

Contact Details

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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 2025, the progress of embedding new structures within our school saw significant growth in all areas of planning, teaching and purposeful assessment. We embraced opportunities to deepen our impact, strengthen our practice, and continue delivering an exceptional educational experience for every young person.

Aligned with our School Strategic Plan, we continued to foster a safe, inclusive, future-focused learning environment where young people thrived academically, socially, and personally. We continue to build strong connections with families, enhancing the consistency of practice across our school, and strengthening pathways that ensure every learner is known, valued, and supported.

Wellbeing, Learning Culture, and Higher Expectations Relationships remain the heart of our work and all that we do. The implementation of our Flexi Practice Framework has enabled us to continue with sound structures and responsive classrooms that help young people feel confident, supported, and ready to learn.

With a continued focus on the curriculum, young people are provided with learning experiences that are meaningful, connected and involve young people's voice.

At Ipswich Flexible School, young people value the opportunity to engage in learning experiences that are rich and meaningful.

Activities and events implemented were:

- 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.
- Coffee Cart – Operated by young people to enable service to others which was used for celebrations and gatherings.
- Implementation of Electives program in year 7-12.
- Sea World Hospitality School - year 11 & 12.
- Implementation of certificate courses for year 10-12.
- First Nations celebrations and remembrance events.
- Celebration of Waitangi Day.
- First Nations Muri Group.
- Delivery of qualifications – White cards, RSA.
- 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.

Moana-Maree Duncan
Head of Campus
Ipswich Flexible School

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 where we offer flexible learning for young people who have disengaged from mainstream schools. 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, welcomed 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 personalised 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 programs in Years 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 are 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 adjust so young people can 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 2025:

Cultural:

Reconciliation Week
National Sorry Day
NAIDOC
Waitangi Day
Community Activities
Kambu Elders Organisation

Sporting:

Sailing - Blue Peter
Adventure Based Learning
Retreats
Camps
V8 Supercars

Intellectual:

Sounds Write
RAGE Program
Love Bites Program
Reboot

Service:

Equine Facilitated Learning
Sea World Hospitality School
Careers Expo
Qld Police Youth Co-Responders

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

	2025
Year 8	12
Year 9	21
Year 10	37
Year 11	27
Year 12	35
TOTAL	132

(data derived from the total number of Young People that were supported during the school year)

STUDENT BODY CHARACTERISTICS

	2025
Male	52.27%
Female	46.21%
Gender Diverse	1.52%
First Nations	27.27%
NCCD	86.36%

(data derived from the total number of Young People that were supported during the school year)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	57.87%
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Student attendance rate by year level in 2025:

Year 8	62.03%
Year 9	50.00%
Year 10	60.00%
Year 11	59.63%
Year 12	56.87%

(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 2025:

Number of young people awarded a Senior Certificate	16
Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	6
Number of young people awarded a Certificate I	3
Number of young people awarded a Certificate II	3
Number of young people awarded a Statement of Attainment	16
Number of young people awarded a non-accredited micro credential	16

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	7
Participating in further education	2
Participating in apprenticeship or traineeship	1
Other	1
Unknown / undecided	5
Total number of graduating / exiting young people	16

Social Climate

STUDENT WELLBEING

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.

Ipswich Flexible School continuously plans and seeks out ways to partner with families and the community, recognising the benefits and need for these partnerships to support our young people. 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
- 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 2025).

Young People opinion survey data

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	82.4%
School Community and Support	74.5%
Safety and Wellbeing	79.3%
Learning and Growth	75.7%
First Nations Culture and Inclusion	93.7%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	100.0%
Learning and Growth	88.1%
First Nations Culture and Inclusion	100.0%

Staff opinion survey

All staff are offered the opportunity to participate in an annual staff survey. The survey explores key areas including psychological safety and trust, workload and role clarity, leadership support, team dynamics, change management, and access to wellbeing resources. Results from the survey directly inform new wellbeing initiatives, stronger psychosocial risk controls, better engagement and retention strategies, and a healthier, more productive workplace for all.

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	1
Masters	4
Bachelor	8
Graduate Diploma	1

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	13	12.20
School Leaders	1	0.30
Non-Teaching Staff	25	21.90
TOTAL Staff	39	34.40

Staff characteristics

	2025
Male	35.71%
Female	64.29%
Gender Diverse	0.00%
First Nations	7.14%

PROFESSIONAL DEVELOPMENT

The school remains strongly committed to ensuring all staff have access to high-quality professional development that aligns with our Strategic Plan and supports continuous improvement in teaching and learning.

Throughout the year, staff were provided with a range of opportunities to engage in targeted training, collaborative learning, coaching, and external professional learning programs. These opportunities are designed to strengthen pedagogical practice, enhance consistency across the campus, and build capability in key areas such as wellbeing, curriculum development, assessment, and the Flexi Practice Framework. By prioritising ongoing professional growth, the school fosters a highly skilled, reflective workforce equipped to deliver the best possible outcomes for students.

Professional development activities undertaken by staff in 2025 included:

- EREA Formation Programs
- New Staff Formation
- 2025-2027 Strategic Planning
- Reboot
- Collaborative Problem Solving
- Flexi Practice Sprints
- Inclusive Education
- Practice & Pedagogy Workshops
- Identity
- Staff Wellbeing
- Safeguarding Conference
- Reflective Practice
- Transformative Learning
- Stronger Smarter Leadership

School Financials

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

SCHOOL INCOME

The 2025 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 2025 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:

