Colour Families, Chapel, Assemblies and the Tudor House Action Group meetings (with class representatives from Years 1 – 6). Our seven values enable members of the Tudor House community to be a blessing and support to others, as they live out their best selves. During another year of pandemic related disruptions, we have cared for each other in person and virtually through various initiatives, and have grown to appreciate the present circumstances instead of longing for greener pastures. Our preparedness for another year of challenges was evident in the way the staff and students responded with distinction despite adversity. Our ongoing emphasis on the importance of respect and responsibility within our School community shifted online during the lockdown and students were encouraged to find ways to live out those values through their interactions with parents and siblings. During the year, we raised money for the Cancer Council and Canteen.

Mr Adam Larby *Head of Tudor House*

For more information about our values and promotion of respect and responsibility, please visit [here](#).

Contextual Information About The School



[The King's School, North Parramatta, NSW](#)

[The King's School, Tudor House, Moss Vale, NSW](#)

Mission Statement

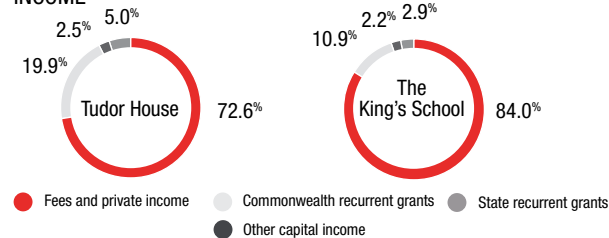
The King's School's Mission Statement captures the historical context of the School's founding sentiment in describing the School as: 'A Christian Community that seeks to make an outstanding impact for the good of society through its students, and by the quality of its teaching and leadership in education.'

* Data in this report represents data collected in November 2021

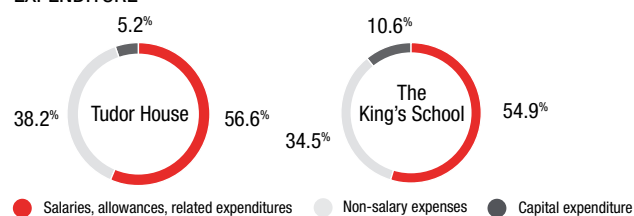


Summary Financial Information

INCOME



EXPENDITURE



Academic Standards

INDIVIDUAL STUDENT RESULTS

Top NSW Achievers' List – Top 1% in the State

Max Ma 99.95, Kaiyang Zhou 99.90, Edison Liang 99.85, Sunstone Shi 99.85, Anish Sharma 99.80, Patrick Xie 99.80, Gaurav Thapa 99.75, James Hong 99.60, Xing Gao 99.50, Narren Anandh 99.40, Hussain Arshad 99.35, Brady Sayer 99.35, Zhenbo (Henry) Zhang 99.25, Justin Wang 99.15, Nicholas Horne 99.00

Individual Subject Rankings – 10 Top NSW Rankings

Kevin Wang – *Mathematics Advanced 1st*, Kaiyang Zhou – *English EAL/D 4th*, Oliver Lennox – *Agriculture 8th*, Gaurav Thapa – *Legal Studies 8th*, Kaiyang Zhou – *Music 1 8th*, Kaiyang Zhou – *Mathematics Extension 1 8th*, Nicholas Bittar – *English Advanced 9th*, James Hong – *English Advanced 14th*, Max Ma – *English Advanced 14th*, Max Ma – *Modern History 20th*

- Distinguished Achievers: 117 boys gained at least 1 Band 6 Result. Distinguished Achievers lists the students who achieved a result in the highest band (Band 6 or Band E4) for one or more courses.
- Kevin Wang (Year 11, 2021 accelerant student) "First in Course" for Mathematics Advanced.
- All students attaining a Band 6 in Music 2 and an E4 in Music Extension.

All Rounders' List NSW Ranking – Above 90%

FOR SCORING 90% OR ABOVE IN 10 OR MORE UNITS

Narren Anandh, Hussain Arshad, Nicholas Bittar, Xing Gao, Nicholas Horne, Edison Liang, Max Ma, Benjamin Petschack, Brady Sayer, Anish Sharma, Sunstone Shi, Gaurav Thapa, Austin Wallace, Justin Wang, Patrick Xie, Henry (Zhenbo) Zhang, Kaiyang (Kevin) Zhou

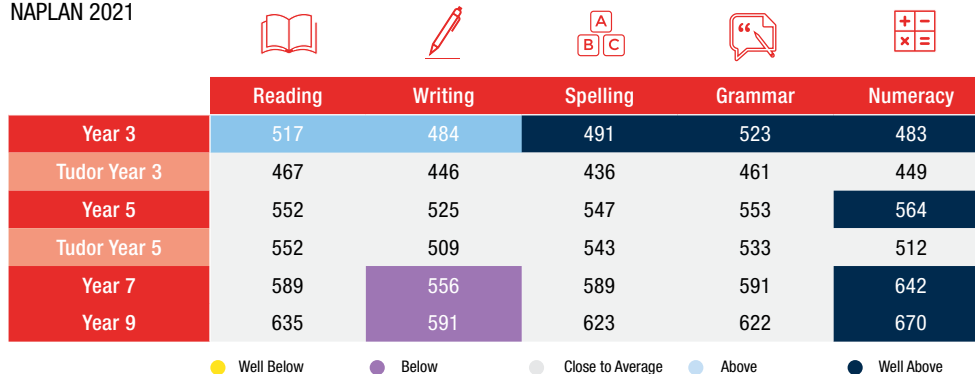
6 Nominations & 1 Selection

The King's School received the maximum number of nominations available according to the revised NESA process. NESA ArtExpress Selection (1), NESA Encore Nominations (2), NESA OnStage Individual Nominations (2), and NESA Shape Nominations (2).

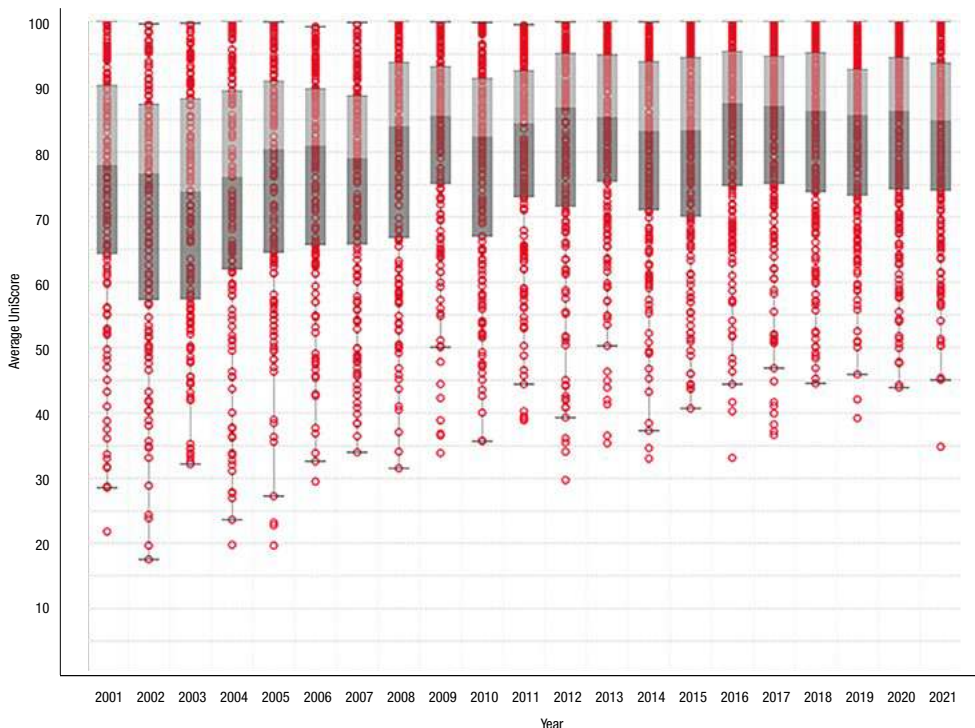
Note: On Stage Group Performance Nominations were not applicable in 2021 due to COVID-19. COVID impacted the annual nomination process for practical works in 2021. In an ordinary year, students' practical works and performances are marked by NESA and with excellence acknowledged first by nomination and for some, selection for NESA HSC Showcase events including ArtExpress (Visual Arts), Encore (Music), InTech (Industrial Arts) and OnSTAGE (Drama). In 2021 this process was revised, resulting in a significantly reduced number of selections per school.

