



2024

# ANNUAL REPORT

Western Grammar School

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## Executive Summary

### Western Grammar School (WGS) Annual Report 2024

Western Grammar School, operating as a trading entity of The Contributors Society Pty Ltd (TCS), hereby presents its Annual Report for the calendar year 2024. TCS maintains registration as an educational institution with full accreditation from the New South Wales Education Standards Authority (NESA), providing comprehensive educational services spanning Kindergarten through Year 12. Operating as a non-profit organisation and functioning as an approved authority pursuant to Section 39 of the NSW Education Act 1990, TCS exercises governance over the school board, which bears responsibility for ensuring effective institutional management and high-quality academic service.

This annual report constitutes a comprehensive assessment of Western Grammar School's educational performance, academic outcomes, and operational achievements throughout the academic year, 2024. This document articulates the institution's steadfast commitment to maintaining high-quality educational standards and diverse academic programmes to all enrolled students. This report encompasses detailed analysis of key institutional policies and strategic initiatives implemented to enhance educational outcomes for young Australians. Furthermore, it provides comprehensive documentation of new programmes and initiatives introduced during the reporting period.

This annual report serves as a primary communication instrument for providing essential information to the broader school community, relevant government departments, regulatory bodies, and key stakeholders. Western Grammar School maintains comprehensive communication protocols through multiple channels, including regular newsletters, administrative correspondence, the institutional website, social media platforms, and direct messaging systems to ensure continuous and effective information dissemination to parents, community members and governing board members.

Physical copies of the 2024 Annual Report can be furnished upon formal request. This report is publicly accessible to parents, staff members, and community stakeholders via the institutional website at [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au). For inquiries regarding this Annual Report or to request printed documentation, interested parties may contact the school's administrative reception.

Western Grammar School extends its appreciation for the continued support and engagement of all stakeholders in our educational mission.

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## Chairman's Message

As we reflect on another remarkable year at Western Grammar School, I am honoured to present the 2024 Annual Report. This past year has showcased the resilience, dedication, and shared vision of our vibrant school community. Within these pages, you will find a record of our collective achievements and our continued pursuit of academic excellence.

Throughout 2024, Western Grammar School has remained firmly committed to its mission of delivering high-quality education within a nurturing and supportive environment. We continue to cultivate ethical, resilient, and life-long learners, guided by the enduring values of diligence, personal growth, and the pursuit of excellence. Our sustained focus on academic achievement, co-curricular enrichment, and character development ensures that every student benefits from a holistic and transformative educational experience.

Our students have continued to excel academically, demonstrating exceptional performance in various subjects. WGS achieved remarkable success, particularly highlighted by the performance of its HSC (Higher School Certificate) students. Notably, 45% of these students attained Band 6 or 5 results. Their success is a testament to their hard work and the guidance provided by our talented faculty members.

In 2024, Western Grammar School introduced innovations in teaching and campus development. The integration of advanced classroom technologies enhanced learning. The completion of Building 3 marked a significant step in our ongoing commitment to providing a modern, dynamic environment for our growing school community.

Looking back at 2024's achievements, WGS remains dedicated to its vision of delivering academically rigorous and spiritually enriching education. The school aims at expanding extracurricular activities, furthering our infrastructure including the underground parking facility, and fostering an inclusive environment in the upcoming year.

In conclusion, I wish to express my sincere gratitude to our dedicated faculty, supportive parents, and diligent students for their unwavering commitment and hard work. Together, we have nurtured a vibrant community that persistently upholds the values of excellence, faith, and service. Thank you all for your continued trust and support in Western Grammar School. Let us move forward together with renewed spirit of striving for excellence and inspiring future generations.

Subhan Ali JP  
B. Arch, RAIA, Grad.Dip.BS, Grad.Cert.FM, CFM  
Western Grammar School  
Board Chairperson 2024

## School Profile

Western Grammar School is a co-educational K-12 facility that has been in operation since March 2012. We offer a broad co-curricular program and are committed to the highest levels of student wellbeing so that each child develops to his/her full potential.

## School's Motto

*Excellence through learning*

## School's Mission Statement

Our mission is to “provide quality education in a caring environment producing ethical, resilient, life-long learners”.

## School's Values

WGS (Western Grammar School)

**Work** - **Grow** - **Succeed**

## School's Vision

Our vision is to be an exceptional Australian educational institute based on Islamic teachings.

## School's Educational Philosophy

Our educational philosophy is vastly based upon the following inherited beliefs derived from the Quran and Sunnah. It also includes the teachings of great philosophers in history.

- “Read, with the name of God, who created you” (Al-Quran)
- “Seek Knowledge from the cradle to the grave” (Prophet Mohammad (PBUH))
- “He, who opens a school door, closes a prison” (Victor Hugo)
- “What we want is to see the child in pursuit of knowledge and not the knowledge in pursuit of the child” (George Bernard Shaw)
- “Education is transmission of civilizations” (Will Durant)
- “Who dares to teach must never cease to learn” (John Cotton Dana)

## Our Aims & Objectives

The School's primary objective is to foster the holistic development of young students — intellectually, spiritually, socially, and physically — while nurturing their individual talents and abilities, equipping them to lead peaceful and fulfilling lives. Our overall objectives include the following:

- Provide opportunities for students to develop their potential in a safe and supportive educational environment.

- Provide quality education in the Key Learning Areas as stipulated by the New South Wales Education Standards Authority (NESA).
- Establish an educational environment based on the welfare and well-being of students.
- Encourage our students to be critical thinkers, problem-solvers and creative individuals.
- Encourage teachers to seek professional growth that enhance their teaching skills and strategies.
- Promote effective communication amongst students, parents and teachers.
- Uphold the Western Grammar motto and school rules.
- Promote the achievement of excellence among students.
- Emphasise co-operation and teamwork as essential skills of life.
- Help and encourage positive relationships with students, parents and the community.
- Prioritise the teaching of basic skills in literacy and numeracy.
- Provide a balanced educational experience for pupils covering all areas of the curriculum to recognise and develop different abilities.
- Encourage maximum effort and regard for achievements at all levels.
- Provide opportunities to further develop ICT skills.
- Seek and encourage a two-way contract between home and school for mutual trust.
- Utilise the extensive potential and interest of the parents for the ultimate benefit of the students.

## School Year 2024

Western Grammar School (WGS) has grown significantly since its inception as a small primary school in March 2012, expanding to encompass both primary and secondary education. In 2024, the school achieved notable success, particularly with its Higher School Certificate (HSC) students. The students achieved 7 Band Sixes and 34 Band Fives. This accomplishment underscores WGS's strong academic standards and effective educational programs.

The high percentage of Band 6 & 5 achievers reflects not only individual student successes but also the school's overall commitment to academic excellence. This commitment is evident in its rigorous academic preparation and comprehensive support provided from Kindergarten through Year 12. Such achievements surpass community expectations, positioning WGS as a leading educational institution renowned for nurturing and challenging students to reach their academic potential.

This success is likely to enhance WGS's reputation, attracting families that value academic excellence and supportive learning environments. It also demonstrates the school's role in equipping students with the skills necessary for future academic and professional endeavours.

In 2024, WGS achieved significant milestones in its infrastructure development. Stage 3 of the master plan commenced and is scheduled for completion by mid-2024. Additionally, Stage 4,

which includes the construction of an underground carpark, and stage 5, the construction of classrooms and a multipurpose hall has been initiated and would complete in 2024.

This expansion is crucial for meeting the growing needs of our students and the community, aligning with WGS's promise to purpose-built infrastructure for both present and future requirements.

Despite having a smaller student body, WGS achieved financial viability in 2024 without any losses or setbacks. Meeting financial targets was a key accomplishment, enabling substantial investments in infrastructure development. Moreover, the school continued to prioritize financial assistance for student welfare, wellbeing, and educational programs.

Since its inception, WGS maintained a robust program of professional development and training to elevate teaching standards and skills, ensuring the pursuit of academic objectives. Overall, WGS is steadily advancing toward its goals of growth and enhanced educational facilities, supported by sound financial management and a commitment to academic excellence and student welfare. In synopsis, WGS's evolution from a small primary school to a comprehensive K-12 institution accentuates its unwavering commitment to educational excellence and its positive impact on the community.

## Academic Performance – 2024

### NAPLAN - 2024

In 2024, NAPLAN results were categorized based on proficiency standards, replacing previous numerical bands and national minimum standards. Results for each student were assessed across five domains: numeracy, reading, writing, spelling, and grammar and punctuation. WGS (presumably an educational institution or system) demonstrated consistent growth in these proficiency standards.

WGS focused on early identification of literacy and numeracy gaps through Progressive Assessment Tests. Initiatives such as Get Reading Right (Kindergarten to Year 2), Reading Eggs (for primary school literacy), engagement in the Premier Reading Challenge, and support from a dedicated Learning Support Department aimed to improve these standards. Student achievements were reported against four proficiency levels: Exceeding, Strong, Developing, and Needs Additional Support. The following table illustrates the distribution of students across these proficiency levels in each assessment area.

Table 1: Student NAPLAN results as per Proficiency Level for Year 3,5,7 and 9

YEAR 3	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: Spelling	Student Proficiency: G&P	Student Proficiency: Numeracy
Exceeding	13.6	9.1	18.2	4.5	9.1
Strong	59.1	81.8	77.3	68.2	54.5
Developing	22.7	9.1	4.5	27.3	31.8
Needs Additional Support	4.5	0	0	0	4.5

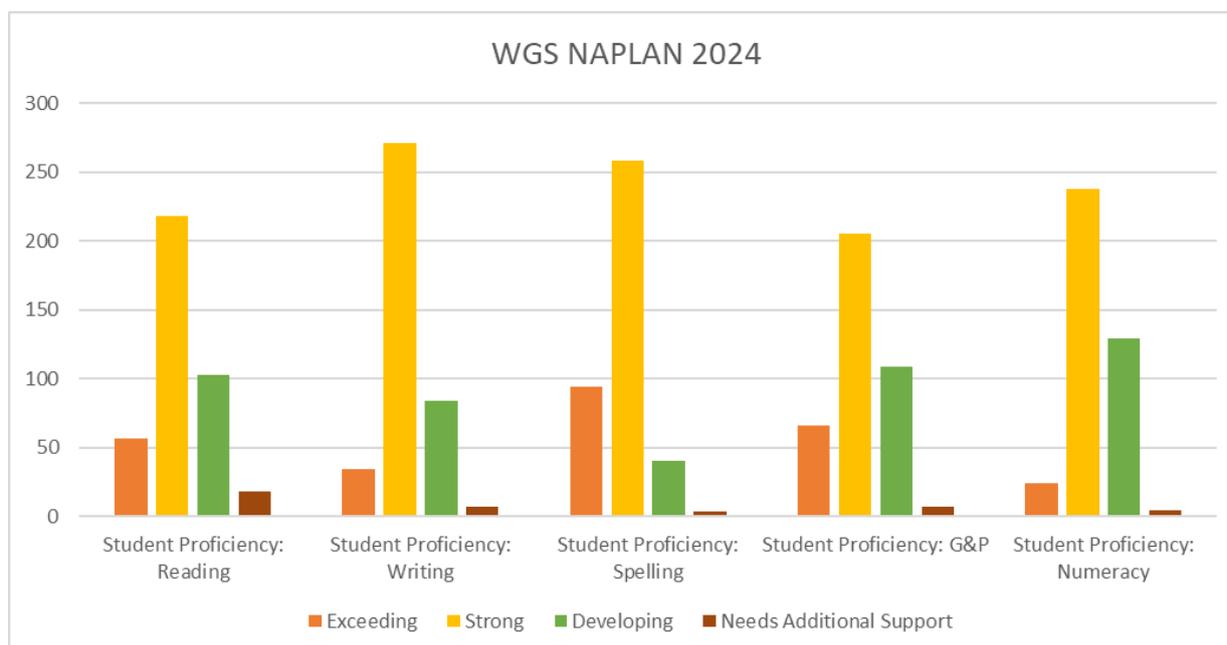
YEAR 5	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: Spelling	Student Proficiency: G&P	Student Proficiency: Numeracy
Exceeding	13.3	3.3	23.3	20	0
Strong	50	63.3	56.7	50	66.7
Developing	23.3	26.7	13.3	20	30
Needs Additional Support	10	3.3	3.3	6.7	0

YEAR 7	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: Spelling	Student Proficiency: G&P	Student Proficiency: Numeracy
Exceeding	11.5	7.7	15.4	15.4	3.8
Strong	50	69.2	69.2	46.2	61.5
Developing	38.5	19.2	15.4	28.5	34.6
Needs Additional Support	0	3.8	0	0	0

YEAR 9	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: Spelling	Student Proficiency: G&P	Student Proficiency: Numeracy
Exceeding	18.5	14.3	37	25.9	11.1
Strong	59.3	57.1	55.6	40.7	55.6
Developing	18.5	28.6	7.4	33.3	33.3
Needs Additional Support	3.7	0	0	0	0

WGS 2024	Student Proficiency: Reading	Student Proficiency: Writing	Student Proficiency: Spelling	Student Proficiency: G&P	Student Proficiency: Numeracy
Exceeding	56.9	34.4	93.9	65.8	24
Strong	218.4	271.4	258.8	205.1	238.3
Developing	103	83.6	40.6	109.1	129.7
Needs Additional Support	18.2	7.1	3.3	6.7	4.5

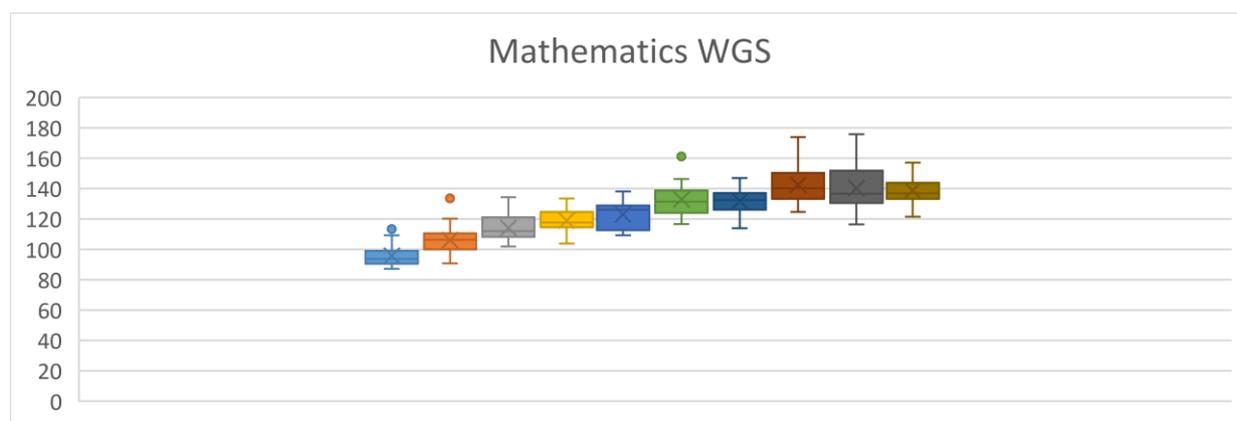
The graph below displays the 2024 overall NAPLAN results for Years 3, 5, 7 & 9.



## External Assessment Programs

The WGS has employed the Progressive Assessment Tests (PAT) developed by the Australian Council of Educational Research (ACER) to assess students' advancement in Grammar and Punctuation, Mathematics, Reading, and Spelling. These tests consist of multiple-choice questions.

Below are the graphs depicting the 2024 results of students from Kindergarten to Year 10 in Mathematics and Reading:



The average for Maths – Y1 to 10

AVERAGE	96	106	114	119	123	133	132	142	140	139
Year	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10



The average for English - Y1 to 10

AVERAGE	83	106	112	124	121	131	131	137	143	144
Year	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10

Compared to the nationwide results of 2023, WGS students performed better in 2024. The average scale score comparison in Mathematics and Reading between WGS and the nation is shown below in the table:

Scale Score Comparisons				
Year Group	Mathematics		Reading	
	WGS	Nationwide	WGS	Nationwide
1	96	93	83	85
2	106	103	106	100
3	114	111	112	110
4	119	117	124	119
5	123	123	121	125
6	133	127	131	129
7	132	130	131	132
8	142	134	137	135
9	140	136	143	137
10	139	139	144	140

### Other Internal Assessment Programs

The school employs a comprehensive assessment framework that includes half-yearly examinations, assignments, projects, and annual evaluations to track student progress and enhance academic achievement. WGS implements various academic competitions and challenges designed to elevate student performance and engagement. As part of our institutional commitment, we provide extensive support systems aimed at raising academic standards and fostering student success. Senior staff members maintain regular oversight of personalized study plans to ensure each student receives personalized academic guidance.

### High School Certificate (HSC)

The Year 2024 was a very successful year for our HSC students, this year our school came on 280 on the national ranking. 7 band sixes and 34 band fives were achieved. The table below provides an overview and analysis of the 2024 HSC results. The WGS staff and management are proud of the accomplishments of our Year 12 students, all of whom are enrolled in University courses. 81% of our students marked between 70% to 100% marks, 19% achieved 50 – 70%. As per the below table all student passed their HSC exams.

HSC RESULTS ANALYSIS OF WGS's STUDENT BATCH OF 2024													
S/NO	BANDS	BIOLOGY	BUSINESS STUDIES	CHEMISTRY	ENGLISH STD	ENGLISH ADV	MATH STD 2	MATH ADV	PDHPE	SOR2	TOTAL	Marks	PERCENTAGE
1	6	0	2	0	0	1	3	0	0	1	7	90% - 100%	7.69%
2	5	5	4	1	0	8	3	0	6	7	34	80% - 90%	37.36%
3	4	2	5	3	7	0	4	2	5	5	33	70% - 80%	36.26%
4	3	4	2	0	2	0	2	0	0	4	14	60% - 70%	15.38%
5	2	1	0	1	0	0	1	0	0	0	3	50% - 60%	3.30%
6	1	0	0	0	0	0	0	0	0	0	0	35% - 50%	0.00%
TOTAL		12	13	5	9	9	13	2	11	17	91	0%	100.00%

HSC RESULTS COMPARISON 2018-2024															
Bands	Marks	2018		2019		2020		2021		2022		2023		2024	
6	90% - 100%	0	0%	0	0%	2	2%	4	7%	0	0%	17	16%	17	15.6%
5	80% - 90%	10	22%	0	0%	16	19%	17	31%	9	15%	32	29%	32	29.3%
4	70% - 80%	18	40%	15	38%	26	30%	12	22%	22	37%	21	19%	21	19.2%
3	60% - 70%	10	22%	19	48%	22	26%	17	31%	13	22%	24	22%	24	22.0%
2	50% - 60%	5	11%	6	15%	16	19%	4	7%	11	18%	15	13%	15	13.7%
1	35% - 50%	2	4%	0	0%	4	5%	1	2%	5	8%	0	0%	0	0.0%
<b>TOTAL</b>		<b>45</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>86</b>	<b>100%</b>	<b>55</b>	<b>100%</b>	<b>60</b>	<b>100%</b>	<b>109</b>	<b>100%</b>	<b>109</b>	<b>100%</b>

## Numeracy and Literacy Strategies

At WGS we believe that it is essential to focus on literacy and numeracy programs for the success of students' academic achievements and long-term career goals. The school has a highly developed literacy and numeracy approach included in our teaching programs. We have multiple activities including learning support classes, to assist students with English as a second language. WGS has an established learning support department that provides opportunities and comprehensible frameworks to support students throughout their schooling time at WGS starting from Kindergarten.

Our school is dedicated to providing rich, engaging and relevant literacy experiences to enhance knowledge of our students and develop their learning ability. Programs such as Get Reading Right, phonics and decodable readers were acquired during 2023 to enhance the literacy of our students. The students also participated in many enjoyable literacy-based activities including write a book in a day, writing competitions, debating competitions, book week, Premier Reading Challenge, and National Literacy Week. These events are extensively promoted in the school to encourage our students to develop and appreciate a love for reading and students are rewarded for using their creativity and imagination in their writing. Literacy is the single most important part of education. Without literacy, all other learning is impossible. Without the core skills of literacy and numeracy, learning in all other key domains will be a struggle.

Additionally, we recognise that numeracy, like literacy, is a crucial pillar of learning and a vital component of our school curriculum. We strongly believe numeracy is about students having the confidence to choose and use mathematics skills they learn at school in their everyday lives.

## Technology Supported Learning

At Western Grammar, we implement alternative methods of teaching to ensure Information and Communication Technologies (ICT) is thoroughly inculcated into various lessons. Learning today demands new pedagogical and technological approaches to using ICT. Schools' approach is to prepare students for the demands of rapidly evolving global market by facilitating learning into a technology-rich environment where students and teachers develop understanding about powerful learning and teaching.

Technology and computers have become an integral part of education. The school has short term and long-term plan to continuously improve its ICT infrastructure and facilities. The school currently has fully equipped computer labs for all students and conduct a robotics program for K-6 classes.

Almost every general-purpose learning area is fully equipped with projectors and AV system. IT resources and facilities were provided for the teaching and learning of all KLAs. IT network, computers, devices, and Internet access are closely maintained by our IT department. They also provide all users with the support they may require. For HSC student's laptops and chrome books were provided under supervision to complete their tasks and assignments during their formal and informal assessments. Having regular access to a personal computer at school was essential for their progress. Therefore, school equipped HSC students with IT equipment and services during school hours.

However, WGS senior staff and teachers are fully aware about the adverse effect and disadvantages related to the misuse of technology and social media. In order to address these issues and concerns close monitoring and supervision of students were arranged and senior staff ensured that the students have safe and supportive environment for their learning.

## **Student Enrolments**

In December 2023 we had at least 850 students in the waiting list across K-10. In 2024 we again received a large number of enrolment applications for entry at various levels. Due to limited spaces available, only a handful number of students were enrolled and priority was given to the siblings of existing students. The large number of applicants on the waiting list is a clear indication of the rapidly growing image of the school in local community. Therefore, it is clearly foreseeable that further growth and development of facilities is imminently and urgently required.

WGS enrolments are governed by the school's enrolment policy. This policy is available on the school website. Parents wishing to enrol their child at Western Grammar School are required to complete an enrolment form and pay an application fee. The parent/guardian of the child must undertake to meet their financial responsibilities for the ongoing enrolment. They should also advise the school admin staff of any standing court order or issues that may impact the learning of their children. Identification documents and documents of custody, if applicable, must be attached with the enrolment application.

For a copy of our enrolment policy, please visit our website at [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au) or contact the school office.

## **Procedure for Enrolment**

The parents/guardians of students must properly fill out the admission application form, application forms must be accompanied by the following supporting documents:

- Birth certificate/Citizenship documentation

- Immunisation records
- Information regarding any allergies/medical conditions
- Information regarding asthma and/or anaphylaxis and supporting action plans
- Two recent school reports (if applicable)
- NAPLAN results (if applicable)
- Information relating to any special needs, diagnosed disabilities, or gifted/talented
- Relevant court orders (if applicable)

When the completed application form and fees are received, the admin will notify the parents/guardians of a date when their child will require to sit an entrance exam for the assessment of students' entry level. After the exam and interviews, the assistant principal and deputy principal or Principal's delegate oversees the procedure of due diligence and prepares a report for the Principal for approval of admission. Senior staff reviews the student's performance along with academic and behavioural records from previous schools. After the due diligence process student is accepted, and the Admin Manager issues an offer letter specifying the conditions of enrolment. The admission process is completed once the admission offer is signed and returned along with fee payments.

**Withdrawal of Enrolment:** A withdrawal form has to be filled if parents/guardians wish to withdraw their child from school. Parents are required to read all relevant policies including the school enrolment policies before signing any documents. The school also reviews student's conduct and suspend or expel any student under special circumstances.

The student number is reflected in the table below as per the census of August 2024.

Enrolment status as at August 2024	
Primary (K-6)	193
Secondary (7-12)	151
<b>Total</b>	<b>344</b>

### Student Attendance

Western Grammar School (WGS) is committed to monitoring student attendance with diligence and responsibility. To support this, all students arriving late must report to the school office to complete a late note explaining the reason for their tardiness. This procedure enables the school to track late arrivals and address issues related to punctuality and regular attendance.

