



# CathWest Innovation College

## 2024 Annual School Report



CathWest Innovation College  
PO Box 145  
Mount Druitt 2770  
0288870000  
[cathwest@parra.catholic.edu.au](mailto:cathwest@parra.catholic.edu.au)  
[cathwest.parra.catholic.edu.au](http://cathwest.parra.catholic.edu.au)

## Introduction

### **About the Annual School Report**

CathWest Innovation College is registered by the New South Wales Education Standards Authority (NESA) as a member of the Catholic system of schools in the Diocese of Parramatta.

The Annual School Report provides parents and carers and the wider school community with fair, accurate and objective information about various aspects of school performance and development. The Report describes the achievement of school development priorities in 2024 and gives information about the next years priorities.

This Report is a legislative requirement under the Schools Assistance Act 2008 and the Education Amendment Act 2004.

The information in this Report is complemented by the school website where other school publications and news can be viewed or obtained from the school.

## Key Messages

### From the Principal Mr Paul Stenning

Welcome to the Annual School Report of CathWest Innovation College, where we believe in 'School done differently.' As the principal of this unique institution, I am proud to lead a school that is committed to innovative, career-focused education. Our two campuses, located in Mt Druitt and Emu Plains, serve a diverse community of learners.

Our mission is not just to provide our students with a secondary education, but to ensure they embark on successful careers while still in school. We are proud to have over 200 School Based Apprentices and Trainees, providing our students with invaluable industry experience and a competitive edge as they enter the workforce.

This report provides an overview of our achievements over the past year, highlighting our commitment to academic excellence, career readiness, and community engagement. We invite you to join us in celebrating our successes and looking forward to the opportunities that lie ahead.

Thank you for your continued support of CathWest Innovation College. Together, we are shaping the future of education and empowering our students to reach their full potential.

The Annual School Report is a government initiative that allows our parents and carers to gain information about some of the structures and performance of our school and its role in the wider community. It is, however, a written document that cannot replace that very real and human need for personal interaction. We invite all parents and carers who wish to discuss any aspect of this report to make contact and work with us collaboratively.

### From the Parents/Carers

CathWest is such a wonderful school! As a parent, I really appreciate how they value feedback and take it into consideration. They truly care about meeting the individual needs of each student and creating a program that suits them. This school has provided so many opportunities for students to kickstart their careers. What I love the most is that CathWest is an inclusive school that embraces and accepts everyone for who they are.

Parents and carers were formally surveyed in a centrally administered feedback system that provided information to staff about their child's experience and their own experience of college. The results will be used to look at further improvements at the college.

### From the Students

Students noted in their feedback that CathWest is a school that values inclusivity and provides opportunities for students to explore the world of work while still in school. They appreciated that the school prioritised both academic subjects and practical skills, ensuring that they didn't miss out on important learning even when they were not on campus. Students appreciated the adult learning environment at CathWest.

Students at the college were formally surveyed in a centrally administered feedback system that provided information to staff about the students and their experience of school.

## School Context

### History of the college

In 2019, Catholic Education Diocese of Parramatta announced a new approach to delivering the very best skills and vocational training for young people in Western Sydney. In line with this new approach, from 2020, Loyola Senior High Mt Druitt and McCarthy Catholic Trade Training Centres Emu Plains became part of CathWest Innovation College. Building on the achievements of both Trade Training Centres as well as Loyola Senior High, CathWest Innovation College offers exciting new options for students in Years 10, 11 and 12. McCarthy Catholic Trade Training Centre in Emu Plains became the McCarthy Campus of CathWest Innovation College, and Loyola Senior High in Mount Druitt is now known as CathWest Innovation College, Loyola Campus. We offer a flexible pathway to education and training that is centred on the individual needs and interests of students. Combining study and training, our students are in a position to attain their HSC and get a head-start on their chosen career, all without the pressure of formal HSC exams. The College has pathways including, the Trade Pathway (Years 11 and 12) which has existed in the Catholic Trade Training Centres for over ten years, and the Inquiry Pathway (Years 10, 11 and 12). The Trade Readiness Pathway was included in 2022 to prepare Year 10 students for the Trade Pathway in Years 11 and 12. These pathways serve as a response to a rapidly changing world demanding 'school done differently', where teachers and industry experts work alongside students in tackling real-world problems and driving their own learning.

### Location / Drawing Area

CathWest Innovation College has two campuses in Western Sydney, Mount Druitt and Emu Plains, we are able to draw from suburbs and schools across the whole of Western Sydney. As well as schools from within Catholic Schools Parramatta Diocese, we also have students seeking enrolment from Catholic independent schools, other independent schools and NSW DoE schools.

