

ESSE QUAM VIDERI



**CRANBROOK  
SCHOOL**

**THE 2024**  
**CRANBROOK  
SCHOOL**  
**NESA ANNUAL REPORT**

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# 1. About Cranbrook School

Cranbrook School is an Anglican, independent day and boarding school for students in Pre-school to Year 12 in Sydney's Eastern Suburbs.

Our vision is to be a world class school which encourages and enables all of our students to explore, enjoy and fulfil their potential. We lead our students to discover and make the most of their talents, give their best and thrive in and love the pursuit of excellence. As a school we energise the educational environment by offering a rich and distinctive schooling both within and beyond the curriculum and give powerful pastoral support. We uphold the character and foundation of our Anglican foundation in order to promote the moral and spiritual development of each student and foster the principles of service.

Cranbrook aims to build resilience and confidence so that each student can face the challenges of the twenty-first century with personal confidence, intellectual versatility, academic hunger and optimism. We inspire and support them to respect the integrity of differences, lead adventurous, courageous and generous lives contributing to the betterment of society.

We aim to discover each child's potential and develop their strengths. Because we believe that every child is unique, we provide motivation and challenge for those with academic or creative gifts and appropriate support for children with learning needs. We encourage students to think and act skilfully, creatively and responsibly.

The academic programme is based upon a structured teaching and learning framework, as well as the International Baccalaureate (IB) Primary Years Programme (PYP) in the Pre-schools and Junior School, and the Middle Years Programme (MYP) in Years 7 to 10. For Year 11 and 12 Cranbrook offers students the choice of the Higher School Certificate or the IB Diploma.

Cranbrook School is an IB World School, and in 2020 became accredited as an IB Continuum School, offering each of the PYP, MYP and IB Diploma Programme.

In terms of pastoral care, Houses in the Senior School and classes in the Junior School promote and environment within which students feel safe, gain a sense of identity and become known and valued as individuals.

There is a wide range of co-curricular activities available across sport, service, drama, music, debating and public speaking, technology, outdoor education and visual arts.

We cater for approximately 1,760 students across all our campuses.

Currently, Cranbrook caters for boys and girls in the Pre-schools, and boys in Kindergarten to Year 12. As

announced in 2022, Cranbrook is moving to co-education and, in 2026, will accept girls into Year 7 and Year 11. We will be fully co-educational in the Senior School in 2029.

Our two Pre-schools – St Mark's at Darling Point and St Michael's at Vaucluse – provide a secure, warm and exciting environment for our youngest Cranbrookians, who attend pre-school either two, three or five days a week from the age of three. St Mark's Pre-school accommodates 22 students per day and students attend five days per week. St Michael's Pre-school accommodates 40 students per day and students attend two, three or five days per week.

The Junior School has classes from Kindergarten to Year 2 with an intake of approximately 60 students into three classes in each year group. There is an additional intake of approximately 12 students into Year 3, creating three classes of approximately 25 students each for each of Year 3 to Year 6.

The Junior School campus for Kindergarten to Year 6 is located at Rose Bay. It is an outstanding, integrated educational facility. It provides academic and creative facilities, including art rooms, music rooms, a science classroom and a library, complemented by sports grounds including tennis courts, grass playing fields and a gymnasium that is also equipped to double as a multipurpose space for rehearsals, performances and special events. The campus is flexible enough to meet changing educational needs and is both spacious and robust; an ideal combination for active students.

The Senior School has classes from Year 7 to Year 12. Each year group currently has approximately 200 to 215 students. In Year 7, as well as students moving from the Junior School, there is an intake of students from other schools. Entry to other years in the Senior School is currently by way of a casual vacancy, with Year 11 will also be an intake year from 2026.

Boarding is offered from Year 7 onwards in one of two boarding houses. The total boarding capacity is 75 students. The boarding population consists of young people from various backgrounds: urban, rural and international; and we have a small number of full-fee-paying overseas students. The boarding experience at Cranbrook teaches students to be independent and responsible both for themselves and to the group so that they develop into mature and self-reliant young adults.

The Senior School campus at Bellevue Hill overlooks Sydney Harbour with facilities including bright, open and modern teaching spaces, specialist classrooms, a gymnasium, weights room, indoor swimming pool, library, basketball courts, playing field and recording studio. This campus had recently undergone a process of major renewal to renew some buildings and replace others - some of which had been in use for over 70

years - with new facilities that include a multi-level contemporary education building incorporating a drama and music theatre, chapel and dining commons, the Murray Rose Aquatic and Fitness Centre and an underground carpark.

The School also has an outdoor education facility located in the secluded and picturesque Wolgan Valley, a three-hour drive from Sydney in the World Heritage listed Greater Blue Mountains. Wolgan Valley is a residential and experiential education site that compliments the main campuses and allows learning to be undertaken in innovative ways, placing students in the natural environment and giving them an appreciation that they are part of an ecosystem, and have a responsibility to maintain it. At present, however, the School is unable to utilise the Wolgan Valley facility due to ongoing issues with the access road into the Valley.

At the end of 2024, there were 77 students enrolled at the Pre-schools, 480 students enrolled at the Junior School and 1,231 students enrolled at the Senior School.

Cranbrook has a student population reflecting a diversity of cultural and linguistic backgrounds, as well as a broad range of abilities and learning styles, including students with special learning needs. The student body is predominantly local, from within a 10-kilometre radius of the School, but some students travel a considerable distance to school each day.

For more information about the School, please visit our website: [www.cranbrook.nsw.edu.au](http://www.cranbrook.nsw.edu.au).

## 2. Messages from Key School Bodies

### 2.1 Report from the President of the School Council

To use that euphemistic phrase, 2024 was an “interesting year”.

As in any living community, there were moments for celebration, and times of quiet and unheralded achievement.

There were setbacks, occasions of loss and even tragic sadness, such as the loss of the School’s much loved and respected teacher, colleague and friend, Paul Hallam. We offer our condolences to Paul’s family and all those at Cranbrook who knew him well.

Hopefully, we were also able to find unexpected joy in the ordinary moments of daily life: in friendships, on the sporting field, in rehearsals, in the classroom, and in simple acts of kindness to one another.

Such is the rich assortment of life in a tight-knit community like Cranbrook’s.

The School Council was encouraged that, throughout some internal challenges in 2024, the School community rallied together so well, and Cranbrook continued to pursue the highest standards in all it does.

Much of the credit for this goes to our exceptional staff.

We are particularly grateful for the dedicated and collegial leadership of Michele Marquet as Acting Head of School, right from the moment she answered the call in our hour of need. Michele has been simply outstanding.

Our heartfelt thanks go to all our staff, both teaching and operational staff, for your dedication to our students, led in the Senior School by Bob Meakin and in the Junior School (in Michele’s absence) by Grant Andrews, Genét Erickson Adam and Richard Baker. We are grateful for them all.

We acknowledge the contribution of Nicholas Sampson during his tenure as Headmaster, a period during which Cranbrook achieved many important milestones. We wish Mr Sampson the very best for the future.

We have been delighted with the positive response to the appointment of Dr Anne Johnstone as the next Head of School. In Anne, who will commence in July 2025, the School Council is confident that we have secured a leader who can fulfil the hopes and aspirations of our School community.

Anne’s appointment provides optimism for the future, particularly at this transformational time in Cranbrook’s history as we look towards the commencement of coeducation in 2026, for which preparations are progressing well.

To our brilliant students, we hope you can all reflect on a year of growth and achievement. While each of you

deserves a prize of some sort, please be reminded that true value lies not in prizes, nor in many of the world’s other traditional markers of success, but in the quality of genuine relationships and a commitment to causes beyond yourselves.

As you strive towards that, please keep giving each of us a sense of joy as you embrace your talents and the opportunities provided at Cranbrook. You are the very reason the rest of us do what we do.

It was terrific to observe Theo Walsh and Angus Malcolm lead the student body last year – they combined superbly, using their distinctive talents in complementary ways.

The School is grateful for its partnership with parents in your kids’ education. We do appreciate the sacrifices you make on their behalf, particularly in an economic environment which we acknowledge is not easy for some.

The work of the Cranbrook School Parents’ Association in fostering that partnership is vital and we thank those who served through the CSPA in 2024 to build up our Junior School and Senior School communities and model acts of service.

In particular, we pay tribute to Sam Roberts, the outgoing CSPA President, who has been a superb contributor in that role for the past two years. During that time, Sam has also served as a valued member of the School Council, a capacity in which she continues.

We commend the work of the Old Cranbrookians’ Association, under the leadership of Marty Cayzer, and we celebrate the naming of the Old Cranbrookian of the Year for 2025, Sir Jonathan Mills AC, and the Young OC of the Year, Grae Morris, both fine examples of what the School stands for.

The Cranbrook Foundation has been a pillar of strength for the School as always, and we are grateful for the leadership of Vanessa Cardonnel in stewarding its work alongside the staff team.

More broadly, I acknowledge the dedication of my Council colleagues. I believe we have emerged from 2024 stronger than ever. It is a privilege for us to serve.

We should all be grateful for the unity of spirit and purpose right across this tremendous school.

*Esse Quam Videri*

**Geoff Lovell**  
**President**

### 2.2 Report from the Acting Head of School

2024 was in many ways a challenging year for our community, where we faced some difficulty and turmoil. Nevertheless, our students and staff stepped up to the

challenge with enthusiasm, determination and resilience, surpassing our expectations across the curriculum and co-curricular spheres of our School.

Our School motto has long been celebrated and is a rallying cry cherished by many, yet it also serves as a constant challenge. *Esse Quam Videri* is both aspirational and inspirational. In striving to live by it, we gain our most valuable life lessons. This year has exemplified that journey—prompting us to reflect with honesty, acknowledge our missteps, and embrace the changes necessary for growth. At the same time, it has reinforced the core values that define us, both as individuals and as a school.

In Term 4, we announced the new Head of School was to be Dr Anne Johnstone, currently Principal at Ravenswood. This announcement has brought a renewed sense of excitement and optimism to our community. As we look ahead to her arrival in Term 3, 2025 there is a palpable energy and anticipation for the leadership, vision and experience she will bring. Anne's appointment marks a new chapter - one filled with promise, fresh perspectives, and a shared commitment to excellence. With Anne at the helm, we embrace the future with confidence, inspired by the possibilities that lie ahead for our students, staff and school as a whole.

2024 saw a further embracing of the opportunity to refine and consolidate our plans for coeducation, ensuring that every aspect of the coming transition is thoughtful, well-structured and aligned with our School's values. With each step forward, the excitement within our community continues to grow as we prepare to welcome girls into Year 7 and Year 11 in 2026.

This year, we made significant progress in shaping the future of our coeducational environment. Alongside amenities upgrades on both the Junior and Senior School campuses, we have expanded our curriculum, co-curricular programmes, service initiatives and sporting opportunities to ensure a rich and balanced experience for all students. Our wellbeing programme has been carefully adjusted to support a diverse student body, and we have engaged our waitlist girls' families through a series of seminars and events to foster collaboration and shared understanding. Meanwhile, our Admissions Team continues to interview families eager to join us on this journey. As we move at pace toward 2026, our preparations continue with energy and purpose, ensuring we are ready to embrace this new era with confidence.

The past year has seen our teaching staff continue to strengthen the International Baccalaureate Continuum Programme, ensuring that students from Pre-School to Year 12 develop essential skills, strong character and a global perspective. At Cranbrook, our holistic philosophy prioritises the development of soft skills, fostering self-reflection and self-assessment to deepen learning and enhance understanding.

We had some exceptional HSC and IB Diploma results attained by the Class of 2024. This year's achievements built upon Cranbrook's proud tradition of academic excellence. Our students have once again

excelled in a wide range of subjects across both academic pathways, demonstrating the breadth and depth of their talents.

The top ATAR (99.95) was achieved by our joint HSC Dux, Matthew Radvin and James Rivlin, with our HSC Proxime Accessit, Caspar Nicholson, receiving an outstanding ATAR of 99.9. In the IB Diploma Programme, three students achieved a score of 43 and are our joint IBDP Dux – Anthony Chuang, Angus Malcolm and Charlie Xin. Our joint IBDP Proxime Accessit was awarded to William Colquhoun and Owen Woolford. Our students achieved an overall average score of 36 out of 45 whilst the global average was 29. The median ATAR for the IB Diploma Programme was 93.

We were delighted that 15 students were named on the All-Round Achievers and 17 students achieved an ATAR of 99 or above. We achieved 14 places in State including 1<sup>st</sup> in the State in English Advanced (James Rivlin) and 2<sup>nd</sup> in the State in Drama (Matthew Radvin) and in Latin Continuers (James Rivlin).

Our Drama students attained some exceptional HSC and IB Drama Results. Congratulations to our Drama Department with four boys achieving places in the State: Matthew Radvin (2<sup>nd</sup>), James Rivlin (3<sup>rd</sup>), Oliver Fletcher (4<sup>th</sup>) and Joel Droga (6<sup>th</sup>).

We had 36 nominations for OnSTAGE, ENCORE, ArtExpress, Shape and Young Writers' Showcase with selections for inclusion in OnSTAGE (a group performance 'Snowglobe' by Lex Baldwin, Mitchell Coles, Joel Droga and Matthew Radvin) and ArtExpress: 'A Mosaic of Moments' by Mitchell Coles.

The breadth of our co-curricular programme continues to be something worthy of celebration.

Throughout 2024 we enjoyed wonderfully exhilarating performances in the Pre-School Annual End-of-Year Concerts, both Junior School Musical Showcases, as well as the Scholars' Recital in the Senior School. AMPED, our very popular rock concert, was an outstanding success once more with over 30 bands performing. Hundreds of members of our community joined us at Town Hall once again for our superb Gala Concert, *Threads*, where over 700 performers from Year 3 to Year 12 showcased their talents. NEU!, our always highly anticipated contemporary music performances, did not disappoint either!

There were many superb Senior School productions across the year, including the hit musical *Little Shop of Horrors*, which saw over 1000 attendees and the outstanding production of *Cloudstreet*. The 2024 Junior School's annual production, *Stuart Little*, delighted its enthusiastic audiences and whet the appetite of our youngest actors for future involvement in theatre. Drama continues to flourish at Cranbrook.

Our Visual Arts Year 12 Exhibition showcased a superb range of skills across a wide variety of art forms. The students communicated powerfully through their chosen visual language their understanding or interpretation of aspects of our world and human experience. Our



second annual Junior School Art Camp at Bundanon was a huge success. This camp provided a wonderful opportunity for the most passionate young artists in the Junior School to experience intensive workshops to hone their skills, inspire their fascination with visual communication and expression, and share this with like-minded peers from across Years 5 and 6.

There were many sporting highlights in 2024, not in the least that every weekend our students from Year 3 up don their sports team's uniform, supported by their coaches and team managers, and participate in a broad range of sporting fixtures focused on functioning well as a team, not just self.

In Swimming, Marcus da Silva (Year 12) and Head Coach, Rebecca Wheatley, were both named on the Australian Junior Team for 2024. At the Australian Age Championships 2024, Cranbrook Aquatics Swimming Club finished 23rd on the point score out of more than 300 clubs, which was 31 positions higher than last year. Our Cranbrook Swim Team finished 3rd at the CAS Championships - our best finish in that carnival since 1985.

In Football, the Cranbrook 1sts Team Squad emerged as the triumphant St Andrew's Cup champions after a rollercoaster two-day tournament with 15 other independent schools. The 1sts Football team finished 2nd in the CAS competition, which was our best ever placing, while our 2nds won their CAS competition.

Our Senior School Cross Country Team took the CAS Michael Spratt Cup as overall winners and our Junior School Cross Country Team performed strongly at the IPSHA meet. The 1sts Cricket team won the Archer Shield for the 5th successive time, after finishing the season undefeated - a CAS record. Our 1sts Sailing team placed first at the State Championships and 2nd at Nationals.

2024 proved to be an extraordinary year for our debaters with the 1sts winning the ISDA Competition and ranking first in the CAS Debating Competition. Our Cranbrook team secured the accolade of Grand Final Runner-Up in The Grand Final of the 2024 National High School Mooting Competition held at Bond University. James Rivlin (Year 12) won the Runner-Up Best Oralist Grand Final award. This was Cranbrook's first time in the 35-year-old competition.

I take this opportunity to acknowledge the leadership across the Creative Arts, Oratory and Sporting domains and how every staff member contributes to the broad and inclusive offering of co-curricular at Cranbrook through these areas, as well as many others available to our students, including da Vinci Decathlon, Chess, Ethics Club, Duke of Edinburgh, Model UN and Photography to name just a few. Its breadth and depth are essential for our students to find their own voice and expression of who they are and the commitment of the staff to providing these opportunities is greatly appreciated.

In 2024, all our students from Years 7 to 10 were able to take part in the Cranbrook in The Field courses and

our Year 3 to Year 6 students attended their annual camps. The students challenged themselves, worked as a team and discovered persistence and perseverance.

I thank the Service Learning staff across all sections of the School who guide our students to engage in various programmes, to not only raise money for various charitable causes, but to focus on elevating awareness in the areas of sustainability, the environment and human need. Cranbrook participated and supported many activities. In Term 4, over 720 Senior School students and 100 plus staff gathered as the sun rose over Bondi Beach with 13 charities and hundreds of members of the public to embark on our largest ever Service event. Almost 18,000km were walked collectively and just under \$50,000 raised for our 13 charities. Movember raised \$9,855 – the best year to date. The 2024 Push Up Challenge saw hundreds of dedicated Cranbrook students and staff involved and raised \$25,825 (the top school in the entire country!) with a total 545,206 push ups completed. Year 10 and Year 12 Cranbrook students lent a hand at *Thread Together* as part of one of the initiatives to support National Recycling Week. In three hours, they helped sort over 15,000 items for those in need. Twenty-one Year 12 students joined Roughtober to gain powerful insights into homelessness in Kings Cross and Darlinghurst. Year 6 students spent the day at Our Big Kitchen cooking 162 meals for the local community and baking cookies to thank our amazing healthcare workers at Prince of Wales Hospital. Pre-school, Junior School and Senior School students supported Clean Up Australia Day initiatives.

We have continued to engage and strengthen the valuable relationships built within our community through a plethora of CSPA and OCA events held throughout the year, including a successful Vintage Club Day and our popular Grandparents' Day at Junior School. Mothers' Day and Fathers' Day events were exceptionally well attended at all campuses. Many of our Old Cranbrookians have made huge efforts this year to support the initiatives of the School and give back. A highlight was ex-Sydney Theatre Company Artistic Director, Kip Williams, who generously conducted a superb Masterclass for Cranbrook students about the importance and value of the Arts in the curriculum, told through his own experiences from early childhood. The work of the Foundation, the OCA and the CSPA continue to bolster the important and invaluable links between our past, present and future parents and students.

Our staff are central to all we do at Cranbrook and I note a few important changes. Peter Young, our Director of Students, retired at the end of 2024 after nearly 40 years of dedicated service to education in a number of schools. We wish him a long and happy retirement. After 7 years of loyal service to Cranbrook, we farewelled Nick Jolly, Director of Academics, as he takes up a promotional role at Reddam's North Shore campus. We also farewelled our invaluable Director of Marketing & Communications, Mel Parkes, who has

moved to the AISNSW and John Horton our passionate Head of Science who has moved overseas to Laos.

Excellence in education is mostly the result of sequentially building upon firm foundations laid by those who have come before. The exemplary work of those who teach, guide and nurture our Junior School and Pre-School cohorts benefit from the groundwork laid by parents, our children's first teachers. The dedicated efforts of our talented Junior School educators provide a strong platform for success in the older years. The fine work done in the early years is then built upon magnificently by the large team of dedicated teaching professionals across many departments in our Senior School. All are supported so ably by a diverse team of professional services staff who oversee finance, communications, IT, HR, compliance, facilities, general administration and more. These people work in the background to help the School to 'hum'. We thank them all for their commitment, loyalty and dedication to their work, as we all collaborate as a team to help guide and shape our students as they move from children not much older than a toddler, to young people ready to embrace the challenges of adulthood.

We look ahead to a new and exciting era at Cranbrook, one where we will welcome a new Head, whilst continuing to honour what defines us as unique. We have a generous community, a gifted college of educators and, most importantly, a school of diverse, talented and capable students, all of whom will help powerfully to shape Cranbrook's future path.

**Michele Marquet**  
**Acting Head of School**  
(8 March 2024 to 22 April 2025)

## 2.3 Report from the Chair of the Cranbrook Foundation

As the newly appointed Chair of the Cranbrook Foundation in 2024, transitioning from my previous role with the Cranbrook School Parents' Association (CSPA), I reflect on a year that, while presenting challenges, also highlighted the strength, unity, and generosity of our Cranbrook community.

Collaboration between the School Council, Cranbrook Foundation, Senior Leadership Team, and the Development & Community Office was instrumental in delivering a dynamic and engaging program for students, families, donors, and alumni. The continued support and generosity of our community have had a tangible impact, contributing to new buildings, enhanced facilities, and the ongoing funding of Foundation Scholarships.

### Strengthening Community Connections

In 2024, the Foundation engaged with over 1,500 members of the Cranbrook community through various events. Reunions welcomed close to 400 Old Cranbrookians (OCs) back to the School, with milestone gatherings drawing attendees from across Australia and overseas. Our interstate outreach

included intimate networking events in Melbourne and Brisbane, strengthening connections within the alumni network. The annual Vintage Club Day and OCA Sports Day continued to grow, fostering intergenerational engagement between past and present students.

Further, the OCA Annual Lunch brought together over 100 OCs, while the Father's Breakfast saw 700 students, fathers, and carers gather at Hordern. Musical nostalgia was rekindled through a special performance by members of the original Millennium of the Masses ensemble. The STRYDE4 event embodied *esse quam videri*, uniting students, staff, and families in a 21km walk supporting 13 charities across six critical sectors.

