

NSW Department of Education



Interim Annual Report 2023

1 January to 30 June 2023

education.nsw.gov.au



Fort Street Public School, 1871, image reproduced courtesy
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175
YEARS

**Public Education
in NSW**



Acknowledgement of Country

We acknowledge the Ongoing Custodians of the land on which we work and live.

We pay our respects to Elders past and present and celebrate the diversity of Aboriginal and/or Torres Strait Islander peoples' unique cultural and spiritual relationship to Country, and their rich contribution to Australia.

Aboriginal and/or Torres Strait Islander peoples are the first teachers, artists, scientists and healers on this land.

Involving and engaging Aboriginal and/or Torres Strait Islander peoples within the classroom context has benefitted both Aboriginal students, the school and the broader community. All students' learning experiences are enhanced by an understanding of Aboriginal and/or Torres Strait Islander stories, song lines and culture - such shared activities and experiences can change negative perceptions of schools as institutions.

The department recognises that by acknowledging our past, we are laying the groundwork for a future that embraces all Australians; a future based on mutual respect and shared responsibility.

Letter of submission to the Ministers

The Hon. Prue Car, MP
Deputy Premier
Minister for Education and Early Learning
Minister for Western Sydney
52 Martin Place
Sydney NSW 2000

The Hon. Steve Whan, MP
Minister for Skills, TAFE and Tertiary Education
52 Martin Place
Sydney NSW 2000

Dear Deputy Premier and Minister

The department is transitioning from calendar year to financial year annual reporting from 1 July 2023. I am pleased to submit the NSW Department of Education's 2023 interim annual report for the 1 January to 30 June 2023 period for your presentation to the NSW Parliament.

This interim report has been prepared in accordance with the *Government Sector Finance Act 2018* and NSW Treasury Policy and Guidelines - Annual Reporting Requirements TPG23-10.

It provides a summary of the department's services, achievements and operational activities between 1 January and 30 June 2023 and encapsulates our services in early childhood education, public schools, and skills and higher education.

NSW public schools report to their communities and the department in their annual reports for the schooling year. The school annual reports are available on their websites and are published by the end of Term 1 of the following school year.

Yours sincerely



Murat Dizdar PSM
Secretary
NSW Department of Education



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Secretary's foreword



Public education in NSW is built with the many hands and hearts in our vibrant schools, early childhood centres, and training facilities. Recent years have shown just how resilient these communities can be, and I'm pleased to report the first 6 months of 2023 have set us up for a more promising road ahead.

The January to June 2023 period was dedicated to laying new foundations so every student, regardless of their background or postcode, can reach their full potential.

The 2023 NSW State Election in March saw the introduction of a new government. This meant a shift in priorities and a new approach to achieving the department's vision of being Australia's best education system.

By working with our education partners and stakeholders, we were able to identify the immediate challenges facing our schools and hit the ground immediately to address them.

This began with work to address the teacher shortage and rebuild pride in the teaching profession. To help build a stronger workforce, our teachers need and deserve to feel like they'll have stable employment for the long haul.

We began transitioning 16,000 temporary teachers and support staff to permanent roles, with an immediate focus on school communities who needed it most.

After hearing of the workload pressures placed on our teachers, the department paused a number of non-critical policies, pilots and mandated changes that were expected of schools in Term 2. We also introduced new additional support staff in schools facing equity pressures so teachers could have more time to focus on being in the classroom with their students.

Our department believes in the transformative power that learning can have on a child's life. To maximise the impact of schooling, every student needs to feel like they can learn, grow, and belong in their school community.

In June, we began our consultation on our draft Plan for Public Education. This gave teachers, principals, support staff, students, parents, carers, and our wider community the chance to have their say on how we can better reach outstanding outcomes for every student in our schools.

The draft plan covers the entire spectrum of learning so students leave the public education system with a richly stamped education passport. This includes accessible early education, a fruitful primary and high school life, and meaningful pathways to further education or employment.

I am continually proud to be part of the commitment that happens both inside our schools and our education support teams across our state.

The great work detailed in this interim annual report only encompasses the first 6 months of 2023, but I am confident that it is a prelude to a restored and united public education system in NSW.

A handwritten signature in black ink, appearing to read 'M. Dizdar'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Murat Dizdar PSM
Secretary
NSW Department of Education

Our students

795,485

students from preschool to Year 12 in our classrooms



63,569

students starting Kindergarten

474,332

students in preschool and primary school

52,214

students starting Year 7

313,883

students in high school

*Enrolments as at February 2023 and reported as full-time equivalent (FTE).
Source: School Entitlement System, NSW Department of Education

Early childhood education



5,920

early childhood education services

151,000*

children attending out of school care (ages 5-12)

23,000*

children attending Department of Education, community or mobile preschool (ages 3-5)

61,000*

children attending long day care or centre-based day care (0-5)

24%*

year-before-school population attending Department of Education, community or mobile preschool

62%*

year-before-school population attending long day care or centre-based day care

*Approximate figures

Our schools and school staff

Our schools

2,215

public schools in NSW
Day 1 Term 1 2023

School staff

99,080

full-time equivalent teachers
and school staff dedicated to
students in 2023



School infrastructure



345

new classrooms



10

new halls



14

new and upgraded
schools supporting
almost 10,000 students



11

new libraries

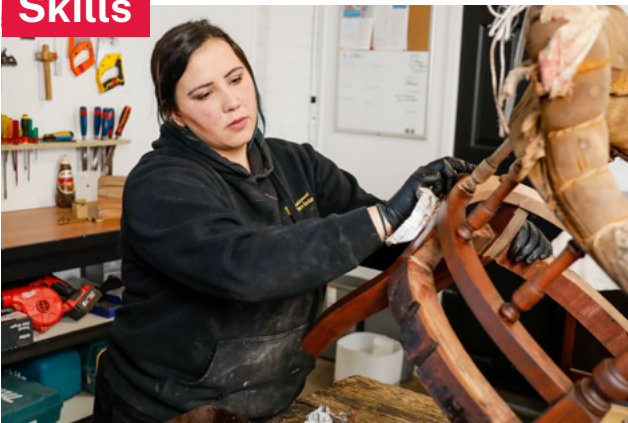


9

new covered outdoor
learning areas



Skills



15,504

apprenticeships and traineeships
completed

29,757

new apprenticeships and traineeship
contracts approved

24,516

Smart and Skilled completions

122,016

Smart and Skilled commencements
(full and part qualifications)

*From January to June 2023.

Overview

About us

Children, young people and adult learners are at the centre of all our decision-making.

We ensure young children get the best start in life by supporting and regulating the early childhood education and care sector.

We are the largest provider of public education in Australia with responsibility for delivering high-quality public education to two-thirds of the NSW student population. We also work closely with the non-government school sector to support the delivery of a high-quality and equitable education for all students.

We build pathways for lifelong learning and support the delivery of a skilled and employable workforce for NSW through vocational education and training (VET) and higher education.



Early childhood education



Primary education



Secondary education



Vocational and higher education



Profile – NSW public schools

Table 1: NSW public schools, end of Term 2 2023

Category	Number
Total number of schools	2,211
Primary schools	1,602
Secondary schools	403
Schools for specific purposes	117
Central/community schools	67
Environmental education centres	22

Notes: Number of schools as of the end of Term 2 2023. Multi-campus colleges are reported individually. The 'Schools for specific purposes' count includes hospital schools.

Table 2: Students with a language background other than English, 2023

Category	Number
Students with a language background other than English	306,269

Notes: Student numbers are presented as headcount. Number of students with a language background other than English does not include preschool students.

Table 3: Enrolments of NSW public school students with a language background other than English, by language, 2023

Category	Number
Indian languages	69,788
Chinese languages	47,080
Arabic	40,890
Vietnamese	16,015
Filipino/Tagalog	10,447
Korean	8,165
Spanish	7,805
Samoan	7,755
Greek	5,951
Assyrian/Chaldean	4,742
Indonesian	4,580
Tongan	4,474
Dari	4,376
Thai	4,092
Persian (excluding Dari)	3,988
Japanese	3,747
Turkish	3,630
Italian	3,607
French	3,426
Russian	3,143
German	2,962
Macedonian	2,951
Portuguese	2,951
Other	39,704

Notes: Department of Education Language Background Other Than English census, 2023. Notes: Preschool students are not included in the table.



Profile – VET in NSW

Table 4: Smart and Skilled student profile, 1 January to 30 June 2023

Category	Total
Commencements*	122,016
Completions**	24,516
Male students*	53,915
Female students*	67,795
Aboriginal students*	12,237
Students with disability*	7,268
Students living in a regional area*	21,542
Students living in a remote area*	6,808

Notes: Data includes JobTrainer and NSW fee free enrolments. TAFE targeted priorities full qualifications and school-based apprenticeships and traineeships were excluded. *Includes part qualifications. **Qualification eligible.

Table 5: Smart and Skilled provider profile, 1 January to 30 June 2023

Provider Type*	Commencements	Number of Providers
TAFE	65,728	1
Private	52,751	329
Adult and community education	3,537	25

Notes: Data includes JobTrainer and NSW fee free enrolments. TAFE targeted priorities full qualifications and school-based apprenticeships and traineeships were excluded. *Includes part qualifications.

Table 6: Apprentices and Trainees profile, 1 January to 30 June 2023

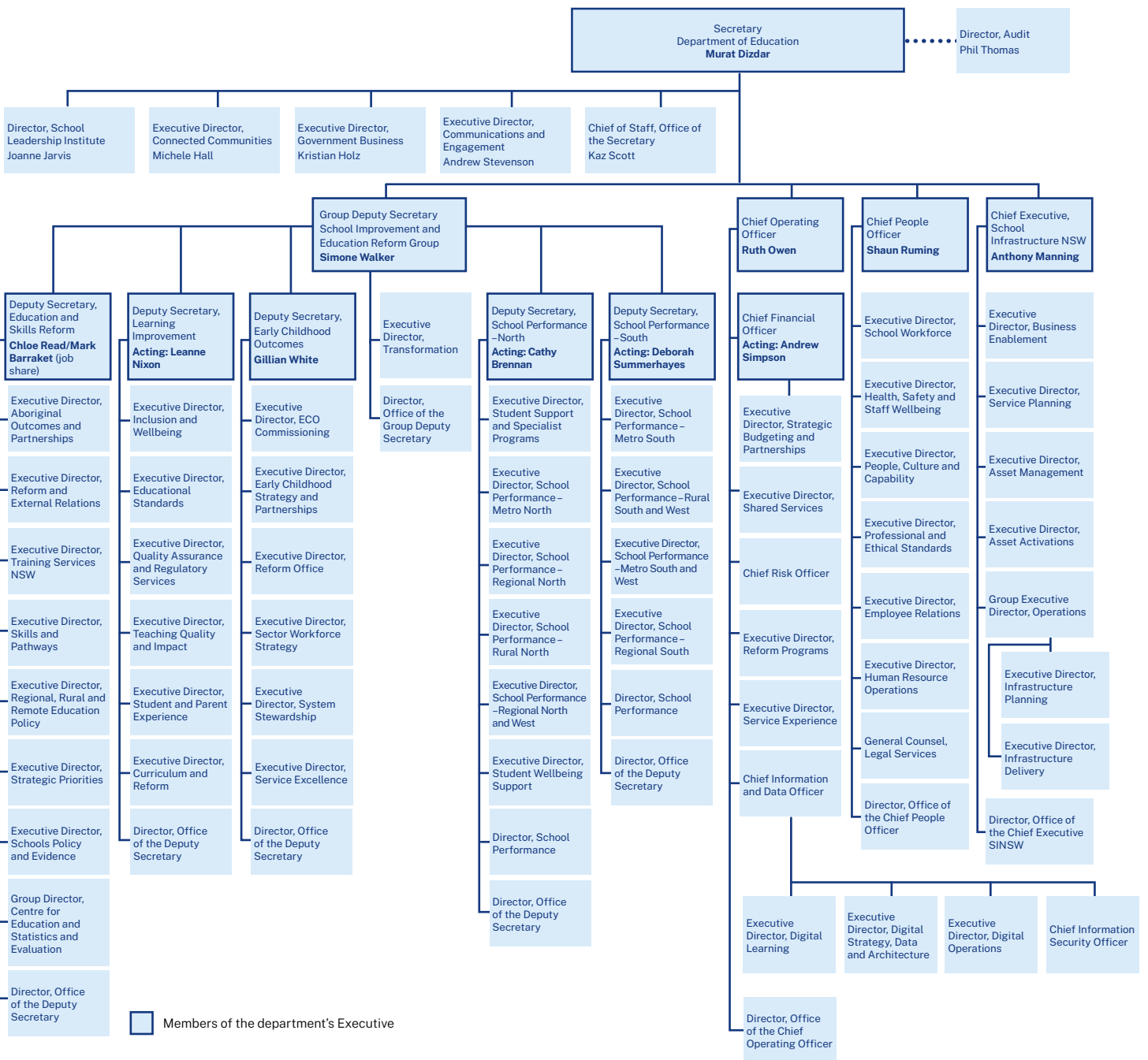
Category	Total
Contracts approved	29,757
Completions	15,504
Contracts approved -male students	18,761
Contracts approved -female students	10,971

Notes: Federal apprenticeships were excluded.

Our people

Organisational structure

As at 30 June 2023, the department structure is represented in this chart. The latest organisational chart is available on the department's website: education.nsw.gov.au/about-us/our-people-and-structure/organisational-chart.



Members of the Executive

As at 30 June 2023, the Executive comprised of the following members:

- Murat Dizdar PSM, Secretary and Chair (BEd Hons)
- Simone Walker, Group Deputy Secretary, School Improvement and Education Reform Group (BSocWork GradDip Communications)
- Chloe Read, Deputy Secretary, Education and Skills Reform (MA Hons MComp)
- Mark Barraket, Acting Deputy Secretary, Education and Skills Reform (DipTeach (Pri), PCIL)
- Leanne Nixon, Acting Deputy Secretary, Learning Improvement (BA GradDipEd MEdSt)
- Gillian White, Deputy Secretary, Early Childhood Outcomes (B.Arts/Law, LLM)
- Cathy Brennan, Acting Deputy Secretary, School Performance North (DipT, BEd, MEdAdmin)
- Deborah Summerhayes PSM, Acting Deputy Secretary, School Performance South (BA Hons, Dip. Ed., PCIL)
- Ruth Owen, Chief Operating Officer, Operations Group (BA Hons)
- Shaun Ruming, Chief People Officer, People Group (B.Bus, MBA)
- Anthony Manning, Chief Executive Officer, School Infrastructure NSW.

The following changes to the Executive occurred during 2023:

- Georgina Harrison (BSc Hons) was Secretary and Chair until 14 April 2023
- Murat Dizdar PSM (BEd Hons), was Acting Secretary from 17 April 2023 to 29 May 2023. Mr Dizdar was appointed as ongoing Secretary and Chair on 30 May 2023
- Sally Blackadder (BComm MBA CA) was Chief Financial Officer until 10 March 2023
- Cathy Brennan (DipT, BEd, MEdAdmin) is Acting Deputy Secretary, School Performance North from 24 January 2023
- Deborah Summerhayes PSM (BA Hons, Dip. Ed., PCIL) is Acting Deputy Secretary, School Performance South from 17 April 2023
- Leanne Nixon (BA GradDipEd MEdSt) is the substantive occupant of Deputy Secretary, School Performance North role, and is acting in the role of Deputy Secretary, Learning Improvement since 24 January 2023.

Division profiles

School Improvement and Education Reform Group

The School Improvement and Education Reform (SIER) group coordinates the department's enterprise-wide transformation agenda, including driving key school improvement priorities. SIER monitors and reports on the most important and complex departmental targets and strategies including the school improvement agenda and skills reform. The group's work also includes corporate and delivery planning and support.

Education and Skills Reform

The Education and Skills Reform (ESR) division drives innovation, reform and policy development based on strategic analysis and evaluation that is aligned with external relations for the whole education system. ESR delivers critical programs to improve outcomes across Kindergarten to Year 12 schooling and skills.

Responsibilities include:

- securing national and state funding for education services
- driving a whole-of-department focus on Aboriginal outcomes, including raising Year 12 completion rates for Aboriginal students
- improving outcomes for regional, rural and remote learning communities, in early childhood, schools and skills pathways.

Learning Improvement

Learning Improvement works across the department and with non-government sectors to improve educational and wellbeing outcomes for every young child and every learner.

It also develops and delivers programs to improve educational standards, equitable access to curriculum, student wellbeing, professional learning, and curriculum resources.

Early Childhood Outcomes

The Early Childhood Outcomes division ensures all families have access to affordable, safe, quality early childhood education and care, and children have the best start in life and learning.

Our purpose is to transform lives through high-quality early childhood education and care. Our priorities include strong partnerships and collaboration, targeted support and inclusive delivery, evidence-based practice, essential workforce transformation, and meaningful participation.

School Performance

The two School Performance divisions lead and direct the operations of 2,200 NSW public schools. They aim to maximise the academic achievements of all students and create a culture of success, learning and a desire to achieve, underpinned by innovative, adaptive and supportive strategies to enhance quality teaching and educational leadership at the school level.

The divisions are responsible for managing policies, strategies and operations that support principals, teachers, school staff and students in:

- preschools
- infants, primary, secondary, central and community schools
- specialist and comprehensive schools
- schools for specific purposes
- intensive English and environmental education centres.



I WENT ON THE TRIP WITH M/DA. WE WERE COUNTING THE STARS.

A calendar or grid with various dates and markings, possibly a classroom calendar or a student's personal calendar. It has columns and rows with some text and numbers.

Counting

Operations Group

The Operations Group enables improved student outcomes through seamless service delivery to the NSW public education system. This includes:

- supporting the ministers, Secretary and executives in achieving the department's strategic plan through effective risk management, assurance
- setting the strategic direction and designing future state services to support operational, service and digital excellence
- providing the department with the foundational processes and systems to keep the education system running, and seeking to improve it every day
- running the budget and resource management processes to support our outcomes across early childhood education, schools and vocational education
- providing data, analysis and intelligence to support strategic and operational decision making
- leading reforms to improve school operations, reduce the workload of the school workforce, and simplify and streamline staff experience of our processes.

People Group

The People Group is responsible for ensuring educational outcomes through the support and development of all staff. This includes:

- driving human resources and workforce strategy
- strengthening school leadership development and boosting the supply of high-quality teachers
- leading work across staff wellbeing and work health and safety
- driving accountability through professional and ethical standards
- ensuring the department is high-performing and a great place to work.

School Infrastructure NSW

School Infrastructure NSW delivers educational infrastructure that meets the needs of a growing population and supports improved student outcomes. School Infrastructure NSW's goals and priority programs are all aligned to our vision to enable successful outcomes for public education.

Office of the Secretary

The Office of the Secretary supports the work of the Secretary as well as the department's relationships with key stakeholders outside of the department, to help meet strategic objectives across the education cluster.

The School Leadership Institute and Connected Communities also sit within the Office of the Secretary.

Strategy



Our vision

To be Australia's best education system and one of the finest in the world.



Our purpose

To prepare our learners for rewarding lives as engaged citizens in a complex and dynamic society.

Our goals

Our goal is to ensure every student is engaged and challenged to continue to learn, and every student, every teacher, every leader and every school improves every year.

We are committed to delivering the following outcomes:



Early childhood education: All children have the best start in life and learning and make a successful transition to school and are set for ongoing education success.



Wellbeing: Every student is known, valued and cared for in our schools.



Academic achievement: All young people have a strong foundation in literacy and numeracy, deep content knowledge, and confidence in their ability to learn, adapt and be responsible citizens.



Equity: Our education system reduces the impact of disadvantage.



Attainment and independence: All young people finish school well prepared for higher education, training and work.



Skills and higher education: All learners gain the skills they need to be employable and adaptable, and contribute to the productivity and prosperity of NSW.

To support these outcomes, we also aim to ensure:

- Our infrastructure meets the needs of a growing population and enables future-focused learning and teaching.
- Our workforce is engaged and high-performing.
- The community has confidence in public education.
- High-quality support is delivered efficiently and effectively to all schools and staff.

Our values

Our values guide how we go about our work and make decisions on a daily basis. They form the foundation of what it is like to work for Education and what we expect of one another.



Excellence –strive for the best together



Integrity –do what's right every day



Equity –lift people up



Accountability –it's up to every one of us



Trust –be what you say



Service –students at the centre





Strategic Plan

Our Strategic Plan 2018-2023 is the department's highest-level strategy document, outlining our direction and priorities for the delivery of high-quality education in NSW. It describes the department's outcomes for early childhood education, wellbeing, academic achievement, equity, attainment and independence, and skills and higher education, which provide the structure for the Outcome and Business Plan.