## Workforce Composition

### Staffing Profile

Staffing Profile	
Total Number of Staff	66
Number of staff who identify as Aboriginal and Torres Strait Islander people	1
Number of full time teaching staff	27
Number of part time teaching staff	10
Number of non-teaching staff	29

### Total number of teaching staff by NESA accreditation level

Teachers at the college are either accredited as conditional, provisional or proficient as defined by the Teacher Accreditation Act 2004 (NSW). Accreditation at the levels of Highly Accomplished and Lead Teacher is voluntary.

The contracted number of accredited teachers within Catholic Schools Parramatta Diocese (CSPD) are as follows:

Catholic Schools Parramatta Diocese (CSPD) accredited teachers	
Conditional Teachers	458
Provisional Teachers	102
Proficient Teachers and/or above	3258

Teacher status at CathWest Innovation College can be sourced directly from the college.

## Professional Learning

The ongoing professional development of each staff member working within CSPD is highly valued. Professional learning can take many forms including: whole of school staff days, subject-specific engagements, conferences, meetings and a range of professional learning opportunities provided by CSPD.

The college takes responsibility for planning, implementing, evaluating and tracking its staff's professional learning and individual staff members take responsibility for their ongoing professional development. All teachers have been involved in professional learning opportunities during the year related to improving student outcomes.

Specific and focused Professional Learning for the staff of the college this year has included:

- Staff focussed on consistent, explicit literacy and numeracy strategies and their implementation to meet our CathWest Learning Goal.
- All staff participated in Mental Health First Aid as part of the CathWest Wellbeing Goal.
- Staff identified a Learning Goal from their own assessment of their practice against the Teaching Standards.

## Catholic Identity and Religious Education

### Prayer, Liturgical Life and Faith Experiences

Education within the Diocese of Parramatta is a ministry of the Catholic Church, walking with humility in the way of Jesus, serving all of God's people. The Gospel messages of love, forgiveness, tolerance and compassion are lived experiences that are visibly evidenced at college. We offer families high-quality accessible education that challenges each student to discover a meaningful, hope-filled and flourishing life. Our caring teachers share faith and learning with students, including through their own example. Every day, be it in the playground, at an assembly or in the classroom our students experience a genuinely religious way of understanding the world. The invitation to meaningful prayer and liturgy, as well as participation in the Sacraments, nurture and give expression to the religious dimension of school life in the context of the Church's celebration of the liturgical year.

### Social Justice

All students at the college are encouraged to regularly engage in activities to support Catholic Mission with fundraising and awareness-raising initiatives. Students are encouraged to work closely with their local parish, community groups, support local charities and participate in outreach or immersion experiences for the benefit of the whole community and the student's personal development.

This year students and staff from the college engaged in the following initiatives and activities:

- The Faith In Action Team led CathWest's participation in Caritas' Project Compassion Appeal.
- CathWest supported St Vincent de Paul through multiple appeals.
- College staff engaged in hands-on service projects across Western Sydney, supporting primary schools, community services, and social initiatives.

All of these initiatives enabled the students and staff to practise their faith through action as Jesus demonstrated in the Gospels.

### School, Home and Parish Partnerships

Parents and carers have been actively encouraged to engage in a variety of school activities including parent forums, information evenings, parent/teacher/student meetings, liturgies, social events and opportunities to provide feedback. Regular communication with parents and carers occurred through phone calls, meetings and the Compass information platform.

### Religious Education

At the heart of our college is the Religious Education program. It is through this area of study that students learn to value the Catholic identity, traditions, values and Christ's teaching. Our Religious Education program is embodied by the quality of our relationships and how we deal with the daily issues of life.

CSPD schools use Sharing Our Story, a Religious Education curriculum that has been used for more than 20 years. In all subject areas, we offer an education completely consistent

with the teaching of the Church on the dignity of all aspects of the human person. We also appreciate the need to provide age-appropriate learning opportunities.

### **Professional Learning of Staff in Religious Education**

Professional Learning in Religious Education offered to staff this year included:

- Religious Education Teachers participated in a targeted retreat focussing on strategies to use in class relating to the Rosary.
- Religious Education Teachers participated in online courses in preparation for implementation of Encountering Jesus, the CSPD new Mission Syllabus.
- Staff participated and contributed to the CathWest Religious Education Professional Learning Community.



## Learning and Teaching

Students at CathWest College undertake a range of courses as certified by the Catholic Schools Parramatta Diocese (CPSD) Registered Training Organisation (RTO) and by NSW Educational Standards Authority (NESA). These courses are broadly split into three key groups - Vocational Education and Training (VET) courses and Mandatory & Elective courses.

