

Contact Details

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This annual report has been reviewed and approved by the EREAFSL Board to ensure compliance with our school registration requirements. This report is published to provide information about Ipswich Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

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Message from our Head of Campus

In 2024, Ipswich Flexible School went through a change in structure to include new leadership opportunities, planned professional learning experiences and significant growth in the planning, teaching and assessment underpinned by ACARA and QCAA.

Continued support from the Area Principal and the Regional Team provided staff with the tools to embed quality learning and teaching practices. It is evident that through this support that staff have the confidence to continue to provide purposeful educational experiences aligned to the curriculum that support the wellbeing of a young person and provide them with the skills to navigate and experience success.

The formation of hub teams with teachers and youth workers enabled the continuation of collaboration around wellbeing and learning which highlighted positive outcomes for young people. Our staff continued to prioritise positive relationships with our young people, building a culture of trust so that they can continue to grow and learn in a safe environment.

At Ipswich Flexible School, it is evident through a number of activities and events that young people valued the opportunity to engage in learning that was centered around their interest, passion and curiosity, solidifying the notion of common ground and enhancing young people voice.

Activities and events implemented were:

- Young people art installations – collaborating in hubs with young people to show case artwork about who we are and how we are guided by our four principles.
- Careers Expo– Planning and delivery of a careers expo for young people who were immersed in learning about careers and developing skills such as asking the ‘right’ questions to stall holders.
- Implementation of the IFS Coffee Cart – Operated by young people to enable service to others which was used for celebrations and gatherings.
- Delivery of Certificate Courses – White cards, RSA
- Dubbo First Nations Carnival – Success of First Nations young people who demonstrated a commitment to Touch Football and travelled to Dubbo to participate in a national carnival.
- Flexi Force – Community Activity for young people who have a passion and curiosity for working in outdoor spaces.
- Community of Practice Collaboration – Staff in the role of Transition Officer, Inclusive Education, Curriculum and ABL established a culture of professional conversations facilitated by the EREA Regional Team to build staff capacity.
- NAPLAN – YP involvement and increase in participation to engage in NAPLAN.
- Sounds Right Program – Young people in year 7-10 who are reading four or more years below their chronological age engaged in small group or 1:1 reading intervention sessions to improve literacy.

As we embrace new ways of learning and maintain quality flexible learning practices, we will continue to uphold our values and ensure we foster positive relationships through the delivery of high expectations so that we continue to navigate for our young people the best outcomes as lifelong learners.

School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-12
Additional Information	Additional information about our school can be found at: - mySchool website - EREA Flexi website

SCHOOL OVERVIEW

Ipswich Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Ipswich Flexible School commenced operation in 2012 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

First Nations influence

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Flexis one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

DISTINCTIVE CURRICULUM OFFERINGS

Ipswich Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

At Ipswich Flexible School, young people can use literacy and numeracy skills to enhance their learning through participating in a range of learning experiences. These include targeted learning in English, Mathematics, Science, Humanities, Social Sciences, Health and Physical Education, Technologies and The Arts.

We offer a program for young people in year 7-12. In year 7-10 we offer V9 Australian Curriculum. For young people in year 10 who turn 15 years have an option to engage in Certificate courses. Our senior program in year 11 & 12 offer young people QCAA subjects with a combination of Certificates from Flexi RTO. Young people not completing QCAA subjects will engage in QCIA.

In the delivery of all curriculum areas, care and consideration is made to draw links from their prior knowledge and understanding to new learning. General capabilities from the Australian Curriculum are the starting point to develop their transferable skills. As a school we make adjustments so young people are able to access their learning on the same basis as their peers which enable them to build their social and communication skills which are key when transitioning to further study or employment.

Cocurricular offerings

Ipswich Flexible School provides extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Ipswich Flexible School in 2024:

Cultural:

Reconciliation Week
NAIDOC
Community Activities

Sporting:

Sailing - Blue Peter
Adventure Based Learning
National Indigenous Touch Competition

Intellectual:

Sounds Write
Interactive Problem-Solving Game
Music

Service:

Equine Facilitated Learning
Year 12 Retreat
Careers Expo

SCHOOL POLICIES

In accordance with registration requirements, our key school policies are publicly available via our website.

How to access our school policies:

1. Click on the EREA Flexi Schools website link <https://www.flexi.edu.au/>
2. Click on 'Flexi Schools' or 'Special Schools' from the top menu
3. From the school directory find and click on our school
4. Click on 'School Documents, policies and reports' from the bottom of the page to access our school policies.

Note: If you are unable to access our website, please contact the school for more information regarding our school policies.

Characteristics of the Student Body

EREAFLSL and Ipswich Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

ENROLMENTS BY YEAR AND YEAR LEVEL

	2024
Year 7	7
Year 8	21
Year 9	28
Year 10	21
Year 11	20
Year 12	11
TOTAL	108

(data derived from Commonwealth Census data submissions for the years displayed)

STUDENT BODY CHARACTERISTICS

	2024
Male	57.41%
Female	41.67%
Gender Diverse	0.93%
First Nations	28.70%
NCCD	87.96%

(data derived from Commonwealth Census data submissions for the years displayed)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

Overall attendance rate	46%
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Student attendance rate by year level in 2024:

Year 7	51%
Year 8	39%
Year 9	46%
Year 10	45%
Year 11	45%
Year 12	50%

(attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.)

How non-attendance is managed

Ipswich Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

Percentage of young people awarded a Senior Certificate	100%
Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	100%
Percentage of young people awarded a Senior Certificate and a VET Qualification	100%

POST-SCHOOL DESTINATIONS

At the time of publishing this Annual Report, the 2024 post-school destinations survey data for our school was not available. This report will be re-published to include this post-school destinations data once it becomes available in late September.

Social Climate

STUDENT WELLBEING

At Ipswich Flexible School the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and support spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

It is very important for our school community to prioritise wellbeing as we understand that it increases engagement. With higher engagement we have better access to learning and better outcomes for our young people.

We implement the wellbeing framework to support young people in their learning journey. We believe that focusing on the wellbeing of young people and providing rich learning experiences through the implementation of programs such as Reboot, Safe on Socials, UN Rights of the Child and Love Bites, strengthens their ability to use what is being taught in everyday situations. The staff team create a safe space for young people to engage in meaningful discussions and share their perspectives and new learning with each other.

FAMILY AND COMMUNITY ENGAGEMENT

At Ipswich Flexible School we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Ipswich Flexible School continuously plans and seeks out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

Benefits to enhancing our partnerships with our community is the support we receive when our families and carers attend our school activities and events. We value the opportunity to collaborate and connect with families and this practice of engagement aligns to our touchstone of being an inclusive community where everyone is welcomed.

Our community activities at Ipswich Flexible School include:

- Community lunch every Friday
- Welcome BBQ Each Term
- End of Term Celebrations
- Careers Expo
- NAIDOC Celebrations
- Personalised Learning Plan Conversations
- SET Planning and Parent Meeting

We value the opportunity to celebrate the successes of young people and embrace our strong community connections.

SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Ipswich Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2024).

Young People opinion survey data

Percentage of young people surveyed who agree that:	2024
Staff help me to learn	57%
Staff expect me to do my best	57%
I get opportunities to do interesting things	60%
I would recommend this school to others	71%
Our school has a great range of learning opportunities for young people	60%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who agree that:	2024
Staff at this school expect my young person to do their best	93%
Staff treat young people fairly and with respect	93%
The school grounds and classrooms are well looked after	93%
Staff at this school care about my young person's wellbeing	93%
Staff at this school are approachable	93%

Staff opinion survey data

Percentage of staff surveyed who agree that:	2024
Young people are treated fairly and with respect in our school	72%
Young people are encouraged to work with us within the Four Principles	76%
I am given opportunities to be creative in my work	68%
I receive training on Child Safeguarding and Child Protection	76%
Young people safety is taken seriously in our school	72%

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

Ipswich Flexible School requires its teaching staff to hold a valid Teacher Registration with the Queensland College of Teachers (QCT) and must meet the requirements of the QCT Teacher Registration Eligibility Requirements Policy which relates to qualifications, suitability to teach, English language proficiency, experience, and professional standards.

Qualifications

The below table depicts the percentage of teaching staff and school leaders who hold the listed qualifications:

Doctorate or higher	9%
Masters	27%
Bachelor	64%
Diploma	0%
Certificate	0%

WORKFORCE COMPOSITION

The staff at Ipswich Flexible School are highly qualified, experienced, and generous professionals who consistently contribute to our school in a manner that goes above and beyond expectation.

The following tables provide an overview of our staff profile and workforce composition:

Staff numbers

	Headcount	FTE
Teaching Staff	15	10.60
School Leaders	5	3.00
Non-Teaching Staff	35	21.90
TOTAL Staff	55	35.50

Staff characteristics

	2024
Male	32.73%
Female	67.27%
Gender Diverse	0.00%
First Nations	18.18%

PROFESSIONAL DEVELOPMENT

Ipswich Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2024 included:

- EREA Formation Programs
- New Staff Formation
- Reboot
- Collaborative Problem Solving
- Flexi Practice Sprints
- Inclusive Education
- Practice & Pedagogy Workshops
- Identity
- Staff Wellbeing
- Reflective Practice

School Financials

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

SCHOOL INCOME

The 2024 school income for Ipswich Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

SCHOOL EXPENDITURE

The 2024 school expenditure for Ipswich Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

