

HEMMANT FLEXIBLE SCHOOL ANNUAL REPORT 2025



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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.

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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.

Dave Sullivan
Head of Campus
Hemmant Flexible School

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 2025 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

	2025
Year 8	8
Year 9	15
Year 10	21
Year 11	31
Year 12	22
TOTAL	97

(data derived from the total number of Young People that were supported during the school year)

STUDENT BODY CHARACTERISTICS

	2025
Male	55.67%
Female	43.30%
Gender Diverse	1.03%
First Nations	28.87%
NCCD	80.41%

(data derived from the total number of Young People that were supported during the school year)

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	43.72%
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Student attendance rate by year level in 2025:

Year 8	45.34%
Year 9	38.47%
Year 10	40.94%
Year 11	44.98%
Year 12	47.50%

(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 2025:

Number of young people awarded a Senior Certificate	6
Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	3
Number of young people awarded a Certificate I	1
Number of young people awarded a Certificate II	2
Number of young people awarded a Statement of Attainment	4

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	5
Participating in further education	3
Participating in apprenticeship or traineeship	2
Unknown / undecided	7
Total number of graduating / exiting young people	17

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 2025).

Young People opinion survey data

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	88.9%
School Community and Support	76.2%
Safety and Wellbeing	62.3%
Learning and Growth	72.1%
First Nations Culture and Inclusion	84.3%

Parent / Carer opinion survey data

Percentage of parents / carers surveyed who gave favourable responses to categories:	2025
School Environment, Spaces and Support	100.0%
Learning and Growth	89.3%
First Nations Culture and Inclusion	100.0%

Staff opinion survey

All staff are offered the opportunity to participate in an annual staff survey. The survey explores key areas including psychological safety and trust, workload and role clarity, leadership support, team dynamics, change management and access to wellbeing resources. Results from the survey directly inform new wellbeing initiatives, stronger psychosocial risk controls, better engagement and retention strategies, and a healthier, more productive workplace for all.

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	2
Bachelor	12

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	13	12.00
School Leaders	1	0.40
Non-Teaching Staff	14	13.00
TOTAL Staff	28	25.40

Staff characteristics

	2025
Male	51.61%
Female	48.39%
Gender Diverse	0.00%
First Nations	3.23%

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 2025 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 2025 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 2025 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:

