

Annual School Report **2025**



PACIFIC BEROWRA
CHRISTIAN SCHOOL

The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the school directly.

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Theme 1: Our Context

From the Principal: Royston Lee

It is my pleasure to present the 2025 Annual Report for Pacific Berowra Christian School.

This past year has been one of growth, achievement, and continued faithfulness as we build an authentic Christian learning community - one that remains Christ-centred and Bible-based. This report highlights the milestones, progress, and shared accomplishments of our school community throughout the year.

Our commitment to excellence in teaching, learning, and service remains unwavering. I am deeply grateful for our dedicated staff, whose passion for education and devotion to student success have ensured that our learners receive a high-quality, future-focused education. Through personalised learning, innovative pedagogy, and a rigorous curriculum, we have seen remarkable academic and personal growth among our students in 2025.



We also recognise that strong partnerships are essential to a thriving school community. Throughout the year, we strengthened connections with parents and the wider community through events such as Grandparents Day, Mother's and Father's Breakfasts, Creative Arts Family Day, and other special gatherings. These occasions fostered a spirit of belonging, celebration, and shared purpose, reminding us that education is a communal journey.

At Pacific Berowra Christian School, we continue to give fresh expression to our school's core ministry, that is, blending academic learning with personal and spiritual formation, communal learning, creativity, and mentoring in a way that is flexible, accessible, and deeply relational. Our students and parents consistently share how much they value this holistic experience, and I am continually inspired by our teachers, who teach because they genuinely love and care for our students.

Throughout the year, I have gained valuable insights into the hopes and aspirations of our families and students. As staff, we often say that we learn just as much from our students as they learn from us, and this year has reaffirmed that truth for me.

Looking Ahead

Next year, we look forward with joy and gratitude to celebrating 40 years of Christian education in Berowra.



From the Executive Principal: Dr E J Boyce

Pacific Group of Christian Schools

In 2025, the Pacific Group of Christian Schools has continued to grow as a community committed to Christ, to one another, and to the careful nurture of young lives. Across all our Schools, we give thanks for the strong trust shown by families who seek an education shaped by faith, compassion, and a clear sense of purpose. Our Schools remain places where students are known, valued, and encouraged to grow academically, socially, and spiritually.

Throughout the year, there has been a deepening sense of unity across the Group. Staff, students, and leaders have increasingly shared in learning, service, and encouragement, reflecting our call to be one body serving together. Our teachers and leaders have faithfully pursued excellence in their vocation, seeing their work as service unto the Lord, and our students have responded with creativity, diligence, and generosity.

Service to others continues to be a defining mark of our Schools. Through local community engagement and broader outreach, students have been reminded that learning is not only for personal achievement but for loving God and serving others. As we look ahead, we do so with gratitude for God's provision, confidence in His guidance, and prayer that our Schools would continue to be places of peace, hope, and faithful witness, as we seek to honour Christ in all that we do.

Pacific Berowra Christian School

During 2025, Pacific Berowra Christian School continued to build on the foundations established in recent years. Ongoing engagement with families and staff has supported the development of a shared understanding of the School's Christian vision and values.

The School remains focused on fostering a culture of care, service, and outward-looking engagement with the local community. As enrolments continue to grow, the School looks forward with hope to further strengthening its identity and impact.



From the Board Chair: Mr Mark McCrindle



This Annual Report of the Pacific Group of Christian Schools offers a snapshot of our vibrant Christian culture across ten school communities. While these pages provide an overview of our schools through key figures, financial information, and reports, the true health of our community is seen in the daily interactions between our students, staff, and families.

In 2025, we experienced both the excitement of new beginnings and the significance of transition. A particular highlight was the official opening of our new Early Learning Centre at Dural early in the year. It has been a joy to see our youngest learners begin their journey with us.

We trust this report provides insight into the character of our communities, reflected in our name: *Pacific*. Derived from the Latin relating to peace, the name speaks to the peace-making character we seek to embody as a community, grounded in Jesus' promise: "*Peace I leave with you; my peace I give you*" (John 14:27).

We are thankful for the leadership teams and dedicated staff who faithfully navigate the complexities of our schools while continually prioritising the growth and wellbeing of our students. We are also grateful to our families, who partner with us in the education and care of their children.



About our School



Since its establishment in 1986, Pacific Berowra Christian School has remained steadfast in its mission to provide families with an excellent Christian education. Our approach to learning is grounded in a deep understanding of God, His creation, and each child's unique place within it.

As a Kindergarten to Year 6 school, we currently serve approximately 70 students from communities across northern Sydney, spanning from Hornsby to the Hawkesbury River. We are proud to be one of eleven schools within the

Pacific Group of Christian Schools.

Christ-Centred Learning

At the heart of Pacific Berowra is our commitment to nurturing students both academically and spiritually. Our Christ-centred ethos ensures that every child is encouraged to grow in character, integrity, and a genuine love of learning. Faith and learning are interwoven as we support students in becoming thoughtful, compassionate, and purpose-driven individuals.

Dedicated Christian Educators

Our experienced and passionate teachers are committed to delivering a high-quality education within a calm, caring, and supportive environment. As Christian role models, they invest in each child's holistic development, fostering strong relationships and encouraging students to thrive.



Academic Excellence and Enrichment

We provide a rich and varied learning experience across key domains, including Academics, the Creative and Performing Arts, Sport, and Languages. Students participate in a wide range of activities such as specialist music and visual arts programs, dance, choir, band, sports gala days, and Mathematics competitions. Additional opportunities, including Mandarin language lessons, chess club, and debating, enable students to explore their interests and develop new skills.

A Flourishing Community

Pacific Berowra is known for its warm, inclusive, and family-oriented culture. We value the strong partnerships between staff, students, and families that make our school such a vibrant and supportive place. Together, we remain deeply committed to the wellbeing and growth of every child—spiritually, academically, and socially.

Characteristics of our student body

In 2025, Pacific Berowra Christian School continued to implement its pastoral and academic plan by structuring classes in alignment with the NESA Stages. This approach was designed to provide students with the best possible social and academic learning environment. The class groupings for the year were: Kindergarten, Years 1-2, Years 3-4, and Years 5-6. Our student body reflects a rich cultural diversity. While the majority of students speak English at home, other languages represented in our community include Chinese, Afrikaans, Spanish, Thai, and Ukrainian. As of the 2025 census date, enrolment stood at 61 students. The school's approved enrolment capacity remains at 120 students, with class size limits set at 28 for composite classes and 20 for Kindergarten. Pacific Berowra Christian School welcomes all children whose families are seeking a Christ-centred education aligned with the vision, values, and objectives of the school.



Priority Areas for School Improvement

2025 was my first year as Principal of Pacific Berowra Christian School. Areas of school improvement are:

1. Growing Together as Part of the Pacific Group

Another highlight has been communicating and experiencing the rich advantages of belonging to the Pacific Group of Christian Schools. What began as conversations with staff and parents has grown into a year full of collaboration, shared opportunities, and genuine partnership.

Some key examples include:

- Oversight of our school grounds by Group Property Manager Lee Pratt, including shade-cover cleaning, line-marking maintenance, lawn care, and ensuring our grounds remain neat and tidy.
- Support from Group IT and Marketing teams, who strengthened our IT systems, refreshed our social media presence, and designed and installed our new school sign. This also included the successful launch of our online Parents Page.
- Student leadership connections with Pacific Hills Junior, Middle, and Senior student leaders, as well as Sports Captains who supported our carnivals.
- Expertise shared by Group specialists in student leadership, welfare, learning support, enrichment, curriculum, and Aboriginal Christian education.
- Unique student experiences such as attending The Little Mermaid musical, forming combined netball and soccer teams, and participating in Learning Adventure Day, K–2 Sport Fun Day, and Years 5–6 STEM Days at Pacific Hills.
- A meaningful staff visit to Pacific Brook Christian School to learn about their Play and Learn (PAL) Program, which contributed significantly to the successful implementation of our own PAL Program this year.



These partnerships have been a blessing, and we look forward to many more opportunities to learn from and support one another across the group.

2. Investing in Academic, Creative & Performing Arts, and Sports Development

A third highlight has been the strengthening of our academic, CAPA, and sports programs. One of our key goals was to enhance individual academic support while expanding extension and enrichment opportunities for all students.

This included:

- Specialist teachers in Art, Music, and Sport
- Participation in mathematical problem-solving competitions and the ICAS English, Mathematics, and Science assessments





- Opportunities for students to participate in various Sport Gala Days and to perform at the Hills Dance Spectacular and the Berowra Christmas Night Markets
 - The introduction of Mandarin as part of our enrichment program
 - OOSH enrichment activities including Art After School, Dance, Coding, and Spanish lessons
 - Tennis and swimming lessons, along with coaching clinics from Athletics Australia, NRL Schools Team, and Wheelchair Sports
- Access to music tutors and the development of our school band
 - Debating competitions and Chess Club
 - An outstanding Learning Support team, led by Mrs Passafaro, whose dedication ensures every student receives the support they need to thrive
 - Extension and enrichment opportunities for gifted and high-potential students, including the GATEWAYS Eureka Program
 - A wide range of rich learning experiences, such as Cultural Exchange presentations by parents; Years 3–4 CRU Camp; Years 5–6 Art Gallery excursion; K–2 Gibberagong excursion; Years 5–6 Camp Somerset; EnviroMentors incursion; Years 3–4 Muogamarra excursion; a leadership talk from Mission Aviation Fellowship (MAF); a visit from children's author James Hinchon; and many more
 - Our first Creative Arts Family Day, a wonderful celebration of our students' creativity and talent



Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing

In 2025 it was pleasing to see that our student performance once again was quite sound with students showing effort and application in all classes and in a wide variety of assessments. Many of our students achieved great results in our school-based assessment tasks as well as NAPLAN for Years 3 and 5. Like in previous years our assessments included class assessments and observations, as well as in-school standardised assessments and the InitialLit Program for K-2.



This year, we sought to incorporate external competitions to enrich and challenge students across various KLA's. Notably, we had 3 children compete in the Maths Challenge Competition. Out of these 2 students received a Distinction and 1 received a Credit. We also

had 24 students compete in the ICAS assessments across English, Mathematics and Science. Of these students, 33% received a Distinction or High Distinction; and 16% received a Credit.

Participation in a range of assessments helps to identify students who may be struggling, particularly in the areas of Literacy and Numeracy. These assessments also help to identify specific skills and learning outcomes that are commonly misunderstood or conversely show areas of strength. Some of our students require additional support and this is given through the Learning Support Teacher and the Teacher's Aides. Individualised programs are developed in conjunction with the classroom teachers to help target a student's specific area of need. Support occurs through withdrawal, small group work and in-class support when necessary.



In 2025, PBeCS took part in the National Assessment Program Literacy and Numeracy (NAPLAN) for Years 3 and 5. This was a positive and productive experience for our students. All NAPLAN assessments were done online, except for yr3 Writing which was handwritten. All students applied themselves to the assessment and on average PBeCS achieved higher and pleasing results

compared to other local schools. Our average scores for Year 5 were at or above the State average for Reading, Grammar/Punctuation and Numeracy, and slightly below State average for Writing and Spelling. Our average scores for Year 3 were above the State average for all areas - Reading, Writing, Grammar/Punctuation, Spelling and Numeracy.

More than 65% of our Year 5 students achieved a Proficiency level of 'Strong' or 'Exceeding', in each area, with our strongest areas being Grammar/Punctuation and Reading. More than 90% of our Year 3 students achieved a Proficiency level of 'Strong' or 'Exceeding' in all five domain areas, with our strongest areas being Reading and Grammar/Punctuation. This was a consistent improvement compared to 2024 results. Our average Proficiency level for both grades was 'Strong'. Based on all of these results, our main area of improvement to look at in year 5 and year 3 is Spelling and Writing. Each of our year 5 students showed overall improvement and growth from year 3 to now.



As well as these assessments, we complete our own additional testing on all students K-6, mid-year and end of year. We also complete observations and assessments informally throughout the year. This data provides the school with detailed information about students understanding and learning strengths and additionally help us identify areas of need across the school. The standardised tests we use focus on Reading, Spelling and Numeracy for students across the years. The comparison of tests from May to October showed that many students across the school made gains in most areas.

Literacy assessments were also completed throughout the year on our K-2 students, using the InitialLit program which continues to be a successful initiative.

It is encouraging for the school to see such great participation and results across various assessments throughout the year.



