



Catholic Schools
DIOCESE OF MAITLAND-NEWCASTLE

2025

ANNUAL SCHOOL REPORT

SERVICE | LEADERSHIP | JUSTICE

TOGETHER IN CHRIST



ST JOSEPH'S
PRIMARY SCHOOL
GLOUCESTER

St Joseph's Primary School

53 Denison Street, GLOUCESTER 2422

Principal: Ms Amy Maslen

Web: <http://www.gloucester.catholic.edu.au>

About this report

St Joseph's Primary School (the 'School') is registered by the NSW Education Standards Authority (NESA) and managed by the Catholic Diocese of Maitland-Newcastle (CDMN) which forms part of the broader system of schools governed by Catholic Schools NSW. The Annual School Report (the 'Report'), provides parents and the wider community with fair, accurate and objective information about various aspects of school performance and development. 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.

Detailed information about the School's improvement journey is documented in the Strategic Improvement Plan (SIP) which 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 be also be obtained from the My School website.

Message from key groups in our community

Principal's Message

As we come to the end of a truly remarkable school year, I want to take a moment to celebrate the achievements and growth of our students, staff, and community. This year has been filled with learning, creativity, and collaboration, and I am incredibly proud of what we have accomplished together.

St. Joseph's places emphasis on differentiation and support for each child to reach their goals. Staff work collaboratively in Professional Learning Teams (PLT) in order to collaborate and achieve the best outcomes for students. Staff, parents and students work together to achieve success for our students. Pastoral care for our students, families and staff is an important fabric of our school community.

One of the standout highlights was the extraordinary opportunity for our students to write and illustrate their very own book, *Fire in the Tops*, in partnership with acclaimed author and illustrator Sami Bayly. This project was more than just a creative exercise—it was a journey of imagination, teamwork, and perseverance. Watching our students bring their ideas to life and seeing their pride in the finished product was inspiring. Their work reflects not only their talent but also the supportive environment we strive to create here at our school.

Beyond this milestone, our students have continued to excel academically, socially, and personally. They have embraced challenges, demonstrated resilience, and shown kindness and respect to one another. Our dedicated staff have worked tirelessly to nurture these qualities, and I am grateful for their commitment and passion.

Thank you to our families and community for your ongoing support. Together, we have made this year one to remember. I look forward to building on this success as we head into another exciting year of learning and growth.

Warm regards,
Amy Maslen
Principal

Parent Body Message

St. Joseph's FACE (Family and Community Engagement) Group continue to be involved in the support of St. Joseph's Primary School Gloucester. High levels of satisfaction and positive responses to the shared partnerships established at St. Joseph's have been reported by parents anecdotally at parent teacher meetings and discussion with parents.

Parents have supported the school with various fundraising including Shared Table, Movie Night, Disco, and a Christmas Raffle.

Student Body Message

'St. Joseph's is a wonderful school where we've grown, learned, and shared so many special moments. We've loved the responsibility that comes with being school leaders—it's given us the chance to set an example and support others. We know we can always count on our friends and buddies, and we treasure the times spent together with classmates and teachers. These memories will stay with us as we move on to the next chapter of our journey'

Year 6 Leaders.

School Features

St Joseph's Primary School Gloucester is a Parish school and has a proud history built on the tradition of the school's founders, the Sisters of St Joseph. The school was first opened in 1919 and classes were held in the Church building. The present building housing the classrooms was opened in 1969. In 1994 the Administration block was constructed, the covered outdoor learning area was added in 2000 and the BER in 2010-2011 saw the construction of a new library, hall and canteen facilities. In 2018, the school was approved for the construction of a new student toilet block and levelling of the school playground. The toilet block was built in 2019, but the playground works were put on hold due to the impact of the drought. In 2019, St Joseph's Primary School Gloucester celebrated its Centenary to mark 100 years since the arrival of the Sisters of St Joseph in the town. A wonderful day of celebrations was held on March 9, commencing with a Mass followed by a luncheon in the school hall. Many Parishioners, students and staff both past and present, as well as many of the Sisters of St Joseph's attended the day and delighted in looking at the memorabilia on display in the hall and recalling their time at the school. The Convent, which has since become a Parish rental property, was open for visitors to take a trip down memory lane.

Location/Drawing Area

St Joseph's Primary School Gloucester is one of 44 Catholic Primary Schools within the Diocese of Maitland-Newcastle and is built on the land of the Worimi and Biripi people. Gloucester is a rural community located in a fertile valley bordered by the Bucketts and Mograni Ranges. Gloucester township is surrounded by farmland, hills, forests, rivers and streams. Gloucester Shire is located in the north-eastern sector of the Hunter Region of New South Wales. Students graduate from St Joseph's Primary School Gloucester and transition to St Clare's High School in Taree or Gloucester High School.

Student Profile

Student Enrolment

The School caters for students in Years K – 6. Students attending this School come from a variety of backgrounds and nationalities. The following information describes the student profile for 2025: Additional information can be found on My School website.

Girls	Boys	LBOTE*	Total Students
24	11	5	35

* Language Background Other than English

Enrolment Policy

The [Enrolment Policy](#) applies to all school enrolments within the Maitland-Newcastle Diocese. School authorities manage local enrolment processes and procedures in a manner consistent with the rationale and guiding principles articulated in this Enrolment Policy.

Student Attendance Rates

The average student attendance rate for 2025 was 92.29%. 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
95.91	93.58	91.68	92.75	88.69	90.09	93.32

Managing Student Non-Attendance

All schools maintain an accurate register of their student's attendance. Any absences (part or full day) from school are recorded on this register and appropriate intervention strategies are implemented if required.

While parents/carer are legally responsible for the regular attendance of their child at school, school staff, as part of their duty of care, play a vital role in providing a continuum of active support including universal, targeted, and individualised strategies when supporting students with attendance concerns. Documented attendance plans may be developed to address the needs of students whose attendance is identified as being of concern.

Staffing Profile

Staffing Profile

Note: The data presented reflects the most current information available at the time of reporting. Variations in data currency may occur where staff updates are pending. Differences between tables are due to variations in staff inclusion criteria; therefore, minor discrepancies in reported numbers may occur.

The following information describes the staffing profile for 2025:

Total number of staff	12
Number of full time teaching staff	4
Number of part time teaching staff	2
Number of non-teaching staff	6

Total number of teaching staff by NESA category

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

The following table describes the accreditation status of teachers at St Joseph's Primary School in 2025:

Conditional Teachers	1
Provisional Teachers	2
Proficient Teachers	5

Catholic Identity and Mission

Catholic Schools in the Diocese of Maitland-Newcastle participate, under the leadership of the Bishop and in partnership with parents and parishes, in the mission of the Church to provide quality education in the context of a living Catholic Christian tradition. Within this context, Catholic schools in the Diocese of Maitland-Newcastle educate from and for vibrant, welcoming and diverse communities with a particular commitment to the poor; for justice, integrity and peace; and with hope for the future.:

At the heart of everything there is always Jesus Christ.

Catholic schools educate:

- From and for the community of faith
- From and for excellence in learning
- In a rigorous, creative and critical pursuit of truth

(Adapted from: The Catholic School's Office Diocesan Vision Statement, 2016)

Catholic Culture

Following the launch of St Joseph's new Vision & Mission statement, 'With Jesus our companion, we learn, grow and wonder' in 2024, 2025 has focussed on student formation and embedding the Vision and Mission into our school.

Our school community gathers each morning to pray the School Prayer written by the students of St Joseph's. During this time the school acknowledges the land on which the school is built - the land of the Worimi and Biripi people. All staff and students participate in the faith life of the school and are given regular and meaningful opportunities to do so. Our school foyer welcomes visitors into our school with a visible presence of St Mary of the Cross MacKillop and a beautiful statue of the Patron Saint of our school - St Joseph. This statue was donated by the Sisters of St Joseph at Lochinvar. Each classroom, the Library and the staffroom has a prayer space and Religious icons are evident throughout the school. The school's Catholic identity is acknowledged and celebrated through various Parish and School events.

Faith Life

The parents are aware of the importance of Religious Education within the school and are very supportive of the distinctively Catholic identity of St Joseph's Parish and School. Liturgy, "the work of the people", is the ritual prayer of the Church. Our liturgies bring the community together in active participation and worship to experience and acknowledge the presence of

God who is with us. We recognise the Eucharist as our source and summit and aspire to continue to celebrate this in the context of the universal Catholic Church.

Spiritual Formation

St Joseph's School has a strong Mini Vinnies Team coordinated by our Pastoral Care Worker. The Mini Vinnies Team frequently involves themselves in Servant Leadership activities and 2025 was another very successful year. Activities included: Pancake Day to support families in need within our school and Caritas Catholic Mission Fund Raising Activities.

Curriculum, Learning and Teaching

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, Human Society and its Environment, Creative Arts and Personal Development, Health and Physical Education and Languages.

The Curriculum is structured around the outcomes and content for each KLA and provide multiple opportunities for students to demonstrate their understanding through assessment. The curriculum embeds capabilities and priorities within curriculum content points in all KLAs. These include literacy, numeracy, digital literacy, critical and creative thinking, ethical understanding, intercultural understanding, and personal and social capability.

The child is the centre of all learning at St Joseph's, including in the teaching of Religion. The children are encouraged to ask and explore Religious questions. They experience opportunities to make connections between Scripture and their own life experiences. The children gain an appreciation of Catholic worldview and are offered many opportunities to contribute to the common good.

The School's Religious Education Curriculum, and Pastoral Care Policy forms the basis for student and staff well-being. The values that we encourage, promote and reward include: respect, responsibility, honesty and learning. These values encourage students to do their best at all times, treat others fairly, be responsible for their actions, follow principles of moral and ethical conduct and stand up for the rights of others.

Student Performance in Tests and Examinations

NAPLAN

Students in Years 3, 5, 7 and 9 across Australia participate in the National Assessment Program Literacy and Numeracy (NAPLAN).

NAPLAN is a nationwide measure through which parents/carers, teachers, schools, education authorities, governments and the broader community can determine whether or not young Australians are developing critical literacy and numeracy skills. NAPLAN results allow parents/carers and educators to see how students are progressing in literacy and numeracy over time - individually, as part of their school community, and against national standards. NAPLAN is made up of four domains of:

- reading
- writing
- conventions of language (spelling, grammar and punctuation)
- numeracy.

NAPLAN results are reported against proficiency standards with four levels of achievement to give parents and carers, teachers and schools 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 Joseph's 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	100%	54%
	Reading	67%	66%
	Writing	100%	76%
	Spelling	33%	62%
	Numeracy	100%	64%
NAPLAN RESULTS 2025		Percentage of students in the top 2 proficiency standards	
		School	Australia
Year 5	Grammar and Punctuation	50%	63%
	Reading	67%	73%
	Writing	67%	65%
	Spelling	50%	69%
	Numeracy	67%	69%

Pastoral Care and Student Wellbeing

Pastoral Care Policy

The School's approach to pastoral care and wellbeing is guided by the [Student Wellbeing and Pastoral Care Policy](#).

This policy provides a framework for the development and implementation of policies, programs, resources, and practices at all school levels. Its purpose is to support and enhance the wellbeing of students and all members of the school community, fostering a climate of care within a Catholic educational context.

The School is committed to creating a safe, inclusive, and academically rigorous environment. A strong emphasis is placed on nurturing and maintaining positive, respectful relationships among staff, students, and parents, with the wellbeing of all at the forefront.

Behaviour Management and Student Discipline Policy

The School's behaviour management and student discipline procedures align with the Catholic School's [Student Wellbeing and Pastoral Care Policy](#) and to the [Schools Behaviour Management Policy](#). These policies uphold the dignity and responsibility of each individual, promote positive student behaviour, and ensure respect for the rights of all students and staff. Corporal punishment is expressly prohibited at the School. The School does not permit or condone the use of corporal punishment by any School personnel or non-School individuals, including parents, as a means of discipline in the School. Further information about this and other related policies may be obtained from the School's website.

Anti-Bullying Policy

The School implements the Catholic Schools [Anti-Bullying Policy](#) which is adopted by all schools within the Diocese. This policy provides a framework for school communities to collaboratively prevent and address bullying, fostering respectful relationships and responding to individual needs with sensitivity and care. The Catholic Schools Leadership team monitors the implementation of this policy.