The Realise Capital Campaign achieved a remarkable milestone, with community contributions reaching \$1.35 million by year-end. Total funds raised for Realise, from 2017- 2024, are \$20.5 million. The Foundation's accumulated net assets, encompassing the Scholarship & Special Purpose Fund, Building Fund, and General Foundation funds, stood at \$4.1 million. In 2024, we transferred \$1.4 million to the School, underscoring our commitment to Cranbrook's development.

The Cranbrook Scholarship Funds continue to transform lives, with \$488,000 allocated to Foundation Scholarships, supporting ten students. As we approach co-education in 2026, our focus remains on strengthening the scholarship corpus to provide more students access to a Cranbrook education.

I extend my deepest gratitude to outgoing Chair, Vanessa Cardonnel, for her outstanding leadership and support. I also thank my fellow Foundation Board members, Acting Heads of School Michele Marquet and Stuart Meade, Director of Development and Community Cameron Torrance, and the dedicated team at the Development & Community Office. Special appreciation goes to Rebecca Curran, Melissa Berry, Mark DeBrincat, Milly Arundell, Andrew Moore, and Dominik Giemza for their invaluable contributions.

As we embark on the year ahead, the Cranbrook Foundation remains committed to fostering intergenerational support, ensuring the continued growth and success of our School. The generosity of our parents, alumni, and friends is invaluable, and we sincerely appreciate your unwavering commitment.

*Esse Quam Videri*

**Samantha Roberts**  
**Chair of Cranbrook Foundation**

## 2.4 Reports from Students

Cranbrook's Student Representative Council (SRC) is a body designed to represent and aid the students of the School. A body created of 29 dedicated and driven students, the SRC seeks to improve the overall condition of the School.

Guided by Mr Banes, Mr Sinclair, and Mr Darshana, the SRC has focused on creating a positive school culture and atmosphere.



Earlier this year, the SRC hosted a students versus teachers basketball game. This game ended in a narrow victory for the teachers and was a great entertainment for the hundreds of students and teachers in attendance. Another highlight was the halftime show, where students were selected from the audience to shoot a half-court shot.

Five senior SRC students were lucky enough to attend a sustainability event at neighbouring school, St Catherine's. This was a great event to learn more about sustainability. We got to hear from the 2025 Australian Youth Representative to the United Nations, Satara Uthayakumaran, as well as Dr Sally Gillespie, a psychologist specialising in climate emotions and also former Cranbrook Alumni Owen Magee. This event focused on how young people can engage in meaningful advocacy and how to manage complex emotions around climate change. The SRC representatives have returned with renewed motivation and practical ideas for implementation at Cranbrook.

The SRC is looking forward to hosting a study skills seminar in collaboration with online platform Rubix Learning. This will be a great opportunity for students to learn more about how to best prepare for exams and learn the best study strategies.

We are also in the process of creating a waste management proposal. In this proposal, we attempt to reduce the number of bottles and cans reaching the landfill from our School. This will be a return-and-earn initiative, and all funds collected will go to charity.

As Cranbrook is transitioning to coeducation in 2026, the SRC has been planning many ideas on hosting events with the students coming in next year, as well as working alongside students on the Student Co-education Committee to make the transition smoother.

The SRC at Cranbrook is a core part of the Cranbrook students' lives, and its impact on the school community grows with time.

**Eric Chen**

***President, Student Representative Council***

**Simon Tesvic**

***Secretary, Student Representative Council***

Leadership is the cornerstone of Cranbrook's culture, and we have been incredibly honoured to take up such an important responsibility as Senior Prefects in the School. This year, our Prefect model changed slightly as Student leaders were not only organised by House, but by the pillar of the School they represented. These pillars are academics, co-curricular and community, and when combined sum to the incredible school Cranbrook is.

In the academic space, students continue to be praised for attitude and effort before any other metric through the Head's list. To supplement this, Cranbrook's leadership approved the introduction of Academic Colours to celebrate high academic achievement in the same way as co-curricular success. Whilst Cranbrook has been running the "Staff becoming a student for a

day" initiative, we were able to flip it and have well versed Year 12's teach a Year 7 or 8 class for one period across all subjects.

Cranbrook's community is composed of both our internal and wider external community, both of which are constantly being bettered through the passion of students and staff. Voluntary charity events such as Clean up Australia Day, the Hordern Sleepout and Red Shield Appeal continually see high levels of student involvement and perhaps the largest event Cranbrook has taken part in was Stryde 4 Day in Term 4 of 2024. Here the whole Senior School walked the 21 kms from Bondi to La Perouse raising money for 13 individual House charities such as the Starlight Foundation, Black Dog Institute, Jeans for Genes and CETOP plus others. Not only was this a major fundraiser, it was an amazing shared experience where, within Houses, students could form deeper relationships with their teachers and housemates of all ages.

Cranbrook is a school which prides itself on our activities outside of the classroom as they are an outlet of physical and emotional creativity which we need to maintain balance. Whilst the ever popular rugby maintains a strong support base, we have encouraged younger students especially to be involved in a range of activities. The Mr Uncles led Cross-Country program has again seen growth, taking out yet another CAS title. Volleyball's first ever Friday Night Lights was a spectacle to behold, as despite the Brook's loss, the student attendance was enormous. The arts remain arguably Cranbrook's strongest discipline, with four past year 12's achieving State Ranks as well as several productions of large scale. Countless music events throughout the year make enjoying the efforts of Cranbrook musicians an accessible feat for all. Visual Arts and Photography have also made their mark on the Cranbrook community with a number of students participating in inter school competitions.

As we move towards co-education in 2026, students have held a large presence in working with Ms Turnbull among other senior staff within the Student Co-Education Committee to ensure younger students have a voice as the School undergoes large change.

On the topic of student voice, possibly the largest change has been the introduction of student run assemblies once every term. These assemblies provide the perfect opportunity to publicly celebrate the interests, pursuits and achievements of Students from all walks of life and shift the perception of Assemblies to an enjoyable event for all.

To summarise, Cranbrook is such an amazing part of so many lives and provides us as students a transformative educational experience. We believe that future students will thrive by carrying the legacy of 107 years into the years ahead.

**Huon Groves**

***Head Prefect***

**Matthew Downes**

***Second Head Prefect***

### 3. Standardised National Literacy Numeracy Testing (NAPLAN) Student Outcomes

In 2024, students in Years 3, 5, 7 and 9 participated in the national Numeracy and Literacy Assessments, known as NAPLAN. NAPLAN assesses individual student achievement in areas of literacy and numeracy. The overall literacy component of the NAPLAN includes areas of reading, writing, spelling and language conventions. The writing component of the NAPLAN is an assessment of a student's writing ability, encompassing aspects of text structuring, grammar, spelling and punctuation.

Students in Years 3, 5, 7 and 9 are tested in reading, writing, spelling, grammar and punctuation, and numeracy. NAPLAN participation for Cranbrook School in 2024 was 100 per cent; NAPLAN participation for all Australian students was 95 per cent.

The table below shows the average student results at Cranbrook School compared to students from schools with similar background and all Australian students. Students with a similar background are a comparison with the performance of all students with a similar background across the country, as determined by parental occupation and education.

The School's average was well above or above when compared to results of 'All Australian students' in all year levels and components, and well above, above or close to when compared to results of 'Students with similar background'.

More information can be found on the My School website: <http://www.myschool.edu.au>, including student results over time.

		Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
Year 3	Cranbrook	485	471	462	491	499
	All Australian	404	416	401	409	404
	Similar Background	464	458	447	472	455
Year 5	Cranbrook	579	570	541	576	574
	All Australian	492	485	486	498	489
	Similar Background	557	539	535	561	552
Year 7	Cranbrook	589	589	581	593	615
	All Australian	535	540	540	537	540
	Similar Background	567	570	564	570	573
Year 9	Cranbrook	631	622	606	611	644
	All Australian	565	574	567	555	565
	Similar Background	597	608	588	592	599

## 4. Senior Secondary Student Outcomes

Results for our Year 12 2024 cohort in both the HSC and IB Diploma Programme are outlined below.

Overall student achievement was well above State average and continued with the overall trend of consistent improvement over recent years.

### 4.1 Year 10 Record of School Achievement

The Record of School Achievement is only awarded to students who leave School prior to the HSC. No Record of School Achievement credentials were issued to students in 2024.

### 4.2 Higher School Certificate and Vocational Training

#### Vocational Training

Thirteen students (8 per cent of all Year 12 Students) completed a Vocational Education course as part of their HSC programme. This course was VET Construction.

#### Higher School Certificate

100 per cent of Year 12 Students undertaking the Higher School Certificate in 2024 qualified for the award of the Higher School Certificate.

#### HSC All Round Achievers List

Students who are eligible for this list gained 90 per cent or above in ten or more HSC units. This year 16 students achieve a place on this prestigious list.

In each of 2023 and 2022, 11 students achieved a place on this list, with 18 students on the list in 2021 and 16 in 2020.

#### Top Achievers – Place in Course

Nine students achieved the following 15 places in courses:

- 1st** in the State in **English Advanced**
- 2nd** in the State in **Latin Continuers**
- 2nd** in the State in **Drama**
- 3rd** in the State in **Latin Extension**
- 3rd** in the State in **Drama**
- 4th** in the State in **Drama**
- 5th** in the State in **English Extension 1**
- 5th** in the State in **Geography**
- 6th** in the State in **Drama**
- 6th** in the State in **Geography**
- 10th** in the State in **Construction Examination**
- 12th** in the State in **Legal Studies**
- 14th** in the State in **English Advanced**

**17th** in the State in **Biology**

**17th** in the State in **PDHPE**

Fifteen students achieved places in courses in 2024, six in 2022, four in 2021 and four in 2020.

#### Distinguished Achievers

Students must score 90 per cent or above in a subject to receive a Band 6 or E4 result and be named on the *Distinguished Achievers List*.

In 2024 110 students were placed on the *Distinguished Achievers List* in at least one subject.

There were 106 students placed on this list in 2023, with 100 in 2022, 101 in 2021 and 104 students in 2020.

#### HSC Showcase & Exhibitions Nominations

In 2023, there were 25 nominations involving 37 Cranbrook students for outstanding works in practical and performance courses:

- Thirteen students were nominated for OnSTAGE 2024, a presentation and exhibition of group and individual performances and projects by HSC Drama students.
- Three students were nominated for ENCORE 2024, a program of outstanding performances and compositions by students from the HSC Music Examinations.
- Twelve students were nominated and one selected for Shape 2024, an exhibition featuring a selection of exemplary Major Projects from HSC Design and Technology students.
- One student was nominated for Young Writers Showcase, a selection of outstanding major works from HSC English Extension 2 students across a range of literacy genres.
- One student was nominated for ARTEXPRESS, outstanding student artworks selected from the art-making component of the HSC examination in Visual Arts.

In 2024 there were 25 Cranbrook students achieving nominations, in 2022 20 students, in 2021 9 students and in 2020 14 students who were nominated for HSC Showcases and Exhibitions.

#### Achievement in Each Subject – Higher School Certificate

Band 6 is the highest band awarded for a course and indicates a mark of 90 or above out of 100. For Extension subjects, the highest band awarded is E4 for 45 or above out of 50.

Band 5 is the next highest band, indicating a mark of 80 to 89 out of 100. The equivalent band for Extension

subjects, E3 is award for marks of 35 to 44 out of 50.

**Table 1** indicates achievement across all subjects in the top band across 2020 to 2024 and compares this to State results.

Of note for 2024 are very strong results compared to the rest of the State in the top band in Business Studies, Chemistry, Chinese Extension, Construction Examination, Drama, Economics, all English courses, French Continuers, Geography, Industrial Technology, Latin Continuers and Extension, Legal Studies, Standard 2, Advanced and Extension Mathematics, Modern History, Music 1, 2 and Extension, Studies of Religion 1 and Visual Arts. This is a broad range of subjects and reflects Cranbrook's commitment to the principles of a liberal education, the encouragement of a love of the pursuit of excellence and an appreciation of the integrity of differences.

Where there are subjects with smaller student cohorts (such as extension subjects and languages) results generally show more variability year on year, where the results of one student can have a significant impact.

**Table 2** illustrates the same comparison however, across the top two bands.

This table shows that in all but two subjects (which have small and very small cohorts), the percentage of students achieving a result in the top two bands is greater, and often significantly greater, than the percentage of students achieving a result in the top two bands across the State.

Two new subjects, Construction Extension and Engineering, were introduced in 2024 with strong results in the top two bands.

Overall, HSC results continue to be strong, despite the introduction of the IB Diploma Programme reducing the number students in the HSC cohort.

### 4.3 International Baccalaureate (IB) Diploma

In 2024, 40 students completed the IB Diploma Programme.

All but two students (95 per cent of the 40 students undertaking the IB Diploma Programme) were awarded their Diploma. One student who did not achieve the minimum result in two of his Higher Level subjects resat those examinations in May 2025.

For the IB Diploma, in addition to six subjects studied, students consistently outperformed global averages in subjects such as English Language & Literature (HL), Global Politics (HL), Mathematics Analysis and Approaches (HL) and Biology (HL). Students also complete an individually researched Extended Essay of 4,000 words, a Theory of Knowledge course and 18 month of continuous engagement Creativity, Activity and Service, including a month-long collaborative CAS Project.

Cranbrook IB Diploma students averaged a score of 36 out of a possible 45 points, well above the world average of 29.

Three students were awarded the highest score of 43 points out of the maximum of 45.

Grades in each subject range from 1 to 7.

Cranbrook IB Diploma students achieved a total of 48 Grade 7s, completing 319 subject entries across a wide range of disciplines.

The average grade across the cohort was 5.68 compared to the global average of 4.82. Further information about each subject and achievement compared to global results are outlined in **Table 3**.

These outcomes demonstrate that the 2024 cohort maintained consistently high academic standards and performed significantly above global benchmarks.

