



# 2025

## ANNUAL SCHOOL REPORT



### St Mary's Catholic Primary School

1 Denison Street, MANLY 2095

Principal: Mr Paul McGuire

Web: [www.smmdbb.catholic.edu.au](http://www.smmdbb.catholic.edu.au)

## About this report

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St Mary's Catholic Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by Catholic Schools Broken Bay Limited as Trustee for the Catholic Schools Broken Bay Trust (CSBB), the proprietor, with Catholic Schools NSW (CSNSW) as the approved authority for the Registration System formed under Section 39 of the Education Act 1990 (NSW).

The Annual School Report (the 'Report') demonstrates accountability to regulatory bodies and CSBB. Additionally, the Report complements and is supplementary to other forms of regular communication to the School community regarding initiatives, activities and programs which support the learning and wellbeing of its students.

The Report provides parents and the wider community with fair, reliable and objective information about educational and financial performance measures as well as School and system policies. This information includes summary contextual data, an overview of student performance in state and national assessments, a description of the achievement of priorities in the previous year and areas for improvement. Detailed information about the School's improvement journey is documented at local school level and is developed, implemented and evaluated in consultation with key stakeholders.

Further information about the contents of this Report may be obtained by contacting the School directly or by visiting the School's website. Information can also be obtained from the [My School website](#).

## Message from key groups in our community

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### Principal's Message

This 2025 St Mary's Catholic Primary School Annual Report provides the school community with an overview of the key initiatives and events which occurred during the year. It provides the opportunity for the community to reflect on our achievements, as well as providing some insights into 2025 initiatives.

Each year, a community such as St Mary's, recommits to the vision and mission of the School, as well as its motto, 'Listen and Love'. This report provides the context to why this is so vitally important.

The school had very successful reviews, both internally and externally, which will inform the next strategic cycle and ensure alignment with Catholic Schools Broken Bay new strategy- 'Shaping Tomorrow, Together in Faith'. It is important to acknowledge the wonderful contributions of many people, importantly, staff, parents and students, particularly those who have added so much through their outstanding enthusiasm and commitment to everything the school stands for, particularly its strong values which guides school life each day and brings life to our belief in students striving to 'Be Your Best Self Here'. The outstanding support through the two main parent bodies, School Advisory Group (SAG) and Parents & Friends (P&F) Association, has been significant in enabling continued improvement this year and in anticipation of 2026.

### Parent Body Message

The St Mary's Christmas Carols signal that the school year is drawing to a close. This year's Carols were particularly special, blending in touches of pop culture and science fiction to make the event truly memorable. As we approach the end of the year, I want to thank everyone in our P&F for their hard work and dedication in creating moments that bring us together and strengthen our community. Events hosted by the P&F, such as the Colour Walkathon and Movie Night, are always a hit with our children. This year, we also brought back Trivia Night and, along with the Summer Party, aim to foster community spirit—not just among students but among families as a whole.

Looking ahead, next year promises to be an exciting one, especially as our parish celebrates its 150th anniversary. As the Carols demonstrated, the bond between the school and the parish runs deep, and their celebrations will resonate throughout the school community as we create new memories and milestones.

Lastly, the P&F would like to extend their best wishes to our young leaders for their upcoming graduation and the success that awaits them in the next chapter of their academic journey.

## Student Body Message

When we walked through St Mary's gates for the first time, we were small, nervous, unsure about who we were going to become. Today, as we prepare to leave, we are walking out stronger, more confident versions of ourselves.

It's a place where people come from all over and somehow it instantly becomes home. It's a place where everyone is accepted exactly as they are. It's not just about academics here, at St Mary's we learn, grow and discover who we are through sport, creative arts, public speaking and most importantly in the way this school has shaped our hearts and minds. St Mary's has helped me and so many of my peers develop a positive attitude and mindset towards everything, show courage, resilience when life is hard and of course make friendships that feel more like family, friendships we know we will carry with us for the rest of our lives.

I know my Year Six classmates and I look forward to what high school will bring. We all feel deep sadness about leaving this beautiful place that has held us through so many moments. The memories, the teachers who believed in us, the students who laughed and learned beside us and of course our friends who shared and supported us through every big and small moment, these are the things that make saying goodbye so hard. On behalf of all of Year Six, we say thank you to everyone who makes this school the safe, special and unforgettable home it has been. We will all truly miss it but it will hold a special place in our hearts forever.

## School Features

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St Mary's Catholic Primary School Manly, is a Catholic systemic co-educational school.

The school was opened in 1881, five years after the parish of Manly was created. Once the Christian Brothers College for boys (now known as St Paul's College Manly) and the Stella Maris College Manly for girls were opened in 1927 and 1932, St Mary's continued to operate as a Catholic primary school under the leadership of the Good Samaritan Sisters until 1992. The school currently operates as a systemic primary school in the Diocese of Broken Bay and is one of two Catholic primary schools in the linked Parish of Manly-Freshwater. The school motto of 'Listen and Love' is a powerful reminder of the gospel values that help to inspire and guide the school and parish community. The school caters for boys and girls, in two streams, from Kindergarten to Year 6 and is a thriving school community, which will move close to 350 students in 2026. We look forward to celebrating 150 years of our parish with the Church and School communities.

Parents are very active within the school, which is encouraged and highly valued, both inside and outside the classroom. Students are engaged in an exciting, inspiring curriculum which promotes deep learning. Extra curricular programs enhance this powerful learning and includes: speech and communication; dance; science; languages; skipping, as well as a comprehensive program within the before and after school and vacation care service. Students are able to choose extra-curricular 'clubs' such as technology, choir, library, homework, music, tennis, basketball, as well as lunch and morning tea clubs.

With a school of this age, maintenance and improvement is an ongoing focus and plays a vital role. Major refurbishments continued in 2025 and included work completed on the playground, new lift, new windows, and roof works. Continued support from parents and Catholic Schools Broken Bay, will see further improvements during 2026. Next year, 2026, we look forward to celebrating the 150th year anniversary of St Mary's Church and parish.

# Student Profile

## Student Enrolment

Students attending the School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2025. Additional information can be found on the [My School website](#).

Girls	Boys	LBOTE*	Total Students
179	151	87	330

\* Language Background Other than English

## Enrolment Policy

The [Enrolment Principles](#) temporarily supersede The Enrolment Policy for Diocesan Systemic Schools (2013) and are being followed by the School for enrolments for 2025. As inclusive and evangelising communities, we welcome every family who would like a Catholic education for their children. Catholic Schools Broken Bay (CSBB) strives to respond to the needs of all students, within the constraints of our available resources. We believe all students should have access to our schools which offer educational opportunities that nurture the Catholic faith, expand life choices, cater for the disadvantaged, and challenge all students to reach their full potential. Our schools are explicitly evangelical, catechetical and address (with the support of our parishes and agencies), the faith formation of our school communities. Copies of these principles and other policies in this Report may be obtained from the [CSBB website](#) or by contacting CSBB.

## Student Attendance Rates

The average student attendance rate for the School in 2025 was 91.17%. Attendance rates disaggregated by Year group are shown in the following table.

Attendance rates by Year group						
Kindergarten	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
92.91	91.99	91.35	91.20	90.20	91.52	89.37

## Managing Student Non-Attendance

In order for students to reach their full potential it is of paramount importance that they attend school regularly. While it is the parents' legal responsibility under the NSW Education Act (1990) to ensure that their children attend school regularly, our staff as part of their duty of care, monitor all absences and work in partnership with parents to support and promote the regular attendance of students. In doing so, the School, under the leadership of the principal:

- provides a caring environment which fosters a sense of wellbeing and belonging in students
- maintains accurate records of student attendance
- implements policies and procedures to monitor student attendance and to address non-attendance issues as and when they arise
- communicates to parents and students, the School's expectations with regard to student attendance and the consequences of not meeting these expectations
- recognises and rewards excellent and improved student attendance.

School attendance records also contain information regarding student absences including reasons for absence and documentation to substantiate reasons for absences. Teachers are required to monitor non-attendance diligently on a student by student basis and to bring to the attention of the Principal immediately any unexplained absences, non-attendance of a chronic nature, or reasons for non-attendance that cause concern. Matters of concern are referred to the Principal, CSBB and the Department of Education where appropriate.

Where a student is not able to attend school for a prolonged period of time due to a medical condition or illness, the School in collaboration with parents, provides resources to contribute to the student's continuum of learning where possible. CSBB monitors each School's compliance with student attendance and management of non-attendance as part of the system's Quality Assurance and Compliance processes. The School's attendance monitoring procedures are based on the Procedures for the Management of Student Attendance in Catholic Schools Broken Bay.

# Staffing Profile

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## Staffing Profile

The following information describes the staffing profile for 2025:

Total number of staff	32
Number of full time teaching staff	15
Number of part time teaching staff	11
Number of non-teaching staff	6

### Total number of teaching staff by NESA category

All teachers employed by the School are qualified to teach in NSW. Additionally, all teachers at this School who are responsible for delivering the curriculum are accredited with NESA and hold a Working with Children Check.

Teachers at this School are either accredited as conditional, provisional, proficient or highly accomplished as defined by the NSW Teacher Accreditation Act 2004. Accreditation at the levels of Highly Accomplished and Lead teacher (HALT) are voluntary. Catholic Schools Broken Bay currently has 27 HALTs and 145 aspiring HALTs engaged in the process.

The table below details the number of teachers at the School who are at these levels:

Conditional Teachers	0
Provisional Teachers	2
Proficient Teachers	23
HALT Teachers	1

## Catholic Identity and Mission

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As a Catholic community, the School shares in the mission of the local Church. The [Diocesan Mission Statement](#) is our statement of shared common purpose: "The Diocese of Broken Bay exists to evangelise, to proclaim the Good News of Jesus Christ, gathered as friends in the Lord and sent out to be missionary disciples."

In partnership with parents as the first faith educators of their children and the local parish community, the School seeks to provide authentic, professional Catholic Education, inspiring hearts and minds to know Christ, to love learning, to use their talents to be the very best they can be. Our vision, purpose and all we do is founded on faith in Jesus Christ, and informed by Christian values including faith, joy, witness, compassion, and courage.

The School's Religious Education (RE) program is based on [CSBB's Religious Education Curriculum](#) and aims to provide students with meaningful, engaging and challenging learning experiences that explore the rich diversity of the Catholic faith and ways in which we live it. The CSBB Religious Education Curriculum has been developed to further enhance the learning experience for all. It includes formal Religious Education as well as retreats, spirituality days and social justice opportunities in which students are invited to serve others, especially the poor and those who are marginalised.

Faith formation opportunities are provided for students, staff, parents and caregivers. Students regularly celebrate Mass and pray together. Students are invited to participate in age appropriate sacramental and Youth Ministry activities aimed at living out their mission as disciples of Jesus.

Parish Masses occur regularly throughout each term for each stage. Family Masses are a monthly occurrence on the last Sunday, and significant school events, such as the Feast Day, Assumption, Listen Love Mass, and school liturgies, contribute to the spiritual vibrancy of the community.

Our Staff Spirituality Day was held with the Southern Beaches Precinct schools, focusing on a deepening understanding of the Year of Jubilee, including a presentation by Dr. Dan White. Our System Wide Development Day focused supporting staff in learning about the RE Curriculum, the twelve foundations, and the various teaching components.

Social Outreach initiatives included support for St. Vincent de Paul through Christmas hampers, a Catholic Mission Socktober fundraiser in October coinciding with Mission Month and the Diocesan Mission Mass, Project Compassion to aid Caritas during Lent, and assistance to the Parish with their Christmas Day lunch. Our church was a Shrine of hope for vocations with the relic of St John Vianney on display, where many pilgrims visiting. Our Mission team visited the relic of St Carlos Acutis.

Our Parent Engagement Coordinator helped to create the link between School, Parish, and outreach programs, coordinating parent volunteers for events such as Family Mass BBQs, and organising outreach programs like Christmas hamper wrapping.

## Curriculum, Learning and Teaching

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The School provides an educational program based on and taught in accordance with the NSW Education Standards Authority (NESA) syllabuses for primary education. The Key Learning Areas (KLAs) are English, Mathematics, Science and Technology (S&T), Human Society and its Environment (HSIE), Creative Arts (CA) and Personal Development, Health and Physical Education (PDHPE). In addition to this, the School implements the Diocesan Religious Education syllabus. Staff members are committed to continuous improvement of teaching and learning in all facets of the curriculum.

At St Mary's Manly, Collaborative Coaching continued as a major focus of professional learning, with teachers released from class on a weekly basis to meet with the Assistant Principal in the role of Collaborative Coach. This model supports targeted professional learning, data analysis, and instructional intervention planning within a specific subject area. Aligned with the CSBB Curriculum, Assessment and Pedagogy (CAP) approach, teachers drew on evidence to reflect on current practice, identify areas for improvement, and plan purposeful next steps. These meetings sustained a continuous cycle of improvement in student learning outcomes, with this year's focus on Mathematics, particularly within the Number and Algebra strand. To further strengthen student achievement in Number and Algebra, teachers continued to deepen their understanding of best practice in Mathematics, with a particular emphasis on planning high-quality learning experiences.

Curriculum and Learning centred on the familiarisation phase of the NSW Curriculum Reform. Throughout the year, teachers engaged with the new syllabuses, developing a strong understanding of their intent, purpose, and place within the broader curriculum. Staff explored syllabus structures and features, engaged with the digital curriculum and support materials, and deepened their awareness of the vertical and horizontal continuum across learning areas. This work also included familiarisation with the CSBB Curriculum, Assessment and Pedagogy (CAP) approach. Together, these processes ensured that teachers are well prepared for the next stages of curriculum implementation and supported a consistent, evidence-informed approach to planning and teaching across the school.

Ongoing professional learning (PL) for all staff is a priority and is highly valued at St Mary's Manly. PL is delivered in a variety of formats, including whole-school staff development days, Collaborative Coaching, subject-specific in-services, meetings, and conferences. The school is responsible for planning, implementing, evaluating, and tracking staff PL in alignment with the AITSL Standards, while individual staff members take ownership of their ongoing professional growth. Throughout 2025, all teachers have engaged in a wide range of PL opportunities.

Summary of Staff Development Days at this school:

Day 1: Safeguarding and Compliance

Day 2: Spirituality

Days 3 & 4: Curriculum Reform

Day 5: CSBB Strategic Directions

Day 6: System.Wide Religious Education

Day 7: Strengthening Digital Learning – Transitioning from Google Classroom to Microsoft and Exploring AI in Education

# Student Performance in Tests and Examinations

## NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participated in the National Assessment Program Literacy and Numeracy (NAPLAN). The purpose of NAPLAN is to provide information to parents and teachers about the achievements of students in literacy and numeracy. The test provides a measure of the student's performance against established standards and against other students in Australia. Each year the results are analysed by the school to inform teaching with a view to improving student performance.

NAPLAN results are reported against proficiency standards with 4 levels of achievement to give teachers, parents and carers clearer information on how students are performing:

- Exceeding: The student's result exceeds expectations at the time of testing.
- Strong: The student's result meets challenging but reasonable expectations at the time of testing.
- Developing: The student's result indicates that they are working towards expectations at the time of testing.
- Needs additional support: The student's result indicates that they are not achieving the learning outcomes expected at the time of testing. They are likely to need additional support to progress satisfactorily.