The 2018-2023 Strategic Plan was extended to the end of 2023, to allow all sectors to focus on learning continuity in response to COVID-19 and natural disasters.

Outcome and Business Plan 2022-23

Our Outcome and Business Plan describes the outcomes and targets we're working together to achieve, and how we organise and allocate our resources to deliver on our 2018-2023 Strategic Plan.

The department delivers 3 state outcomes that recognise the learning journey from building the foundations for learning in early childhood, through teaching and learning in schools, and into lifelong learning for a highly skilled and adaptive workforce.



Best start in life and learning for young children



Educational foundations for success



Skilled and employable workforce



The plan meets Treasury requirements to outline:

- department outcomes and how we will achieve them, including ongoing programs of work that support outcome achievement and reform priorities for implementation over the next 12 to 24 months
- additional performance indicators for reporting to Treasury as part of the department's Quarterly Performance Report
- how measures related to Aboriginal and/or Torres Strait Islander people have been improved in alignment with the new National Agreement on Closing the Gap
- how customer experience related measures are embedded
- how the department has assessed program and operational funding to more clearly understand the relationship between current investments and the achievement of outcomes.

The department has mapped a high-level overview of how our ongoing programs of work and reforms map to state and department outcomes. The outcomes map shows how the department's recurrent and capital budget maps to the 3 state outcomes. Underlying these outcomes are system supports for school infrastructure, people and operations.

Outcome map 2022-23

Best start in life and learning for young children

Budget: \$1.1bn, plus \$1.2m capital

Educational foundations for success

Budget: \$18.7bn, plus \$2.7bn capital

Focus and priorities

Early childhood education



- Start Strong
- Quality Support Program
- REAL Program
- Regulatory Response Strategy
- Sector Development Program
- Preschool reform
- Affordable preschool
- Big Futures Start Small
- Sustainable and skilled workforce
- Childcare and Economic Opportunity Fund
- Universal preschool
- System stewardship
- Out of school hours program

Public schools – Wellbeing



- Child protection
- Attendance policy
- Out of home care
- Behaviour
- Mental health and wellbeing
- Child safe action plan
- Attendance program
- Student behaviour strategy
- Expanding school day program

Public schools – Academic achievement



- STEM and other learning programs
- Literacy and Numeracy Five Priorities
- Curriculum implementation
- NSW Mathematics Strategy
- Assessment
- HSC
- Literacy and numeracy /School needs and support
- COVID Intensive Learning Support
- Curriculum reform
- Best practice/Ambassador schools

Outcome indicators

- ECE enrolment
- National Quality Standards

- Sense of belonging
- Attendance

- Top 2 NAPLAN & HSC bands
- Reading & numeracy

Enablers and support

School infrastructure

- Deliver new school infrastructure
- Value for money infrastructure
- Utilising school assets
- Satisfaction and suitability
- Maintenance
- Disability access
- Digitalisation
- Sustainability

People

- Teacher supply
- Teaching quality and school leadership
- Ensuring a safe and healthy place to work and learn
- Human capital management

High quality standards for NSW schools (NESA)

Budget: \$226.8m, plus \$2.3m capital

Skilled and employable workforce (DoE and TAFE)

Budget: \$2.8bn, plus \$320.6m capital

Public schools – Equity



- Assisted School Travel Program
- Language and multicultural students
- Rural and remote education strategy
- Disability strategy
- Connected Communities Strategy
- Aboriginal and Torres Strait Islander student support*

* Note. There are many programs and reform priorities captured under this category

Public schools – Attainment and independence



- Educational Pathways programs TAFE Launchpad
- Elsa Dixon Aboriginal Employment Grant
- K-12 Career Learning Framework
- School based apprenticeships and traineeships
- ATAR and HSC reform

Skills and higher education



- VET Teacher Training and Professional Learning
- Work Placement
- National and local skills reform
- Government-funded training
- Apprenticeships & traineeships
- Targeted programs and support
- The Skills Hub
- NSW IAT
- Careers NSW
- Women in Construction
- Skills reform agenda
- Trade pathways program
- Extended access to VET loans
- Data and response to skills shortage areas
- Microcredentials

- Aboriginal students
- Low SES students

- Year 12 completion
- School leavers in higher education, training and work

- Full engagement
- Employer satisfaction
- Certificate III or above
- Post-VET employment

Operations

- Engaged and high performing workforce
- Principal success
- Workforce planning
- Staff capability

- Quality Time
- Change and enablement
- Communication and engagement
- EDConnect
- Schools Digital Strategy
- Technology

- Service experience
- Digital Strategy



Operations and performance

Mid-year review

As the NSW Department of Education transitions to financial year reporting, we acknowledge it has only been 6 months since the 2022 annual report was published. However, the January to June 2023 period included some significant milestones that reset the course for public education in NSW.

2023 marks 175 years since the establishment of public schools in NSW. Following the NSW State Election in March, the NSW Government appointed Murat Dizdar as the department's new Secretary to lead the delivery of their priorities to lift education outcomes, build greater school capacity and restore pride in the teaching profession.

This began with listening to voices on the ground in school communities. In May, the Secretary's Ideas Hub opened, giving school staff the opportunity to have their say on how they can better be supported. These ideas have better positioned the department's education support teams to prioritise changes for a strengthened system.

Helping every student reach their potential

The department strongly believes in the transformative power of public education. A key focus of 2023 is the objective of helping every student reach their full potential and setting them up with meaningful pathways to further education and their careers.

Lifting attendance is crucial to achieving this objective. Primary and secondary schools showed improvements in Terms 1 and 2 2023 compared to 2022, and the department continued to raise awareness on the importance of attendance through the Every Day Matters campaign. Launched in May 2023, the program equipped schools with resources to highlight how consistent schooling improves learning outcomes, broaden career options, and fosters greater confidence and wellbeing.

The department also continued its efforts to close the equity gap to disadvantaged students, with over 188,000 students receiving adjustments to meet disability and additional learning needs. Substantial resources were also allocated for English language support, including \$171 million to cover 1,000 full-time teaching positions and \$52.6 million in flexible funding to 1,638 schools.

The first ever statewide School Development Day on 24 April 2023 focused on Aboriginal education, with all schools taking part in 6 hours of accredited professional learning tailored to their community's context. Additionally, the Secretariat of National Aboriginal and Islander Child Care was appointed as a government partner to support Aboriginal community-controlled organisations to deliver early childhood education and care in NSW.

With the impacts of the pandemic still lingering, the existing COVID Intensive Learning Support Program was extended to the end of 2023. This gives students the opportunity to regain lost ground through small group tuitions, before the department moves to an ongoing targeted literacy and numeracy program from the government's Education Future Fund.

The department remained committed to keeping all children and young people safe from harm. Development began on a Child Safe Action Plan 2023–26 to raise community awareness on safety, build capability of department staff, and implement 10 Child Safe Standards recommended by the Royal Commission into Institutional Response to Child Sexual Abuse.

The department also began a review into the Student Behaviour Policy, to ensure schools are equipped to meet the needs of learners requiring additional support and help teachers maintain a thriving and engaged classroom environment.

Building school and teacher capacity

Schools require a strong and confident workforce equipped with diverse skills to help every student learn, grow and belong. The department welcomed 4,734 accredited teachers into NSW public schools between January and June 2023.

To further fill those existing gaps and build greater certainty in the teaching profession, the department also began transferring 16,000 temporary teachers and support staff to permanent roles.

With a key focus on reducing the workload burden on teachers and reducing time spent on administration by 5 hours a week, the department halved more than 70 mandated changes and paused all pilots and programs that were due to be rolled out in Term 2. Work also began on a line-by-line review of all policies and procedures to identify where more efficiencies can be made.

The School Administration Improvement Program is also helping this cause by giving teachers additional administrative staff to relieve them of non-teaching tasks like data entry, paperwork, event coordination and supporting student wellbeing.

The department continued to support teachers using current syllabus documents and curriculum materials, while also extending the delivery timeline of the new curriculum. This extension allows schools more time to implement changes and adapt their practices to ensure the best learning outcomes for students during the curriculum reform.

The department surpassed its target of 100 new graduate primary teachers specialising in mathematics, with 25 appointments in 2023 bringing the total to 102. Furthermore, the School Leadership Institute supported over 5,500 newly appointed school leaders in Terms 1 and 2 through its induction conferences, leadership development programs and online resources.

With continued population growth in NSW, the department delivered new and improved learning facilities and infrastructure. This included 5 new schools, 3 new schools in temporary facilities and 17 school upgrades for the first day of Term 1 2023. Work is underway to supply 100 preschools on public school sites and assist non-government schools to build and upgrade 50 preschools within their school grounds. Two specialist VET facilities were also built at Seven Hills High School and Tweed River High School.

We look forward to delivering our next full annual report for the 2023-24 financial year.



Early childhood outcomes

Work is underway to deliver universal access to quality preschools across NSW. This includes building 100 public preschools on public school sites and assisting non-government schools to build and upgrade 50 preschools within their school grounds.

Consultation and engagement with families, educators, teachers and service providers is underway through the Family Voice and Service Voice projects. This will provide a better understanding of the experiences and perspectives of early childhood education and care (ECEC) services. It will also inform preschool service and operating models in public preschools and the community.

The department is developing a Cultural Responsiveness and Deep Listening Engagement approach to identify opportunities for the uplift of culturally responsive practices in public preschools.

Other key achievements in early childhood initiatives from January to June 2023 include:

- Progress on the design of the Health and Development Checks in Preschool Settings Program, with NSW Health. Workshops were held with stakeholders across NSW, undertaking surveys and completing an early adopters study to inform program design.

- Expanding the nurse-led home visit program with 8 new locations, strengthening relationships between children, parents and carers by building their capacity to give their child the best start in life. The new locations were announced by the government in June 2023 bringing the total number of services available to 17 sites across 14 local health districts.
- Research is also underway to continue strengthening the department's understanding of the early childhood development service delivery landscape in NSW.

In 2023, we began implementing the ECEC workforce commitments to upskill and support the sector. This includes:

- scholarships for ECEC professionals to upskill to a diploma or degree
- professional development leave to encourage a rewarding ECEC career
- ECEC research to investigate delivery models and strengthen the workforce pipeline.

The scholarships aim to support early childhood professionals upskill to a bachelor's degree or diploma qualifications while they work. A total of 298 scholarships were awarded from the 2022-23 ECEC VET Scholarships Program and recipients received their first instalment. These scholarships were available to students studying a certificate III or diploma qualification.

The department continued to support 1,100 learners under a range of early childhood teaching scholarship programs to help build the numbers of early childhood teachers in NSW.

The department partnered with the University of Wollongong and the Early Learning and Care Council of Australia to co-design the Accelerated Early Years degree. This will provide diploma-qualified educators with a Bachelor of Education in 2 years instead of 4, without compromising on course content or learning.

The 2023 Start Strong for Long Day Care Program requirements were updated to include a workforce support option where program payments may be used to attract and retain early childhood teachers and educators.

Building on early childhood education in NSW

In January 2023, the department rolled out the redesigned Start Strong Program for community and mobile preschools and long day care services. The program meets the objectives of both the Affordable Preschool initiative and Preschool Reform Agreement (PRA) to provide quality, affordable preschool to children and their families.

Approximately 175 services are funded under the Start Strong Pathways program. The department awarded \$18 million under the Start Strong Capital Works Grants Program to 10 early childhood education and care services. This will create over 300 additional preschool places across NSW.

The program awarded over \$5 million to 3 services to maintain over 100 preschool places, and 2 mobile services received \$83,000 through the mobile fund to replace vehicles and maintain service continuity. These investments contribute to the department's commitment under the PRA and our overarching goal of ensuring universal access to quality, affordable preschool in areas of need and demand.

Supporting the transition to school for children and families

From 2023, early childhood services receiving Start Strong funding must complete a Transition to School Statement for each child transitioning to school the year after. The statement summarises a child's strengths, interests and approaches to learning and helps link the Early Years Learning Framework to the Early Stage 1 Syllabus to support teaching and planning for Kindergarten teachers.

Excellence in early childhood education services

Throughout the first half of 2023, the Education and Care Services National Law and National Regulations were updated to reflect the agreed changes from the 2019 National Quality Framework (NQF) Review. The changes enhanced children's health, safety and wellbeing. The department provided information and resources to the ECEC sector to support understanding and implementation of these changes.

We are committed to improving early childhood outcomes for Aboriginal children through the Cultural Safety Framework. The framework aims to create culturally safe environments for Aboriginal children and their families, and increase the knowledge and understanding of Aboriginal culture across the ECEC sector.

The department completed the first phase of this work with a consultation outcomes report in partnership with the Secretariat of National Aboriginal and Islander Child Care. The report findings will inform the build and design of the framework for 2023-24.

Best practice regulator

From January to June 2023, the department assessed and rated 12.4% of all NSW approved services and completed 4,057 service visits. We monitored compliance with legislative requirements, investigated complaints and responded to incidents. This resulted in 1,293 compliance actions, including 24 prohibition notices and 6 services cancelled. The department also responded to 11,556 phone calls to the Information and Enquiries line.

In the first half of 2023, the department also provided high quality guidance and professional development through the regulatory sector development program including:

- regulatory guidance notes on Safe Transportation and Arrival of Children Attending ECEC services, Creating Child Safe Environments for Family Day Care, and Children's Safe Sleep and Rest
- a monthly Quality and Compliance in Practice newsletter
- safe sleep and rest training resources
- safe transportation of children training and resources
- development of policies and procedures resources.

Supporting children and families for the best possible start in life and learning

Early childhood initiatives are delivered through cross-agency collaboration led by the department to:

- increase universal access to education, health, community and government services
- provide targeted early interventions to families experiencing vulnerability and disadvantage
- improve families' awareness of and experience in their interaction with government services.

We collaborate with:

- Aboriginal Affairs NSW
- Department of Communities and Justice
- Department of Customer Service
- Department of Education (Australian Government)
- Department of Regional NSW
- Multicultural NSW
- NSW Health
- The Cabinet Office.

Initiatives implemented by other agencies, with support from the department, include:

- expansion in the number of Aboriginal Child and Family Centres
- expansion of a nurse-led home visiting service
- development of the Digital Baby Book
- expansion of Pregnancy Family Conferencing.

Aboriginal and Torres Strait Islander education and care

In June 2023, the Deputy Premier appointed the Secretariat of National Aboriginal and Islander Child Care (SNAICC) as a Sector Strengthening Partner from 2023 to 2027 for early childhood education.

SNAICC will assist the department to achieve our First Steps-the NSW Aboriginal Children's Early Childhood Education Strategy 2021-2025 and contribute to key priorities and targets under the National Agreement on Closing the Gap including:

- Priority Reform Two: Building the community-controlled sector
- Target 3: By 2025, increase the proportion of Aboriginal children enrolled in Year Before Fulltime Schooling (YBFS) early childhood education to 95%
- Target 4: By 2031, increase the proportion of Aboriginal children assessed as developmentally on track in all 5 domains of the Australian Early Development Census (AEDC) to 55%.

The First Steps strategy is a 5-year plan that solidifies the department's commitment to supporting Aboriginal and Torres Strait Islander children from their earliest years of life and learning so they can participate in safe and nurturing early childhood education and care.

- June 2023 marks the midpoint of the First Steps strategy, 2.5 years since its launch, and the midpoint update shows the progress that the department has made towards achieving the goals of the strategy.
- The 3 goals of the strategy have been showcased in 3 videos. Key programs featured include the Ninganah No More and Aboriginal Families as Teachers programs.

Engaging with our sector and community

In June 2023, the department hosted the first biannual Early Childhood Education Connect online webinar series. The 18 sessions covered topics such as First Steps – the NSW Aboriginal Children’s Early Childhood Education Strategy, Start Strong funding for services, workforce wellbeing, disability inclusion, and health and development checks.

The 10-day event attracted 11,568 registrations and 5,741 unique attendees. The opening event attracted 1,098 views and over 900 engaging questions were asked by the sector.

In April 2023, the department hosted an exhibition stand at the Sydney Royal Easter Show. The primary focus of the stand was the Health and Development Checks Program, with department staff engaging with parents and carers throughout the event.

Delivering sustainable funding programs to support the early childhood sector

The Childcare and Economic Opportunity Fund is a statutory entity to boost access and affordability of early childhood education and care services for NSW families and children.

Progress was made with the appointments of the fund’s board members, chaired by the Secretary or an employee of the department nominated by the Secretary and includes the Secretary of NSW Treasury, a department representative and 2 independent members with extensive experience in the ECEC sector. The board guides consultations and decision making for the fund’s investments.

The board held its first meeting in April 2023. A tripartite Memorandum of Understanding was signed between the department, NSW Treasury and the board, outlining the roles and responsibilities of each agency in supporting the fund’s administration and delivery of the fund’s objectives.



Academic achievement

Improving literacy and numeracy

The department has implemented a system-wide approach that puts greater focus on what works best for students. The 5 priorities for literacy and numeracy ensure all schools are supported with an ongoing focus on literacy and numeracy development:

1. A whole school and system approach to literacy and numeracy achievement from preschool to Year 12.
2. School leadership is focused on improving student literacy and numeracy.
3. All teachers use effective practices to improve student literacy and numeracy outcomes through curriculum.
4. Schools and systems use data to inform literacy and numeracy improvement.
5. Families are supported as partners in their children's literacy and numeracy development.

The delivery of these ongoing priorities is assisted by universal support for all schools with teaching resources, professional learning, diagnostic assessments and specialist roles in literacy and numeracy.

NSW public schools transitioned to version 3 of the National Literacy and Numeracy Learning Progressions from Term 1 2023, in alignment with curriculum reform. These learning progressions describe the trajectory of literacy and numeracy skill development, and support teachers to identify student needs and target teaching response.

In 2023, the department offered over 70 literacy and numeracy professional learning courses, updated and consolidated in line with the new syllabuses and version 3 of the National Literacy and Numeracy Learning Progressions. New courses (spelling, comprehension instruction, decodable texts, and creating written texts) were added to the Lead Learner suite of professional learning to support educational leaders develop and strengthen their expertise in evidence-based literacy and numeracy concepts in preparation for leading practice improvement in schools. There are now 12 courses available.

A series of lesson advice guides were released to support teacher understanding of the evidence underpinning skilled writing and reading. The guides explain the frameworks for teaching writing and reading and outline the key components of quality writing and reading instruction.

The Best Start Kindergarten Assessment and the Year 1 Phonics Screening Check were successfully delivered. On-demand diagnostic assessments, phonics and phonological awareness, are available to assess students in any year group at any time. All assessments are mapped to the National Literacy and Numeracy Learning Progressions.

The department provides resources and professional learning for schools to build teachers' and leaders' capacity in supporting students meet the HSC minimum standard in reading, writing and numeracy. Schools can access over 300 online resources for literacy and numeracy teaching in Stages 5 and 6, aligned to the skills assessed in the HSC minimum standard online tests.

The department's Universal Resources Hub supports schools in the use of evidence-based teaching practice. This includes more than 345 quality-assured reading and numeracy teaching resources with 14 new resources added in 2023. 2,131 schools visited the hub with over 22,000 teachers accessing these resources from January to June 2023.

Delivering the NSW Mathematics Strategy

The NSW Mathematics Strategy continues to improve and enable high-quality teaching of mathematics, improving student engagement and driving more positive attitudes of mathematics.

In 2023, we appointed 25 new graduate primary teachers with a mathematics specialisation in NSW public schools. A total of 102 teachers were appointed since the initiative began, exceeding the target of 100 new graduate primary teachers.

This year we also permanently appointed 16 additional secondary mathematics teachers after they completed the secondary teach.MathsNOW scholarship program – a total of 40 appointments as at 30 June 2023. There are currently 21 scholars engaged as paraprofessionals in schools while completing their initial teacher education qualification. 155 scholarships are being completed with 67 commencing in 2023.

The program continues to expand and update evidence-based professional learning mathematics courses and resources. In 2023, there were over 10,000 enrolments in short to year-long courses attended by over 57% of all NSW primary schools. These curriculum-aligned courses support teachers and leaders of mathematics to implement the new syllabus with confidence. Preliminary findings indicate the courses had significant positive impact on teachers' confidence and ability in teaching mathematics, with an increase in their students' attitude towards mathematics.