Parents and guardians are required to provide a valid explanation for their child's absence, especially if the child is absent on a regular basis. This approach is adopted to ensure the safety and wellbeing of all students, and to account for their absence from school. Ongoing communication with parents and guardians has proven to be an effective strategy in managing and improving student attendance.

WGS conducts daily follow-ups with parents or guardians of absent students to determine the reason for the absence. This practice not only reinforces the school’s duty of care but also ensures that all student absences are appropriately justified. In cases where students are absent for extended periods due to medical reasons, a medical certificate must be submitted.

The WGS Attendance Policy is available for reference on the school’s website. The attendance record for the year 2024 is given in the table below.

Parents or guardians seeking extended leave for reasons other than illness must complete a Carer Leave Form, outlining the reason for the absence. Leave applications should be submitted in advance and are subject to approval by the Principal. Parents are strongly advised not to make travel arrangements prior to receiving written confirmation of leave approval.

To support academic progress, it is recommended that families avoid planning holidays during school terms, as extended absences may adversely affect student learning and academic performance. Prolonged unexplained or unjustified absences will be reported to the School Liaison Officer. Student attendance records are maintained for a period of seven years.

Please note, the school reserves the right to deregister students in cases of ongoing, unexplained, or unreasonable absence.

Student Attendance Record of 2024

<b>ATTENDANCE 2024</b>				
<b>Class/ Year</b>	<b>Semester 1</b>	<b>Term 3</b>	<b>Average</b>	<b>Absence</b>
<b>Year 1</b>	91.85%	88.33%	90.09%	9.91%
<b>Year 2</b>	90.12%	91.76%	90.94%	9.06%
<b>Year 3</b>	90.66%	90.96%	90.81%	9.19%
<b>Year 4</b>	89.25%	90.02%	89.64%	10.36%
<b>Year 5</b>	93.12%	90.95%	92.04%	7.96%
<b>Year 6</b>	91.55%	93.67%	92.61%	7.39%
<b>Year 7</b>	91.94%	91.27%	91.60%	8.40%
<b>Year 8</b>	90.38%	91.18%	90.78%	9.22%
<b>Year 9</b>	90.16%	93.44%	91.80%	8.20%
<b>Year 10</b>	88.06%	87.15%	87.60%	12.40%
<b>Overall Average</b>	<b>90.71%</b>	<b>90.87%</b>	<b>90.79%</b>	<b>9.21%</b>

**Note:** The overall student attendance at Western Grammar School has shown a notable improvement compared to the 2023 records, with the majority of classes achieving attendance rates above 88%. The table above provides a detailed summary of attendance figures for Semester 1 and Term 3 of 2024. According to the 2024 Department of Education, Skills and Employment (DESE) attendance data collection, Western Grammar School recorded an overall average attendance rate of 90.71% for students in Years 1 to 10 in 2024.

## Outline of the Key Policies

Western Grammar School aims to provide education for children in a safe, supportive and nurturing environment. The School will teach the NESA curriculum and Islamic Studies subjects to cater for the needs of enrolled students. Parents and students are expected to support the values and ethos of the school.

### Enrolment Policy

As per school enrolment policy the sibling of the WGS existing students will have the first priority for admission in the school subject to the fulfilment of enrolment criteria and available vacancies. Students who are offered position and enrolled are required to adhere and comply with all school rules, policies and procedures to maintain their enrolment.

The entire policy is available on the school's website at [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au)

### Welfare

Western Grammar School has established a department dedicated to the well-being of students. We believe that student well-being and welfare are fundamental to achieve better academic output. In addition to legislative requirements, it is part of the school objectives to provide a safe and supportive environment based on the welfare and well-being of the students. To achieve this, the school has policies, procedures, and programs in place. The school board and senior management fully understand the importance of student safety and welfare, which goes beyond academic performance to include the physical, spiritual, emotional, and psychological well-being of students.

In addition to the policy implementation, several welfare and wellbeing events and programs were organized in 2022. These included Sun Safety Week, Harmony Week, a disability services centre excursion by Year 10 students, Anti-Bullying Week, and a Year 6/10 Peer Support Program. These events helped students develop important values of respect, compassion, kindness, and belongingness.

Students also had the opportunity to raise money for charity as well as for a local women's refuge. The welfare team continued to support students from disadvantaged families by providing uniforms, textbooks, groceries, and transport assistance. WGS also supported orphans overseas through the Human Appeal orphan sponsorship program, raised money for the Pakistan flood victims, and conducted a Ramadan food drive.

In 2023, the school counsellor and a new psychologist continued to assist students with techniques and strategies to manage challenges such as grief, anxiety, academic decline, and social skills. Students have greatly benefited from their continuous efforts in helping with anger management, disruptive behaviour, aggression, study-focusing issues, bullying, anxiety, stress, and family issues.

The pastoral counselling service is ongoing, with the school’s religious studies staff allocated time to assist students using a spiritual healing framework. Mental health and well-being continued to be a major focus of the welfare team. Many students have benefitted from our pastoral counsellors throughout 2023. All sessions are recorded on Sentral, our school software.

The following were also part of our welfare program run in 2023:

**Anti-Bullying Program:** Encouraging students to help and support their peers.

**The WGS Breakfast Club** – The Well-Being team provides breakfast for students every Monday, Wednesday and Friday. This initiative was well received by students. It is run in conjunction with the WGS SRC and the Year 12 students.

**Parenting Program** - All programs are organised to enhance the understanding of parents regarding parenting. We market the event via email, Skool Loop, Class Dojo, text message and on google classrooms.

## Policies and Procedures

Policy compliance in schools involves adhering to a specific set of regulations, guidelines, and standards to ensure the effective and lawful operation of educational institutions. In 2024, WGS conducted regular reviews and updates of its policies to enhance compliance and to adapt to any changes in regulations or educational standards. Procedures relating to the operation of the school gets updated regularly as per need and for the welfare and wellbeing of the staff and students. The below table lists the policies and procedures updated in 2024.

No.	2024 Policies / SOPs
1	Behaviour Management and Awards Policy
2	SOP for Playground Duties
3	Enrolment Policy

## Child Protection

The safety, protection and well-being of all students is of fundamental importance to Western Grammar. The School has a range of obligations relating to the safety, protection and welfare of students including:

- A duty of care to ensure that reasonable steps are taken to prevent harm to students;
- Obligations under Child Protection Legislation; and
- Obligations under Work Health and Safety Legislation.

The purpose of WGS' Child Protection Policy is to outline the obligations imposed by Child Protection Legislation on the School and staff, contractors and volunteers and to provide guidelines as to how the School will deal with child protection matters.

## Key Legislation

In March 2020 legislative changes were made to Child Protection. WGS undertook a review of its policy and incorporated the changes in a new policy which was issued in August 2020. The new policy is available on the school's website at [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au).

There are four key parts of child protection legislation in New South Wales:

- The *Children and Young Persons (Care and Protection) Act 1998* ("**Care and Protection Act**");
- The *Child Protection (Working with Children) Act 2012* ("**WWC Act**");
- The *Children's Guardian Act 2019* ("**Children's Guardian Act**")
- The *Crimes Act 1990* ("**Crimes Act**").

Further details regarding Child Protection Policy of Western Grammar School is available on our website [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au) or can be obtained from our office or by contacting our office.

## Anti-Bullying

Western Grammar School's anti-bullying policy and procedures are underpinned by the Islamic values of individual respect and the celebration of diversity. The school has a comprehensive approach of dealing with all forms of bullying. The policy is directed at both preventing bullying from occurring with a multifaceted, whole-of-school approach and responding effectively to incidents of bullying.

The school aims to promote a wholesome culture where the reporting of bullying is encouraged. The school is committed to a process that seriously and sensitively responds to reports of bullying and provides procedures where the victim is cared for holistically and the perpetrator's misbehaviour is managed positively. The anti-bullying plan for 2022 included ongoing preventative strategies focussing on positive behaviours such as respect, safety and kindness. Appropriate and consistent disciplinary measures were adopted for the care and compassion of the student. Anti-Bullying week was conducted in March 2023 for the awareness related to the issues bullying and damaging and harmful impact of bullying on the students.