Academic Standards

NAPLAN 2021



ACADEMIC OUTCOMES ANALYSIS

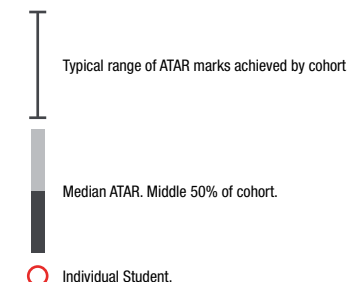


The most recent information relates to 2021 NAPLAN results which are available on the [My School](#) website.

The King's School and Tudor House are rated in different clusters for NAPLAN standards. For a more detailed analysis of NAPLAN results, go to:

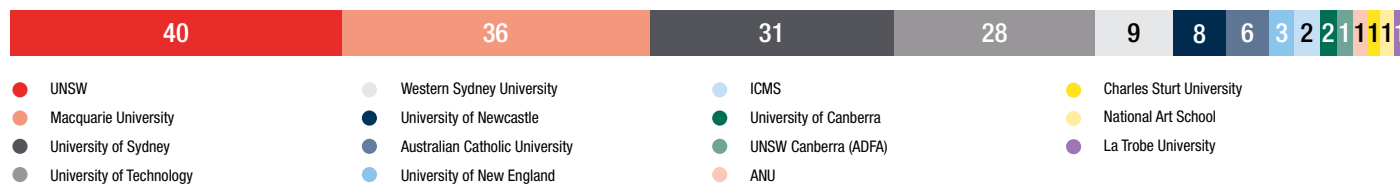
[The King's School, North Parramatta, NSW](#)
[The King's School, Tudor House, Moss Vale, NSW](#)

This graph illustrates the distribution of ATAR Results 2001 – 2021. Over several years, HSC results from the tail of the cohort continue to improve and our middle cohort results continue to strengthen.



* For a more detailed analysis, please download the [HSC Academic Results and Stories 2021](#).

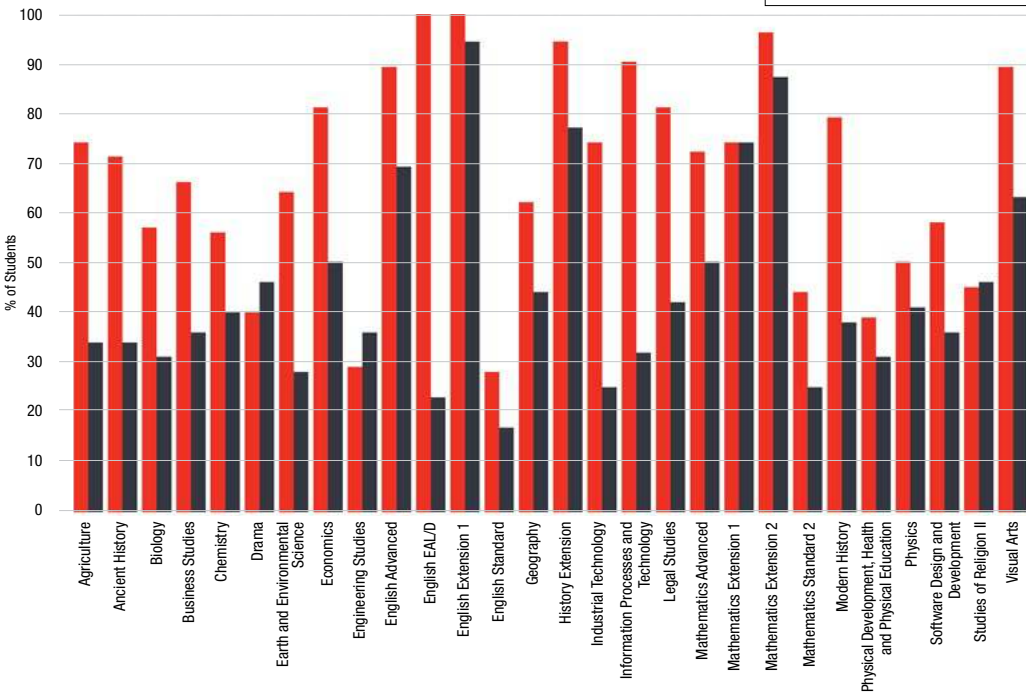
TERTIARY INSTITUTION PLACES



Academic Standards

King's HSC Performance is consistently higher than state wide performance.