All students undertake English and Religious instruction.

Business Services (Certificate III in Business) is compulsory.

Specialisation in a range of VET courses allow the students to extend themselves in that area, enhancing achievement through clarity, direction, pursuant to their specific career focus.

All students at CathWest College are supported in their chosen vocation by engaging with both Vocational Educational and Training Subjects (VET) and the Higher School Certificate.

CathWest is a unique educational institution. Typically students do not undertake patterns of study that are engaged with formal HSC exams.

Students are encouraged and supported to achieve in VET courses.

Percentage of students engaged in VET Courses 2024			
Cohort	1 VET Course	2 VET Courses	3 or more VET Courses
Year 10	0%	50%	0%
Year 11	1%	97%	1%
Year 12	0%	89%	11%

### **Record of School Achievement (RoSA)**

Eligible students who leave school before receiving their Higher School Certificate (HSC) will receive the NSW Record of School Achievement (RoSA). The RoSA has been designed to provide grades for all Stage 5 (Year 10) and Stage 6 (Preliminary) courses completed during secondary education.

In 2024:

- The number of students issued with a RoSA in Year 10 was 27.
- The number of students issued with a RoSA in Year 11 was 43.

All students attending CathWest undertake Certificate III in Business Services.

### **HSC Pathways Comment**

CathWest continues to provide opportunities for students to complete an HSC with significant industry qualifications and experience as part of their study package. The increase in the number of students completing their HSC while starting their trade ensures ongoing success in their studies post-CathWest.

## Student Profile

### Enrolment Policy

CathWest Innovation College follows the Catholic Schools Parramatta Diocese (CSPD) Enrolment Policy Procedures and Guidelines. The full text or a link to the full text of the school's enrolment policies, including all prerequisites for continuing enrolment, can be obtained from the school office or can be accessed on the school's website.

### Student enrolments

Student enrolments 2024	
Number of Boys	Number of Girls
244	159
Total Enrolments: 403	

### Student attendance

Student attendance rates 2024	
Year	Attendance Rate
10	85%
11	85%
12	91%
College Average: 87%	

### Managing non attendance

Regular attendance at school is essential if students are to maximise their potential. Schools, in partnership with parents and carers, are responsible for promoting the regular attendance of students.

The compulsory schooling age range is 6-17. Parents and carers are legally responsible for the regular attendance of their children, explaining the absences of their children in writing within several days to the school, and taking measures to resolve attendance issues involving their children.

School staff, as part of their duty of care, monitor part or whole day absences. They maintain accurate records of students' attendance, follow up unexplained absences through written and verbal communication, implement programs and practices to address attendance issues when they arise, and provide clear information to students and parents/carers regarding attendance requirements and the consequences of unsatisfactory attendance.

The school principal or their delegate may grant permission for late arrival or early departure from school, leave or exemption from attendance only in individual cases, on written request from parents and carers. For longer exemptions, an application for approval is made through Diocesan authorities. The principal/delegate will undertake all reasonable measures to contact parents/carers promptly if an unexplained absence occurs. If truancy is suspected, the principal will contact the parents/carers to ascertain the reason for the absence. If a satisfactory response is not received, the matter will be referred to the relevant staff at CSPD who will follow up unexplained absences as per legislative requirements.

### **Student retention rates**

The retention rate of students for Year 10 to Year 12 was 52%.

### **Post School Destination**

Each year the college collects destination data relating to the Year 12 student cohort. The table below sets out the percentages of students for the various categories.

Post School Destination	
University	7%
Technical and Further Education (TAFE)	75%
Workforce	68%
Other/Unknown	3%

### **Characteristics of the student body**

The table below shows the number of students in each of the categories listed.

Student Body Characteristics	
Language background other than English (LBOTE)	20
Students with disabilities (SWD)	155
Aboriginal and Torres Strait Islander	25

## Wellbeing

The wellbeing and safety of all students is central to the purpose of Catholic Education and we acknowledge that healthy relationships and exceptional pastoral care are core to each child's positive experience at school. CathWest Innovation College is a place where students are nurtured to grow, to belong and to be safe.

A sense of wellbeing and connectedness promotes optimal development of the person as a whole and contributes to academic success. We have a strong focus on pastoral care and our school has a counsellor to support our students. CSPD provides resourcing for additional wellbeing initiatives and teams to support attendance, behaviour and intervention for students at risk.

Our wellbeing initiatives include:

- Trained all staff and students in Mental Health First Aid.
- All students enrolled in Year 10 at CathWest were exposed to the bStreetsmart - Safer Drivers event at Qudos Bank Arena.
- Used PIVOT data to identify areas for student support.