The Anti-Bullying Policy is available on the school website [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au) or can be obtained from the school office.

## Complaints and Grievance Policy

Western Grammar's Complaints and Grievance Policy aims to provide clear, positive and procedural fairness that allows grievances to be aired and resolved in a timely and effective

manner. This policy is being implemented with positive, clear and effective processes for resolving grievances that may occur in the school, with staff, students and community members. This policy and procedure assist in building strong relationships, reducing anxiety, and ultimately providing students with an conducive educational environment.

## **Discipline and Behaviour Management**

Western Grammar School's behaviour management philosophy is based on a supportive and preventative discipline model. The school's behaviour management philosophy is not limited to shaping student actions, rather it aims to shaping attitudes to develop intrinsic characteristics like self-respect, self-discipline and God-consciousness. At WGS every effort is made to manage positive behaviour of students. We offer support in terms of one-on-one sessions to see how we may help overcoming the issues students are facing. Managing disruptive, disorderly and problematic behaviour by some students is one of the challenges faced by teachers and the school management. It is therefore imperative that staff are trained and equipped to effectively manage student behaviour. WGS management regularly organises professional development sessions on behaviour management for staff. The School Rules for students were reviewed and amended in 2020. Policies related to the Discipline and Behaviour Management are available on the school website [www.wgs.nsw.edu.au](http://www.wgs.nsw.edu.au) or can be obtained from the school's office.

## **Student Awards**

At Western Grammar School awards are given to students in recognition of their learning effort, academic achievement, creativity, leadership demonstrated, school sport representation, participation in community service activities, and excellence in conduct and attitude. The presentation of awards provides the school community an opportunity to acknowledge the achievements of the students and to celebrate their achievements with them. Through school awards and scholarship policy, WGS promotes an environment in which students realise that high standards of effort and achievement in all areas are expected and shall be rewarded. In 2020 the Awards Policy was reviewed and amended to include tuition fee scholarships for DUX awards and cash prizes for outstanding HSC achievements.

## **Safe and Supportive Environment**

Western Grammar School board and management understands the importance of policies and procedures that are required for safe and supportive educational environment. It is the foundation for a successful educational institution and is essential to ensuring students' welfare and academic performance. The school uses positive and motivational measures for behaviour management. The school's Discipline Policy, Award Policy, Student Welfare Policy, Anti-Bullying Policy, Complaint Resolutions Policy, Pastoral Care Policy and various other policies are implemented to manage the behaviour of students and to maintain the school educational environment. The school's management ensures that staff receive first-aid training. Annual mock evacuation and lock-down drills were also conducted in 2023. Bullying, discrimination and anti-social behaviour is not acceptable at Western Grammar School.

Corporal punishment is not allowed at Western Grammar School. The school awards' system is used to motivate the students. Detentions are designed to retain or seize the privileges from students for a short time. Severe measures as suspension and expulsion are only used in exceptional circumstances and as a last resort to maintain a safe and supportive educational environment for all students.

Security at WGS is a priority and this is an area where all staff receive continuous training. The comprehensive security improvement plan initiated in 2019, was improved in 2023.

## Academic & Extracurricular Activities in 2024

### Primary Events

#### Sun Safety Week & Crazy Hat Day

As the hotter months approached, WGS students took part in a fun and educational Sun Safety Week, where we focused on learning important tips and tricks to stay safe under the sun!

Each day during assembly, we shared essential reminders about staying sun safe – from the 5 S's of sun safety, understanding the UV index to the prophetic tradition of being sun safe. In addition, every primary student received a pair of stylish sunglasses to help protect their eyes while playing outside!

The highlight of the week was our Crazy Hat Day on Friday! Students showed off their creativity by wearing the most imaginative and wacky hats to school. From wide-brimmed masterpieces to funky, colourful designs, everyone had a blast showcasing their unique headgear, all while promoting sun safety in the most fun way possible!

We are proud of our students for embracing these important health messages and look forward to more exciting events that prioritise their wellbeing!



## The Rocks

Our Stage 3 students had an amazing time on their excursion to The Rocks in Sydney! The walking tour provided a perfect opportunity for our Year 5 and Year 6 students to consolidate the topics they had been studying in History.

Year 5 delved into the Australian Colonies and life in the 1800s, while Year 6 explored the events that led to the Federation and the history and contributions of migrants in Australia. The excursion allowed our students to gain first hand insights into some of the historic and heritage places in The Rocks, giving them a deeper understanding of Australia's past.

It was a fantastic day filled with learning and exploration, and we are so proud of how our Stage 3 children engaged with the history around them. Here's to more enriching excursions in the future!



## Canoelands Orchard Excursion

On the 28th of June, Year 1 students embarked on an exciting excursion to Canoelands Orchards, creating lasting memories along the way. They had the chance to feed friendly farm animals, enjoy a lively tractor ride, and explore a variety of fresh fruits and vegetables. A highlight of the day was a captivating bee presentation, where students learned how bees make honey and even sampled fresh honey straight from the hive. The excursion provided Year 1



with a hands-on learning experience, deepening their understanding of farming, animals, and the environment. It was a fantastic day of learning and connection with nature!

### Upper Primary Iftar

On the 15th of March, WGS hosted its annual Primary Iftar! The event kicked off with an intense boys' soccer tournament, featuring eight teams battling it out for the prestigious Ramadan Cup. From face painting to the girls' dodgeball tournament, arts and craft activities, our annual Islamic quiz, and moving Quranic recitations and speeches by our primary captains and teachers, the night was filled with excitement. The children had an absolute blast, and the spread of food and desserts left everyone satisfied. We extend our heartfelt appreciation to our dedicated staff, high school student volunteers, and parents for their unwavering support in making this event a resounding success. It truly was a night to remember for all.



### Meet the Teacher

This year Western Grammar organized a 'Meet the Teacher' program as well.

The Assistant Principal, Ms. Kirsten, K-6 Teaching and Learning Coordinator, Ms Osta, and the Wellbeing Coordinator, Ms Khan, delivered an informative session to parents about vital school



matters across various areas in teaching and learning, well-being and administrative matters. Parents enjoyed socialising afterward with the classroom teachers as they got to casually discuss their child's engagement at school. This event marked an important partnership with our parent community.

### **Kindergarten's First Zoo Adventure!**

On 5th March 2024, our little explorers delved into a hands-on Aboriginal workshop at Western Sydney Zoo, connecting 'Family and Kinship' to their History term studies. From learning Aboriginal dance to crafting animals with clay, some students even expressed their creativity by painting their faces with Aboriginal symbols. The zoo tour, with a highlight on the African trail, provided a thrilling experience for our young learners. An unforgettable outing for our kindergarten stars.



## **High School Events**

### **High School Induction**

Earlier this term, WGS High School conducted an induction session for parents and students from Years 9 - 11. The idea was to allow for all those involved in the educational journey of our students to be made fully aware of what our respective duties and responsibilities are as teachers, students, and parents. Expectations were set, and open communication allowed for the importance of positive study habits to be understood by all involved. With parents being a

critical part of the schooling experience, it is always important to have them involved in a substantial capacity based on awareness and engagement.



### High School Girls' Iftar

On Thursday, 28<sup>th</sup> March 2024, WGS hosted its annual High School Girls' Iftar and it was a night to remember! The evening kicked off with competitive games where our students showcased their competitive spirit and teamwork. The night also featured the highly anticipated Annual Islamic Quiz, where students went through challenging rounds of questions about our beloved religion. Congratulations to our winners!

It was heart-warming to see our students, graduates, and teachers coming together in the spirit of Ramadan, sharing great food and great company. Thank you to all who made this event possible, and may Allah reward everyone for their efforts



### High School Boys' Iftar

On the 22<sup>nd</sup> of March 2024, WGS hosted its annual High School Boys' Iftar program. What an incredible evening it was!

The atmosphere was filled with warmth and camaraderie as our students, alumni and staff came together to break their fast. The array of cultural foods brought by the boys and staff was simply amazing, reflecting the rich diversity within our community. One of the highlights of the

evening was the highly anticipated Ramadan Cup, featuring 9 teams. Congratulations to the WGS male staff for emerging victorious!