Theme 3: Our Staffing

Teacher Accreditation

All teachers at Pacific Berowra Christian School have accreditation with NSW Educational Standards Authority (NESA). The school currently employs teaching staff in a range of different teaching and non- teaching roles: The following data does not include casual employees.

Level of Accreditation	Number
Conditional	1
Provisional	0
Proficient	7
Highly Accomplished (voluntary level)	0

Workforce composition

School Staff 2025	Number
Teaching Staff	8
Full time equivalent Teaching Staff	6.03
Non-teaching Staff	10
Full time equivalent non -teaching Staff	4.67

Theme 4: Our Student Attendance

Student attendance rates per year level and whole school

Year Level	Student Attendance Percentage (%)
K	93.12
1	94.00
2	91.89
3	94.67
4	93.86
5	93.07
6	89.58

Student attendance throughout 2025 averaged 93.34%.

Description of how school manages student non-attendance

Pacific Berowra maintains a strong partnership with families in monitoring and supporting student attendance. Attendance is recorded electronically each day by the class teacher by 9:30am. Unexplained absences are followed up promptly by the office staff, and subsequently an SMS will be sent to parents regarding the student's absence.

Parents and guardians are expected to inform the school in advance of any planned absences. In cases of unexpected absence, the school should be notified early in the day via phone or email, in person, or through Parent Lounge. If no notification is received, the school will contact the parents to confirm the student's whereabouts. All absence-related notes are kept on the student's profile in TASS. All absences must comply with the Certificate of Exemption Policy. Student attendance records are noted in both mid-year and end-of-year reports. Patterns of poor attendance will be addressed with parents or guardians.



Theme 5: Our School Policies

E Enrolment policy

- [Student Enrolment Policy and Procedures](#)

Child protection policy

Please scroll down the page to "Policies" and select the Child Safe file required for the particular policies included.

- [Roles and Responsibilities \(Child Safe\) Policy and Procedures](#)

Anti-bullying policy

- [Bullying Prevention and Intervention Policy and Procedures](#)

Discipline policy

- [Student Discipline Policy and Procedures](#)

Complaints policy

- [Complaints Handling Policy](#)

Theme 6: Our Community Satisfaction

A defining highlight has been the strength and warmth of our school community. In the 2025 School Survey, both parents and staff expressed deep thankfulness for being part of Pacific Berowra Christian School and a strong belief in our shared values.

In the area of connection and belonging, our school scored significantly above the national benchmark:

Staff: 95 (national benchmark: 64)

Parents: 87 (national benchmark: 55)

Parents and staff consistently described our school as Christ-centred, caring, and community-focused. Leadership was also identified as a strong domain for both groups, again exceeding national benchmarks. These strengths lie at the heart of who we are as a school, and I have personally experienced these beautiful qualities from the very beginning.

As we look to the future, we remain committed to celebrating, nurturing, and investing in this culture of care, connection, and leadership so that it continues to be a defining hallmark of Pacific Berowra Christian School.

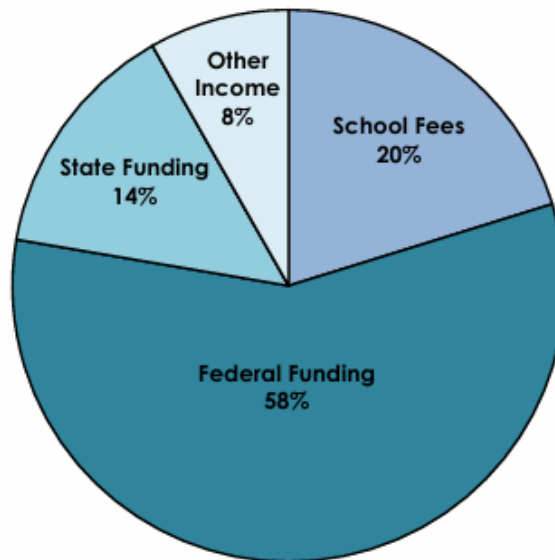


Theme 7: Summary of our Financial Information

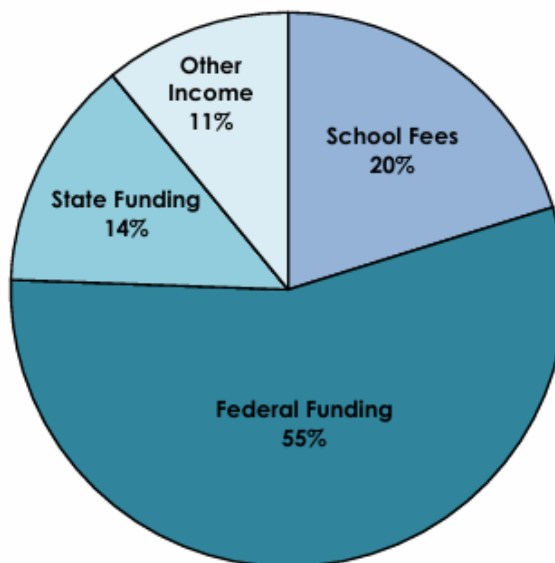
Recurrent/Capital Income

INCOME SOURCES

PBeCS



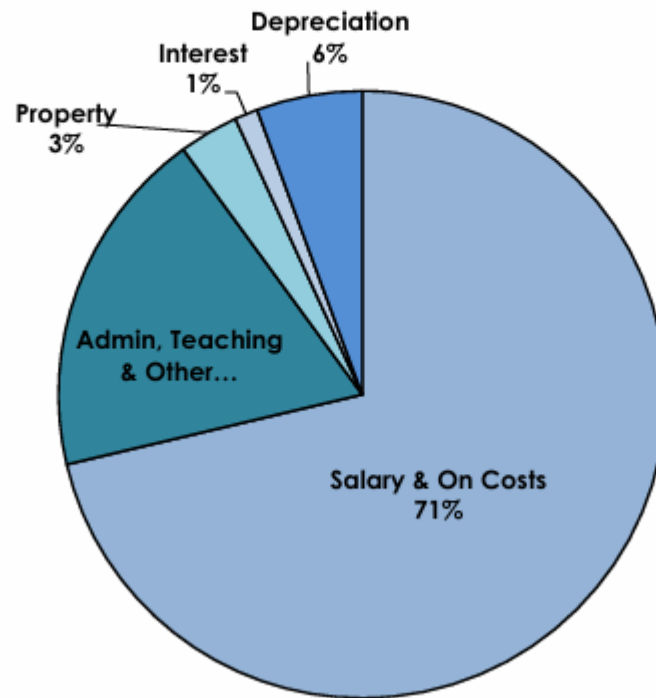
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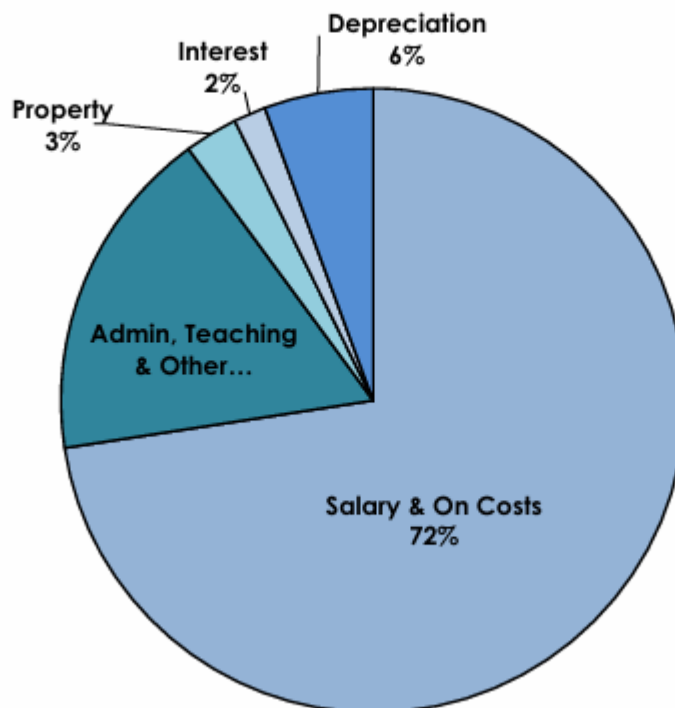
Recurrent/Capital Expenditure

EXPENDITURE AREAS

2025



2024





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under the Pacific Group of Christian Schools ABN 11 001 832 828