CathWest Innovation College bases student wellbeing on the [CSPD Student Wellbeing Policy \(2022\)](#) and the [CSPD Student Wellbeing Framework](#). The guidelines identify the rights and responsibilities of every student in the school and are based on the principles of natural justice and procedural fairness. Corporal punishment is expressly forbidden at the college.

Related policies include:

- [Bullying of Students - Prevention and Response Procedure \(2022\)](#)
- [Student Use Of Digital Devices And Online Services Policy \(2022\)](#)
- [Guidelines for Parents and Carers in Raising Complaints \(2023\)](#)
- [Student Wellbeing Policy \(2022\)](#)
- [Student Wellbeing Framework](#)
- [Student Attendance Policy \(2021\)](#)
- [Student Attendance Procedures \(2022\)](#)
- [Bullying of Students - Prevention and Response Procedure \(2022\)](#)
- [Weapons Procedures \(2022\)](#)
- [Banned Substances Student Procedures \(2022\)](#)
- [Family and School Partnership Principles](#)

### **Actions promoting respect and responsibility**

CathWest Innovation College actively promotes respect for others and responsibility for self. During the past year, our community has engaged with the following actions and opportunities:

- Revamped the CathWest mobile phone policy to enhance the respectful use of technology.
- Reviewed the CathWest guidelines about respect for self and respect for others with all students.

- Strengthened messaging to students about their responsibilities at school, TAFE and work.

## Community Satisfaction

During 2024, CSPD and our college utilised a variety of measures to obtain feedback from parents and carers, students and staff regarding community satisfaction.

Areas of strength from the parents/carers survey include:

- Parents feel welcome.
- CathWest is an inclusive school.
- Appreciative of the vocational opportunities for their students.

Areas of strength from the student survey include:

- The educational program is relevant to the world of work.
- Students feel they have someone who consistently provides encouragement and can be turned to for advice.
- Students feel teachers are responsive to their needs and encourage independence with a democratic approach.

Areas of strength from the staff survey include:

- I would recommend my organisation's schools to people I know.
- I have access to the resources and systems (e.g. policies, guidelines, materials, equipment, technology, etc.) I need to do my job effectively
- In my team, it feels safe to take social risks (e.g. asking questions, making mistakes, highlighting problems).

## School Improvement and Learning

### Priorities

Current Year Priorities		
Priority 1	Our School Improvement Plans for Literacy and Numeracy are built upon the foundation of Excellence in all Things, as established in 2023. These plans have rigorous measures that lead to iterative teacher professional learning opportunities.	Still Working Towards.
Priority 2	CathWest prioritises student wellbeing as a key part of the school's overall strategy. Monitoring data from surveys like Pivot and Tell Them From Me is used to support the learning of parents, teachers, and students.	Still Working Towards.

Projected School Priorities	
Priority 1	Increase learning expectations in all classrooms.
Priority 2	Enhance students' pro-social behaviours to support learning through the implementation of workshops that focus on respect for self and others.



## Financial Statement

Financial information is based on the detailed information provided to the Commonwealth and State Government in the Financial Questionnaire.

School Financial Information for 2024 is detailed below:

Recurrent and Capital Income	
Commonwealth Recurrent Grants <sup>1</sup>	\$8,689,465
Government Capital Grants <sup>2</sup>	\$0
State Recurrent Grants <sup>3</sup>	\$2,443,855
Fees and Private Income <sup>4</sup>	\$2,297,219
Other Capital Income <sup>5</sup>	\$286,835
Total Income	\$13,717,374

Recurrent and Capital Expenditure	
Capital Expenditure <sup>6</sup>	\$133,593
Salaries and Related Expenses <sup>7</sup>	\$9,544,605
Non-Salary Expenses <sup>8</sup>	\$4,554,637
Total Expenditure	\$14,232,835

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<sup>1</sup> Commonwealth relates to Commonwealth Recurrent Grants including per capita funding and special purpose grants

<sup>2</sup> Capital relates to Government Capital Grants received for construction of school assets

<sup>3</sup> State relates to State Recurrent Grants including per capita funding, interest subsidy and special purpose grants

<sup>4</sup> Fees relate to Diocesan and school based fees, excursions and other private income from parents/carers

<sup>5</sup> Other refers to Other Capital Income including amounts charged for Diocesan Building Levy from parents

<sup>6</sup> Capital Expenditure refers to expenses incurred mainly for School Buildings, Furniture and Equipment

<sup>7</sup> Salaries refers to the total of all Salaries, allowances and related expenses such as superannuation, workers compensation and leave

<sup>8</sup> Non-Salary refers to all other Non-Salary Recurrent Expenses