

Contact Details

School	Hemmant Flexible School
School Address	56 Hemmant-Tingalpa Road, Hemmant QLD 4174
Contact Person	Cameron Leeder
Governing Body	Edmund Rice Education Australia Flexible Schools Ltd. Board
Governing Body Chair	Mr. Peter Pearce
Phone	07 3914 5116
Email	hemmantflc@ereafsn.edu.au
Website	www.flexi.edu.au

This annual report has been reviewed and approved by the EREAFSL Board to ensure compliance with our school registration requirements. This report is published to provide information about Hemmant Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

Table of Contents

Message from our Head of Campus	3
School Context	4
School Overview.....	4
Distinctive Curriculum Offerings	4
School Policies	5
Characteristics of the Student Body	6
Enrolments by Year and Year Level	6
Student Body Characteristics	6
Student Outcomes.....	7
Student Attendance	7
NAPLAN	7
Senior Secondary Outcomes	7
Post-School Destinations	7
Social Climate.....	8
Student Wellbeing	8
Family and Community Engagement	8
Satisfaction Surveys.....	8
Staff Profile	9
Teacher Standards and Qualifications	9
Workforce Composition	9
Professional Development	9
School Financials	10
School Income	10
School Expenditure	10

Message from our Head of Campus

This year, young people at Hemmant Flexible School participated in a range of learning choices offered by the Hemmant Flexible School. Throughout the year, Young People identified their learning goals by contributing to a Personal Learning Plan, a unique plan used to guide Young People, families and staff to achieve identified goals. The learning choices offered at Hemmant Flexible School aim to provide Young People with holistic access to the Australian Curriculum, where Young People can develop their numeracy, literacy and critical thinking skills.

Relationships are central to the education model provided at Hemmant Flexible School and we work together on 'Common Ground' operating within the Four Principles of Respect, Participation, Honesty and being Safe & Legal. We do this through a range of activities based on Reboot, Collaborative Problem Solving and Flexi Foundations and Facilitation methodologies, where staff and young people work together through practical youth work and leadership models, trauma informed considerations and engaging experiential challenges.

Young People are demonstrating buy-in and are involving themselves in running our Morning Community Meetings, participating in Pastoral Care classes, providing feedback on the timetable and engaging in positive ways within our school and the wider community. This improves not only their leadership abilities but accountability in their community and gives them a sense of belonging and safety.

School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-12
Additional Information	Additional information about our school can be found at: - mySchool website - EREA Flexi website

SCHOOL OVERVIEW

Hemmant Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Hemmant Flexible School commenced operation in 2012 as a registered co-educational Catholic school in the Edmund Rice tradition.

At Flexis, we do things differently. We walk, learn and work together with young people on Common Ground; we build relationships, and every member of the community commits to doing their best to work within our four principles of Respect, Participation, Honesty, and Safe and Legal.

Across our Flexi Schools and Special Education Schools in almost every state and territory in Australia, we support young people with strengths-based, trauma-aware learning. Often young people come to our Flexis thinking they cannot learn – we show them they can. We make sure young people feel safe, welcome and empowered to succeed. We provide young people with the opportunity to define what will work best for them, with services to adapt to their needs.

First Nations influence

Since the very beginning, we have walked in solidarity with Aboriginal and Torres Strait Islander peoples, advocating for change and promoting reconciliation. At Flexis one third of our young people and 10% of our educators identify as Aboriginal and/or Torres Strait Islander.

As a priority, we are working to strengthen the cultural capacity of our entire workforce. We are working to make sure the system values and respects First Nations peoples and perspectives, to build Indigenous leadership at every level of our organisation, and to ensure that First Nations young people experience the highest quality education possible in the safest and most dynamic schools in the country.

DISTINCTIVE CURRICULUM OFFERINGS

Hemmant Flexible School offers holistic learning experiences that address the social needs of our young people, and promotes their emotional, physical, spiritual, and academic development. Our education programs are attuned to the individual by an assessment of need and delivery within a supportive environment. The purpose of this personalized approach is to engage the young person with their learning and empower them to take responsibility for their actions and learning, achieve greater autonomy and self-reliance and to engage in the transition to further education and/or employment.

Hemmant Flexible School offers courses such as Visual Arts in Practice, Short Courses in Literacy and Numeracy, Furnishing Skills, a selection of certificate courses such as Certificate II Skills for Work and Vocational Pathways (FSK), Certificate II Functional Literacy, Certificate II Active Volunteering, Certificate I in Basic Financial Literacy, Certificate II in Resources and Infrastructure Work Preparation and Certificate I in Independent Living Skills. They also have the opportunity to participate in classes such as digital technologies (workshop) and instrumental music lessons.

Cocurricular offerings

Hemmant Flexible School provides extensive opportunities for young people to participate in cocurricular or non-classroom activities at their level and within their areas of interest. The broad range of opportunities or choices for young people includes activities described as cultural, sporting, and intellectual and/or service related.

Cocurricular activities offered at Hemmant Flexible School in 2024 include volunteering in aged care and early childhood, cooking and independent living skills, Flexi Force (landscaping work within the community), social enterprise and entrepreneurial programs, Onwards and Upwards Program through Inspiring Brighter Futures, Adventure Based Learning programs such as BBQ skills in the park, trampolining, sailing, beach and pool swimming lessons and touch football. Young people also had the opportunity to participate in music, art, gym and Muay Thai classes, digital media, and Indigenous weaving and painting. HFS also provided eight young people the opportunity to take part in a Leadership program culminating with a week-long skiing trip to Perisher.

SCHOOL POLICIES

In accordance with registration requirements, our key school policies are publicly available via our website.

How to access our school policies:

1. Click on the EREA Flexi Schools website link <https://www.flexi.edu.au/>
2. Click on 'Flexi Schools' or 'Special Schools' from the top menu
3. From the school directory find and click on our school
4. Click on 'School Documents, policies and reports' from the bottom of the page to access our school policies.

Note: If you are unable to access our website, please contact the school for more information regarding our school policies.

Characteristics of the Student Body

EREAFLSL and Hemmant Flexible School welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributed to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic, or life experiences. We provide a range of personnel and resources to support access to, and participation in, learning for all young people.

Our student body are domestic students from several different cultures and nationalities. The following tables provide an overview of our student population:

ENROLMENTS BY YEAR AND YEAR LEVEL

	2024
Year 7	8
Year 8	18
Year 9	15
Year 10	15
Year 11	20
Year 12	18
TOTAL	94

(data derived from Commonwealth Census data submissions for the years displayed)

STUDENT BODY CHARACTERISTICS

	2024
Male	53.19%
Female	45.74%
Gender Diverse	1.06%
First Nations	20.21%
NCCD	76.60%

(data derived from Commonwealth Census data submissions for the years displayed)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2024:

Overall attendance rate	36.5%
-------------------------	-------

Student attendance rate by year level in 2024:

Year 7	39%
Year 8	39%
Year 9	36%
Year 10	36%
Year 11	35%
Year 12	34%

(attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.)

How non-attendance is managed

Hemmant Flexible School manages the attendance of its young people in accordance with our Attendance Procedure and supporting guidelines which outline the processes for managing and recording young people attendance and absenteeism. We are committed to celebrating and encouraging young people attendance through consistent practices of roll-marking, record keeping, monitoring, proactive follow-up, and ongoing engagement and relationship building practices with our young people and their families and carers.

NAPLAN

Where relevant, our reading, writing, spelling, grammar, punctuation, and numeracy results for the Years 3, 5, 7, and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

5. Click on the My School link <https://www.myschool.edu.au/>
6. Enter our school name in the search field
7. Click on 'View School Profile'
8. Click on 'NAPLAN' from the top menu to access NAPLAN information.

Note: Our schools participation in NAPLAN will vary from year to year dependant upon the student cohort. Please contact the school for more information regarding NAPLAN.

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2024:

Percentage of young people awarded a Senior Certificate	0%
Percentage of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	100%
Percentage of young people awarded a Senior Certificate and a VET Qualification	0%

POST-SCHOOL DESTINATIONS

At the time of publishing this Annual Report, the 2024 post-school destinations survey data for our school was not available. This report will be re-published to include this post-school destinations data once it becomes available in late September.