The program's successful 2-year mathematics intervention initiatives continue to upskill teachers of mathematics in primary schools through the Building Mathematics Specialisation in Primary Schools Initiative and in secondary schools through the Mathematics Growth Team. In 2023, 36 Primary Mathematics Specialist Teachers across 31 schools are continuing their 2-year mathematics mentorship program with a further 38 schools commencing in the rural south and west region.

This year, we deployed Mathematics Growth Team trainers in 14 high schools across NSW to change teaching practices and support 297 teachers across 46 schools. The trainers also support 14 additional mathematics teachers across NSW in the new year-long Embedded Instructional Leader Pathway initiative to build the leadership capacity of the mathematics teacher community in NSW public schools.

In 2023, 2,655 Year 11 students commenced the numeracy course and 1,604 Year 12 students continued with the course, building mathematics and numeracy skills using real-life scenarios. Teachers across the state attended an annual workshop supporting the course, held in Sydney and the Hunter, following positive feedback from a pilot by the NSW Education Standards Authority (NESA).



The Centre for Education Statistics and Evaluation (CESE) continued its evaluation activities measuring the effectiveness and impact of the strategy's initiatives for evidence-based decision-making and future planning. To date, CESE's evaluation findings suggest:

- The pilot implementation of the new Stage 6 numeracy content-endorsed course is improving participation in Stage 6 mathematics.
- The activities of the Primary Mathematics Specialist Teachers Mentorship Program improved participants' knowledge of, and expertise in, mathematics teaching.
- The structure of the Teach.MathsNOW scholarship is effective, and the support provided successfully enables recipients to become mathematics teachers in NSW public schools.
- The suite of professional learning offered by the NSW Mathematics Strategy is valuable and engaging for teachers.
- University students undertaking the NESA-recognised primary mathematics specialisation believe that it is coherently structured for mathematics pedagogy and instruction.
- The mathematics growth team is a positive influence on participating teachers and schools.

Supporting curriculum and assessment

The department provides NSW public schools with comprehensive support for implementing the NSW curriculum, including:

- advice about curriculum and assessment
- professional learning
- evidence-based teaching and learning resources.

Support for teachers using current syllabus documents, curriculum material and related policies remained a priority in 2023, ensuring continuous learning for all students while curriculum reform is implemented.

The department supported teachers and stakeholders to provide feedback on draft syllabuses as part of the NESA 'Have your say' public consultations. We continued to support NESA's Teacher Expert Networks (TENs) initiative with 85 teachers participating in user testing of draft syllabuses and support materials.

The Early Adopters project piloted the department's comprehensive model of support in 2022 and returned essential findings that have informed the development of further support mechanisms in 2023. Aspects of the model can now be found in the ongoing support for all new syllabuses.



Comprehensive support packages continue to be developed for new Kindergarten to Year 12 syllabuses including:

- a suite of microlearning professional learning modules
- teaching and learning resources
- sample scope and sequences
- units of work
- sample assessments.

The resources are flexible and adaptable to local contexts, allowing teachers to tailor to the needs of their students. The publication of each new syllabus by NESA brings a progressive release of these support packages, all of which will be made available on the department's website.

Curriculum planning for every student in every classroom is a comprehensive suite of microlearning modules, supporting inclusive planning principles, advice, and resources for Kindergarten to Year 12 teachers. This professional learning provides aligned, coherent advice to support teachers to plan for the full range of students. Over 90% of Kindergarten to Year 12 schools, and more than 25% of all teachers, have engaged in the professional learning.

Curriculum Implementation Professional Learning (CIPL) supported over 1,000 Kindergarten to Year 2 (K-2) teachers and curriculum leaders from more than 440 schools, providing them with the skills and knowledge to deliver the new K-2 syllabuses. Over 95% of CIPL participants indicated they intend to use the knowledge gained in their teaching practice.

The Curriculum Reform Communities (CRC) supported schools to implement the new syllabuses. There are 71 CRCs across NSW, with over two-thirds of all NSW public schools participating. CRCs meet each term and allow schools to build collaborative relationships and share learnings from their curriculum reform journeys.

School leaders and teachers utilise the CRCs to receive consistent messaging related to curriculum reform, to receive and share information, and to engage in professional learning. The 2023 professional learning sessions focused on practical tools and strategies for leading curriculum change in schools.

The 26 statewide staffrooms are curriculum and specialist collaboration spaces that curate content and provide teachers with support that is relevant to their needs. Statewide staffrooms hosted around 47,000 teachers who shared their experiences and advice, and accessed department resources, information and professional learning.

In 2023, support material for consistent teacher judgement was released. This material provides advice for school leaders and teachers to collaboratively design, mark and moderate school-based assessment.

Resources were provided to support schools in engaging with parents and carers in the community.

The department delivered support for department approved elective (DAE) courses to meet the requirements for additional studies in Stage 5 from 2022. These courses include international studies, iSTEM, big history, philosophy, psychology, critical thinking and outdoor education.

The DAE courses webpage includes support material, such as course documents, sample scope and sequences, teaching and learning resources, assessment advice, and professional learning. A trial of specialist courses is being undertaken in 2023, with approval for these courses to be offered in eligible schools from 2024. These specialist courses are performing arts, design and media studies, and animal studies.



Strategic support for schools

One of our objectives is supporting all schools with the quality resources and targeted support they need to help every student achieve their potential. Our strategic support for schools brings together school data, quality-assured evidence-based resources and specialist staff to work with school staff to improve the wellbeing and academic achievement of every student.

Depending on the needs of each school, 3 types of system support are available to address identified improvement needs in target areas including literacy, numeracy, attendance, behaviour, Aboriginal students HSC attainment and financial management:

- universal support: self-service, evidence-based and quality-assured learning and school improvement resources available to all schools online
- guided support: targeted guidance aligned to specific focus areas for each individual school

- strategic support: intensive and customised support for schools requiring more hands-on assistance from specialists to support growth.

Strategic support is a partnership with the school that provides targeted and timely support in specific outcome areas. It focuses on:

- using system and school data to identify focus areas for improvement
- supporting teachers in their use of the resources and tools in their classroom context
- monitoring and evaluating the impact of the strategic support on teaching practice and student learning outcomes.

School planning and accountability

All NSW public schools have a Strategic Improvement Plan (SIP) that outlines the key initiatives each school will undertake to improve student learning. Every SIP includes a strategic direction on student growth and attainment. School planning and external validation cycles are aligned to SIPs, bringing greater rigour to the review of school performance. Progress against improvement measures outlined in the SIP are published in the school's annual report.

COVID Intensive Learning Support Program

The existing COVID Intensive Learning Support Program was extended to the end of 2023.

The department worked with key stakeholder groups for the program's extension, using the lessons learned in 2021 and 2022, ensuring the greatest benefit from the 2023 program.

As at June 2023, 1,670 NSW public schools employed 4,021 educators to support 50,539 students.

The 2023 approach removes the focus on the impact of the COVID-19 pandemic disruptions and moves towards support based on identified student need. The program continued the expectations around the explicit literacy and numeracy focus, targeted to students' learning needs, and aligned with the NSW curriculum. Ongoing reporting and schools' use of student assessment data continued to help build a strong evidence base on 'what works' for learning catch-up. The evidence showed intensive support, such as small-group tuition delivered by professional educators, effectively supports and rapidly accelerates students' learning.

Schools also have access to a wide range of educators they can engage with to suit their context, such as retired teachers, teachers choosing to work part-time, initial teacher education students in partnership with universities, school learning support officers, other education paraprofessionals, and the department's online delivery program and selected third party online tuition providers. Allied Health providers were employed in 67 schools, such as speech pathologists to support complex learners and students with disability. All categories of educators have been available to schools since the start of 2023.

The department's online delivery bolstered the accessibility and quality teaching across the state. Initial findings indicate online tuition positively impacted student learning in regional and remote areas. In Semester 1, 4,220 live online lessons were delivered to 639 students across 33 schools, including 5 Connected Communities and 9 flood affected schools.

Evaluations of the COVID Intensive Learning Support Program indicate benefits beyond its original aim of improving student learning, with improvements in student confidence, engagement and motivation. The Phase 1 and Phase 2 evaluations are published and available on the department's website. The Phase 3 evaluation report will be completed in 2023.



Attainment and independence

Students continuing to Year 12

The Apparent Retention Rate (ARR) at the state level can vary annually as a result of differences in migrations into and out of the state and students transferring into and out of public schools. COVID-19 has impacted migrations into NSW and across the school system therefore impacting ARR.

The department is currently scoping a Retention Program to understand the influencing factors and early interventions that drive improvements in student ARR. These interventions include programs improving attendance, NAPLAN attainment, belonging/engagement and career/pathways plans for students.

Students achieving in the top 2 HSC achievement bands

The department is continuing to support HSC teachers respond to curriculum changes by providing professional learning, teaching and learning resources, and advice to teachers.

As part of the curriculum reform, comprehensive support is provided to schools, along with professional learning for the Stage 6 syllabus. Ongoing scoping and evaluation ensure resources maintain a strong focus on evidence-based practice and are linked to school need.

Around 6,900 Stage 6 teachers in over 500 schools accessed professional learning to strengthen their teaching practice and improve student learning outcomes.

Supporting HSC students

The department's HSC Hub continued to provide on-demand resources for teachers on exam preparation. The hub includes curriculum resources and support materials, lectures, online demonstrations, assessment resources, and video lessons aligned to the syllabuses, bolstering existing course work.

The HSC Common Start Program provided funds for newly created Year 12 extension classes. Funds were used to support the HSC teachers and students.

Paths from school to education, training or work

Secondary schools provide work readiness training and opportunities for students to participate in workplace learning. The department supports this through a range of programs and initiatives to ensure young people are prepared for higher education, training and work.



The department increased the uptake of School-Based Apprenticeships and Traineeships (SBAT) in NSW public schools by:

- promoting SBAT to students, employers, parents and schools
- providing support to students and schools through SBAT coordinators
- overseeing the completion of official training plans
- engaging with NSW industries to secure employers willing to take on SBAT.

The Educational Pathways Program delivers a range of supports for students and schools designed to facilitate experiential and practical engagement with vocational pathways, including SBAT.

Building lifelong learning pathways

Our Regional Industry Education Partnerships (RIEP) program connects students with their future employment needs. RIEP officers across NSW improve access to industry-validated career information and allow school students to participate in structured career activities with employers. The program helps students understand the skills required for local jobs and motivates them to plan their future careers.

SBATs are available for all NSW high school students in Years 10, 11 and 12, allowing students to start an apprenticeship or complete a traineeship at school. SBATs combine paid work, training and school, leading to an industry-recognised national qualification that may also contribute towards the ATAR.

The Pathways for the Future Program consolidates de-identified background, education and employment data on 3.5 million young people in NSW to provide valuable information on paths taken and study choices. The program builds a robust evidence base to develop tools and insights for students, parents and carers, and career advisers to make informed decisions about future study, work and training options. A new program extends the age range, covering ages 11 to 67 years, to better understand students' lifelong learning with data also updated to year 2020.

The department built 2 specialist VET facilities at Seven Hills High School and Tweed River High School. The vocational high schools commenced operations in Term 1 2023 and delivers innovative curriculum and employer engagement models to drive participation in VET courses to meet local industry demands.



Skills and higher education

Education begins before school and continues well beyond the classroom. We prepare students for the next step in their skills and training through VET and higher education.

We provide students with tools for lifelong learning, inquiry and enjoyment to deliver a skilled and employable NSW workforce.

Engagement in training, higher education and employment

The department increased its strong focus on supporting young people to engage with quality education and training opportunities. Through national and local skills reform, the department aims to improve outcomes for learners through subsidies, better engagement with sectors and harnessing major infrastructure.

In addition to the ongoing management of funded training under Smart and Skilled, the department co-funded the Australian Government's JobTrainer Program Skilling for Recovery in NSW, aimed to improve employment prospects for 16-to-24 year-olds through fee free training.

JobTrainer funded an extension of the Regional VET Pathways Program, which supports disengaged youth aged 15 to 19 to re-engage in education, training or transition to employment.

Employer satisfaction with vocational education and training

The department is undertaking further work to determine how employer satisfaction differs by type of employer and training provider. The department is continuing to work with other jurisdictions on improving the quality of the national training system and strengthening assurance and monitoring of Smart and Skilled providers.

The department works to align VET delivery with industry and employer needs through funding Industry Trade Advisory Bodies, skills brokers partnerships with employers to promote training opportunities aligned to skilling needs, and the delivery of bespoke workforce development programs for employers.

Post-school qualifications

The department administers the Smart and Skilled contestable training market in NSW, which includes reviewing and optimising our pricing methodology and the NSW Skills List.

Through programs and partnerships with industry, the department aims to ensure apprenticeship and traineeship pathways meet industry skill needs and support individual learners and their employers to achieve their qualifications.

In addition to Smart and Skilled, the department delivered NSW JobTrainer, offering over 200,000 fee free training places for eligible young people, job seekers and school leavers to gain skills in Australia's growing industries in the post COVID-19 economy.

The Trade Pathways Program addressed skills shortages through the establishment of more pathways to trades for leaders, especially women and mature age workers.

Employment outcomes for vocational education and training graduates

Through Careers NSW and the establishment of the Institute of Applied Technology, the department supported the transition into careers for learners, enabled improved workforce participation outcomes and created a new industry-led, blended model of education and training. Skilling for Recovery programs such as Skills Brokers and Workforce Development generated re-skilling and upskilling opportunities for learners to improve their employment outcomes.

Women in construction

The department is working to increase the number of women in construction, with the aim of 15% women workers in non-traditional roles by 2030. The department collaborated with Infrastructure NSW and engaged with major construction businesses to pilot a women-focused Infrastructure Skills Legacy Program. The program provides women with full and short courses on construction, manufacturing and engineering, and transport and logistics.

The program includes scoping for:

- an increase in the target for women in trades from 2% to 4% of the trades workforce
- the introduction of a target for women in non-traditional roles of 7% of the workforce on major government infrastructure projects.

A dedicated women in construction website was developed to promote opportunities in the construction sector.

Supporting higher education

The NSW Higher Education Strategy harnesses the higher education sector's contribution to NSW across 5 priority areas to:

1. develop and broaden post-school options to foster lifelong learning
2. ensure wider participation in quality higher education
3. drive job growth, skills and innovation
4. strengthen collaborations to bolster research outcomes
5. position NSW globally by reinvigorating and diversifying international education and engagement.

The department leads a range of reform activity and grants programs that help to support the higher education sector and the strategy, including projects supported by the Collaboration and Innovation Fund and the Strategic Research Fund.

In April 2023, the department finalised a submission to the Australian Universities Accord process to identify priority recommendations for national reform including better mechanisms for state and federal engagement on areas of shared impact.

From 2023, course categorisation in calculating the ATAR was removed for the Year 10 cohort. This will support student choice in senior secondary school and broaden opportunities for post school study, training and work.

Country Universities Centres delivered 4 out of 5 new regional study hubs across the state in Parkes, Kempsey, Ulladulla and Cowra, with the final centre in Mudgee to open in 2024.



Student wellbeing and carers charter

Our goal is to ensure every student is known, valued and cared for in our schools. Our constant focus on providing safe and engaging learning environments is underpinned by initiatives to boost our student wellbeing workforce, strengthen student behaviour supports, and increase student participation.

Students' sense of belonging, expectations and advocacy

All NSW public schools are supported to implement whole-school approaches to student wellbeing, a school-wide culture of high expectations and a shared sense of responsibility for student engagement. The school's Strategic Improvement Plan outlines their steps to improve student wellbeing outcomes.

The Wellbeing Framework for Schools supports schools to create a planned approach to wellbeing using evidence-based strategies focused on prevention and early intervention.

The department provides universal resources, professional learning and services to help schools plan their approach to student wellbeing. We also provide targeted specialist support services through school counsellors and psychologists, student support officers, wellbeing nurses and mental health providers.

The department's student voices channel provides a forum for students to share opinions and access to resources to support student engagement. The Minister's Student Council, known as DOVES (Department of Student Voices in Education and Schools), works with the Secretary and senior leaders in policy development and highlighting issues of concern to students.

Protecting student mental health and wellbeing

The department continues to grow and develop its wellbeing workforce to support student wellbeing and mental health.

That workforce has over 2,000 staff and includes the school counselling service, the National Student Wellbeing Program, student support officers, behaviour specialists and wellbeing nurses. Every public high school has access to a full-time school counsellor and a full-time student support officer.

The department partners with leading mental health organisations to provide schools with programs supporting students' mental health, and programs boosting the skills of school staff to support student wellbeing. This includes providing access to students to the Cool Kids Online anxiety intervention program and supporting students impacted by natural disasters through the Season for Growth and Stormbirds programs.

Student Wellbeing Innovation Fund

The Student Wellbeing Innovation Fund aims to increase innovative programs and initiatives supporting student wellbeing in NSW public schools.

The department assessed 339 unique submissions from 289 organisations. Following a formal assessment process, 12 submissions have been selected valued at \$1.83 million. Contract management has commenced.

The preferred providers will develop, assess and deliver programs and initiatives that schools can easily source. The providers will also educate, inform or directly support individual students to improve their mental health and wellbeing. The fund will also build sector capacity and encourage improved partnerships between providers and schools.

Quality assurance of student wellbeing external programs

The department developed a quality assurance process for external wellbeing programs in schools under the themes of sense of belonging, behaviour, and resilience. More than 60 quality assured programs are available to NSW public schools in the student wellbeing external programs online catalogue marketplace.

NSW Health, Office of Regional Youth, and the department collaborated to place wellbeing nurse coordinators in NSW public schools. As of June 2023, 96 of these positions supported more than 366 school communities across NSW. When fully implemented, these positions will provide services to 403 NSW public schools.

Building positive student behaviour

The department continues to deliver on its 3 priority areas for behaviour management and support: practice, support, and ongoing improvement and system reform. The review of the Student Behaviour Policy in 2023 offered an opportunity to ensure the policy and support models are equipped to support schools.

The department strengthened system supports to schools with:

- 96 behaviour specialist positions established as at the end of Term 4 2022. In Term 1 and 2 2023, an additional 45 positions have been created and are under recruitment. Behaviour specialists support schools and empower educators to build sustainable preventative systems and positive behaviour practices in schools
- NESA accreditation to 9 behaviour support and management professional learning courses
- access for pre-service teachers and early childhood teachers to selected universal online behaviour support professional learning
- workshops during Term 2 2023 for pre-service and conditional teachers on classroom management, in partnership with the teacher education partnership team
- face-to-face professional learning to support identified needs in schools to embed knowledge and skills to support student behaviour, including self-regulation and functional assessment training.

We made it easier for schools to access the advice and support available through the delivery support team with the introduction of the Team Around a School model. This is a coordinated system-wide approach using the skills and expertise of specialist staff to support schools with a dedicated team. There are 28 teams across NSW linked to a specific principal network to ensure all schools have access to specialist staff.

Further support was delivered to schools with the first tranche of guided behaviour support delivered to 47 schools during 2023, including 11 schools for specific purposes, 24 primary, 3 central and 9 secondary schools.

During Semester 1, the second tranche of strategic behaviour support was delivered to 14 schools, including 1 central, 3 primary and 10 secondary schools. We continue to refine existing and develop new universal resources based on feedback from teachers and schools.

Additional anti-bullying online resources to support school leaders were developed with further information and advice on the issues that schools experienced.

The department continued to deliver the Perfect Presence Pilot Program in 25 principal networks, which is aimed at supporting students at risk of disengagement. The program contracts external providers to work with schools to co-design tailored programs that are delivered to targeted cohorts of students.

The department continued to partner with the Department of Communities and Justice to engage with local community providers to work with more than 20 schools across the state and expanded the program to allow an additional 5 schools to receive support from mid-2023. The program provides behaviour and early intervention support for children, young people, families and schools, and provides continuity of support for vulnerable students, both in and out of school settings.

The department provided training in the Paxis-Good Behaviour Game (PAX GBG) to school-based staff across NSW. More than 3,000 staff from over 435 primary schools received this training. PAX GBG is an evidence-based preventative mental health intervention that utilises recognition and reward to reduce negative behaviours and mitigate anxiety related issues. The program improves self-regulation and engagement in learning, leading to improved learning outcomes.

Protecting the vulnerable

The department is developing a Child Safe Action Plan 2023-26 as a prescribed agency under the *Children's Guardian Act 2019*. The plan will be released in 2023 and form part of the department's ongoing commitment to keeping our children and young people safe and protected from harm. The objectives of the plan are to raise community awareness on child safety, build the capability of department staff and implement the 10 Child Safe Standards recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse.

All staff are mandatory reporters who are required to report safety concerns relating to students. Each year, all staff are required to complete updated child protection training to ensure they are aware of their mandatory reporting obligations, and the strategies and resources available to assist in supporting children at risk of harm. This year our child protection update focused on recognising and responding to children who may be at risk of educational neglect. As of 30 June 2023, 130,190 staff have completed the training.

Our Child Wellbeing Unit (CWU) builds our capacity to respond to child protection concerns. As of 30 June 2023, the department's CWU had received 23,259 contacts.

The unit collaborates with NSW Health, NSW Police, the Department of Communities and Justice, and non-government organisations to alleviate concerns about our students' safety, welfare and wellbeing.

Out of Home Care (OOHC) funding for students in statutory OOHC aims to reduce the adverse impact of disruption to their learning, wellbeing or access to the curriculum. During Terms 1 and 2 2023, there were a total of 4,826 applications to provide additional support to schools for students from preschool to Year 12. The OOHC Education Pathway continues to strengthen communication between agencies and the department.

Encouraging active lifestyles

Opportunities exist for more than 600,000 students to progress through the Representative School Sport Pathway across 28 sports. As of June 2023, over 100 state events have been hosted for primary and secondary students, and 18 events have been livestreamed and accessed by more than 170,000 students.

To promote and increase participation in sport and physical activity, the School Sport Unit offers the Premier's Sporting Challenge to all NSW public schools, with 436,664 students from 1,410 schools registered to participate.

The Sport and Physical Activity School Health Check is an evidence-based tool, developed by the School Sport Unit, to guide schools in systematically implementing a whole-school approach to sport and physical activity. This is part of the suite of resources and strategic support offered to improve wellbeing through physical activity.

In Semester 1 2023, 2,583 teachers enrolled in sport and physical activity based professional learning. The sport education teaching resource has been used by over 12,000 teachers to program weekly school sport sessions.

The School Sport Unit's inclusion programs offered opportunities for 4,875 students with disability from 606 schools to participate in inclusive sport and physical activity events.

In Term 1 2023, more than 17,500 students from 230 primary schools participated in the School Swimming and Water Safety Program. Stage 4 students in more than 200 high schools were also able to access water safety education.



Encouraging participation in the arts

The Arts Unit provided inclusive and innovative opportunities in dance, drama, music, visual arts, debating, public speaking, spelling, literary arts and special events to over 60,000 students and 10,000 teachers. There have been 5,859,798 engagements with the Arts Unit digital platforms.

As part of a commitment to regional, rural and remote students, over 700 students in Kindergarten to Year 6 in the far north-west participated in Pulse Broken Hill. Pulse Sunraysia saw over 400 students participate from schools on the NSW-Victoria border.

The Arts Unit fosters career pathways for students through its strong links to industry professionals. In 2023, the Arts Unit Singers, Symphony Orchestra, Jazz Orchestra and Symphonic Ensemble performed together with the Combined Secondary High School Choir with featured artist Kate Miller-Heidke.

Over 600 singers and instrumentalists from the region's public schools took to the stage in Coffs Harbour for the Compass Music Festival and 30 schools participated in the festival's 3 combined ensembles: primary choir, secondary choir and recorder ensemble.

Through collaboration with the curriculum team, the Arts Unit has introduced CApture, a film festival for Years 9 to 11 students, and Film By Online for Kindergarten to Year 8 students. Over 174 schools have expressed interest in submitting a film.

The 2023 Multicultural Playwright Program held a 3-day workshop program at Bankstown Arts Centre. This provided 33 multicultural and refugee students and their teachers with an immersive scriptwriting and performance experience, culminating in a showcase that was livestreamed back to the students' home countries.

Improving school attendance

Student attendance remains a priority for the department. The department provides a tiered framework of support to schools and interventions to lift attendance by creating a positive environment for engagement and learning.

Data for Terms 1 and 2 2023 has shown an improvement over the same period in 2022 in both primary and secondary settings.

In 2023, the department continued its work with 114 schools to provide guided support and 13 schools to provide strategic support for improved attendance. The department also relaunched the Every Day Matters media campaign in May 2023 to raise parent, carer and community awareness of the importance of attendance. The campaign shows consistent attendance improves student outcomes, increases career options, and helps students build relationships and confidence.

From January to June 2023, Home School Liaison Program officers worked collaboratively with NSW public schools to implement 3,115 individual student interventions, as well as developing and implementing 838 school-based strategies to support regular student attendance.

Aboriginal attendance officers and home school liaison officers continued to assist schools to identify and address attendance concerns as students returned to school after learning from home. The Home School Liaison Program responded to public school requests to address non-attendance and non-enrolment issues, as well as requests from non-government schools to identify students whose enrolment destination was unknown.

NSW Carers Strategy 2020-2030

The Student Health and Mental Wellbeing unit led work on supporting young carers at school, an element of the NSW Carers Strategy 2020-2030. Information on supporting young carers at school and the toolkit, Being a Carer, Being a Student, and Being a Kid: A Resource for Schools, is available on the department's website.





Equity for our students

Our goal is an education system that reduces the impact of disadvantage which helps NSW students access quality education, regardless of who they are or where they live.

We want to increase the knowledge and understanding of Aboriginal histories, culture and experience and ensure that every Aboriginal and/or Torres Strait Islander child and young person realises the benefits of schooling.

We aim to build a more inclusive education system, one where every student is known, valued and cared for. We want to create environments in which all students are learning to their fullest capability.

The implementation of the Inclusive, Engaging and Respectful Schools Policy ensures the most vulnerable students are protected and given equal opportunities to attend school and access learning.

Our desire to improve outcomes and support for children and young people in regional, rural and remote NSW is underpinned by our Rural and Remote Education Strategy 2021-2024.

We monitor performance data for our key targets, focusing on our cohorts and students in most need: Aboriginal students, students from low-socioeconomic-status backgrounds, rural and remote students, and students with disability.

Supporting Aboriginal and/or Torres Strait Islander students attain their HSC

To support Aboriginal and/or Torres Strait Islander students attain their HSC, the department focused on increasing student attendance and retaining students to HSC completion. This work included identifying Aboriginal and/or Torres Strait Islander students with low attendance patterns and those at risk of exiting school prior to completion.

The department enhanced the focus on Aboriginal and/or Torres Strait Islander student retention and the delivery of personalised learning pathways, with data on every student's attendance rate and tailored school and community responses to prevent disengagement during Years 11 and 12. This required schools to extend the use of personalised approaches to teaching and learning, as well as advice on subject choices and careers.

The department continued to work with the NSW Coalition of Aboriginal Peak Organisations (NSW CAPO) and the NSW Aboriginal Education Consultative Group Inc. (NSW AECG) to support more Aboriginal and/or Torres Strait Islander students attain an HSC.

Initiatives to support this include:

- Pirru Thangkurray, a culturally appropriate engagement and mentoring program
- Aboriginal Learning and Engagement Centres providing tutorial and assessment support
- locally tailored culture and policy immersion professional learning
- integrating Aboriginal history and culture into teaching and learning
- Aboriginal Histories and Culture at the centre of curriculum delivery
- Community Connectors, supporting students at risk of disengaging from school.

At the same time, we recognise that there are multiple pathways to positive post-school education, training and employment.

Aboriginal Learning and Engagement Centres (AL&ECs) provided support to more than 3,100 Aboriginal students across 37 schools. All schools prepared a Strategic Improvement Plan, which outlines the steps they will take to improve learning outcomes, and work towards more Aboriginal and/or Torres Strait Islander students completing school.

AL&ECs indicated more students reported feeling good about their culture when they are at school, and teachers have a good understanding of their culture compared to their peers in schools without AL&ECs. As a result, numerous schools are now self-funding an AL&EC. This initiative is supported by the NSW AECG and co-designed by the Mura Bulbi Local AECG and the department.

Professional learning to implement the Aboriginal Education Policy, Turning Policy into Action, was delivered to 7,836 staff. Aboriginal Histories and Culture professional learning was also delivered to 14,643 department staff. These professional learning results include 47 schools with high numbers of Aboriginal and/or Torres Strait Islander students and all other schools seeking to improve their approach to working effectively with Aboriginal and/or Torres Strait Islander students and communities.

Boosting results for Aboriginal students

The Clontarf Foundation mentored 3,758 young Aboriginal men in 54 NSW public schools. In March 2023, the National Aboriginal Sporting Chance Academy (NASCA) mentored 821 young Aboriginal women in 13 NSW public schools. In the first 6 months of 2023, NSW AECG Girls Academies commenced efforts to offer services at schools in Newcastle and the Hunter region, with an expectation of enrolling 300 girls at 6 schools by the end of 2023.

The department continued to run 'Let's take the first step together' Aboriginal cultural education, a professional learning course for all department employees with 128,885 staff completing this training by the end of June 2023.

The department held its first ever state-wide School Development Day with a focus on Aboriginal education on 24 April 2023. All schools were required to participate in 6 hours of accredited professional learning. A suite of highly professional online options was developed by the department to support schools in the successful planning and implementation of the day.

Principals were encouraged to work with their local AECG and community to take ownership of the day's agenda, ensuring the day best met their school context. On-Country experiences or in-school sessions led by Aboriginal community and/or Elders were highly encouraged to increase understanding of local community.

In addition to the suite of online options, all schools had access to the Universal Resource Hub. The hub provides school staff with a central place to access quality-assured teaching, learning and school improvement resources to use and share.

Kimberwalli is a place-based initiative in western Sydney that works in partnership with families, the community, schools and the AECG to empower Aboriginal and/or Torres Strait Islander students to build a positive cultural identity and reach their full potential through strong engagement and connection to culture, country and community.

Kimberwalli engaged with over 3,400 students in Kindergarten to Year 12 across 146 schools in western Sydney and delivered the Kimberwalli Academy for Excellence to 400 students each term through the delivery of:

- Junior AECG Darug Language Pilot Program
- Boys Didgeridoo and Cultural Education Program
- Girls Dance and Cultural Education Program
- Co-ed Cultural Engagement, Mentoring and Dance Program
- Senior Girls Contemporary and Cultural Art Program
- Senior Boys Engagement Program
- Rising Stars Wellbeing Program
- Cultural Art Program
- school holiday programs.

Increasing access to Aboriginal languages

Early childhood outcomes

Our First Steps - the NSW Aboriginal Children's Early Childhood Education Strategy 2021-2025, supported by the Ninganah No More Program, has a target of 50% of Aboriginal children in early childhood education and care to have access to an Aboriginal language program the year before school by 2025.

As of 30 June 2023, 26 community-controlled organisations had received Ninganah No More grant funding, resulting in 1,519 children learning an Aboriginal language in ECEC settings across NSW. Grant applications are open from 1 February to 1 November 2023.

Development of a North Dharawal Language Hub is currently underway, and consultations are in progress in Bundjalung to engage community interest. Established language hubs include:

- Wiradjuri: the NSW AECG services are currently establishing relationships with 14 early childhood services who will prospectively reach 300 children.

- Gamilaraay and Yuwaalaraay: 15 early childhood services led by Winanga-Li services, reaching 103 Aboriginal children and 182 non-Aboriginal children.
- Gumbaynggirr: 17 early childhood services led by Bularri Muurlay Nyanggan Aboriginal Corporation services, reaching 158 Aboriginal children and 301 non-Aboriginal children.

Schools

The Aboriginal Language and Culture Nest Program is part of the broader set of government priorities to revoice and revitalise Aboriginal languages in NSW. A nest is a network of communities bound together by their connection to an Aboriginal Language. The initiative is part of the government's community-focused plan for Aboriginal affairs in NSW: OCHRE (opportunity, choice, healing, responsibility, empowerment).

The AECG is the contracted service provider covering 7 nest areas across NSW:

- Bundjalung
- Dunghutti
- Gamilaraay/Yuwaalaraay/Yuwaalayaay
- Gomeroi
- Gumbaynggirr
- North West Wiradjuri
- Paakantji.

Approximately 1,043 students in 22 schools participated in the program in Term 1 2023. More than 25,000 students have participated since the program commenced in 2014.

The department's Preschool Aboriginal Languages Program provided funding to 17 public preschools with a high proportion of Aboriginal students in 2023.

The Year 9 pathways pilot, Certificate 1 in Tourism – Aboriginal Languages, commenced at Nambucca High School in the Gumbaynggirr Nest. Yarn Ups with 2 Aboriginal communities outside Nest areas have occurred in 2023. An additional 3 communities are involved in early discussions around potential Yarn Ups to occur over the course of 2023.



Strengthening Connected Communities

The Connected Communities Strategy—an opportunity, choice, healing, responsibility, empowerment initiative—is fully operational in 33 schools across NSW.

It established schools as community hubs and boasts a unique school-level governance structure that broadens the influence of the local community and school leadership to collaborate delivering key services from government and non-government agencies.

Each location's Strategic Improvement Plan emphasised the support of children from the early years of learning through school and into further training, study and employment. A key focus is a holistic learning approach underpinned by local Aboriginal culture.

All 33 Connected Communities schools received increased staffing. This provided teachers and executives the opportunity to deeply engage in meaningful professional learning to strengthen educational leadership capabilities and devote quality time with parents/carers and students in the development of student personalised learning plans.

Reducing the impact of disadvantage

Distance education

Full-time distance education is provided for students living in NSW who are isolated or whose special circumstances prevent them from attending school. Single subjects may also be accessed by both government and registered non-government schools to meet the minimum curriculum requirements for Stage 5 or Stage 6 as required by NESA.

NSW's distance education schools and provide curriculum options from preschool to Year 12. These include one school for specific purposes and one specialist languages high school. There are 4 distance education preschool classes which are available for eligible students who are isolated or do not have access to early childhood education services in their community.

The school and teachers are responsible for developing, implementing and evaluating student learning programs for distance education. A parent or other nominated supervisor supports the child to engage in the learning programs developed by the school.



The Rural Learning Exchange

The Rural Learning Exchange supported small rural and remote schools to improve the quality of delivery of Stage 6 courses. Early career, out of field and isolated teachers benefited from access to:

- fortnightly 1:1 mentoring by experienced subject specialist teachers
- collaboratively developed, high quality teaching, learning and assessment resources
- fortnightly meetings with a virtual faculty
- modelling of best practice pedagogy in weekly synchronous lessons
- targeted professional learning, including effective use of ICT in teaching and learning.

Student learning outcomes were improved through:

- opportunities to learn within a larger cohort during weekly online, synchronous lessons
- following a common curriculum and assessment program with peers in similar schools across NSW
- access to advice and feedback from a group of teachers
- increased hands-on experience in using technology to collaborate and communicate.

Subject-specific rural teacher networks provided more than 2,600 teachers with a space to share resources, collaborate and participate in professional dialogue.

English as an additional language or dialect (EAL/D)

Schools received an English language proficiency equity loading to meet the additional learning needs of EAL/D learners. Schools report the impact on students and their learning in their school annual reports.

Through the EAL/D Leadership Strategy, 30 EAL/D education leaders provided support and advice to schools across 25 principal networks. Teachers of EAL/D students were supported to address students' development of English language proficiency through resources and professional learning. Some professional learning and resources are delivered through the EAL/D statewide staffroom, which currently has 3,500 members.

NSW student learning library

The department's NSW student learning library provides teachers, parents and families with free and equitable access to quality learning materials when needed. Resources can be accessed online and have been designed for flexible use, including remote learning. Offline and downloadable components ensure students and families who live remotely or without consistent access to internet or devices are not disadvantaged. Since its launch in January, over 600 Kindergarten to Year 2 English and mathematics resources have been published with more to be available throughout the year.

Empowering students with disability and additional learning and support needs

In 2022, more than 188,000 students across NSW received adjustments to their learning because of disability and additional learning and support needs, with 86% of students with disability in mainstream classes, 11% in support classes in mainstream schools and 3% in schools for specific purposes. To help schools support their students, in 2023 the department has:

- allocated more than \$348 million for specialist learning, including more than 1,970 learning and support teachers and a flexible funding allocation to every mainstream school
- as of June 2023, allocated more than \$356 million in Integration Funding Support for more than 15,700 students enrolled in mainstream classes who have confirmed disability and moderate-to-high support needs
- more than 2,000 staff working with schools to support student learning and wellbeing including:
 - specialist teachers supporting more than 2,600 students with vision or hearing impairment
 - assistant principals, learning and support
 - support teachers, transition
 - transition support teachers, early intervention
 - inclusive education coordinators
 - National Disability Insurance Scheme (NDIS) coordinators

- as of June 2023, provided personalised and specialised learning for more than 29,300 students in around 4,250 support classes in mainstream schools and schools for specific purposes
- continued to provide advice, professional learning and resources for NSW public schools on the interface between school education and the NDIS. This included the release of 6 NDIS microlearning modules for staff in Term 1 2023
- continued to refine and develop resources for parents and carers to support students and engage with their school through the Inclusive Learning Support Hub
- continued to provide evidence-based practice resources for schools to support students with disability and additional needs through the Inclusive Practice Hub. More than 64,900 users accessed the hub between 1 January and 30 June 2023
- continued remote and face-to-face delivery of 9 specialist courses that build the capacity of staff to support students with disability. More than 330 staff completed the courses between 1 January and 30 June 2023
- continued to support the delivery of tailored professional learning that builds understanding of our obligation to students with disability under the Disability Standards for Education (2005). Between 1 January and 30 June 2023, 3,055 department staff completed the training.

From 1 January to 30 June 2023, \$1,635,508 in Student Support Funds was allocated to schools to enable and improve full access to and participation in education for identified students with a disability, as outlined in the *Disability Discrimination Act 1992*.

During the reporting period, \$544,041 in funding was provided for support equipment to schools. This enabled schools to purchase supplementary equipment and/or technology support to facilitate learning, enable student access to and participation in the preschool to Year 12 curriculum, and support progress toward their educational goals.

LINK support allocated \$756,789 to schools to support students with disabilities in Years 9 to 12 currently undertaking workplace learning programs as part of their school's overall School to Work Program. HSC VET allocated \$702,210 to schools to support individual students or groups of students with disability undertaking school delivered HSC VET courses.

The department's Disability Strategy sets out our vision for a more inclusive education system. During the reporting period, we implemented several key initiatives under the strategy including:

- publishing information on the overview of the different specialist settings available in NSW, with a focus on settings to support students with disabilities both in mainstream schools or specialist education settings (specifically designed and resourced to support students with additional needs)
- commencing phased implementation of policy guidance and requirements on the use of restrictive practices. This approach will be reviewed in Terms 3 and 4 2023 and is anticipated to be fully operational by Term 1 2025
- continuing additional resourcing through investment of \$14 million for dedicated leadership roles to support the inclusion, learning and wellbeing of students with disability in schools that have 7 or more support classes
- continuing to make improvements to the way schools are supported and funded to best meet the needs of students with disability by:
 - introducing a new methodology for low-level-adjustment for disability equity loading to ensure school resourcing will better reflect school efforts to make adjustments for students with disability
 - building the capacity and capability of teachers through investment in evidence-based resources and tools to support students with complex needs
- continuing to refine and prepare to implement a newly developed outcomes framework for students with disability. A comprehensive tool to understand the outcomes of students with disability, the framework sets out how the department will monitor progress across high-level domains: learning growth, wellbeing and independence.



Yawarra
Community
School

WARRARA
HIGH SCHOOL



Our multicultural priorities and initiatives

Our students and staff come from a diverse range of cultural, linguistic and religious backgrounds. We strive to build safe and inclusive learning environments that benefit our school communities.

The department's Multicultural Plan outlines our priorities and initiatives, and our Multicultural Policies and Services Program reports are available on our website.

English as an additional language or dialect education

In 2023, the department continued to provide specialist English language support to meet the needs of students learning English as an additional language or dialect (EAL/D), including:

- a total of \$171 million, including 1,000 full-time teaching positions and \$52.6 million in flexible funding was allocated to 1,638 schools as English language proficiency equity loading to support more than 196,000 EAL/D students
- more than \$14 million has been allocated through the New Arrivals Program to deliver intensive English language tuition and bilingual support to 5,917 newly arrived students, including 767 refugees in 747 schools
- 2,418 students in the Intensive English High School and 15 intensive English centres received English tuition, orientation to schooling, as well as support to help settle them into school and participate in Australian society
- targeted support was provided for the learning, wellbeing and settlement needs of 3,384 recently arrived refugee students across 456 schools
- in 25 principal networks, 30 EAL/D education leaders continued to work with school leaders building the capacity of schools to meet the learning and wellbeing needs of EAL/D students including refugees
- classroom teachers and EAL/D teacher specialists continued to access professional learning and resources to support them in meeting the needs of EAL/D students across the state. This included professional support delivered to approximately 3,500 staff members through the EAL/D statewide staffroom, and via 40 specialist local professional networks and forums supporting EAL/D teachers.

Targeted support for refugee students

In 2023, \$2.2 million in targeted funding was provided to support the learning, wellbeing and settlement needs of 3,384 recently arrived refugee students across 456 schools.

In Term 1 2023, the Refugee Student Counselling Support Team helped 17 schools build staff capacity to meet the wellbeing needs of refugee students. It delivered 22 professional learning sessions for 270 staff.

Teachers and other staff participated in accredited professional learning courses (including 'Teaching Students from Refugee backgrounds and STARS in schools: Supporting Students from Refugee backgrounds') to assist them in meeting the needs of refugee students. Local professional support for school staff across the state was provided through 7 refugee education networks and EAL/D education leaders.

International students and temporary residents

From January to June 2023, 1,947 international students enrolled in 253 public schools across NSW. A further 18,831 temporary resident students enrolled in 1,339 public schools across NSW through the Temporary Residents Program.

DE International delivered a range of programs and services to support the learning and wellbeing of international students including pre-arrival webinars and additional support to facilitate connection between students and family overseas.

The NSW Government Schools International Student Awards recognised the achievements of international students and their contributions to their schools and communities. The awards also recognised school and staff excellence in supporting international students.

Languages education

From January to June 2023, 139 primary schools participated in the Community Languages Schools Program, from Kindergarten to Year 6. The Secondary College of Languages delivered 23 community language courses to more than 3,000 students from Year 5 to HSC level. NSW School of Languages continued to deliver languages education by distance mode to students in Years 9 to 12.

Over 35,500 Kindergarten to Year 12 students attended 308 after-hours community languages schools to study 62 languages and the culture of their heritage as part of the Community Languages Schools Program.

The Aboriginal Language and Culture Nests initiative supported the teaching of Aboriginal languages across 7 nest areas. In Term 1 2023, 1,043 students across 22 NSW public schools participated in the program.

Language educators participated in a range of professional learning programs, conferences and professional networks. These activities enhanced their skills in delivering languages education, teaching specific languages and implementing new syllabuses.

Anti-racism education

The department introduced mandatory training on anti-racism in 2022 to ensure all staff can identify and counter racism in schools. By June 2023, 94% of department staff had completed mandatory Anti-Racism Policy training.

Every NSW public school is required to have an anti-racism contact officer who assists the principal in leading anti-racism education and resolving complaints of racism in the school community.

Anti-racism contact officers continued to provide support in leading anti-racism education training and resolving issues of racism within schools. From January to June 2023, over 300 anti-racism contact officers were trained.

Teachers, school leaders and other staff continued to access professional learning and support. The online anti-racism education statewide staffroom provided advice and support to approximately 1,600 staff members and 16 local networks, and one virtual network supported anti-racism contact officers across the state. Additional resources were developed to assist school leaders in dealing with incidents of racism.

A new professional learning course was published to assist staff in addressing the impact of racism on Aboriginal and/or Torres Strait Islander people.

The Racism.No Way, the national anti-racism education website, continued to support educators across Australia. It received over 293,000 views from January to June 2023.

The Anti-Racism in Action (ARiA) Program was delivered to 38 schools to date in 2023. This program builds upstander responses to racism in primary schools. Support was provided for school staff to address incidents of racism through online professional learning platforms, including webinars and discussion forums.

The Anti-Racism Roundtable was convened in January 2023 to develop a coordinated approach to improving the reporting and management of workplace racism. Building on this work, collaboration has commenced for the development of a system-wide anti-racism strategy.

Anti-racism deliverables were included in the department's Reconciliation Action Plan and Closing the Gap targets.

Intercultural understanding and cultural inclusion

The 2023 Calendar for Cultural Diversity assisted schools in fostering intercultural understanding, community harmony and social inclusion.

More than 2,010 students in Years 3 to 6 participated in the Multicultural Perspectives Public Speaking Competition, which heightens awareness about cultural diversity.

The Multicultural Playwright Program was held at Bankstown Arts Centre from 20 to 22 June 2023. This provided 33 students from 5 schools with a scriptwriting and performance experience, culminating in a showcase that was live streamed to the students' 10 home countries.

The Henry Parkes Equity Resource Centre continued to provide resources to support cultural inclusion and equity programs in NSW Government schools.

Communication, consultation and community engagement

The department continued to support onsite, online and telephone interpreters in schools to facilitate communication with non-English-speaking parents and carers and those with hearing or speech impairments. Translated documents in up to 36 languages were provided to support families from culturally and linguistically diverse backgrounds access important information on NSW public schools.

School-based bilingual staff, including school learning support officers, continued to facilitate communication with newly arrived students and families. Community liaison officers facilitated community engagement in schools and helped families from culturally diverse backgrounds participate in activities and decision-making processes within their school community.

The department's Multicultural Education Advisory Group provided advice on the education needs of a culturally diverse NSW. The department also worked with the NSW Aboriginal Education Consultative Group Incorporated through its formal partnership to meet the educational needs of Aboriginal people and communities.

The department consulted with individuals and community organisations to strengthen engagement with students, parents, carers and families from culturally and linguistically diverse backgrounds. Multicultural NSW and the Ethnic Communities' Council are part of an advisory group that provides feedback on community engagement. The department worked with these organisations to reach out to parents from culturally and linguistically diverse communities to improve communication with parents.



Improving our teaching quality

Teaching quality is the biggest in-school influence on student achievement. The department continues to strengthen the quality of teaching across NSW schools by providing evidence-based resources, high-impact professional learning, and consistent performance and development processes in priority areas.

Building our teaching capacity and capabilities

From January to June 2023, the department granted approvals to teach in NSW public schools to 4,734 accredited teachers, who were able to build new connections with the department, as their employer of choice, through a series of initiatives aimed at building their capabilities and their confidence as they begin their careers.

Schools hosted observation visits and professional experience placements for teacher education students who are preparing to become teachers. A network of specialist hub schools leads the provision of high-quality professional experience placements across networks of schools supporting teacher education students.

The department partners with universities to support teacher education programs and research. This strengthened relationships between schools and universities to ensure the effective preparation of graduate teachers.

We shared online newsletters, teaching and learning resources, and an invitation to a dedicated beginning teacher Yammer group. We implemented a bespoke relationship management approach for Initial Teacher Education scholarship recipients. The approach aims to strengthen the scholars' engagement with the department during their study and into their early teaching careers. Scholars receive proactive phone calls offering personal and professional support, newsletters and invitations to professional learning.

In 2023, we introduced a welcome session for scholars, with former scholars as guest speakers, providing insights into the scholarship and new teacher experience.

Schools received funding to support the performance and professional development of eligible beginning teachers, including induction and accreditation. The Beginning Teacher Support Funding Program supported 4,437 eligible teachers to 30 June 2023.

The department's Strong Start Great Teachers initiative provided a research-based framework for supporting schools to provide quality school-based induction. The resource provides information, advice, and ideas for schools to create customised, locally responsive induction programs. We aim to increase the awareness and useability of this framework, including through the creation of online modules, to support a consistent induction experience for beginning teachers across NSW public schools.

The department developed a beginning teacher information hub, which continues to be expanded, providing teachers with one place to easily access essential information related to their induction and the teaching profession. We also developed a dedicated hub for mentors of beginning teachers. Its suite of tools and resources supports beginning teachers in their first 2 years of teaching. We continue leveraging the expertise of our mentor community of practice to help explore opportunities to strengthen mentoring practices.

The department is building on the expertise of Highly Accomplished and Lead (HALT) accredited teachers to expand the knowledge of teacher quality across the system. The department also supported NESAs with nominations for HALT assessors, who play a key role in providing feedback to applicants and increasing understanding of teacher quality.

Attracting and retaining high-quality teachers

The department is committed to delivering attraction and retention initiatives designed to address the teacher workforce shortage. These initiatives will grow the supply of teachers, particularly those qualified in science, technology, engineering and mathematics, and in locations where they are needed the most.

The number of new and key initiatives includes:

- increasing graduate teacher commencements in schools
- the Temporary Workforce Transition initiative commenced in May 2023 and will see more than 16,000 eligible temporary teachers and temporary school support staff transition to permanent employment by the end of 2023

- the establishment of a \$20 million Innovative Teacher Training Fund to support new and innovative teacher training models
- the expansion of flexible pathways for career changers. This expansion will build on existing targeted pathways for career changers such as the Mid-Career Transition to Teaching Program
- the Grow your Own Program, which supports schools to identify, develop and retain talent from within their workforce or local community.

Progress on initiatives

There are several programs that encourage more teachers to train in high-need and specialist areas. Progress on these initiatives include:

- 78 participants commenced work as paraprofessionals in our public schools under the Mid-Career Transition to Teaching Program.
- 90 School Learning Support Officers were recruited in the first cohort of the Grow Your Own Program to train as teachers within our public school system.
- As part of the Teachers in the Field Classroom Cover Stream, 336 schools have joined the program with 199 schools confirmed to have received support from the 67 teachers recruited.
- The Mathematics Retraining Program, which supports experienced primary and secondary trained teachers looking to progress their careers as in-field secondary mathematics teachers or head teacher mathematics, has recruited 39 teachers who have commenced further training in this high-need subject area. Of these participants, 16 are from schools outside of the major metropolitan cities supporting the growth of mathematics teachers in rural, remote and regional locations.
- The Mathematics Retraining Mentor Program, providing leadership and development training to future mathematics leaders, recruited 26 participants.
- The FASTstream Program has seen more than 85 participants commence their leadership pathway in NSW public schools.



The Recruitment Beyond NSW Program has now concluded as scheduled.

In collaboration with teacher recruitment and the Temporary Workforce Transition Initiative, schools will continue to be supported to retain current teachers who hold temporary work visas. International teacher retention support continues to provide guidance on visas, Australian Institute for Teachers and School Leaders (AITSL) skill certificates and referrals for permanent residency visas.

The attraction and retention of staff in regional, rural and remote schools is a challenge faced not only by NSW, but other Australian jurisdictions and overseas. In recognition of this challenge, the department continued to review its rural and remote incentives scheme and provided an additional \$31.1 million for housing investments, including heating and cooling in over 400 teacher houses.

This year, the department awarded 93 teach.Rural scholarships, 106 Teacher Education scholarships and 67 teach.MathsNOW scholarships.

In 2023, 34 teachers commenced sponsored training in industrial technology (timber and metal), agriculture, English as an additional language or dialect (EAL/D), careers, and teacher librarianship. A further 59 teachers commenced training in special education (including hearing and vision) as part of the Inclusive Practice in Education scholarship.

Improving every teacher

The performance and development process supports the ongoing improvement of a skilled, effective and professional workforce. The Performance and Development Plan (PDP) is used to guide the work of each principal, executive and teacher for the year ahead.

In 2023, a digital PDP was released to assist with prioritising professional planning, so that the focus is on progress and not on the associated paperwork. Its intuitive design guides principals, executives and teachers through the annual cycle and clarifies the requirements of each phase. The digital PDP is streamlined so time can be spent learning, collaborating and reflecting. The digital PDP supports meaningful conversations for the building of essential relationships. It was made available to opt-in as part of the 'feedback and refinement' approach for a product to suit the professional development needs of a modern workforce.



Developing our school leaders

School Leadership Institute

The School Leadership Institute (SLI) provides leadership development programs and support for current and future school leaders at key points in their career. It offers world-class, evidence-informed and future-focused leadership programs for our school leaders so they can help teachers and students in their schools continue to learn and thrive.

The School Leadership Development Strategy guides the current and future work of the SLI. The strategy invests in great leadership that helps lift student achievement, from early career teachers to experienced principals.

The SLI Development Continuum underpins all the institute's programs. It articulates opportunities for leadership learning through interrelated career stages, from teacher leaders to principalship. At each stage, learning focuses on developing skills, capabilities and mindsets to enhance leadership effects. This lets leaders expand their sphere of leadership influence on the learning of teachers and students across NSW public schools.

An advisory board, including internationally recognised experts and representatives of key stakeholders, offers valuable insights into leadership development and induction programs in NSW. The SLI also refers to the expertise of other international experts.

The best start for newly appointed school leaders

The SLI supports newly appointed school leaders with induction conferences for middle leaders (assistant principals and head teachers), deputy principals and principals. The conferences orientate leaders to their new role and develop their leadership skills. More than 500 newly appointed leaders attended our induction conferences in Semester 1 2023. This included:

- 290 participants in the Middle Leader Induction Conference
- 121 participants in the Deputy Principal Induction Conference
- 108 participants in the Principal Induction Conference.

In Semester 1 2023, the SLI engaged with more than 5,500 current and future school leaders across NSW through leadership induction conferences, leadership development programs and online resources.

Highlights of 2023 include:

- The first conference for directors, educational leadership to support them and principals develop the leadership of assistant principals and head teachers in their schools.
- The first Future School Leader conference designed for current classroom teachers who are developing their readiness to step up into formal leadership roles.
- The expansion of the Principal Leadership Learning Program which allows all NSW Education principals to access webinars and in-depth sessions with leading international and Australian educational experts.
- The first 2-day conference for participants in the new Middle Leadership Development Program.
- Continuing the ongoing leadership development programs such as the Senior Leadership–Aspiring Principals Leadership Program and the Growing Great Leaders Program.

Ensuring equity of access

The SLI has expanded its suite of on-demand leadership resources to ensure all current and aspiring NSW public school leaders can access quality learning.

This includes updating the Principal Leadership Learning Resource, which brings together current national and international research and evidence informed practices to support school leaders. More than 1,220 leaders used the resource in Semester 1.

The SLI also released a new suite of resources developed specifically for middle leaders (assistant principals and head teachers) including a new resource hub and self-paced e-learning modules. More than 3,500 leaders have accessed the resources this year.

Evaluation of impact

The quality and impact of the SLI work is demonstrated in the evaluation data for each initiative, with consistently high numbers of leaders (more than 90%) reporting the SLIs work has been relevant to their context and/or has helped them develop as leaders. Overall, SLI programs receive high or very high satisfaction ratings.

Engaging with our students and parents

The department encourages parents and carers to have their say on the design and delivery of high quality educational experiences for all learners.

The department continued to build on its partnerships with organisations including the Federation of Parents and Citizens Associations of New South Wales (P&C Federation NSW), the Advocate for Children and Young People (ACYP) and the Department of Communities and Justice to create effective programs and practices to support students, parents and carers.

The department leads a feedback and complaints resolution function, working with schools and across the department to enhance capabilities to manage complaints effectively as well as supporting families who wish to access advocacy and other supports.

Progress on key partnership to support students, parents and carers

The department continued to strengthen our working relationship with the P&C Federation NSW. The department's provision of increased funding over 2 years from 2022 to the P&C Federation NSW enabled the establishment of a new parent and carer engagement program of works. Key deliverables include the launch of a new online hub for parents and carers, as part of the P&C Federation NSW's parent and carer engagement strategy.

The department's funding enabled the P&C Federation NSW to support more than 1,800 local P&C Associations across the state and build on their strong working relationships with schools to the benefit of student outcomes.

Developing resources to improve parent and carer engagement

There is clear evidence about the positive impacts of engaging with parents to support their child's education. Building on the release of the Parent and Carer Engagement Framework in 2022, the department consulted and worked with school staff to develop resources to support schools with parent and carer engagement. This includes a Parent and Carer Engagement Guide that schools can use as part of their school improvement planning. During Term 1 and 2 2023, staff from 24 schools in metropolitan, regional and rural locations tested and provided feedback on the guide. The final guide will be available for schools in the second half of 2023.

We're listening to school colleagues

Since Term 4 2022, 1,400 school staff have joined the school insights community across 910 schools in NSW. From January to June 2023, we obtained feedback from 1,280 school colleagues, representing 925 schools, to shape 38 change initiatives.

In May 2023, the Secretary's Ideas Hub was opened for school staff, seeking ideas and suggestions on how education support teams can better support school staff in services to students. A total of 19,471 ideas to improve our services were submitted by 8,713 staff members. Half of the submissions came from teachers and 5,009 school staff are open to follow up discussions about their ideas and suggestions. These ideas will inform focus areas, ensuring education support teams are prioritising the change that matters to staff in schools.

Transforming services delivered to schools

Work commenced to improve education support services delivered to school staff, reshaping the way school staff access information, support, and advice from education support teams. The technology platform underpinning this change was procured in June 2023.

Communication and trust

The department continued to build community confidence in public education through wide-reaching and effective communication in the first half of 2023.

Schools were supported to improve their own communication and engagement with students, parents and carers through new resources to guide event planning, school newsletters and school communication plans.

Community engagement

The department continued to be informed by regular engagement with partner organisations and stakeholders. These include parents, carers, students, advocates, not-for-profit organisations and research institutes, as well as peak bodies and membership organisations representing principals and teaching staff, administrative and education support teams, and Aboriginal and/or Torres Strait Islander students.

The January to June 2023 period saw an increased focus on Aboriginal outcomes, with strong relationships developed with the NSW Aboriginal Education Consultative Group and Coalition of Aboriginal Peak Organisations to better reach Aboriginal and/or Torres Strait Islander communities.

In early childhood education (ECE), the department launched a new series for sector-wide engagement called ECE Connect. The first round included 18 webinars delivered over a 2-week period, attracting 11,500 registrations. The department also hosted an ECE stand at the 2023 Sydney Royal Easter Show to connect with parents and carers about a child's first 5 years of life.



In 2023, the department celebrates 175 years of public education. As part of this commemoration, the department launched an online hub featuring historical stories and celebrations of current achievements. A school history competition opened in Term 2, inviting schools to research their history and share it with the broader community.

The department's annual design thinking competition for NSW public school students, the Game Changer Challenge, tasked participants to 'invent or innovate something that will change our world and leave a lasting impact'. Stage 1 of the challenge saw students from a record 400 teams participate, an increase from 285 Stage 1 teams in 2022.

The Minister's 27-member student-led council, the Department of Student Voices in Education and Schools (DOVES), built on the success of its second year and met regularly in the first half of 2023. Council members continued to advocate for inclusive and positive change for NSW students through their work on proposals, online student forums, and feedback on department initiatives.

Technology and systems support

The Operations Group supports improved student outcomes by setting the strategic direction for operational, service and digital excellence across the department, continuously improving our foundational processes and systems, and designing and delivering enhanced services for the specific needs of our school and corporate workforces.

Workload reduction

Reducing the workload of all school staff is a priority for the department, and work commenced to deliver on the government's election commitment to reduce teachers' administrative workload by 5 hours per week.

In 2023, the department undertook a systemic approach to identifying and eliminating workload pressures on schools. We are focusing on the causes of workload pressures on our staff in schools, with the aim to deliver sustainable, lasting change.

The department has developed a comprehensive strategy to reduce workload and support schools to function more efficiently and effectively.

The 5 key elements of this work include:

- policy review
- School Administration Improvement Program
- improvements to support services
- system change to reduce workload complexity
- reducing the volume of change.

Policy review

The department is reducing the administrative workload of schools by making policies and procedures easier to find, interpret and implement. We commenced a line-by-line review of all the department's policies and procedures which will:

- reduce the number of policies by streamlining, simplifying and consolidating policies, working in partnership with schools and policy owners

- simplify policy requirements by removing unnecessary tasks and simplifying processes, ensuring policies and procedures are fit for purpose
- make it easy to access all policies and associated guidelines by making them available through the policy library. There will be a single source of truth, ensuring schools can easily find and implement the policies and procedures required by the department.

Following its completion, the department's policies will contain clear instructions, procedures and relevant supporting information.

School Administration Improvement Program

The department is trialling the impact of additional support staff and new ways of working in schools through the School Administration Improvement Program. Under the program, additional administrative staff work with teachers to undertake non-teaching tasks such as data entry, paperwork, coordinating events and support student wellbeing. Work is also underway to identify how administrative work can be done more efficiently and effectively, through streamlining administrative processes.

In total the program will trial over 600 full-time equivalent administrative support roles in over 400 schools in NSW. It will also see the department work with schools to capture the full scope of work they undertake to identify what work can be stopped, reallocated, or digitised with a focus on reducing activity that adds no benefit to student outcomes.



Improvements to support services

The department is continuing to deliver improvements to support services to make them more seamless for students, schools and corporate staff to access and use. To meet our objective to reduce school workload, we will provide accessible supports through better service design and adopting innovative and best practice approaches.