**Table 1: Cranbrook vs State Top Band Results by HSC Subject 2020 - 2024 (rounded to the nearest percentage)**

	Cranbrook B6 & E4 2020	State B6 & E4 2020	Cranbrook B6 & E4 2021	State B6 & E4 2021	Cranbrook B6 & E4 2022	State B6 & E4 2022	Cranbrook B6 & E4 2023	State B6 & E4 2023	Cranbrook B6 & E4 2024	State B6 & E4 2024
Ancient History	32	9	26	10	38	9	33	9	17	10
Biology	3	6	8	7	4	6	15	8	6	7
Business Studies	24	9	20	9	33	10	37	11	36	11
Chemistry	24	13	6	11	30	9	5	12	33	11
Chinese Continuers	-	-	-	-	67	41	33	41	33	47
Chinese Extension	-	-	-	-	-	-	100	69	0	63
Construction Extension	-	-	-	-	-	-	-	-	27	7
Design and Technology	80	16	13	17	56	13	62	12	0	12
Drama	62	19	46	18	73	21	52	22	79	23
Earth and Environmental Science	0	6	0	1	0	6	-	-	0	6
Economics	26	13	33	15	27	15	27	13	15	14
Engineering	-	-	-	-	-	-	-	-	0	10
English Advanced	31	14	47	16	46	15	45	14	44	15
English Extension 1	40	39	89	41	100	40	75	41	100	42
English Extension 2	20	26	33	25	100	29	100	19	100	34
English Standard	0	1	0	1	4	1	0	1	2	0.5
French Continuers	0	31	44	33	0	26	20	25	0	25
Geography	43	12	25	9	16	11	38	10	27	10
History Extension	29	21	13	24	7	25	0	26	11	28
Industrial Technology	9	8	0	7	0	8	40	8	10	7
Latin Continuers	25	50	43	47	25	38	66	46	80	55
Latin Extension	100	86	57	78	100	78	100	81	60	79
Legal Studies	29	15	37	15	32	15	46	14	35	15
Mathematics Advanced	52	23	55	23	31	23	35	22	40	22
Maths Extension 1	49	37	60	37	50	35	31	34	51	35
Maths Extension 2	58	36	45	43	75	40	25	37	44	40
Mathematics Standard 2	22	5	21	6	22	7	17	9	25	9
Modern History	24	10	27	11	21	10	25	10	26	10
Music 1	29	22	40	20	67	22	83	23	60	20
Music 2	20	38	67	45	0	34	0	34	40	36
Music Extension	33	69	75	64	100	76	100	71	100	70
PDHPE	5	9	13	7	16	5	16	6	17	9
Physics	32	13	26	12	47	12	9	13	13	12
Science Extension	25	7	67	10	11	8	0	7	0	9
Software Design and Development	-	-	-	-	17	14	0	12	0	13
Studies of Religion 1	-	-	-	-	-	-	43	14	17	14
Visual Arts	6	17	35	17	8	16	33	18	28	17

**Table 2: Cranbrook vs State Top Two Bands Results by HSC Subject 2020 - 2024 (rounded to the nearest percentage)**

	Cranbrook B5/6 & E3/4 2020	State B5/6 & E3/4 2020	Cranbrook B5/6 & E3/4 2021	State B5/6 & E3/4 2021	Cranbrook B5/6 & E3/4 2022	State B5/6 & E3/4 2022	Cranbrook B5/6 & E3/4 2023	State B5/6 & E3/4 2023	Cranbrook B5/6 & E3/4 2024	State B5/6 & E3/4 2024
Ancient History	74	33	74	34	84	34	83	28	54	36
Biology	56	30	60	31	37	27	69	32	48	34
Business Studies	78	35	65	36	78	34	77	35	66	37
Chemistry	65	43	53	40	63	33	58	38	76	39
Chinese Continuers	-	-	-	-	100	75	100	70	67	68
Chinese Extension	-	-	-	-	-	-	100	98	100	76
Construction Extension	-	-	-	-	-	-	-	-	64	46
Design and Technology	100	46	100	55	89	47	100	47	100	47
Drama	95	47	79	46	96	59	91	60	97	61
Earth and Environmental Science	33	29	40	28	30	33	-	-	59	32
Economics	61	51	81	50	74	50	77	48	0	50
Engineering	-	-	-	-	-	-	-	-	50	32
English Advanced	84	63	93	69	97	68	96	67	100	67
English Extension 1	100	92	100	94	100	93	100	95	100	95
English Extension 2	100	83	100	84	100	85	100	87	100	89
English Standard	13	11	50	17	51	16	47	13	49	13
French Continuers	50	64	56	63	50	58	20	58	100	64
Geography	86	41	69	44	82	42	83	42	75	38
History Extension	100	76	73	77	100	83	94	86	89	86
Industrial Technology	54	23	22	25	45	22	70	24	60	23
Latin Continuers	100	89	43	77	25	74	100	82	100	91
Latin Extension	100	100	100	95	100	95	100	98	100	100
Legal Studies	83	39	77	42	80	41	94	42	85	44
Mathematics Advanced	84	52	77	50	67	49	77	50	79	50
Maths Extension 1	87	74	87	74	97	74	75	71	100	82
Maths Extension 2	95	84	100	87	100	86	100	88	100	86
Mathematics Standard 2	72	24	50	25	64	29	57	31	66	28
Modern History	69	37	70	38	70	35	72	35	77	39
Music 1	71	64	100	64	100	70	100	69	100	67
Music 2	80	86	100	88	80	86	100	85	100	74
Music Extension	100	97	100	95	100	97	100	96	100	97
PDHPE	47	24	57	31	69	26	53	30	61	33
Physics	68	41	61	41	76	41	45	39	56	38
Science Extension	100	74	100	72	78	79	100	77	100	81
Software Design and Development	-	-	-	-	50	38	25	35	40	38
Studies of Religion 1	-	-	-	-	-	-	100	50	84	44
Visual Arts	94	65	95	63	95	65	75	65	76	67



**Table 3: Comparison of Cranbrook Average Grade and Global Average for IBDP 2023 - 2024**

Subject	Number of Students 2023	Cranbrook Average 2023	Global Average 2023	Number of Students 2024	Cranbrook Average 2024	Global Average 2024
English Language & Literature HL	7	5.86	4.84	11	6.27	4.96
English Language & Literature SL	21	5.30	5.04	22	5.64	5.11
English Literature HL	4	5.50	5.07	-	-	-
English Literature SL	3	5.33	4.89	7	5.86	5.15
Chinese B – Mandarin SL	2	5.00	6.51	3	6.33	6.46
French B SL	3	6.67	5.36	10	5.40	5.34
German B SL	2	6.00	5.25	1	7.00	5.20
Japanese Ab. SL	5	5.25	5.56	5	5.60	5.52
Latin HL	2	4.50	6.11	3	5.67	5.90
Latin SL	2	5.00	5.74	1	5.00	5.42
Mandarin AB. SL	-	-	-	1	6.00	6.01
Spanish Ab. SL	18	5.00	5.37	15	5.00	5.25
Economics HL	8	5.50	5.21	12	5.75	5.13
Economics SL	3	5.50	4.99	1	5.17	4.86
Env. and Soc. SL	3	5.33	3.98	2	7.00	3.99
Geography HL	6	5.50	5.27	3	5.00	5.30
Geography SL	-	-	-	1	5.00	5.12
Global Politics HL	10	5.70	4.98	13	6.23	4.99
Global Politics SL	-	-	-	1	6.00	4.64
History SL	2	6.00	4.29	-3	6.00	4.34
History Americas HL	5	6.00	3.88	5	6.20	4.89
Psychology HL	18	5.35	5.31	19	5.79	5.30
Biology HL	7	4.00	4.57	6	5.00	4.65
Biology SL	1	5.00	3.73	1	6.00	3.85
Chemistry HL	7	3.57	5.26	5	6.20	5.28
Chemistry SL	4	5.25	3.94	3	5.67	4.00
Computer Science HL	7	4.33	4.49	5	4.40	4.42
Computer Science SL	-	-	-	1	4.00	3.36
Design Tech HL	4	5.00	4.72	7	5.14	4.53
Physics HL	2	5.50	5.07	3\7	5.71	5.02
Physics SL	6	5.33	3.81	4	5.25	3.72
Sports Science HL	9	5.44	5.57	6	4.17	5.54
Sports Science SL	1	3.00	4.12	3	5.33	4.06
Mathematics Analysis & Approaches HL	-	-	-	9	6.11	5.08
Mathematics Analysis &Approaches SL	10	4.70	3.85	16	5.81	3.94
Mathematics Applications & Interpretation HL	9	5.25	4.20	3	4.00	4.02
Mathematics Applications & Interpretation SL	16	4.88	3.74	12	4.50	3.60
Music HL	-	-	-	1	7.00	5.41
Music SL	2	5.00	4.41	-	-	-
Theatre SL	-	-	-	2	7.00	5.87
Visual Arts HL	-	-	-	3	5.67	4.40
Visual Arts SL	-	-	-	1	7.00	4.15

## 4.4 ATAR Results

An ATAR is a rank between 0 and 99.95 that indicates a student's position relative to the State cohort.

The median ATAR at Cranbrook School for students undertaking the Higher School Certificate in 2024 was 88.00. The median ATAR for IB Diploma students in 2024 was 93.00. The combined median ATAR across both courses in 2024 was 89.00.

The top ATAR at Cranbrook School in 2024 was 99.95. Seventeen students received an ATAR of 99.00 or higher in 2024.

**Table 4** illustrates comparison of these figures over the past five years.

**Table 5** below illustrates the percentages of Cranbrook students against State for 80 per cent or higher and 90 per cent or higher in ATAR for the past 5 years.

**Table 4: Cranbrook vs State ATAR Comparison 2020 - 2024** (rounded to the nearest percentage)

	Cranbrook Median ATAR	State Median ATAR	Cranbrook Top ATAR	Students with ATAR of 99.00 or higher
2024	89	71.55	99.95	17
2023	89	71.05	99.95	8
2022	89	71.25	99.95	10
2021	88.5	70.4	99.9	13
2020	89.6	69.75	99.9	10

**Table 5: Cranbrook vs State ATAR Comparison 2020 - 2024** (rounded to the nearest percentage)

	Cranbrook ATAR of 90.00 or higher	State ATAR of 90.00 or higher	Cranbrook ATAR of 80.00 or higher	State ATAR of 80.00 or higher
2024	42%	17.8%	71%	35.5%
2023	47%	17%	78%	35%
2022	44%	18%	74%	35%
2021	42%	17%	70%	34%
2020	45%	17%	70%	34%

## 4.5 Post School Destinations

Most students (approximately 97 per cent) from the 2024 cohort go on to tertiary education at a university, TAFE or private college. Of these, 88 per cent go straight to tertiary studies and approximately 10 per cent take a "gap year" in the form of travel, working in UK boarding schools or other forms of a break from studying. The balance of students (approximately 3 per cent) go on to full time work, usually involving either an apprenticeship or cadetship.

There continues to be over 50 per cent of students receiving early entry offers. These were from the Australian National University, Macquarie University, the University of Technology Sydney, with a smaller number of students receiving offers from other universities. Some students receive multiple offers and some do not accept the offers.

Students attend a wide range of tertiary institutions, both local and interstate. The most common local institutions are University of Sydney, University of Technology Sydney, University of NSW and Macquarie University. Interstate universities include Australian National University and the University of Melbourne. Approximately 3 per cent of students are believed to have accepted offers at overseas universities, usually in the UK or USA. A small number of students are attending TAFE. A couple of students applied to join the Australian Defence Forces.

The most popular disciplines studied at university are understood to be business/economics/commerce/finance; engineering; computer science; law; science; medicine and health sciences; arts/international studies/social sciences; communications; construction; creative arts.

## 5. Teacher Accreditation

This table shows level of accreditation of teachers who were responsible for delivering the curriculum during 2024.

Level of Accreditation	Number
Conditional	13
Provisional	21
Proficient Teacher	184
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

## 6. Workforce Composition

School Staff as at 2 August 2024	Number of Staff
Teaching staff	218
Full-time equivalent teaching staff	182.2
Non-teaching staff	130
Full-time equivalent non-teaching staff	116.7

School staff are approximately 58 per cent female and 42 per cent male if excluding casual staff, and 43 per cent female and 57 per cent male if including casual staff.

The current average tenure of staff is close to six and a half years, or just over four years if including casual staff.

Staff range in ages from their late teens to mid 70's.

Staff come from a variety of cultural backgrounds. In 2024 the School had one member of staff who has identified themselves to the School as Aboriginal and/or Torres Strait Islander.

## 7. Student Attendance

### 7.1 Student Attendance Rates in 2024

Year Level	Attendance Rate %
Kindergarten	96.9%
Year 1	96.8%
Year 2	96.2%
Year 3	95.6%
Year 4	96.3%
Year 5	95.3%
Year 6	94.2%
Year 7	94.9%
Year 8	93.8%
Year 9	94.6%
Year 10	93.5%
Year 11	95.7%
Year 12	95.8%

The whole school attendance rate, indicating the percentage of students attending school on average each school day in 2024, was 95.0 per cent. With the exception of the whole school attendance rate in 2022 which was significantly impacted by requirements for mandatory COVID isolation, the Omicron variant waves and a general increase in respiratory illness, this is similar to the whole school attendance rate in the years prior to 2022, although slightly lower than the rate in 2023.

### 7.2 Management of Non-Attendance

Cranbrook School has implemented policies and procedures to assist in the management of non-attendance. These include:

- The School monitors the daily attendance and absence of students;
- Student absences from classes or school are identified and recorded;
- Unexplained absences from classes or school are followed up with the student and their parents;
- The School notifies parents where a student has a poor record of school or class attendance;
- Where unsatisfactory class or school attendance is identified, appropriate action is taken to address the issue; and
- Extraordinary leave must be requested in writing and requests will be considered in the light of individual circumstances.

Attendance every day at school, and at compulsory events, sport, and co-curricular activities that a student has elected to join, unless ill or granted leave in advance, is a condition of enrolment at Cranbrook School.

Students are expected to attend all compulsory events, which may occur outside of class times and on weekends. Absence from any compulsory events requires a medical certificate. Unexplained absences from compulsory events are followed up by a letter requesting an explanation for the absence. It may also result in disciplinary measures being taken.

Participation in school sport is compulsory for every student from Year 3 onwards. This participation involves

attendance at training sessions and a Saturday commitment. Unexplained absences from sporting commitments usually result in disciplinary measures being taken.

Where a student has committed to a co-curricular activity, the student is expected to attend all classes, practice sessions and events in relation to that co-curricular activity. Unexplained absences from co-curricular commitments usually result in disciplinary measures being taken.

Cranbrook School keeps a register of the daily attendance of all students at the School electronically.

Parents are responsible for personally notifying the School by ringing the relevant Absentee Line as early as possible (and prior to the start of the school day if possible) when their child is absent from school.

Unexplained absences are monitored by the Student Services Coordinator (Senior School) and the Executive Assistant to the Junior School Leadership Team (Junior School) and followed up for explanations with parents. Medical Certificates are required for absences of three days or more (Senior School) or two days or more (Junior School) unless leave in advance has been approved. Any absence on the last day of term, the beginning of a new term or the day of a compulsory event also needs to be supported by a medical certificate dated that day.

There are procedures for students for signing in and signing out when arriving late or leaving the School prior to the end of the school day.

Absences are regularly monitored by relevant Class Teachers (Junior School) and Heads of House (Senior School) and if absences reach certain thresholds must be escalated to the Deputy Head - Student Wellbeing P-6 (Junior School) or Director of Students (Senior School) who will investigate the absences and take such further steps as are considered necessary.

At any time when a student's absences are considered likely to interfere with their educational progress, a number of steps will be taken to help address the issue, including involving the student, their parents, and other internal and external support bodies where appropriate. The aim is to:

- Arrive at an understanding of the student's circumstances;
- Facilitate the student's return to school;
- Co-ordinate the student's continuing studies;
- Seek to ameliorate the effect of the absence on the student's educational progress; and
- Explore appropriate strategies to address the absence issue and support the student.

Applications for leave during term time must be made in advance and in writing to the relevant staff member who has the authority to approve an absence of that type and duration.

The School does not generally approve the taking of leave for travel during term time. Travel should be organised wholly within Cranbrook's published holidays.

Parents whose child is absent without approved leave are advised that they and their child are jeopardising their place in the School.



## 8. School Policies

The following school policies are publicly available on the School's website here:  
<https://www.cranbrook.nsw.edu.au/about-us/policies-2/>.

- [Admission Policy](#)
- [Anti-Bullying Policy](#)
- [Behaviour Management Policy](#)
- [Child Protection Policy](#)
- [Complaints Handling Policy and Procedure](#)
- [Handling Allegations of Staff Misconduct and Reportable Conduct Policy](#)

These policies are also made available in electronic or hard copy form on request.

## 9. Parent, Student and Teacher Satisfaction

We encourage parental and staff involvement and feedback and our Executive Team very much operate an open door policy towards both.

### Parents

Parents are given a myriad of opportunities to contact the School, their child's teachers, Mentor or Head of House. This can be by phone, email or meeting in person.

Parents also attend student / parent / teacher events each year to get feedback on their child's learning.

Parents also attend a number of functions at the School, including a welcome cocktail party, mothers' and fathers' day events, professional events, student musical and drama performances and sporting events.

The Cranbrook School Parents' Association has a regular meeting with the Head of School and shares feedback from parents about levels of satisfaction and/or any concerns they have with how the School is operating. The President of the Cranbrook School Parents' Association is also a member of the School Council.

A formal survey of parents of students in Year 12 is conducted each year to measure stakeholder perceptions and satisfaction across a range of areas including academic programmes, student wellbeing and co-curricular offerings.

A broader parent satisfaction survey was also conducted in 2024, encompassing families from the Pre-Schools, Junior School and Senior School.

Key strengths identified included the quality of teaching, the facilities and the sense of community at the School.

The satisfaction results were good with a Net Promoter Score of 34, up from 32 in 2022.

Recommendations from those results included the need for a greater focus on helping students prepare for a fast-changing future, improvements in student communications, and improvements in academic progress reporting.

### Staff

Staff are encouraged to share constructive feedback with leadership through a variety of forums; from staff meetings and workshops to 1:1 meetings. Staff are also offered the opportunity to have lunch with members of the School Council once per term to share feedback and views.

By encouraging feedback and acting upon it, our staff are motivated and this leads to continuous improvement for the School and its students.

Staff have the opportunity to join the staff Common Room which organises regular social events, gatherings and activities for staff, and will also represent staff concerns on key issues as required. The School also celebrates special occasions for staff.

Different groups of staff across the School are also represented on the School's Work, Health & Safety Committee to ensure that feedback and consultation on key issues of health and safety consider occurs across different campuses and types of roles.

Less experienced teachers are allocated a staff mentor to coach and mentor them as needed providing further avenues for feedback.

A review of staff culture was conducted in 2024, incorporating an online survey, interviews and focus groups. Feedback from this and other anecdotal sourced reflects high levels of satisfaction with facilities and colleagues, frustrations caused by legacy IT systems, and challenges with the requirement to undertake co-curricular commitments on weekends. Projects are currently underway to introduce a new School Management System, and trial a more flexible approach to staffing our co-curricular program.

### Students

Students have many avenues to give their feedback on their schooling.

Students meet in small mentor groups where feedback is encouraged. Students are also part of the leadership of the School and make up the Student Representative Council, House leaders and prefect body. The prefect body are provided with an opportunity each year to provide feedback directly to the School Council with respect to their views and experiences at the School. A Student Wellbeing Committee has also recently been formed.

The School's Child Safety Committee continues to explore opportunities for increasing Student Voice in the School, which includes encouraging both formal and informal student feedback.

A formal survey of students in Year 12 was conducted in 2023.

Results were similar to the survey conducted with parents. Subject satisfaction amongst Year 12 students overall was high across both the HSC and IB Diploma Programme, as was satisfaction with co-curricular activities.

Students in Years 5 through 11 also participated in a survey on school culture and values in Term 4 2023, as part of an ongoing whole-school cultural review process.

Students broadly had very positive perceptions of the school culture in both junior and senior years, peaking in Year 7.

Negative experiences of bullying and harassment were most often related to physical abilities and appearance, or interests and hobbies.

These results are being synthesised with previous insights from the Corridor Culture research project conducted in 2022 to inform the evolution of our student wellbeing programme and overall pastoral care system.

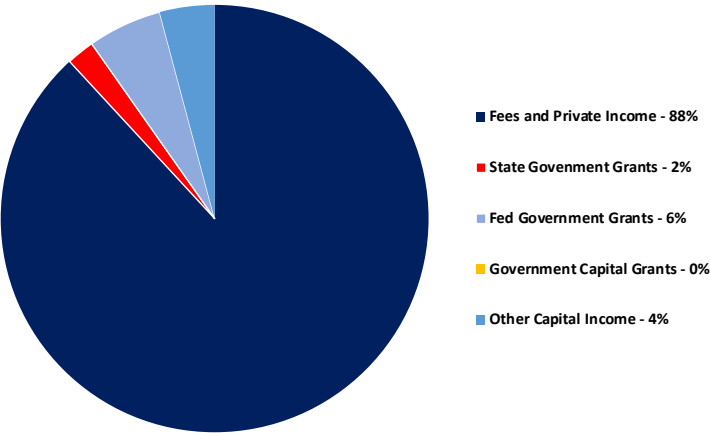
# 10. Summary Financial Information

Income	2024
Fees and Private Income	\$83,266,092
State Government Grants	\$ 1,993,761
Federal Government Grants	\$ 5,298,627
Government Capital Grants	\$0
Other Capital Income	\$ 3,910,333
Total	\$94,468,813

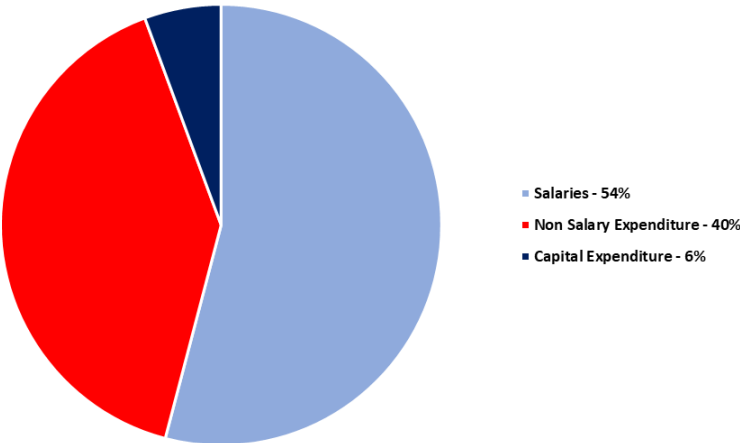
Expenditure	2024
Salaries	\$54,673,239
Non Salary Expenditure	\$40,738,912
Capital Expenditure	\$ 5,685,884
Total	\$101,098,035

Source: 2024 Annual Financial Report

## 2024 Recurrent and Capital Income



## 2024 Recurrent and Capital Expenditure





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