The percentage of student achieving at Exceeding and Strong proficiency standards in NAPLAN at St Mary's Catholic Primary School for 2025 is reported in the table below.

NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 3	Grammar and Punctuation	93%	54%
	Reading	77%	66%
	Writing	85%	76%
	Spelling	85%	62%
	Numeracy	85%	64%

NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	93%	63%
	Reading	94%	73%
	Writing	100%	65%
	Spelling	94%	69%
	Numeracy	89%	69%

## Pastoral Care and Student Wellbeing

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### Pastoral Care Policy

The School's pastoral care and student wellbeing policies, guidelines and procedures are informed by the [Pastoral Care and Student Wellbeing Policy](#). This policy is underpinned by the guiding principles from the National Safe Schools Framework (2013) (NSSF) that represent fundamental beliefs about safe, supportive and respectful school communities. These guiding principles emphasise the importance of student safety and wellbeing as a prerequisite for effective learning in all Catholic school settings. The Pastoral Care and Wellbeing Framework for Learning for the Diocese of Broken Bay Schools System (the Framework') utilises the NSSF ensuring that diocesan systemic schools meet the objectives of the NSSF at the same time as meeting the diocesan vision for pastoral care and wellbeing. Further information about this and other related policies may be obtained from the CSBB website or by contacting CSBB. The policy was revised in 2019 to align with the [Australian Wellbeing Framework \(2018\)](#) for implementation in 2020.

### Behaviour Management and Student Discipline Policy

The School's policies and procedures for the management of student behaviour are aligned to the [Behaviour Support Policy](#). Policies operate within a context that all members of the school community share responsibility to foster, encourage and promote positive behaviour and respectful relationships. The policy aims to promote a safe and supportive learning environment to maximise teaching and learning time for all students. It supports the development of students' pro-social behaviour based on respectful relationships and clear behavioural expectations. The dignity and responsibility of each person is promoted at all times along with positive student behaviours while ensuring the respect for the rights of all students and staff. Further information about this and other related policies may be obtained from the CSBB website or by contacting CSBB. There were no significant changes made to this policy in 2025.

### Anti-Bullying Policy

The School's Anti-Bullying guidelines and procedures are based on and informed by the [Prevention and Management of Student Bullying Policy](#) and is aligned to the Pastoral Care Policy for Diocesan Systemic Schools and other related wellbeing policies and guidelines. All students, their families and employees within Catholic education have a right to a learning and work environment that is free from intimidation, humiliation and hurt. Anti-Bullying policies support school communities to prevent, reduce and respond to bullying. Further

information about this and other related policies may be obtained from the [CSBB website](#) or by contacting CSBB. There were no significant changes made to this policy in 2025.

### **Complaints Handling Policy**

The School follows the [Complaints Management and Resolution Policy](#). A distinctive feature of this policy is to ensure that complaints are addressed in a timely and confidential manner at the lowest appropriate management level in order to prevent minor problems or concerns from escalating. The expectation is that complaints will be brought forward and resolved in a respectful manner, recognising the dignity of each person concerned in the process. The policy recognises that a number of more minor or simple matters can be resolved without recourse to the formal complaint handling process but rather, quickly and simply, by discussion between the appropriate people. Further information about this and other related policies may be obtained from the [CSBB website](#) or by contacting CSBB. There were changes made to this policy in 2025 to reflect new system processes.

## Community Satisfaction

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The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year, a variety of processes have been used to gain information about the level of satisfaction with the School from parents, students and teachers.

### Parent satisfaction

A strong partnership exists between parents and the school based on positive relationships which influence the school's culture. Parent survey data indicates the main reasons for enrolling are- caring school community, quality of principal and staff, reputation of the school. word of mouth continues to be the main source of information followed by website and social media. Positive impressions after visiting the school and school values had the most influence on decision making.

The school redesigned the exit survey, which is now in use and will help to gain feedback and shape future decisions about school directions.

In all, parent satisfaction is high, with very strong enrolment growth continuing, which includes a comprehensive 'on-boarding' program for all new families joining the school community. The culture of welcome and inclusion is very evident and is reported by new parents when enrolling.

### Student satisfaction

Students are at the centre of all we do at St Mary's School, Manly. There is a culture of wellbeing and personal development for all students, which can be evidenced by the school's updated senior years initiatives. There is a renewed focus on personal character development as they all strive to 'Be Your Best Self Here'. Senior students are supported to lead with heart, purpose and confidence, as be positive role models who have an impact on others. Students and parents have responded well to the new strategies including Better Buddies, Transition to High School and Careers Discovery Programs. These programs are unique to St Mary's School, Manly, and is thoughtfully designed to nurture the whole child through a carefully woven journey of experiences which build student confidence, develop leadership skills and support their growth into capable, compassionate young people.

### Teacher satisfaction

Our teachers and staff are instrumental in building a welcoming, nurturing and inclusive culture. Teachers have learning as the focus each day, which includes their students and their own professional development. Many staff are undertaking extra courses, with three

graduating in 2025 as Faith Leaders and Middle Leaders programs run by Catholic Schools Broken Bay. Two remain in the programs and three more will begin study in 2026. A strong learning culture exists at the school.

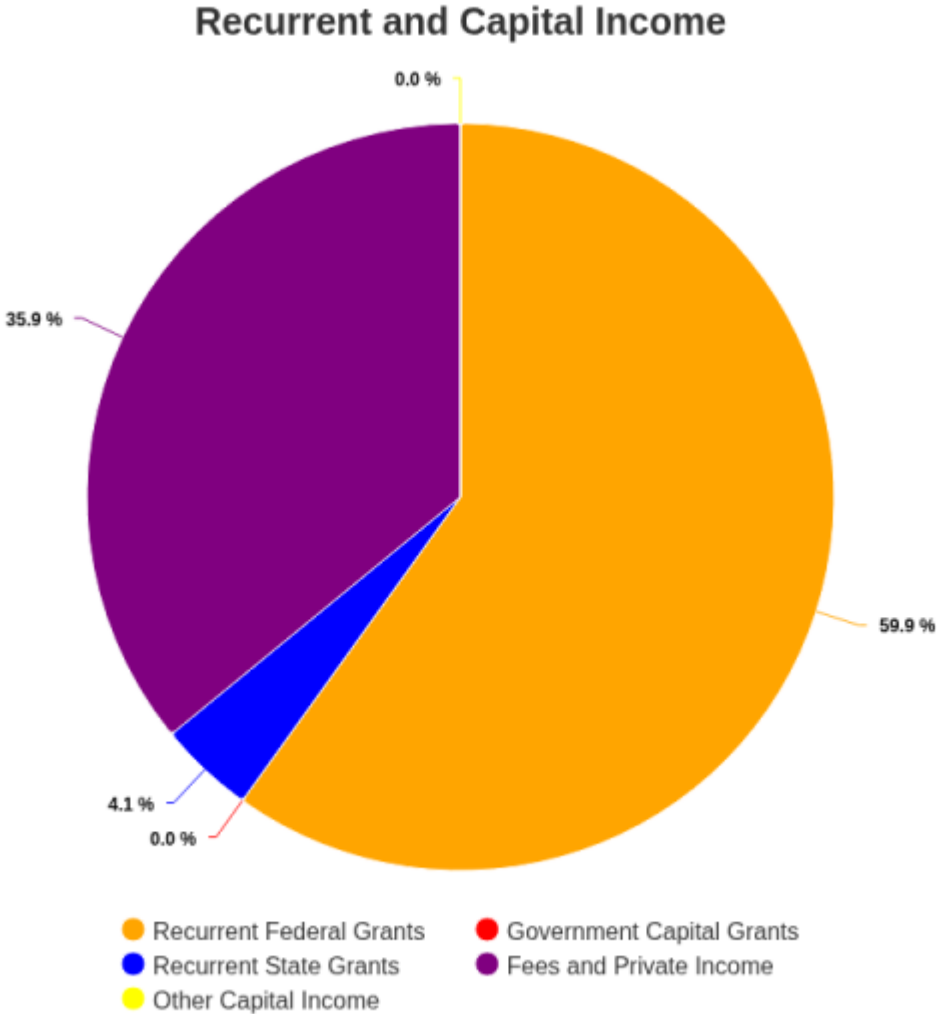
Staff respond favourably to 'Wellbeing Week' each term, which has included staff gatherings, breakfasts, Pilates sessions, walks, amongst other events. Continuous Improvement Conversations (CICs) with the principal or their mentor occurred during the year. During the CICs, staff develop their goals, a learning plan and discuss future career aspirations with their mentor, who regularly checks in with them.

In a climate of open, honest communication, staff opinions were highly valued in all strategic decision making processes within the school, particularly in the areas of learning and teaching, pastoral care and Catholic life and mission.

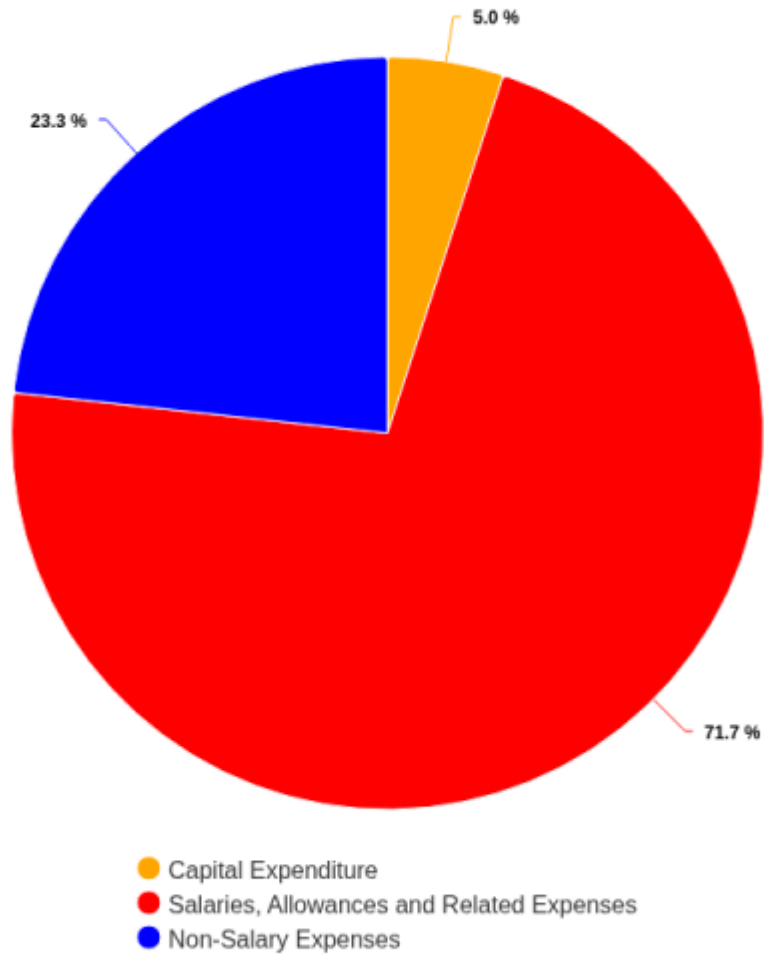
# Financial Statement

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Consistent with the NESAs requirements, financial income and expenditure for the School in 2025 is shown below. More detailed financial data is available on the [My School website](#).



## Recurrent and Capital Expenditure



END OF 2025 REPORT