The department has improved the efficiency of finance invoice queries that have historically led to a high volume of support calls, including new reports and more accessible and clearer self-service options, reducing the needs of schools to seek assistance. The School Finance Support Model is being redesigned to provide more streamlined and efficient financial support for schools, including the development of digital tools to support the confident and accurate completion of financial activities for our school staff.

System change to reduce workload complexity

The department has an ambitious focus on delivering change across NSW's public schooling system to resolve workload challenges being experienced by our workforce. By focusing not only on the number of tasks expected to be carried out by our school workforce, but also the complexity involved in those tasks, we aim to make substantial inroads in workload reduction.

Work that has been underway in this reporting period includes:

- the development of additional teaching and curriculum resources via the Student Learning Library to support differentiation in the delivery of the curriculum reform
- the development of a new facilities maintenance contract to ease the responsibilities placed on school staff
- streamlined and automated school administration processes
- reduced administration for student wellbeing and planning.

Reducing the volume of change

During 2023, the department reduced the volume of change delivered into schools by halving more than 70 mandated changes to policies and processes that were due to roll out in Term 2, and pausing and reviewing all pilots and programs that were due to start in Term 2. The delivery timeline of the new curriculum was also extended. This will give schools time back to embed change and adapt their practice to ensure the best learning outcomes for students.

Strong school financial management support

During 2023, the department continued to support schools with the simplified budget planning process that was launched in Term 4 2022 for all NSW public schools. This simplification in planning included pre-populated staffing data and converting the staffing entitlement currency to full-time equivalents, shifting the focus to school positions and filling them to operate the school.

In Terms 1 and 2 2023, we progressively rolled-out the reporting and monitoring phase. Supporting this implementation was a considerable focus on uplifting school knowledge and skills through dedicated webinar training sessions, an enhanced query management model and a comprehensive communication plan.

In addition, the department offered schools face-to-face group training sessions across the state at various locations, creating a learning and supportive environment to trouble-shoot school specifics with experts from the program and fellow principals and School Administrative and Support Staff.

School feedback has seen the co-design on the development of a budget dashboard that was launched in June. The dashboard provides principals and directors, educational leadership a snapshot of their school's budget and the key levers they can adjust to maximise student outcomes.

Administration Marketplace Panel for Schools

The new Administration Marketplace Panel for Schools (AMPS) is a shopfront where schools can select from a range of pre-evaluated school-administration products to match their individual needs and local circumstances. AMPS offers a simplified purchasing process and removes the need for individual schools to negotiate and manage contracts directly with suppliers. This can save time and effort, and encourages competition between suppliers, resulting in continuous product innovation and cost savings for NSW public schools.

All products offered through AMPS are compliant with NSW Government contractual terms and incorporate all necessary cybersecurity and data protection controls. Product suppliers are also required to provide standardised levels of support, allowing the department to closely monitor and manage service quality on behalf of NSW schools and the parent/carer community.

A new student finance solution is available through AMPS. Schools can select from 3 student finance solutions that were successful in the panel product evaluation, enabling them to select the one that best suits their needs. The new student finance solution was successfully implemented in 803 schools, with the rollout expected to continue through to the end of June 2024.

Digital Strategy

The Digital Strategy provides an overarching direction for the department's transformation into a modern education system enabled by technology, data and services. An implementation roadmap and target state architecture were developed over the past 6 months to guide the strategy's execution.

Progress was made against the strategy's 6 key outcomes:

1. **Cyber secure:** The Cyber Reform Program introduces best practice security and safety in digital learning environments.
2. **Data-driven insights:** The EduLake initiative creates the ability to store and access data securely, to support learner-centred decision making.
3. **Equitable access:** Digital equity enhances the teaching and learning experiences thanks to the Rural Access Gap Program (technology upgraded at 1,058 schools) and the Metro Network Uplift Program (technology upgraded at 155 schools).
4. **Evolved learning:** A portfolio of initiatives are addressing artificial intelligence, emerging education technologies and innovation.
5. **Seamless services:** A strategic plan for technology integration was completed and several initiatives are progressing to reduce administrative burden for teachers.
6. **Simplified IT:** A cloud migration program and the retirement of two legacy systems simplifies and modernises the department's technology environment.

The strategy is a living artefact and is continually reviewed and can be adapted to meet emerging trends, new requirements and changing priorities across the department.



Online Enrolment System

The Online Enrolment System (OES) offers parents a digital alternative to the traditional 16-page handwritten enrolment application form for NSW public schools. It is now available in more than 2,000 NSW public schools, making it easier for parents and carers and schools with enrolments. This initiative also improved the online tracking process of students transitioning from primary to high school.

The OES was extended this year to include the department's annual Year 6 to Year 7 transition process. By digitising the transition to high school, Year 6 parents and carers now have a fast and convenient way to submit an online expression of interest for their preferred high school. About 60,000 expressions of interest were submitted online from January to June 2023.

Metro Network Uplift

As part of the department's commitment to deliver network connectivity of 5Mbps per student, the Metro Network Uplift initiative upgraded the wireless network infrastructure at 150 metropolitan schools. The improved connectivity gives schools improved access to online learning services. It also enhanced collaboration and the schools' capability to adopt future technology.

Digital platforms

School Website Service

The department provides the School Website Service to all NSW public schools—a contemporary, secure and accessible platform to showcase what makes them special.

School websites continue to be a major resource for the community, staff and students, with 15.3 million visitors in the past 6 months, including 7.8 million unique visits and 32 million page views.

NSW Education Parent App

The NSW Education Parent App was designed and built to function alongside the School Website Service, to streamline communication between schools and parents and carers, particularly those living in rural and remote areas. The centralised app offers effortless and timely access to news, events and emergency updates.

The app has been downloaded by 197,000 people across NSW. It is constantly being updated with new features, such as learning and enrolment resources, and an upgraded calendar reminder function to keep parents informed of key events or dates.

Education NSW website

The department's website delivers clear and accessible information to the community and staff. The Education NSW website had over 53 million visitors from January to June 2023, including 18.2 million unique visits and 98.9 million page views.

Rural Access Gap

The Rural Access Gap program is a \$365.8 million investment under the government's Digital Restart Fund. As of June 2023, the program deployed \$295.8 million to benefit more than 218,000 students and 26,500 teaching and administrative staff across 1,051 rural and remote schools.

From January to June 2023, the program:

- migrated 40 department homestead sites from a satellite service to a National Broadband Network solution, ensuring continuity of teaching and learning for remote families
- appointed and onboarded 491 program-funded digital classroom officers (DCOs) at schools, and supported a further 84 DCOs funded by individual schools
- supported and mentored 332 DCOs at schools that chose to extend the program
- completed 491 school engagements
- supported teachers through 7,696 hours of elective professional learning
- delivered 1,240 dedicated teacher devices and 954 student devices
- upgraded 1,371 learning spaces with interactive main learning displays.

Teachers and staff in participating schools report increased confidence in the use of digital tools to make daily tasks easier and improve learning outcomes. Digitisation allowed more time for individual student support and allowed teachers to be more present in the classroom for effective and engaging lessons.

The program is continuing to transition schools into business-as-usual support models before it concludes as scheduled in December 2023.



Infrastructure for growth and renewal

Infrastructure delivery update

The department continues to work through numerous infrastructure projects to meet the educational needs of growing communities.

The department delivered 25 infrastructure projects including 5 new schools and 3 new schools in temporary facilities, and 17 school upgrades for the first day of Term 1 2023.

The new schools are:

- Edmondson Park Public School
- Googong Public School
- Murrumbateman Public School
- Nangamay Public School
- Ngarala Public School.

The new schools opened in temporary facilities are:

- Bungendore High School
- Gregory Hills Public School
- Jerrabomberra High School.

This year we continued to seek opportunities to achieve greater efficiencies through innovation by delivering modern school buildings and driving positive change to create a sustainable market in modern methods of construction (MMC).

MMC involves the use of standard design and off-site manufacturing processes to increase efficiency and reduce delivery timeframes and disruption to school operations. The department engages with a range of industry partners in a tender process to improve outcomes through greater collaboration, risk sharing and integration.

Cooler classrooms, learning spaces and libraries

The department continued to deliver air-conditioning and improve fresh air ventilation in permanent classrooms and libraries.

As part of the program, all permanent learning spaces and libraries in schools that experience a mean maximum January temperature of 30 degrees Celsius and above will be air-conditioned.

As at 30 June 2023, more than 8,394 learning spaces and 549 libraries have been equipped with air-conditioning, fresh air ventilation and smart controls.

Share Our Space

The Share Our Space program has unlocked 1,929 hectares of open space, including 1,234 sports courts, 1,331 ovals and 455 play equipment areas.

During the 2023 autumn school holidays, over 940 schools participated in the program, running 60 free activities. The program involved collaboration with the NSW Office of Sport, Revenue NSW, local councils, state sporting organisations (such as AFL, Cricket NSW and Basketball NSW) and other not-for-profit organisations.

Building lifelong learning pathways

The Infrastructure Traineeship Program employed over 120 Year 12 school leaders in the 2023 intake. The traineeship targets 50% female, 15% Aboriginal and/or Torres Strait Islander people and regional youth participants.

School Infrastructure NSW's CEO for a Day initiative allowed more than 20 Year 10 and 11 students to meet and observe the School Infrastructure NSW's executives.

The inaugural School Infrastructure NSW Cadetship was launched in March 2023 with 12 cadets from across the Sydney metropolitan and regional areas.

Care outside school hours

Between January and June 2023, our shared use of schools:

- Managed 943 Before and After School Care (BASC) services for 78,508 families on NSW public school sites.
- Executed 2-year licence extensions for all eligible Outside of School Hours Care (OSHC) services, to support them after the COVID-19 pandemic.
- Continued supporting Space Waiver applications under the OSHC waiver policy. 90 services currently have an onsite space waiver creating 5,000 places.
- Progressed the roll out of Round 2 OSHC Hubs with 26 out of 45 Hubs now established. We continue to monitor the remaining Hubs that are being used to support our schools impacted by floods.

- Opened 2 new grant programs for providers to develop innovation solutions and projects to improve their OSHC service.
- Allocated over \$3 million in transport grants to improve access to BASC across NSW.
- Managed the BASC voucher program which offered parents and carers of children at public primary schools a \$500 subsidy to support the cost of accessing BASC services, in collaboration with Service NSW. The program closed on 30 June 2023 as originally scheduled.
- Since the commencement of the BASC commitment, the OSHC waiver policy created 3,004 new places to BASC across NSW.

Licensing

In 2023, we continued to improve our licensing processes for service providers that operate on NSW public school sites. This work reduces the administrative burden for schools in using these services and provides increased access to the community to our schools. As of June 2023, this included:

- 516 canteen licences
- 240 uniform licences
- 948 OSHC licences
- 101 preschool licences
- 36 agreements facilitating community use
- 86 lease and licence agreements facilitating school use of playgrounds, halls, Environmental Education Centres and agricultural plots
- 104 agreements over school owned land including reciprocal licences with various organisations for playing fields, swimming pools, sporting facilities and school halls.

Research and evaluation

This section provides an overview of the department's research and evaluation projects commenced, continued or completed between 1 January to 30 June 2023.

Table 7: Research and evaluation projects, 1 January to 30 June 2023

Name of research	Total life-of-project cost (\$)	Status or date to be completed
A culturally responsive evaluation of the expanded Connected Communities Strategy	\$250,000	December 2023
Assessment for complex learners project	\$4,800,000**	June 2024
Evaluation of the Inclusive Executive Entitlement initiative	\$0	February 2024
Evaluation of the National Embedded Cross-Sector Teacher Education Program (NECSTEP)	\$0	June 2027
NSW Mathematics Strategy Project 3 – teach.MathsNOW Scholarships interim report	\$0	Completed
NSW Mathematics Strategy Project 4 – Higher Education Engagement evaluation report	\$0	Completed
Student engagement, wellbeing and effective teaching strategies research (Tell Them From Me student survey, Partners in Learning parent survey, Focus on Learning teacher surveys)	\$1,623,420	Ongoing

Notes: *Total life-of-project costs refer only to the evaluation project component of a program. Costs incurred as part of routine business delivery are not included.
**Indicates there is also an in-kind contribution.

Establishment, change and closure of schools

This section lists all public schools that are newly established, closed or otherwise changed 1 January to 30 June 2023.

Table 8: New Schools or campuses established 1 January to 30 June 2023

School name	ABS statistical area 4 grouping	Date
Nangamay Public School	Sydney North West	27 January 2023
Ngarala Public School	Sydney North	27 January 2023
Edmondson Park Public School	Sydney South West	27 January 2023
Googong Public School	South East NSW	27 January 2023
Murrumbateman Public School	South East NSW	27 January 2023
Bungendore High School	South East NSW	27 January 2023
Jerrabomberra High School	South East NSW	27 January 2023
Gregory Hills Public School	Sydney South West	27 January 2023

Table 9: Schools placed in recess 1 January to 30 June 2023

School name	ABS statistical area 4 grouping	Date
Beckom Public School	South West NSW	27 January 2023
Wollumbin High School	North East NSW	27 January 2023
Booligal Public School	South West NSW	3 February 2023
Durrumbul Public School	North East NSW	6 April 2023
Tuntable Creek Public School	North East NSW	10 May 2023

Table 10: Schools or campuses relocated 1 January to 30 June 2023

School name	ABS statistical area 4 grouping	Date
Murwillumbah High School	North East NSW	27 January 2023

Note: Murwillumbah High School amalgamated with Wollumbin High School on 27 January 2023. Murwillumbah High School moved to the site of Wollumbin High School. The NSW Government has committed to demerge Murwillumbah High School and Wollumbin High School by 2025.

Note: There were no schools or campuses with a name change in the period 1 January to 30 June 2023.

Major capital works

This section lists major works in progress or completed, including the cost of those works to date and the estimated dates of completion.

Table 11: Major capital works, 2022-23 financial year

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Ajuga School, Campbell House School and Glenfield Park School Upgrades*	25,278	2021	Completed
Albury Thurgoona (new primary school)	251	TBC	In progress
Alexandria Park Community School (new school)	135,882	2021	Completed
Armidale Secondary College Upgrade (Armidale and Duval High Schools)	120,230	2022	Completed
Artarmon Public School Upgrade*	24,836	2019	Completed
Arthur Phillip High School and Parramatta Public School (new schools)*	322,621	2020	Completed
Ashtonfield Public School Upgrade*	14,474	2021	Completed
Auburn North Public School Upgrade*	11,818	2019	Completed
Austral Public School Upgrade	203	TBC	In progress
Ballina Coast High School (new school)*	59,904	2019	Completed
Bangalow Public School Upgrade	12,215	2024	In progress
Banksia Road Public School Upgrade*	6,417	2020	Completed
Bankstown North Public School Upgrade	28,940	2023	Completed
Bardia Public School Upgrade*	43,854	2019	Completed
Barramurra Public School (Catherine Field new primary school)*	51,802	2021	Completed
Bathurst Secondary School Community Group Renewal	71	TBC	In progress
Belmont High School Upgrade*	19,333	2019	Completed
Bexhill Public School Upgrade	5,364	2024	In progress
Birrong Boys and Girls High School Upgrade	4,188	TBC	In progress
Bletchington Public School Upgrade	18,187	2023	In progress
Bomaderry High School Upgrade	1,191	TBC	In progress
Braidwood Central School Upgrade*	15,342	2021	Completed

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Brooke Avenue Public School Upgrade*	1,882	2021	Completed
Budawang School (relocation)	19,393	2024	In progress
Bungendore High School	14,475	TBC	In progress
Byron Bay Public School Upgrade*	12,700	2020	Completed
Callaghan College Jesmond Campus Upgrade*	18,143	2020	Completed
Canley Vale High School Upgrade*	22,147	2020	Completed
Canterbury Boys High School Upgrade	6,036	TBC	In progress
Canterbury South Public School Upgrade	33,842	2022	Completed
Carlingford West Public School Upgrade	36,230	TBC	In progress
Castle Hill Public School Upgrade	2,611	TBC	In progress
Cecil Hills High School Upgrade	2,421	TBC	In progress
Cecil Hills Public School Upgrade*	15,779	2019	Completed
Central Sydney Intensive English High School (relocation)*	29,818	2019	Completed
Centre of Excellence for Agricultural Education	9,832	TBC	In progress
Chatswood (new primary school)	709	TBC	In progress
Chatswood Public School and High School Upgrade	204,444	2023	In progress
Co-Funded Metropolitan School Renewal Program	142,848	2024	In progress
Co-Funded Regional School Renewal Program	166,199	2024	In progress
Concord High School Upgrade	979	TBC	In progress
Condell Park High School Upgrade	646	TBC	In progress
Cooler Classrooms	495,859	2023	In progress
Cranebrook High School Upgrade	2,918	2022	Completed
Cronulla High School Upgrade	7,344	TBC	In progress
Croydon Public School Upgrade*	34,001	2022	Completed
Cumberland High School Upgrade	4,532	TBC	In progress
Curl Curl North Public School Upgrade*	49,025	2021	Completed
Dapto Public School Upgrade	18,618	2022	Completed
Darcy Road Public School Upgrade	3,472	TBC	In progress
Darlington Public School Upgrade	38,784	2023	Completed
Denham Court Public School (new school)*	57,843	2021	Completed

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Dubbo Primary School Community Group Upgrade	53	TBC	In progress
Eastwood Public School Upgrade	2,868	TBC	In progress
Edmondson Park (new high school)	2,069	2027	In progress
Edmondson Park Public School (new primary school)	59,084	2023	In progress
Engadine High School Upgrade	5,436	TBC	In progress
Epping West Public School Upgrade	33,847	2023	In progress
Estella Public School (new primary school)*	39,774	2021	Completed
Fairvale High School Upgrade	41,007	2022	In progress
Finigan School of Distance Education (new school)*	17,160	2019	Completed
Fort Street Public School Upgrade	58,851	2023	In progress
Gables (new primary school)	646	TBC	In progress
Galungara Public School (Alex Avenue new primary school)*	49,686	2021	Completed
Galungara Public School Upgrade - Stage 2	19,536	2023	In progress
Gillieston Public School (redevelopment)	734	TBC	In progress
Girraween Public School Upgrade	1,555	TBC	In progress
Gledswood Hills Public School (new primary school)	35,080	2020	Completed
Gledswood Hills Public School - Stage 2	3,718	2024	In progress
Glenmore Park High School Upgrade	7,667	2022	Completed
Glenwood High School Upgrade	26,484	2023	In progress
Googong Public School	49,473	2023	Completed
Green Square Public School	15,124	TBC	In progress
Gregory Hills Public School (new primary school)	18,800	2024	In progress
Greystanes Public School Upgrade	33,599	2022	Completed
Gulyangarri Public School	27,883	2024	In progress
Gwynneville Public School Upgrade*	14,762	2020	Completed
Harrington Park Public School Upgrade	30,825	2023	Completed
Hastings Secondary College Upgrade	33,601	2024	In progress
Homebush West Public School Upgrade*	24,893	2019	Completed
Hunter River High School Upgrade	2,193	TBC	In progress

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Hurlstone Agricultural High School Upgrade -Stage 2	21,756	TBC	In progress
Hurstville Public School Upgrade*	9,043	2020	Completed
Inner Sydney High School (new school)*	128,394	2021	Completed
Irrawang High School Upgrade	1,797	TBC	In progress
James Fallon High School Upgrade*	7,706	2020	Completed
Jamison High School Upgrade	6,695	2022	Completed
Jannali East Public School Upgrade	5,239	2022	Completed
Jerrabomberra High School	47,359	2023	In progress
Jindabyne Education Campus	51,529	TBC	In progress
John Palmer Public School Upgrade	22,152	2023	In progress
Jordan Springs Public School (new school)*	53,701	2020	Completed
Jordan Springs Public School Upgrade -Stage 2	15,754	TBC	In progress
Karabar High School Upgrade*	8,607	2020	Completed
Kent Road Public School Upgrade*	42,071	2021	Completed
Killara High School Upgrade*	15,223	2020	Completed
Killarney Heights Public School Upgrade*	8,109	2020	Completed
Kingscliff High School Upgrade	21,724	2024	In progress
Kingscliff Public School Upgrade	28,839	2024	In progress
Kingswood High School Upgrade*	9,530	2021	Completed
Ku-ring-gai High School Upgrade*	14,622	2020	Completed
Kyeemagh Public School Upgrade	24,710	2022	Completed
Lake Cathie Public School Upgrade*	22,749	2021	Completed
LED Lighting Upgrade Program	158,492	2023	Completed
Leeton Primary School Community Group Upgrade	18	TBC	In progress
Lennox Head Public School (relocation)	516	TBC	In progress
Lindfield Learning Village -Stage 2	94,012	2021	Completed
Liverpool Boys and Girls High School Upgrade	1,913	TBC	In progress
Liverpool West Public School Upgrade	45,243	2024	In progress
Macquarie Park Education Campus	3,217	TBC	In progress
Mainsbridge School (new school through relocation)*	32,056	2022	Completed