Social Climate

STUDENT WELLBEING

At Hemmant Flexible School the wellbeing and best interests of our young people is our primary consideration. Together with our young people, their families, external service providers, and the community, we build positive learning environments and safe and support spaces to address young people's wellbeing. Through elements of leadership, inclusion, young people voice, partnerships, and support, our pastoral care program is designed to foster supportive relationships to monitor student progress, to advocate on their behalf, to provide advice, direction, and support during difficult personal issues, and overall to support our young people in the achievement of their stated personal and education goals.

Hemmant Flexible School works with local community groups to connect young people with housing and food packages, as well as local animal therapy programs and allied health professionals. Throughout the year we have welcomed different organisations into our community to work with our Young People. These organisations include First Response Counselling, PA Clinic, Services Australia, BABI Youth and Family Service, Blurred Minds and Think U Know and Checkup - Health Gateway.

FAMILY AND COMMUNITY ENGAGEMENT

At Hemmant Flexible School we consider our families and carers as partners of the school in their young person's education experience. Families and the wider school community are welcomed into our school throughout the school year for various events and activities as interested parties of our school and our young people. Hemmant Flexible School continuously plans and seeks out ways to partner with families and community, recognizing the benefit of these partnerships for our young people, our school, and our community.

Hemmant Flexible School engages with families and community through volunteering programs within the community, attending and performing at the BABI Baywave Festival, hosting school community days, inviting local First Nations Elders to our school to work with and yarn with young people, and work experience opportunities.

SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Hemmant Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2024).

Young People opinion survey data

Percentage of young people surveyed who agree that:	2024
Staff expect me to do my best	86%
I am given opportunities to do interesting things	82%
This is a good school, and I would recommend it to others	72%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who agree that:	2024
Staff at this school expect my young person to do their best	80%
Staff at this school treat young people fairly and with respect	60%
This school looks for ways to improve	80%

Staff opinion survey data

Percentage of staff surveyed who agree that:	2024
I enjoy working at this flexi	90%
Young people are treated fairly and with respect	91%
I am given opportunities to be creative in my work	97%

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

Hemmant Flexible School requires its teaching staff to hold a valid Teacher Registration with the Queensland College of Teachers (QCT) and must meet the requirements of the QCT Teacher Registration Eligibility Requirements Policy which relates to qualifications, suitability to teach, English language proficiency, experience, and professional standards.

Qualifications

The below table depicts the percentage of teaching staff and school leaders who hold the listed qualifications:

Doctorate or higher	0%
Masters	64%
Bachelor	18%
Diploma	18%
Certificate	0%

WORKFORCE COMPOSITION

The staff at Hemmant Flexible School are highly qualified, experienced, and generous professionals who consistently contribute to our school in a manner that goes above and beyond expectation.

The following tables provide an overview of our staff profile and workforce composition:

Staff numbers

	Headcount	FTE
Teaching Staff	6	6.00
School Leaders	8	7.50
Non-Teaching Staff	13	11.0
TOTAL Staff	27	24.50

Staff characteristics

	2024
Male	55.56%
Female	44.44%
Gender Diverse	0.00%
First Nations	3.70%

PROFESSIONAL DEVELOPMENT

Hemmant Flexible School ensures that all school staff, in particular its teaching and leadership staff, are provided regular opportunities and access to professional learning that builds knowledge, understanding, and skills.

Professional development activities undertaken by staff in 2024 included:

- Collaborative Problem Solving
- Reboot Emotional Regulation training
- Stronger Smarter
- QCAA training
- Trauma Aware PD.

School Financials

(All financial data derived from Commonwealth Financial Questionnaire data submissions for the year displayed)

SCHOOL INCOME

The 2024 school income for Hemmant Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

1. Click on the My School link <https://www.myschool.edu.au/>
2. Enter our school name in the search field
3. Click on 'View School Profile'
4. Click on 'Finances' from the top menu to access funding information.

Note: If you are unable to access the mySchool website, please contact the school for our financial data.

SCHOOL EXPENDITURE

The 2024 school expenditure for Hemmant Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