HSC RESULTS – King's vs State Bands 5 to 6



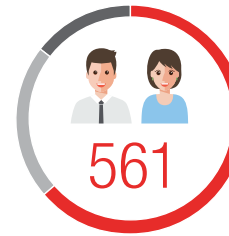
- The following courses attained 100% of students in the top two bands: English EAL/D, English Extension 1, English Extension 2, Music 1, Music 2, Music Extension, Studies of Religion 1, German Extension, Chinese Continuers, Chinese in Context.

HSC RESULTS – % of students above each ATAR

ATAR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
99	5	2	1	2	3	1	3	5	5	3	2	8	8	1.5	6	6	8	7	2	6	7
95	13	12	9	12	13	11	10	18	20	14	18	25	25	19	22	26	24	25	17	23	23
90	25	19	22	25	29	23	21	36	34	27	33	40	41	35	34	42	41	38	35	40	34
80	46	40	37	42	51	53	47	57	68	56	57	60	64	58	60	67	66	63	63	63	60
70	65	59	54	58	66	69	69	71	81	72	78	77	80	76	75	79	84	80	79	82	80
60	81	71	71	77	82	86	80	82	91	84	88	88	91	91	87	92	91	91	92	92	91
50	88	83	86	86	93	95	93	96	95	93	96	93	96	95	95	97	96	97	98	98	99
Students	147	139	157	155	174	177	188	176	173	172	193	183	198	205	189	206	211	208	183	230	204
Median	77.9	76.7	73.85	76.15	80.38	80.9	79	83.95	85.45	82.25	84.3	86.8	85.3	83.15	83.25	87.45	86.95	86.3	85.6	86.23	84.68
Mean	74.65	71.29	71.55	72.7	76.3	77.21	75.83	79.25	81.95	78.25	80.30	81.08	82.85	80.38	80.53	83.20	83.02	82.58	81.89	82.93	82.02
Standard Deviation	18.92	20.11	18.29	20.06	17.94	16.24	16.75	16.83	14.76	16.03	14.79	17.06	14.47	15.13	15.57	14.54	14.78	14.26	13.52	13.70	13.81

- 24 Students or 11.43% of students undertook VET Courses. Business Services (14), Primary Industries (4), Construction (3), Hospitality (1), Entertainment (1), Automotive (1), IDT (1).
- 100% of Year 12 students attained a Year 12 certificate or VET qualification.
- 0 students required a ROSA Certificate.
- 5 students or 2.38% of students undertook the Sport Lifestyle and Recreation course (SLR).

Teacher Professional Learning Attendance

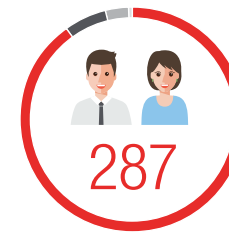


All staff attend Professional Learning as it is pivotal to our pursuit of academic excellence and character development within our Christian community.

- 358 ● Senior School courses
- 81 ● Preparatory School courses
- 122 ● Tudor House courses

Further information is available [here](#).

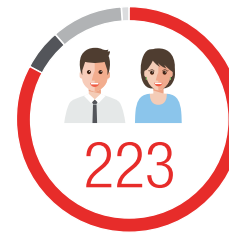
Teacher Accreditation and Qualifications



254 The King's School and 33 Tudor House teaching staff have teacher education qualifications from a higher education institution within Australia or AEI-NOOSR recognised guidelines.

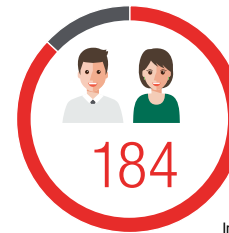
- 259 ● Proficient (230 The King's School, 29 Tudor House)
- 17 ● Provisional (15 The King's School, 2 Tudor House)
- 10 ● Conditional (8 The King's School, 2 Tudor House)
- 1 ● Highly Accomplished Teacher (voluntary) (1 The King's School, 0 Tudor House)

Teaching Workforce Composition



- 192 ● Permanent Full Time (173 The King's School, 19 Tudor House)
- 9 ● Temporary Full Time (7 The King's School, 2 Tudor House)
- 17 ● Permanent Part Time (14 The King's School, 3 Tudor House)
- 5 ● Temporary Part Time (4 The King's School, 1 Tudor House)

Non-Teaching Workforce Composition



Ancillary support staff which includes Administration, Finance, Property, Boarding, Health Centre, Teaching Support and Operational staff.

- 161 ● Permanent (151 The King's School, 10 Tudor House)
- 23 ● Temporary (20 The King's School, 3 Tudor House)

In 2021, no staff at The King's School or Tudor House identified as Indigenous nor Torres Strait Islander. This is not mandatory due to the Privacy Act.

Student Attendance

SCHOOL RETENTION RATE

- 93.6% of students who completed Year 12 in 2021 completed Year 10 in 2019.

Average Year Level Attendance

Year 12	93.02%
Year 11	94.88%
Year 10	94.80%
Year 9	95.50%
Year 8	95.24%
Year 7	95.83%
Year 6	97.02%
Year 6	95.44%
Year 5	97.15%
Year 5	94.61%
Year 4	97.27%
Year 4	93.70%
Year 3	97.06%
Year 3	95.24%
Year 2	97.02%
Year 2	94.52%
Year 1	98.21%
Year 1	95.12%
Kinder	97.64%
Kinder	94.98%
Pre Kinder	94.44%
Pre Kinder	90.85%
The King's School – Total Average	95.43%
Tudor House – Total Average	94.48%

Tudor House ● The King's School ●

Policies

The King's School has a full range of documents about initiatives, policies and procedures available on our intranet portal. Some are also available at the [School website](#).

NON ATTENDANCE POLICY

- Parents are required to contact the School to advise student absence by phone or email.
- Unexplained/unjustified absences are advised by the School via sms.
- Signed notes and/or medical certificates are required after two consecutive days.

SCHOOL ENROLMENT POLICY

- Full text available [here](#).

STUDENT WELFARE (CHILD PROTECTION) POLICY

The School is committed to ensuring the safety, protection and wellbeing of all students and to ensuring that steps are taken to prevent harm. Child Protection is recognised by the School as a community responsibility and the preventative aspects of child protection, as fundamentally important, including community education, parent education and support.

Changes in 2021
Nil changes.

Policy Publicly Available - Full text available [here](#).

ANTI-BULLYING POLICY

In order for learning to take place effectively, every student must feel safe and secure at school. This means that bullying and intimidation are unacceptable because of the fear and anxiety they engender. All campuses of the School should be a place where all students can feel safe, secure and able to achieve their potential.

The School is committed to ensuring that each student can feel safe and secure at school. Bullying by students will not be tolerated under any circumstances.

Changes in 2021
Nil changes.

Policy Publicly Available - Full text available [here](#).

STUDENT DISCIPLINE (SUSPENSION AND EXPULSION) POLICY

The behaviour of individual students at the School can underpin and influence the overall tone and success of the School. It can have a significantly positive or detrimental impact upon other students. It is the responsibility of the staff and ultimately the Headmaster to assist students to behave correctly and within the bounds of the School's rules and ethos.

This policy articulates the context in which the School exercises its right to suspend or expel a student. It also describes the procedure observed by the School when suspending or expelling a student.

Whilst describing the significant elements of that procedure it is not intended to be exhaustive or overly prescriptive particularly in respect to the time period in which the procedure may take place. The need for procedural fairness to be observed by the School towards students is acknowledged within this policy. In accordance with the policy, corporal punishment is not permitted under any circumstances.

Changes in 2021
Nil Changes.

Policy Publicly Available - Full text available [here](#).

COMPLAINTS AND GRIEVANCES POLICY

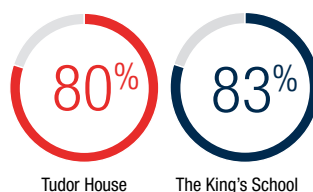
The School has in place the following procedure to deal with complaints and grievances of a general nature that may be held by parents (including guardians) and/or students. The School recognises that parents and/or students may have a complaint or grievance over a school related issue and through the procedure, the School is providing a procedurally fair mechanism by which parents and/or students can seek to have that complaint or grievance addressed. The complaint or grievance must initially be dealt with as close to the source as possible.

Changes in 2021
Nil changes.

Policy Publicly Available - Full text available [here](#).

Staff Engagement

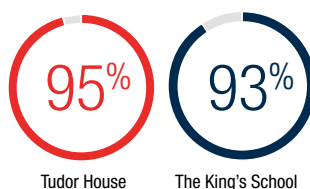
Staff are satisfied in their role:



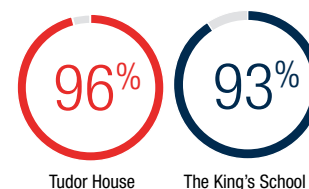
Student Wellbeing

Students agree:

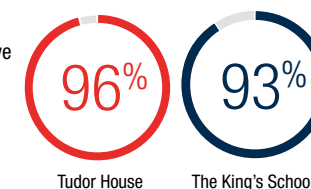
The Housemasters are effective in providing support for students



The School provides a caring and safe environment



The teachers are effective in providing support for students

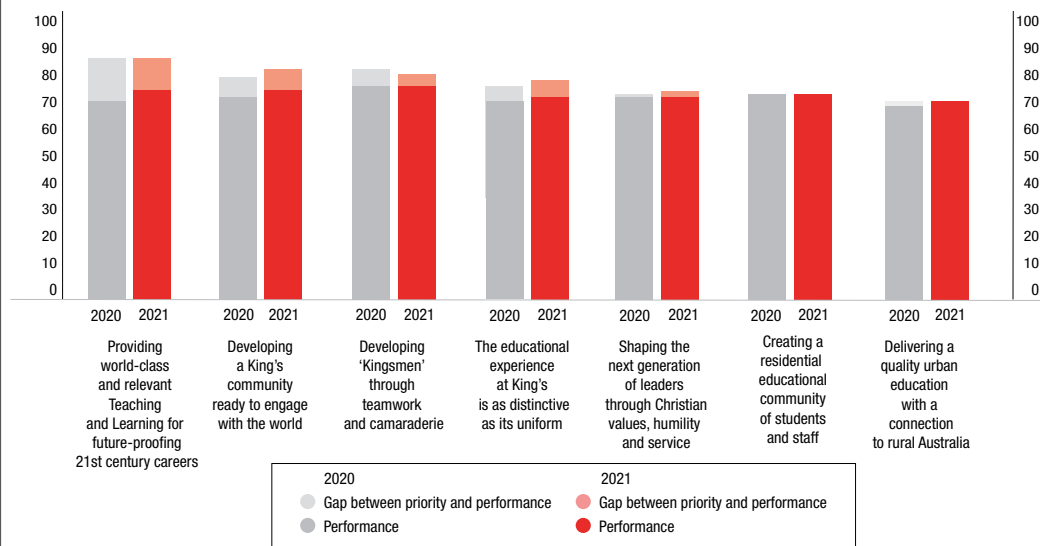


* An online version of this snapshot is available at [here](#).

* If you require a hard copy of this snapshot, please contact the School - PO Box 1 Parramatta, NSW 2124, Australia (+612 9683 8555)

Priorities and Performance of the King's Distinctives

In 2021, previous priorities and performance statements have been defined as KPI's for the purpose of measurement of performance. The School strives to ensure that performance against each of the priorities continuously improves.

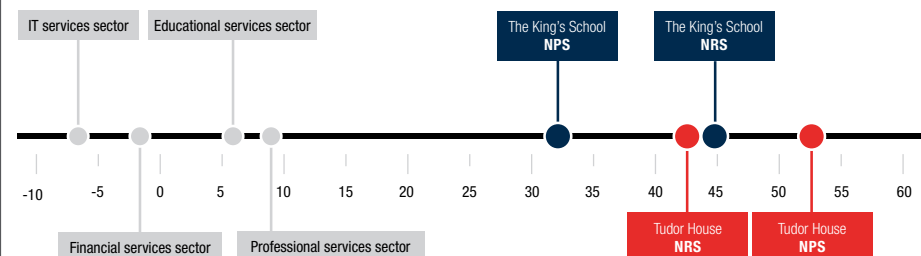


Parent, Student and Teacher Satisfaction

NET PROMOTER SCORE (NPS) (Staff, Student and Parent)
How likely would you be to recommend The King's School?

NET REPEATER SCORE (NRS) (Parent)
How likely is it that you would make the same decision to send your child to The King's School if you were able to remake your choice?

SCORES ARE ACHIEVED BY SUBTRACTING % PROMOTERS - % DETRACTORS



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