In addition to the soccer excitement, we also had an engaging Islamic Quiz, where students showcased their knowledge and dedication. A big shout out to Adam Khodr for clinching the top spot among all the High School Boys!

Throughout the event, our prayers were adorned with beautiful Quranic recitations, led by Hafidh Al-Quran students in our school. It was truly a spiritually uplifting experience.

We concluded the night by gathering together to express our gratitude to Allah for granting us this opportunity to come together in unity and brotherhood. We extend our heartfelt gratitude to all the parents for their generous contributions towards the food, and to our students for their exemplary behaviour throughout the evening.

Let's remember that the essence of this Iftar program lies in fostering unity, brotherhood, and gratitude for the blessings bestowed upon us. Thanks to everyone who made this event a memorable success! May the spirit of Ramadan continue to illuminate our hearts and guide us toward greater understanding and compassion. Ramadan Mubarak!



### Canberra Excursion

This term, Year 9 and 10 students had the opportunity to go to Canberra to consolidate their learnings in History. It was an exciting day that started very early and had us take a three-hour bus ride to the nation's capital.

Firstly, we visited the Australian War Memorial where students were able to take a guided tour to see where the Australians fought and the type of conditions they faced. Guided tours by

knowledgeable staff enriched our understanding, highlighting key artefacts and offering insights into significant historical events. The students were particularly moved by the Last Post Ceremony, which added a powerful, emotional conclusion to our visit.

Following this, students went to the Canberra Mall where they had their lunch. Students had an incredibly enjoyable experience there as they explored diverse shops and engaged in various activities.

To round off the day, we visited Questacon, the National Science and Technology Centre. The “Free Fall” slide was the highlight for this visit. It was thrilling to watch the students muster their courage to take the plunge, learning about gravity and friction in the process. The adrenaline rush was palpable, and the joy on their faces was priceless. It’s activities like these that transform abstract scientific principles into tangible, unforgettable experiences. We returned safely back to school that same evening with students sure to have great memories of the day for years to come Insha’Allah



## Senior Events

### Year 12 Studies of Religion Excursion

The Year 12 students had the opportunity to take a trip to our beautiful city of Sydney, to take in the sounds and sights, and experience a view of Sydney today in contrast with Sydney 200 years ago.

Led by an indigenous member of our society, students took a deep dive into the 'first nations' culture, their connection with the land and the unique ways they have preserved and connected with the flora and fauna of this wonderful land.

Students got a detailed insight into the struggles of the 'first nation's people' in maintaining their identity with the land since colonisation. They learned about various methods and techniques used to gather and hunt for a variety of different plants and animals.

This excursion allowed for an enhancement of the students' knowledge of the SOR (Studies of Religion) content specifically Aboriginal Spirituality.



### **HSC Graduates Forum**

On the 7th of February, Western Grammar School held its annual HSC Graduates Forum. Graduates from previous years were invited to speak to the current Year 11 and 12 students about their journey to HSC and career goals.

Students were given a detailed insight into preparing for the HSC exams and how to prepare for future experiences. They were advised of how to maintain a positive mindset which was deemed to be a great challenge for the HSC students. However, the graduates suggested that taking care of their well-being, having a solid study regimen, and practicing past HSC papers helped students achieve their ATAR goals.

Graduates of 2023 who achieved higher bands were awarded monetary gifts on behalf of the school. Congratulations to everyone and may Allah SWT grant all students success in this life and the hereafter.



### **Farewell & Graduation Ceremony**

Western Grammar School proudly celebrated the achievements and memories of our Year 12 cohort as they marked the end of their schooling journey. The farewell in Term 3 was an emotional yet inspiring time, filled with pride, nostalgia, and anticipation. Our 2024 HSC cohort shared sentimental messages, funny anecdotes, and heartfelt well wishes, while teachers offered guidance and wisdom for life beyond the classroom.

On the 8th of November, 2024, we hosted the highly anticipated Year 12 Graduation Ceremony, a night that showcased the dedication and hard work of our graduating students. The evening brought together students, teachers, parents, and distinguished guests, including our Principal, Mr. Irfan Afzal, and esteemed Chairman, Mr. Subhan Ali.

The program featured inspiring speeches, nostalgic video presentations, and recognition of exceptional achievements. Musab Shaikh was celebrated as the 2024 Dux, while other students received awards for outstanding subject ranks. Heartfelt speeches from teachers and eloquent reflections by our school captains, Bahar Mehraby and Saifudeen Khan, captured the essence of their journey at Western Grammar School. The night concluded with a sumptuous dinner, marking a perfect send-off for our graduating class.

As we bid farewell to the Class of 2024, we pray that Allah (SWT) grants them success in their HSC exams and guides them on the path of goodness, fulfillment, and excellence in all their future endeavours. Ameen.

Congratulations to our graduates—this is just the beginning of a bright and promising future!



## Combined Events

### Eid-ul-Adha Party

Western Grammar School hosted its annual Eid-ul-Adha Party on June 21st, transforming the campus into a vibrant celebration of happiness and joy.

The festivities of Eid-ul-Adha were marked with a delightful array of activities, including games, a petting zoo, pony rides, jumping castles, food stalls, face painting, henna art, and friendly competitions. Both students and teachers immersed themselves in these enjoyable experiences throughout the day! The event provided a wonderful opportunity to celebrate the spirit of unity and gratitude. A heartfelt thank you to all students and staff who contributed to making this day memorable.





## Quran Competition

Alhamdulillah, on 17th May 2024, the Islamic Department at WGS hosted its annual Quran Competition. The awards were presented a week later during a special assembly.

In the primary school division, all students competed in the first round, with the top five students from each grade advancing to the finals. High school students, who registered for the competition, competed in gender-segregated groups. These students, who recited beautifully and with great inspiration, had six weeks to memorise the new selected surah. The top three high school boys competed again during the award ceremony.

We were honoured to have eight in-school judges and a guest judge, Brother Ali Alkini, who has acquired Ijazah in the Quran. These qualified judges provided accurate results, focusing on the completion of verses, fluency, tajwid, makharij, and melody.

Parents of the finalists were invited to both the competition and the award ceremony. All participants received certificates and monetary prizes, with additional medals, trophies, and higher monetary prizes awarded to the winners.

We extend our heartfelt thanks to our sponsors: AAA Rapid Homes Pty Ltd. (Gold Sponsor), Mazun Properties (Silver Sponsor), and Elite Electrical and Communications Pty Ltd and ANK Renovations (Bronze Sponsors) for their generous support in making this event a success.

Congratulations to all the winners and well done to everyone who participated in the Quran Competition. May Allah bless us all and instil a deep love of the Quran in our hearts.



## Ramadan Charity Drive 2024

Western Grammar School, in collaboration with iCharity, is proud to announce the success of our annual fundraising event. This took place during the two weeks leading up to Ramadan. This year, our Year 12 students, together with the SRC, spearheaded this campaign to support those in need. We are thrilled to share that our combined efforts raised a total of \$17,250! The funds were used to create food packs for poor and needy families around the world, providing them with essential supplies during Ramadan.



We were honoured to have members of iCharity join us for a special assembly, where they shared the impact of our donations and explained how the money was used. They also presented plaques of appreciation to individual students and the Year 1 and Year 7 classes for their outstanding contributions to this noble cause while acknowledging everyone who contributed. Brother Mukim, the president of iCharity, said; “Western Grammar School is the best school in Australia!”

A huge thank you to iCharity for their ongoing support of the Muslim Ummah, and a heartfelt thanks to all the students, parents, and staff at WGS for their incredible generosity. A special shout-out to the Year 12 students and the SRC for their dedicated efforts in running this campaign. Well done, everyone!



## Refugee Week 2024

We were honoured to have guests visit Western Grammar School for Refugee Week. They had recently arrived from Gaza and came to share their stories with our High School students.

Heartfelt and emotional stories left us all contemplating the strength and patience of our brothers and sisters in Palestine.

It also allowed us to reflect on how we can help those recently come to Australia. It truly was a wonderful experience for all students and staff. May Allah give them ease and contentment and free Palestine.



## Sports Events

### Harmony Cup

Our amazing Stage 3 boys' and girls' teams recently participated in the Harmony Cup on 20th May 2024. The kids displayed incredible dedication and teamwork, working tirelessly in training under the expert guidance of Mr Ali. We are thrilled to announce that both teams played exceptionally well, winning and drawing matches as well as showing remarkable sportsmanship and skill. They narrowly missed out on the quarter-finals by just a single point, a testament to their hard work and determination.

A huge congratulations to all the players for their outstanding performance! We are incredibly proud of each one of you. A heartfelt thank you goes out to Mr Ali for his leadership and to all the parents and supporters who cheered us every step of the way. Your support means the world to us. Let's continue to strive for excellence and enjoy the journey together.





### Cross Country Competition

We are bursting with pride as Western Grammar School secured a phenomenal 2nd place among 10 competing schools in this year's thrilling event, scoring an impressive 69 points! A monumental shout-out to every student who participated, showcasing the true spirit of WGS!

A special mention to our standout athletes, Ali Chandab who scored 2nd place in the 17-year-old's 6000m race. His dedication and hard work are truly inspirational! Yusuf Jaradat broke records by winning 1st place in the 3000m event for 12-year-olds with an astounding time of around 11 minutes. What a phenomenal performance, Yusuf!

We congratulate all schools for their spirited competition, especially Glenwood High School NSW, who took the lead with 117 points, and Amity College, who finished closely behind us in 3rd place with 63 points.

Our ISD team, with its dedicated mentors and coaches, as well as our "Get the Kids Fit" partners, are all incredibly proud of our students' determination and hard work. Let's continue to nurture these young talents and strive for even greater accomplishments in the future. Go WGS!





## ISD Sponsors 2024

This year, our ISD team proudly boasts official sponsors whose generous support ensures a season filled with success. We would like to introduce our 2024 sponsors: AAA Rapid Homes Pty Ltd., Plus Pharmacy Cranebrook, Elite Electrical and Communications Pty Ltd, Human Initiative Australia charity organisation. Their contributions enable us to invest in cutting-edge equipment and stylish, newly designed uniforms that reflect the excellence of our team and the pride of our school.

## Parenting Programs

### Parent Partnership

On Thursday, 30th May 2024, we had our dear Dr Zachariah Matthews, Principal of Malek Fahd Islamic School, join us for our Term-2 Parenting Program.

He tackled a beautiful and most important topic, "Marital Partnership and the impact on the wellbeing of children", while exploring some really deep and important issues like loving our children unconditionally and setting the best example while using the Prophet Muhammad (SAW) as our guide for mercy and compassion.

It was lovely having him back at WGS and we sincerely hope that his time spent with our parents and staff was of benefit to all who attended.



## Parent Satisfaction and Feedback

At Western Grammar School, we deeply value parent's feedback as a vital tool for enhancing our educational standards and improving student outcomes. In 2024, the school implemented a number of new initiatives to actively involve parents in school life, including events and information sessions aimed at reinforcing the important role they play in their children's academic journey.

We continue to prioritise open, constructive, and respectful communication with parents. Their insights and observations are essential in shaping our strategies for both academic progress and personal development of students. WGS encourages parents to remain actively engaged and to provide fair and balanced feedback that supports continual improvement.

Opportunities for parental involvement were offered throughout the year, including the biannual parent-teacher interviews, which were held across two days. These sessions saw an impressive attendance rate of approximately 90%–95%, with overwhelmingly positive feedback. Parents expressed strong satisfaction with the school's approach to teaching and learning, and their input provided valuable reflections on the effectiveness of staff engagement and educational delivery.

Beyond formal interviews, a range of events such as parent information sessions and meet-and-greet functions were held in 2024. These initiatives are a cornerstone of our commitment to strengthening the partnership between families and the school community, ensuring that students receive well-rounded support both at home and at school.

To ensure consistent communication, the school made extensive use of various channels, including newsletters, administrative notices, student diaries, emails, SMS, Facebook, and the Skool Loop app. These platforms provided parents with timely updates on school activities, achievements, and performance indicators.

The School Board and Management sincerely acknowledge and appreciate the unwavering support of our parents, staff, and wider community. This collaboration continues to be instrumental in shaping a positive and thriving environment for all students at Western Grammar School.

## Western Grammar Staff standards and Rate of Retention

In 2024, WGS achieved an exceptional staff retention rate of approximately 90%. This is a testament to the school's positive and productive working environment. This environment serves as the bedrock for academic excellence, fostering high achievements among students and cultivating a community of dedicated and loyal individuals committed to WGS's mission.

WGS's teaching staff are accredited and endorsed by NESA to deliver the Australian curriculum, with approximately 95% holding Australian qualifications. Nearly 50% of our educators are

highly experienced and accredited at the proficiency level. The school maintains rigorous policies and procedures to continually enhance and uphold teaching standards.

Our staff at WGS are not only qualified but also deeply passionate about teaching, supported extensively by senior management. The senior administration, staff, and Principal foster a friendly and task-oriented atmosphere, prioritizing transparency and professionalism in addressing staff concerns and maintaining a positive work environment.

While WGS enjoys a notably high retention rate, occasional staff departures in 2024 were primarily due to personal reasons. The majority of our senior management and staff have been integral members since the school's inception, demonstrating a strong commitment to WGS and its community.

## **Educational Environment**

The educational environment at WGS is highly acclaimed, fostering significant academic improvements among students through a safe, supportive, and stimulating atmosphere. Bullying is strictly prohibited and promptly addressed, ensuring students have optimal conditions to achieve their academic goals and success.

Western Grammar has rigorous teaching standards that have been implemented to reinforce student commitment to learning. Instructional methods have been updated to align with contemporary teaching practices, effectively delivering the educational curriculum. WGS prioritizes professional development (PD) and teacher training, with staff attending PD sessions in 2024 to enhance their skills and capabilities. Head of Primary and High School collaborate closely with teaching staff to deliver the curriculum in an organized and engaging manner, supported by newly acquired literacy resources for lower primary students.

At WGS, a cooperative and task-oriented environment between students and teachers is cultivated, facilitating dynamic teaching and learning experiences. The school emphasizes adaptable and responsive curricula that cater to diverse educational needs, fostering each student's development into a self-directed and adaptable learner when ready. Continuous monitoring of current educational research ensures WGS provides exceptional learning opportunities.

WGS remains committed to its primary goal of becoming a leading educational institution and a beacon within the local community. The overall learning and teaching environment at Western Grammar School is dynamic, multidimensional, and consistently yields impressive outcomes.

## **Student Special Needs**

WGS supports students with minor learning difficulties such as ADHD and autism through its approach grounded in holistic principles, emphasizing social preparedness for both current and future challenges. While WGS is not specialized in catering to students with severe special

needs, it adheres to NSW Curriculum guidelines drawing from the Australian Curriculum and NSW Syllabuses.

To address diverse learning needs, WGS implements individualized educational modules focusing on Literacy, Numeracy, and Personal and Social Capability. The Learning Enhancement Program plays a crucial role, offering a versatile foundation for future educational initiatives and providing significant support to students with special needs. Recognizing varying learning paces, WGS has tailored teaching programs to assist students who require additional time or support, while also challenging those who need enrichment opportunities.

In 2024, WGS intensified its efforts to cater to students with special needs by continuously adjusting educational modules and allocating increased attention and resources to their learning journey.

### Staff Training & Professional Development - 2024

Western Grammar School places the highest priority on the ongoing professional development and training of its educators to ensure they perform at their full potential. In 2024, a comprehensive program of professional learning initiatives was implemented, aimed at raising educational standards and supporting teacher growth. These initiatives were aligned with NESA requirements to ensure continued compliance and excellence in teaching practice.

To support this objective, representatives from the Association of Independent Schools (AIS) were invited to deliver targeted sessions, keeping staff informed of emerging educational trends and curriculum developments. Throughout the year, the school facilitated a wide range of internal and external professional development opportunities, significantly enhancing staff capabilities. Formal professional development sessions spanned six dedicated days, supplemented by regular meetings and in-house professional development workshops led by senior staff.

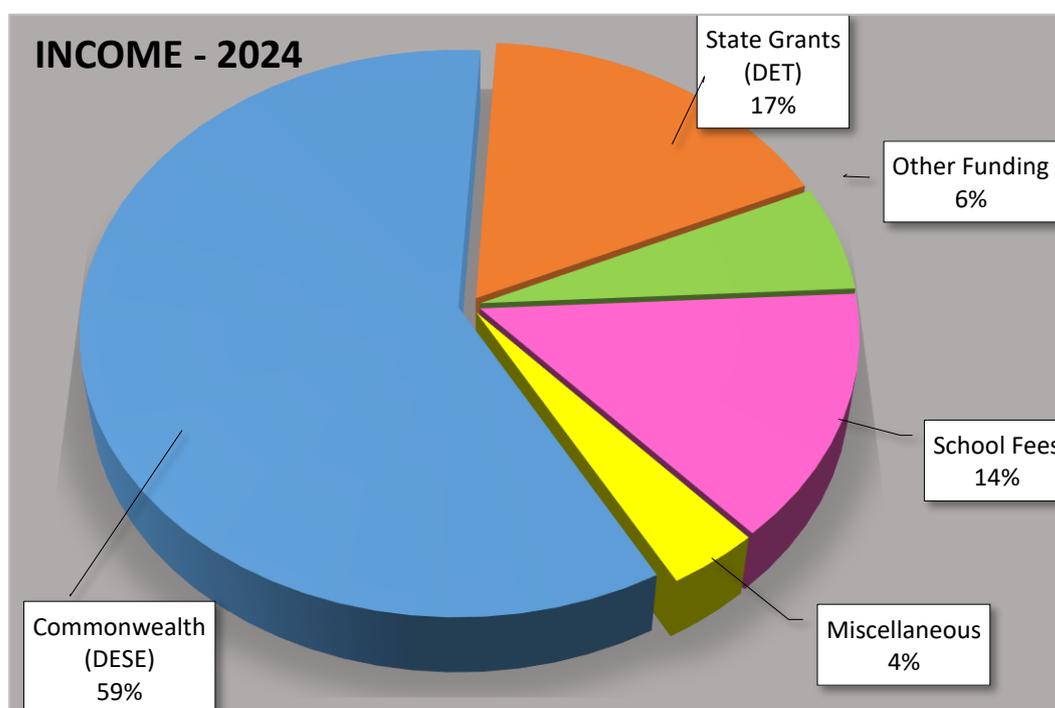
In addition to teaching staff, Western Grammar School also places importance on the training and development of its Board members. Focused governance training was provided to enable Board members to effectively oversee school operations and respond to the evolving needs of both staff and students. All members completed online training modules to enhance their capacity for strategic leadership and school oversight.

External Professional Development and Training Sessions - 2024			
No	Date	Important Topics	Presented By
1	29-Jan-24	First Aid Training	Allen's Training
2	30-Jan-24	Child Protection Bespoke Training	AIS
3	5-Apr-24	Wellbeing Conference	AISNSW
4	29-Apr-24	Assessment Matters: From Traditional to Authentic	AIS
5	13-May-24	Year 12 Craft of writing- Module C- Parsa	AIS
6	17/18 Jun 24	STANSW Conference 2024: Hands-On Science	Macquire university
7	5-Aug-24	Marfooa to attend Unity Grammar, session with Lab assistant	Unity Grammar
8	13-Aug-24	NAPLAN Scout Training- Hamzah, Shakir, Amira, Faten, Zuky	AIS
9	27-Aug-24	Starategies for students with special needs- HS	School Psychologist
10	24-Oct-24	Training for the new PDPHPE 7 to 10 Syallabus	AISNSW
11	16-Sep-24	Improving Outcomes for Neurodivergent students	Sue Larky
12	25-Nov-24	Year 11 Investigating Science	Croc Ed

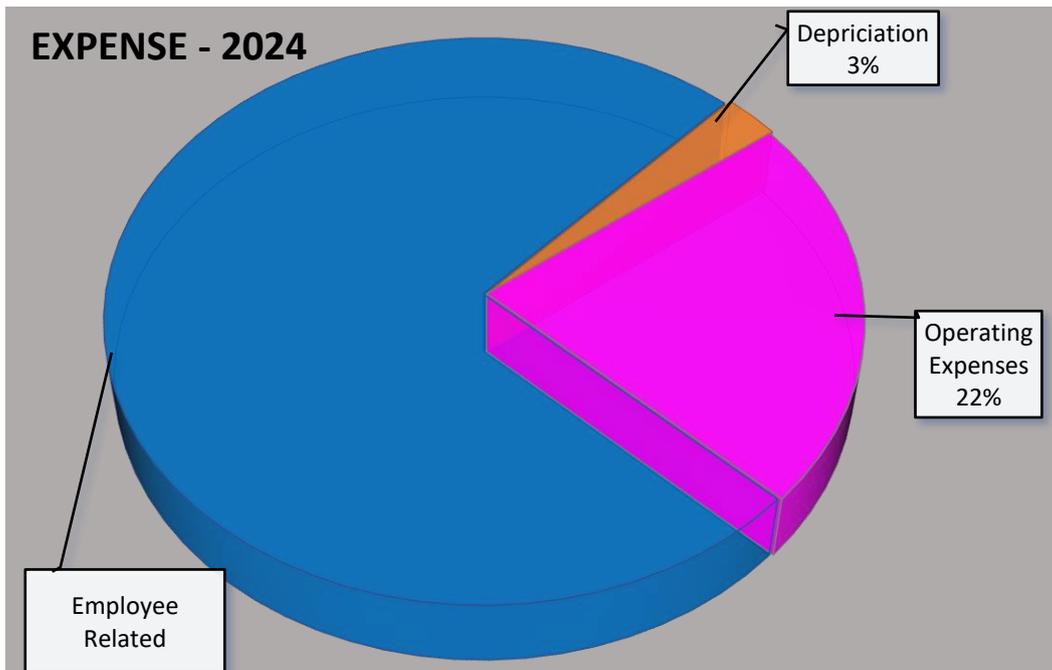
## Financial Summary of 2024

In 2024, the school experienced revenue growth, primarily driven by increased funding from Commonwealth and State Government grants, complemented by consistent income from tuition fees and other sources. While employee-related expenses rose during the year, sound financial management enabled the school to maintain its financial stability. WGS remains firmly committed to advancing educational outcomes while upholding principles of fiscal responsibility and long-term sustainability.

**Income:** In 2024, the school recorded a significant increase in revenue, attributed to effective financial planning and a rise in student enrolments. The main sources of income comprised Commonwealth Government Grants (59%), State Government Grants (17%), tuition fees and other sources (16%), and Capital Grants (6%). Below is the graph depicting WGS income for 2024



**Expenditures:** The below graph illustrates the expenditure breakdown for the year 2024: 75% is allocated to employee-related expenses, covering salaries and benefits. Operating expenditures, comprising 20%, include costs such as building and equipment rental, repair and maintenance, office supplies, technology, teaching resources, curriculum development, security and student-related expenses. The remaining 5% is dedicated to capital expenditures, infrastructure planning and development, and depreciation.



## Conclusion

Throughout 2024, Western Grammar School continued to build on its tradition of excellence, achieving strong outcomes across academic and co-curricular areas. School operations remained robust and well-coordinated, cultivating a learning environment that consistently supports student achievement and personal growth.

WGS remains fully compliant with NESAs standards and continues to uphold the trust and expectations of the wider community. Ongoing improvements in student academic performance, steady increases in enrolment, and a clear trajectory of growth reflect the continued confidence of families in the school’s educational vision and reputation.

Looking ahead, the School Board has established a forward-looking strategic plan extending beyond 2026. With a firm focus on long-term success, the Board remains proactive in evaluating school performance and responding to the evolving educational landscape. A major highlight of this vision is the WGS Master Plan, which outlines the phased development of key infrastructure. This includes the introduction of a double stream in lower primary following the completion of Stage 3, with future stages already in motion—Stage 4 will see the development of underground parking, while Stages 5a and 5b will deliver new classrooms and a multipurpose hall.

As we progress with these initiatives, Western Grammar School remains firmly committed to sound financial stewardship, continuous academic enhancement, and the all-round development of every student entrusted to our care.



“KNOWLEDGE IS THE ULTIMATE SOLUTION”

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