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Manly Vale Public School	53,948	2020	Completed
Manly Village Public School Upgrade	1,012	TBC	In progress
Marsden Road Public School	9,578	2019	Completed
Matthew Pearce Public School Upgrade	1,952	TBC	In progress
Meadowbank Education and Employment Precinct (schools)	288,224	2022	Completed
Melonba High School (formerly Marsden Park new high school)	10,579	TBC	In progress
Melonba Public School (new primary school)	137	TBC	In progress
Melrose Park Public School (redevelopment)	300	TBC	In progress
Midtown Macquarie Park (new primary school)	2,484	TBC	In progress
Millthorpe Public School Upgrade	14,233	TBC	In progress
Milperra Public School Upgrade	2,929	2022	Completed
Mona Vale Public School Upgrade	34,848	2023	Completed
Monaro High School Upgrade	48,747	2022	Completed
Mosman High School Upgrade	65,225	2023	In progress
Murrumbateman Public School	33,007	2023	Completed
Upgrades for high schools in Griffith	1,195	TBC	In progress
Murrumbidgee Regional High School Upgrade*	19,558	2021	Completed
Upgrades for school in Murwillumbah	21,525	TBC	In progress
Muswellbrook South Public School Upgrade	12,702	2023	In progress
Nangamay Public School (Mulgoa Rise Glenmore Park new primary school)	41,999	2023	Completed
Narrabeen North Public School and Narrabeen Sports High School Upgrades	5,865	2025	In progress
Nepean Creative and Performing Arts High School Upgrade	6,219	2022	Completed
Neutral Bay Public School Upgrade	4,299	TBC	In progress
New Environmental Education Centre (Penrith Lakes)	992	TBC	In progress
Newcastle High School (redevelopment)	3,497	TBC	In progress
Ngarala Public School (new primary school in Epping)	53,023	2023	Completed
Nirimba Fields Public School (new primary school)	1,215	TBC	In progress

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
North Kellyville Public School	46,241	2019	Completed
North Rocks Public School	14,425	2020	Completed
North Sydney Public School Upgrade	29,485	2023	In progress
Northbourne Public School	48,404	2021	Completed
Nowra (new primary school)	2,407	TBC	In progress
NSW School of Languages (relocation)	15,814	2018	Completed
Oran Park High School	79,435	2020	Completed
Oran Park Public School Upgrade - Stage 2	8,718	2024	In progress
Oran Park Public School	15,052	2020	Completed
Orange Grove Public School Upgrade	1,203	TBC	In progress
Parramatta East Public School Upgrade	133	TBC	In progress
Parramatta West Public School	27,186	2021	Completed
Passfield Park School (redevelopment)	22,401	2022	Completed
Pendle Hill High School Upgrade	34,523	2023	Completed
Penshurst Public School	51,493	2021	Completed
Penshurst West Public School*	10,419	2020	Completed
Picnic Point High School Upgrade	17,538	2023	Completed
Picton High School (redevelopment)	116,687	2021	Completed
Porters Creek Public School (Warnervale new primary school)	37,628	2022	Completed
Prestons Public School	11,152	2020	Completed
Punchbowl Public School Upgrade	402	TBC	In progress
Quakers Hill East Public School*	13,095	2019	Completed
Queanbeyan West Public School Hall Upgrade	4,354	2023	Completed
Rainbow Street Public School*	35,212	2019	Completed
Randwick Boys High School and Randwick Girls High School Upgrade	3,578	2024	In progress
Regional Roof Upgrade Program	98,125	2022	Completed
Rhodes East (new primary school)	1,080	TBC	In progress
Richmond High School Upgrade - Richmond Agricultural College	12,300	2023	Completed

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Richmond High School*	6,899	2020	Completed
Riverbank Public School Upgrade	212	TBC	In progress
Riverstone High School	22,736	2020	Completed
Rosehill Public School	17,528	2019	Completed
Rouse Hill High School Upgrade	345	TBC	In progress
Russell Lea Public School (new project)*	33,036	2019	Completed
Rutherford Public School Upgrade*	21,132	2019 (Stage 1) 2021 (Stage 2)	Completed
Rydalmere Education Campus	7,395	TBC	In progress
Samuel Gilbert Public School Upgrade	32,319	2022	Completed
Schofields Public School Upgrade*	36,876	2020	Completed
Schofields Public School Upgrade	695	TBC	In progress
Seven Hills High School Skills Upgrade	9,179	2023	In progress
Sir Joseph Banks High School Upgrade	648	TBC	In progress
Smart Energy Schools Pilot	10,741	TBC	In progress
St Ives High School Upgrade*	21,384	2021	Completed
St Leonards Education Precinct	378	TBC	In progress
Stanwell Park Public School Upgrade	4,111	2022	Completed
Tallawong Public School (new primary school)	6,969	TBC	In progress
Tamworth Public School Upgrade*	13,307	2020	Completed
Telopea Public School Upgrade	82	TBC	In progress
Terrigal Public School Upgrade Completed Project	11,573	2019	Completed
Teven-Tintenbar Public School Upgrade	2,710	2022	Completed
The Forest High School (relocation)	7,673	TBC	In progress
Tirriwirri School (new school)	18,475	2021	Completed
Tweed Heads South Public School Upgrade	17,456	2024	In progress
Tweed River High School Skills Upgrade	19,298	2024	In progress
Tweed River High School Upgrade	19,231	2024	In progress
Ulladulla Public School Upgrade	TBC	TBC	In progress
Ulladulla High School Upgrade	94	TBC	In progress

Project description and location	Project cost to 30 June 2023 (cost to date) (\$'000)	Completion date (actual or estimated)	Completed or in progress
Ultimo Public School	58,089	2020	Completed
Wamberal Public School	19,159	2020	Completed
Wauchope Public School Upgrade*	13,660	2020	Completed
Wee Waa High School Upgrade	40,741	2024	In progress
Wentworth Point (new high school)	40,130	2025	In progress
Wentworth Point Public School Upgrade -Stage 2	744	TBC	In progress
Wentworthville Public School Upgrade	41,754	2022	Completed
West Ryde Public School Upgrade	18,172	2020	Completed
Westfields Sports High School	28,312	2020	Completed
New schools for Westmead	10,294	TBC	In progress
Wilkins Public School (new preschool)	3,023	2021	Completed
Willoughby Girls High School	17,018	2020	Completed
Willoughby Public School	36,334	2020	Completed
Wilton Junction (new primary school)	643	TBC	In progress
Wilton Public School Upgrade	20,533	TBC	In progress
Wollongong Public School Upgrade*	16,268	2020	Completed
Yanco Agricultural High School Upgrade	2,631	TBC	In progress
Yass High School Multipurpose Hall Upgrade	7,194	2022	Completed
Yass High School	8,573	2020	Completed
Young High School Upgrade and new joint use library and community facility	27,136	2023	In progress

Source: School Infrastructure NSW. Note: The cost to date is project expenditure until the end of 2022-23 financial year. Dates listed are physical completion dates. Final costs can occur after the school is ready for use by students and staff. All project costs exclude GST.

*Post completion costs revised, incurred or adjusted. School Infrastructure NSW's website contains up-to-date project completion dates. TBC completion dates will be advised once a construction contract is awarded.

Land disposal

In 2022-23, the department disposed of 3 sites: 2 were former school sites, one was an under-utilised office.

The net proceeds from the sale of surplus assets are used to maintain and upgrade school facilities. The 3 properties disposed of were either surplus to the department's operational requirements or, by agreement, compulsorily acquired for community benefit. The former Strathfield Education Office was disposed of by public auction and had a value of more than \$5 million.

An application for access to documents concerning details of properties disposed of during the reporting year may be made in accordance with the *Government Information (Public Access) Act 2009*.

Management and accountability

Legislation and legal change

This section lists the Acts administered by the Minister for Education and Early Learning and the Minister for Skills, TAFE and Tertiary Education as of 30 June 2023. It does not include subordinate legislation. All Acts, Regulations, and other statutory instruments, are available at the NSW Government's legislation website: legislation.nsw.gov.au.

Education and early learning

The Minister for Education and Early Learning administers the following Acts:

- *Children and Economic Opportunity Fund Act 2022*
- *Children (Education and Care Services National Law Application) Act 2010*
- *Children (Education and Care Services) National Law (NSW)*
- *Children (Education and Care Services) Supplementary Provisions Act 2011*
- *Education Act 1990*
- *Education (School Administrative and Support Staff) Act 1987*
- *Education Standards Authority Act 2013*
- *Parents and Citizens Associations Incorporation Act 1976*
- *Teacher Accreditation Act 2004*
- *Teaching Service Act 1980*

Skills and training

The Minister for Skills, TAFE and Tertiary Education administers the following Acts:

- *Apprenticeship and Traineeship Act 2001*
- *Australian Catholic University Act 1990*
- *Charles Sturt University Act 1989*
- *Higher Education Act 2001*
- *Higher Education (Amalgamation) Act 1989*
- *Macquarie University Act 1989*
- *Saint Andrew's College Act 1998*
- *Saint John's College Act 2018*
- *Saint Paul's College Act 2018*
- *Sancta Sophia College Incorporation Act 1929*
- *Skills Board Act 2013*
- *Southern Cross University Act 1993*
- *Technical and Further Education Commission Act 1990*
- *Technical Education Trust Funds Act 1967*
- *University of New England Act 1993*
- *University of New South Wales Act 1989*
- *University of Newcastle Act 1989*
- *University of Sydney Act 1989*
- *University of Technology Sydney Act 1989*
- *University of Wollongong Act 1989*
- *Vocational Education and Training (Commonwealth Powers) Act 2010*
- *Western Sydney University Act 1997*
- *Women's College Act 1902*

Judicial decisions

No judicial decisions made during January to June 2023 involving the department had any significant impact on its operations.

Human resources

As at June 2023, we employed 107,108 full-time equivalent (FTE) staff. Approximately 70,465 were teachers in NSW public schools.

Table 12: Number of full-time equivalent staff, 2020 to 2023

Full-time equivalent staff	30 June 2020	30 June 2021	30 June 2022	30 June 2023
Teachers (schools)	69,335	70,279	69,869	70,465
Educational support (schools)	24,732	25,820	26,289	28,615
Corporate and educational support (state and regional offices)	5,635	6,021	6,473	8,027
Total	99,702	102,120	102,631	107,108

Source: NSW Public Sector Workforce Profile, as at 30 June each year. Notes: Includes full-time equivalent permanent, temporary and casual staff. Due to rounding, figures may not add up to the totals shown.

Primary school teachers

Table 13: Full-time teaching service staff – primary teachers in NSW public schools, 2023

Role Type	Female			Male			Total Number	% of grand total
	Number (female)	% of total (female)	% of total at this level (female)	Number (male)	% of total (male)	% of total at this level (male)		
Classroom teachers	16,510	70.3%	82.4%	3,530	67.5%	17.6%	20,040	69.8%
Assistant principals	4,892	20.8%	83.1%	998	19.1%	16.9%	5,890	20.5%
Deputy principals	731	3.1%	81.6%	165	3.2%	18.4%	896	3.1%
Primary principals class 6	0	0.0%	0.0%	0	<0.1%	0.0%	0	0.0%
Primary principals class 5	1	<0.1%	100.0%	0	<0.1%	0.0%	1	0.0%
Primary principals class 4	2	<0.1%	40.0%	3	0.1%	60.0%	5	0.0%
Primary principals class 3	2	<0.1%	66.7%	1	<0.1%	33.3%	3	0.0%
Primary principals class 2	1	<0.1%	100.0%	0	<0.1%	0.0%	1	0.0%
Primary principals class 1	0	<0.1%	0.0%	0	<0.1%	0.0%	0	0.0%
Executive principals*	10	<0.1%	58.8%	7	0.1%	41.2%	17	0.1%
Teaching principals 1 – associate principal**	355	1.5%	75.4%	116	2.2%	24.6%	471	1.6%
Teaching principals 2 – associate principal**	11	0.0%	78.6%	3	0.1%	21.4%	14	0.0%
Principals level 1**	268	1.1%	73.4%	97	1.9%	26.6%	365	1.3%
Principals level 2**	367	1.6%	72.3%	140	2.7%	27.7%	507	1.8%
Principals level 3**	316	1.3%	66.7%	158	3.0%	33.3%	474	1.7%
Principals level 4**	25	0.1%	73.5%	9	0.2%	26.5%	34	0.1%
Principals level 5**	0	<0.1%	0.0%	0	<0.1%	0.0%	0	0.0%
Total	23,491	100.0%	81.8%	5,228	100.0%	18.2%	28,718	100.0%
Total primary principals	1,358	5.8%	71.8%	534	10.2%	28.2%	1,892	6.6%
Total promoted***	6,981	29.7%	80.4%	1,697	32.5%	19.6%	8,678	30.2%

Source: NSW Public Sector Workforce Profile as at 30 June 2023. Notes: Teachers on leave without pay for 12 months or more at 30 June 2023 are not included in the table. *Executive principals are predominantly based in Connected Community schools. **The new principal classification structure began in Term 1 2016 and applied to all new principals from 2016. The previous and new structures will continue to overlap, with existing principals able to choose to stay in the previous structure while they remain at their current school. They can also choose to change to the new structure. ***Total promoted includes all executive-level positions within a school including principal, deputy principal and assistant principal

Secondary school teachers

Table 14: Full-time teaching service staff –secondary teachers in NSW public schools, 2023

Role type	Female			Male			Grand total	
	Number (female)	% of total (female)	% of total at this level (female)	Number (male)	% of total (male)	% of total at this level (male)	Total number	% of grand total
Classroom teachers	9,952	72.4%	61.0%	6,357	72.2%	39.0%	16,309	72.3%
Head teachers/district guidance officers	2,781	20.2%	61.7%	1,728	19.6%	38.3%	4,509	20.0%
Deputy principals	731	5.3%	62.1%	445	5.1%	37.9%	1,176	5.2%
Secondary principals class 2	10	0.1%	47.6%	11	0.1%	52.4%	21	0.1%
Secondary principals class 1	12	0.1%	57.1%	9	0.1%	42.9%	21	0.1%
Executive principals*	8	0.1%	33.3%	16	0.2%	66.7%	24	0.1%
Teaching Principal 1 - Associate Principal**	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%
Teaching Principal 2 - Associate Principal**	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%
Principals level 1**	13	0.1%	56.5%	10	0.1%	43.5%	23	0.1%
Principals level 2**	15	0.1%	45.5%	18	0.2%	54.5%	33	0.1%
Principals level 3**	65	0.5%	47.1%	73	0.8%	52.9%	138	0.6%
Principals level 4**	150	1.1%	56.8%	114	1.3%	43.2%	264	1.2%
Principals level 5**	14	0.1%	37.8%	23	0.3%	62.2%	37	0.2%
Total	13,751	100.0%	61.0%	8,804	100.0%	39.0%	22,555	100.0%
Total secondary principals	287	2.1%	51.2%	274	3.1%	48.8%	561	2.5%
Total promoted***	3,799	27.6%	60.8%	2,447	27.8%	39.2%	6,246	27.7%

Source: NSW Public Sector Workforce Profile as at 30 June 2022. Notes: Teachers on leave without pay for 12 months or more at 30 June 2022 are not included in the table. *Executive principals are predominantly based in Connected Community schools. **The new principal classification structure began in Term 1 2016 and applied to all new principals from 2016. The previous and new structures will continue to overlap, with existing principals able to choose to stay in the previous structure while they remain at their current school. They can also choose to change to the new structure. ***Total promoted includes all executive-level positions within a school including principal, deputy principal, assistant principal and head teacher.

Primary and secondary school teachers

Table 15: Full-time teaching service staff – primary and secondary teachers in NSW public schools, 2023

Role type	Number (female)	% of total (female)	% of total at this level (female)	Number (male)	% of total (male)	% of total at this level (male)	Total number	% of grand total
Total teaching staff	37,241	100.0%	72.6%	14,032	100.0%	27.4%	51,273	100.0%
Total principals	1,645	4.4%	67.0%	808	5.8%	33.0%	2,453	4.8%
Total promoted*	10,780	28.9%	72.2%	4,144	29.5%	27.8%	14,924	29.1%

Source: NSW Public Sector Workforce Profile as at 30 June 2023. Notes: Teachers on leave without pay for 12 months or more at 30 June 2023 are not included in the table. *Total promoted includes all executive-level positions within a school including principal, deputy principal, assistant principal and head teacher

Part-time school teachers

Table 16: Part-time school teachers in NSW public schools, 2023

Role type	Number and % of total (female)	Full-time equivalent (FTE) (female)	Average FTE (female)	Number and % of total (male)	FTE (male)	Average FTE (male)	Total and %	Total FTE	Total average FTE
Primary classroom teachers	12,137 92.3%	7,217.4	0.6	1,019 7.7%	646.7	0.6	13,156 100%	7,864.1	0.6
Primary promoted teachers*	2,164 93.8%	1,560.6	0.7	143.63 6.2%	115.3	0.8	2,308 100%	1,675.9	0.7
Total primary	14,301 92.5%	8,778.1	0.6	1,163 7.5%	762.0	0.7	15,464 100%	9,540.0	0.6
Secondary classroom teachers	5,126.74 80.0%	3,200.4	0.6	1,282.26 20.0%	819.1	0.6	6,409 100%	4,019.5	0.6
Secondary promoted teachers*	493.79 80.9%	336.4	0.7	116.21 19.1%	77.6	0.7	610 100%	414.0	0.7
Total secondary	5,621 80.1%	3,536.8	0.6	1,398 19.9%	896.7	0.6	7,019 100%	4,433.5	0.6
Grand total	19,922 88.6%	12,314.9	0.6	2,561 11.4%	1,658.7	0.6	22,483 100%	13,973.6	0.6

Source: NSW Public Sector Workforce Profile as at 30 June 2023. Notes: Teachers on leave without pay for 12 months or more at 30 June 2023 are not included in the table. Average full-time equivalent (FTE – rounded to one decimal place) is calculated by dividing the total FTE by the number of teachers. For example, 10,000 teachers engaged in part-time work held the equivalent of 5,000 positions. Average FTE = 5,000/10,000 = 0.5. *Promoted includes all executive-level positions within a school including principal, deputy principal, assistant principal and head teacher.

Public Service Senior Executives

The Statutory and Other Officers Remuneration Tribunal (SOORT) made its annual determination for public service senior executive remuneration packages in July 2022. The tribunal determined a 2% increase for all Public Service Senior Executives (PSSE), effective 1 July 2022. In May 2023, the government announced a freeze on PSSE remuneration for the 2023-24 and 2024-25 financial years.

Table 17: Number of PSSE employed in each band as at 30 June 2021, 2022, 2023

Band	2021 (female)	2021 (male)	2022 (female)	2022 (indeterminate)	2022 (male)	2023 (female)	2023 (indeterminate)	2023 (male)
Band 4 (Secretary)	1	0	1	N/A	N/A	N/A	N/A	1
Band 3 (Deputy Secretary)	5	3	5	N/A	4	7	N/A	3
Band 2 (Executive Director)	26	17	35	N/A	18	35	1	23
Band 1 (Director)	159	143	163	1	140	202	N/A	142
Totals	191	163	204	1	162	244	1	169

Source: Establishment data extracted from i-Series/SAP as at 30 June each year.

Table 18: Average remuneration for PSSE per band as at 30 June 2021, 2022, 2023

Band	Range \$	2020 (\$)	2021 (\$)	2022 (\$)	2023 (\$)
Band 4 (Secretary)	\$509,251-\$588,250	599,000	599,000	614,000	623,300
Band 3 (Deputy Secretary)	\$361,301-\$509,250	441,577	423,571	432,134	427,756
Band 2 (Executive Director)	\$287,201-\$361,300	301,130	302,389	307,104	315,418
Band 1 (Director)	\$201,350-\$287,200	231,688	229,917	238,513	243,927

Source: The NSW Public Service Senior Executive Remuneration Management Framework and SAP remuneration report as at 30 June each year.