The full text of the Anti-Bullying Policy may be accessed on the School's website, the administration office or on the Catholic Schools Maitland-Newcastle website.

Complaints Handling Policy

The Diocese of Maitland-Newcastle [Complaints Resolution Policy](#) is implemented by the School and all schools in the diocese. This policy acknowledges that misunderstandings and differences of opinion may arise and provides a structured process for resolving such matters respectfully and constructively. By addressing concerns within a framework of dignity, respect and truth, the policy reflects the values of the Catholic faith and offers opportunities to model the love of Christ in contemporary contexts. The Catholic Schools Leadership team monitors the implementation of this policy in our schools.

The full text of the [Complaints Resolution Policy](#) may be accessed on the School's website, the administration office or on the Catholic Schools Maitland-Newcastle website.

Community Satisfaction

Consultation with parents, students and teachers is valued and sought. Their feedback contributes to the planning and the achievement of improved outcomes for students. This year, the School has used a variety of processes to gain information about the level of satisfaction with the School from parents, students and teachers. The school undertakes extensive surveying of all stakeholder groups every 2 years. This data is shared with the school community and contributes to the priorities for future planning.

Parent satisfaction

Parents and community continue to be involved with the school with the number of parents attending Parent Engagement Group Meetings when these have been able to run. High levels of satisfaction and positive responses to the shared partnerships established at St. Joseph's Gloucester have been reported by parents anecdotally at parent teacher meetings and discussions with parents. During a recent, parents reported that St. Joseph's 'exceeded expectations'.

Student satisfaction

Student Wellbeing and Belonging

Throughout the year, our students reported strong levels of general well-being and satisfaction with school life and activities. Our primary students expressed high levels of satisfaction, as well as a strong sense of safety and belonging at school. These results reflect the caring and inclusive environment we strive to create every day, where students feel supported, valued, and connected.

Teacher satisfaction

This year the staff engagement survey showed a very high level of engagement with students. Teachers reported:

Being a small school, I get to run my programs in a way that suits myself and my students best, utilising student voice and areas of passion.

Beautiful students who are ready and willing to learn.

Strong community relationships. Excellent teachers and staff. Calm and welcoming environment.

The small number of students provides individualised support for all students.

The school is calm.

The students enjoy coming to school and learn.

Small environment - knowing students and their needs so well.

Support from leadership/colleagues - always supportive of career progression and ways they can support.

Opportunities - even though we are a small school our students and staff have so many wonderful opportunities like publishing a book! and all the professional development staff can do with the CSO.

Our love for our students and what we do each and every day.

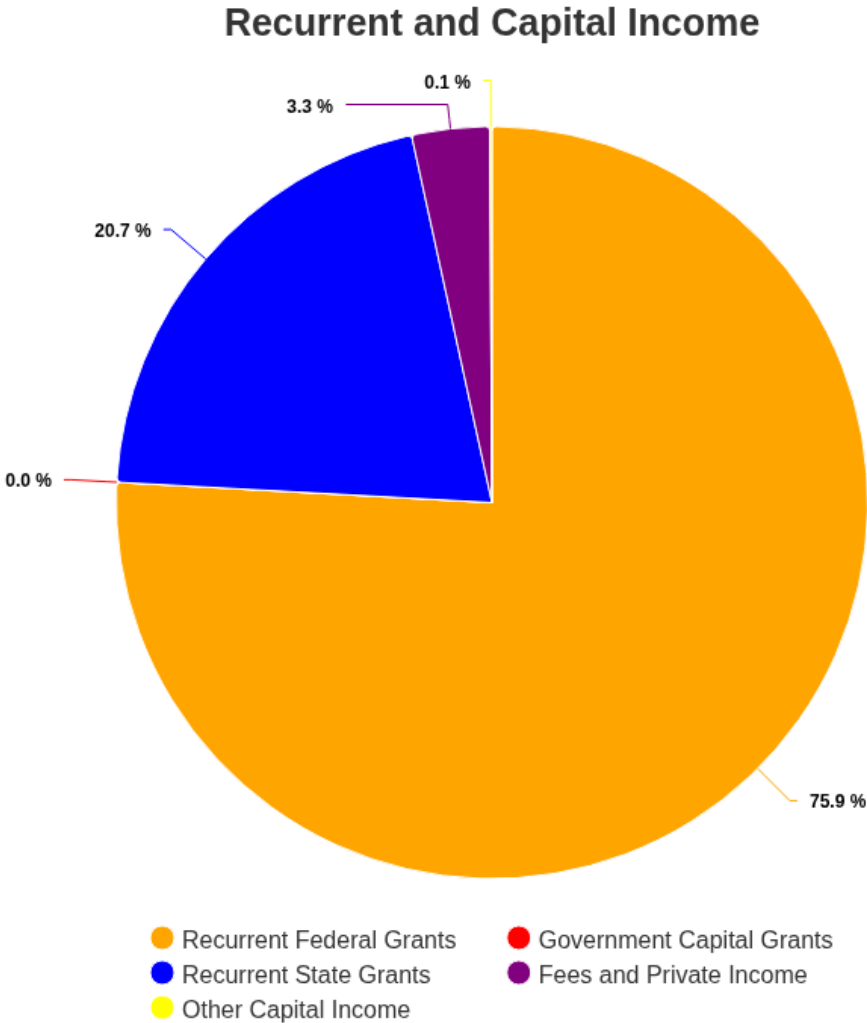
The amazing rapport between staff.

How our students raise each other up and celebrate one another.

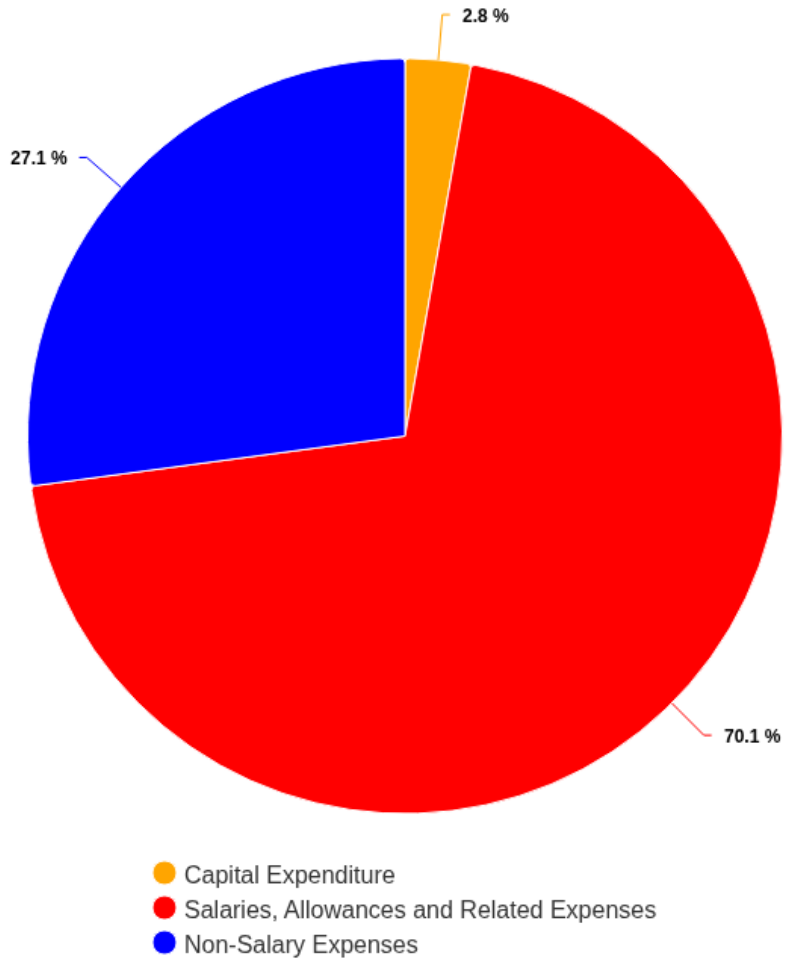
Financial Statement

This School Financial Information is based on the detailed information provided to the Commonwealth Government in the Commonwealth Financial Questionnaire.

School Financial Information for the 2025 year is detailed below:



Recurrent and Capital Expenditure



END OF 2025 REPORT