Notes: Average remuneration includes the amount payable as an allowance (for example, temporary assignments) to approved executives in addition to remuneration within the band range. Salary range is the band effective from 1 July 2022. The ranges quoted are for total remuneration package for each band. The percentage of total employee-related expenditure related to senior executives in 2022-23 is 0.88%, which is a marginal increase from 0.78% in 2021-22.

Workplace culture

Our Ways of Working

The department continued to develop and support our Ways of Working and Values to our education support staff with the new Culture Champion Program that commenced in February 2023. It is based on 3 elements aligned to employee experience and journey:

1. Ignite: onboarding new champions
2. Boost: term meetings and monthly engagement activities
3. Uplift: targeted capability program for highly engaged champions looking to be agents of change in their teams.

Recognition and awards

The department is developing a new Recognition and Awards Framework to improve the recognition experience at local and department-wide levels. The framework will build a unified approach to both informal and formal recognition practices across the department's diverse workforces.

The school workforce uses various local leader-led initiatives and formal awards that specifically recognise the significant contributions of our teachers and school workforce. A ceremony for the 2023 Minister's and Secretary's Awards for Excellence for schools will be held in September.

Nominations for the Secretary's Awards for education support teams opened in June to recognise those who exemplify Our Ways of Working. The awarding ceremony will be held in November.

Action from feedback

The annual People Matter Employee Survey (PMES) guides the department on where improvements are required to support our workforce and drive learner outcomes.

Following the 2022 PMES, the department began work on our key areas of focus:

- Wellbeing: developing a contemporary Staff Wellbeing Strategy, and ongoing evaluation and improvements to the Speak Up resources.

- Workload: improving and reducing school administration, compliance and paperwork, and expanding the pilot of additional administration staff in schools.
- Learning and development: updating the Universal Resources Hub, with over 1,600 teaching, learning and planning resources available. The digital Performance Development Plan was also updated in consultation with principals in 2023.
- Recognition: The Staff Recognition Framework is being developed to support, promote and coordinate formal awards.
- Diversity, inclusion and belonging: finalising a department-wide Diversity, Inclusion and Belonging Strategy, with initiatives including workplace adjustment support for all staff and a staff network growth and uplift program to support community and staff voice. We have begun piloting a new Staff Complaints (Grievance) Improvement Program.

For the 2023 PMES, the department revised 4 survey definitions to improve participation and clarity for school respondents and included 3 school-specific survey items to improve relevancy and provide additional school-specific insights.

This enables the department to better understand and address areas for system-level action, particularly those related to workforce, wellbeing, workload, and wages, while providing school leaders with insights to inform improvements within their school contexts.

The department is streamlining culture and engagement-related survey data insights for schools, which includes resources to support using and interpreting reports across multiple surveys.

A Pulse Check Survey was open to education support staff in May 2023. This is a mid-point check for PMES. It provides insights into how the department is tracking with actions underway from the last PMES. The survey returned an unprecedented 78% response rate.

Staff performance, conduct and complaints

From January to June 2023, the Professional and Ethical Standards (PES) directorate received 2,154 conduct reports. Of these, 284 were assessed as requiring investigation. PES completed investigations of misconduct, including corrupt conduct, financial and academic fraud and maladministration, and child protection allegations. Online tools and resources were implemented to support managers in addressing conduct issues early and effectively in the workplace.

The PES directorate also received 295 performance matters for investigation and resulted in:

- 49 matters closed due to improved performance without the need for an improvement program
- 61 matters closed due to the employee exiting the department during the performance management stage.

Where sufficient employee performance improvement did not occur, 62 matters progressed to an improvement program, of which 48 improvement programs were finalised.

Code of Conduct and the Code of Ethics and Conduct for NSW Government Sector Employees

All staff must complete a series of mandatory training courses during their induction when they commence employment at the department and refresher courses annually thereafter. This includes a course on the department's Code of Conduct. The Code of Conduct is available on the department's policy library and refers to the NSW Public Service Commission's Code of Ethics and Conduct for NSW Government Sector Employees.

The PES directorate provides guidance to all employees about reporting allegations of misconduct. All reports are assessed by a senior officer in PES and investigated further if appropriate. The department also works with other agencies such as the NSW Audit Office, the Independent Commission Against Corruption, the NSW Ombudsman and the Office of the Children's Guardian to ensure compliance with the relevant workplace laws.

Feedback and complaints

An essential part of ensuring students, parents and carers have a positive experience at school is ensuring that feedback and concerns are acted on and resolved effectively. The department encourages parents, carers, students and school communities to raise issues directly with schools where possible. Most issues can be resolved locally, as schools are in the best position to address any concerns.

Following a review of the complaints process in 2021, the department continues to implement the review's recommendations to better support schools with complaints resolution.

The team is working with schools and across the department to enhance capabilities to manage complaints effectively. A new initiative called the 3Cs conversation model program is being offered to enhance complaints handling capabilities. The program provides school and education support staff with practical tools and tips for engaging in, and having, effective complaints conversations. For the reporting period, 287 staff from 132 schools across all 8 School Performance directorates participated in the program. Sessions are both proactively scheduled and offered on-demand in response to requests from principal networks and schools.

People can contact the department at a time and in a way that suits them, including by phone, in person, in writing, or through our online complaint form or the NSW Government's feedback assist widget.

From 1 January 2023 to 30 June 2023, a total of 4,410 items of feedback including compliments and complaints were recorded in the department's centralised complaints system. Feedback was received via online channels (48%) and by phone, in person or in writing (52%).

From the 4,410 items of feedback, 92% were complaints (4021), 3% were suggestions or similar feedback (146), 3% were requests for information (115) and 2% were compliments (104). Further, 3,873 items were specific to public schools, 513 items were related to other areas of the department and 24 items were about NESAs.

The department acknowledged 94% of feedback and complaints we received within 3 days, with 89% resolved within the required 20 school days. Feedback and complaints frequently cover a variety of complex and situational factors that affect how quickly issues are resolved. Complex complaints may take longer to resolve as we strive to ensure the best outcomes for students.

Public access to government information

This section provides information about the operation of the *Government Information (Public Access) Act 2009* (GIPA Act) from 1 January to 30 June 2023.

Accessing departmental records

Information held by the department is available in several ways, including through open-access information on our website.

We regularly update our Right to Access–Agency Information Guide and publish it on our website: education.nsw.gov.au/about-us/rights-and-accountability/information-access.

Our information guide describes the structure and functions of the department, how these functions affect the public, information that is freely available, and how to access other available information not published on the website.

Proactive release of government information

The department reviews its program for the proactive release of information annually per section 7(3) of the GIPA Act. Our policy is to make information publicly available, except if there is an overriding public interest against disclosure or if doing so imposes unreasonable added costs for the department.

The department is also responsible for requests to release information in relation to Skills NSW (incorporating Smart and Skilled and VET) and Training Services NSW.

We aim to provide the public with the most current information on topics relating to our operations. We proactively released various types of information in the reporting period, such as strategic plans, key statistics, reviews and reports, on our website: education.nsw.gov.au/about-us/strategies-and-reports.

In addition, our Centre for Education Statistics and Evaluation publishes statistics, data and reports on the NSW Education Datahub at data.cese.nsw.gov.au.

The department's policy library provides the public with access to our policy documents at: education.nsw.gov.au/policy-library.

The department's disclosure log records formally released information the department considers may be of interest to the public.

Access applications received and decided

The following tables comply with clause 7(d) and Schedule 2 of the Government Information (Public Access) Regulation 2009.

The department received 1,227 access applications from January to June 2023 (including withdrawn applications but not including 53 invalid applications).

1,216 applications were completed or discontinued from January to June 2023 including 265 applications received in 2022.

The department also received 21 requests for information under the *Freedom of Information (Commonwealth) Act 1982* between January and June 2023.

Table 19: Number of access applications by type of applicant and outcome, 2023*
TABLE A (GIPA Regulation 2009, Schedule 2)

Type of applicant	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Media	0	3	2	1	1	1	0	1	0	0	0	9
Members of Parliament	1	2	0	1	0	0	0	0	0	0	0	4
Members of the public (application by legal representative)	197	423	1	735	2	6	3	6	12	34	2	1,421
Members of the public other	27	47	8	40	0	10	2	4	1	4	1	144
Not-for-profit organisations or community groups	0	3	0	1	0	0	0	0	0	0	0	4
Private sector business	0	1	0	1	0	0	0	0	0	0	0	2
Total	225	479	11	779	3	17	5	11	13	38	3	1,584

Note: More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision.
 * Applications completed or discontinued, includes 265 applications received in the 2022 reporting year and completed or discontinued in 2023.

Table 20: Number of access applications by type of application and outcome, 2023
TABLE B (GIPA Regulation 2009, Schedule 2)

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Personal information applications*	152	139	7	698	2	9	1	9	10	35	2	1,064
Access applications (other than personal information applications)	22	12	4	14	1	6	2	2	3	1	1	68
Access applications that are partly personal information applications and partly other	51	28	0	67	0	2	2	0	0	2	0	152

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table 21: Invalid applications, 2023
TABLE C (GIPA Regulation 2009, Schedule 2)

Reason for invalidity	Number of applications
Application does not comply with formal requirements (Section 41 of the Act)	375
Application is for excluded information of the agency (Section 43 of the Act)	0
Application contravenes restraint order (Section 110 of the Act)	0
Total number of invalid applications received	375
Invalid applications received that subsequently became valid applications	317

Invalid applications received in reporting year including invalid applications carried forward from 2022.

Table 22: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the GIPA Act, 2023
TABLE D (GIPA Regulation 2009, Schedule 2)

Consideration	Number of times consideration used
Overriding secrecy laws	1
Cabinet information	2
Executive council information	0
Contempt	1
Legal professional privilege	25
Excluded information	2
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	63
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under <i>Electricity Network Assets (Authorised Transactions) Act 2015</i>	0
Information about authorised transactions under <i>Land and Property Information NSW (Authorised Transaction) Act 2015</i>	0

Note: More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table 23: Other public interest considerations against disclosure: matters listed in table to section 14 of the GIPA Act, 2023

TABLE E (GIPA Regulation 2009, Schedule 2)

Consideration	Number of times consideration used
Responsible and effective government	372
Law enforcement and security	0
Individual rights, judicial processes and natural justice	297
Business interests of agencies and other persons	2
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

Note: More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

Table 24: Timeliness, 2023

TABLE F (GIPA Regulation 2009, Schedule 2)

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	1,478
Decided after 35 days (by agreement with applicant)	73
Not decided within time (deemed refusal)	32
Total	1,583

Table 25: Number of applications reviewed under Part 5 of the GIPA Act (by type of review and outcome), 2023

TABLE G (GIPA Regulation 2009, Schedule 2)

Type of review	Decision varied	Decision upheld	Total
Internal review	10	12	22
Review by Information Commissioner*	7	8	15
Internal review following recommendation under Section 93 of Act*	11	11	22
Review by NSW Civil and Administrative Tribunal (NCAT)	0	8	8
Total	28	39	67

Note: Review applications completed in 2022. As at 31 December 2022, 6 review applications (not counted in the above table), 2 IC matters and 5 NCAT matters were carried forward to 2023 and 2 NCAT matters still remain undecided.*Under section 93 of the GIPA Act, the Information Commissioner (IC) can only recommend that the agency make an internal review decision. The IC completed 6 such reviews in 2022, which have been included as 'decision varied'.

Table 26: Applications for review under Part 5 of the GIPA Act (by type of applicant), 2023

TABLE H (GIPA Regulation 2009, Schedule 2)

Type of applicant	Number of applications for review
Applications by access applicants	45
Applications by persons to whom information the subject of access application relates (refer to Section 54 of the Act)	4

Note: Personal and non-personal review applications received in 2022.

Table 27: Applications transferred to other agencies under Division 2, Part 4 of the GIPA Act (by type of transfer), 2023

TABLE I (GIPA Regulation 2009, Schedule 2)

Type of transfer	Number of applications transferred
Agency-initiated transfers	3
Applicant-initiated transfers	0

Privacy management plan, code of practice and other publications

The department's Privacy Management Plan, Privacy Code of Practice, Data Breach Response Plan, and privacy and legal issues bulletins are published on our website.

Privacy training

All department staff must undertake e-learning on reporting and managing data breaches. A legal toolkit for principals includes checklists for applying privacy principles to the management of student information and information held by business centres. The toolkit is published on the Legal Services portal. Legal Services also offers privacy advice to all staff as part of its legal telephone advice service.

Privacy internal reviews

In 2023, the department received 8 applications for internal review under section 53 of the *Privacy and Personal Information Protection Act 1998* (PPIP Act). The department finalised 4 applications.

External review by NSW Civil and Administrative Tribunal

In 2023, the NSW Civil and Administrative Tribunal finalised one application for administrative review under s55(1) of the PPIP Act.

Requests for access and amendment of personal information

There were no requests received for access and amendment of personal information from 1 January to 30 June 2023.

Data breach notifications

In 2023, the data breach register recorded 166 suspected data breach notifications: 64 were resolved, 62 are ongoing and 40 required further data from the notifier or owner for actioning.

Public interest disclosures

All employees of the department must report suspected unlawful or corrupt conduct, serious maladministration, or serious and substantial waste of public money. The department is committed to supporting and protecting staff who report wrongdoing.

The department's Public Interest Disclosures Internal Reporting Policy sets out the manner in which we meet our obligations under the *Public Interest Disclosures Act 1994*. The Guidelines for the Management of Public Interest Disclosures set out the roles and responsibilities of staff in making and receiving public interest disclosures. Both the policy and guidelines are available via our Policy Library (education.nsw.gov.au/policy-library).

Senior staff, including nominated public interest disclosure officers, continue to undertake periodic training on public interest disclosures.

In the period 1 January to 30 June 2023, we met the NSW Ombudsman's reporting requirements via its online reporting tool.

Table 28: Number of public interest disclosures by type, 1 January to 30 June 2023

Type of review	Corrupt conduct	Maladministration	Serious waste	GIPA contravention	Local government contravention	Total
Number of disclosures	23	5	0	0	0	28
Number of employees making a disclosure	22	4	0	0	0	26
Number of disclosures finalised*	24	4	0	0	0	28

Data correct at 30 June 2023.

Overseas travel

This section outlines any overseas travel department staff undertook between January to June 2023.

Table 29: Number of overseas visits undertaken by officers and employees in 2023

Purpose of visit	Description	Number of commercial or externally funded visits	Number of self or community funded visits	Number of visits funded by the department	Total number of staff
Conferences and professional development	Staff members who travel overseas to attend and/or present at conferences or participate in study tours	1(1P)	0	0	1
Educational exports	Staff members who travel overseas to manage partnerships, contracts, programs, quality assurance or assessment of students	3	0	0	3
Exchange programs	Staff members who travel overseas on a professional or teacher exchange program	0	0	0	0
International student recruitment	Staff members who travel overseas to recruit inbound full-fee-paying international students to the NSW school sector	3	0	0	3
Market development and client engagement	Staff members who travel overseas for international marketing purposes, development of business relationships, engagement with clients and contract management	0	0	0	0
Professional scholarship programs	Staff members awarded scholarships to further their professional skills and knowledge	0	0	0	0
Student excursions	Staff members who accompany students on excursions overseas to increase cultural understanding or attend commemoration ceremonies	4 (4DP)	0	0	4

Source: Shared Services Business Services and Enablement directorate.

Notes: Figures within the brackets indicate the number of trips where a contribution to the cost was made by the department (D) or a private source (P).

Risk management and insurance activities

The department adopts the 3 lines of assurance model in line with NSW Treasury's TPP20-08 Internal Audit and Risk Management Policy for the General Government Sector. Our Enterprise Risk Management Policy and Enterprise Risk Management Framework are consistent with international standard ISO31000 Risk Management.

The Chief Risk Office provided advice, challenges and support on risk-related matters to the Executive and the Secretary, and across the department. From January to June 2023, the Chief Risk Office increased engagement across senior leadership to:

- promote embedding stronger risk management disciplines across the department in day-to-day business practices and across the department's governance oversight committees
- drive improved clarity of risk ownership.

A core focus is continuing to strengthen enterprise risk management foundations with the development of a central enterprise risk library, so we use a common risk language across the department. We continued to uplift the development of an integrated risk management system. We continued to strengthen action item management through regular reporting provided to the department's executives and the Audit and Risk Committee on the progress of the implementation of recommendations arising out of internal and external audits and reviews.

The Chief Risk Office also supported the development of risk profiles, analysing the risk landscape, risk governance, risk and controls assessment, emerging risks, providing risk awareness training, and greater access to risk management resources.

Insurance activities

As a budget-dependent agency, the department is a mandatory member of the government's Treasury Managed Fund scheme in accordance with NSW Treasury Circular TC20-05. The scheme provides cover for asset and liability exposures across workers compensation, property, motor vehicle, liability and other risks. Due to the scale of the department's operations, it is one of the top 5 member agencies of the scheme.

Economic or other factors affecting the department

An assessment of financial impacts for the department in 2022-23, as a result of the COVID-19 pandemic and natural disasters, is outlined in Note 1(h) and 12 of the financial statements. The department will continue to proactively monitor ongoing impacts in 2023-24.

Internal Audit

Internal Audit activities

Internal Audit supports the department to achieve its objectives by providing relevant risk-based assurance and advisory services.

From 1 January to 30 June 2023, Internal Audit:

- progressed 9 education support audits (4 finalised and 5 in reporting stages) covering cross-divisional processes, frameworks, operational areas and compliance obligations
- completed 91 school audits focusing on child protection, work health and safety, student attendance, key financial and administrative operations, management of assets and equipment, and procurement
- completed 223 actual enrolment returns audits
- delivered several workshops and training to all auditors to support the audit delivery approach
- used the post-audit feedback process with client responses to inform continuous business improvement
- improved rigour on follow-up of audit actions, with the desktop review confirming adequate implementation continues to result in improved awareness of risks and controls and senior executive oversight.

We aim to deliver shorter, sharper, collaborative and insightful audits using data and subject matter experts where appropriate.

Internal Audit's Quality Assurance and Improvement Program was developed to ensure the internal audit function embeds quality into the way it operates. As part of that, a 6-monthly review of a sample of completed audits was performed to assess conformance with specific Internal Auditing Standards. Based on the review, the internal audit function is generally conforming with the standards however requires some improvements.

Internal Audit and Risk Management Attestation Statement



Education

DGS23/1523

Internal Audit and Risk Management Attestation Statement for the 2022-2023 Financial Year for the NSW Department of Education

I, Murat Dizdar, am of the opinion that the NSW Department of Education has internal audit and risk management processes in operation that are, excluding the exemptions or transitional arrangements described below, compliant with the seven (7) Core Requirements set out in the Internal Audit and Risk Management Policy for the General Government Sector, specifically:

Core Requirements

Risk Management Framework

1.1	The Accountable Authority shall accept ultimate responsibility and accountable for risk management in the agency.	Compliant
1.2	The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant

Internal Audit Function

2.1	The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2	The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
2.3	The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant

Audit and Risk Committee

3.1	The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2	The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The independent chair and members of the Audit and Risk Committee are:

- Independent Chair, Todd Davies, appointed February 2019, term expires in January 2024
- Independent Member, Carol Holley, appointed April 2021, term expires March 2024
- Independent Member, John Gordon, appointed February 2019, term expires January 2025
- Independent Member, Jennifer Palmer, appointed December 2022, term expires December 2025

Murat Dizdar
Secretary
NSW Department of Education
5 September 2023

Department of Education contact officer:
Simone Walker
A/Chief Operating Officer

NSW Department of Education

Darug Country 105 Phillip Street Parramatta NSW 2150 GPO Box 33 Sydney NSW 2001 1300 679 332 education.nsw.gov.au

Audit and Risk Committee

The department's Audit and Risk Committee (ARC) consists of an independent chair and 3 independent members. The committee oversees and monitors our governance, risk and control frameworks, as well as our external accountability requirements. The committee's responsibilities are detailed in a charter aligned to the requirements of TPP20-08.

The committee met 3 times between 1 January and 30 June 2023, with a mix of meetings conducted in person and online, inclusive of meetings to review early close and the department's financial statements. All members completed written conflict of interest declarations and confidentiality agreements. This year, the secretariat adopted a continuous improvement mindset to enhance the committee's effectiveness, building on practices and enhancements from the previous year.

Table 30: Attendance at Department of Education Audit and Risk Committee meetings from January to June 2023

Name	Title	Meetings attended/eligible
Todd Davies	Independent Chair	3/3
Carol Holley	Independent Member	2/3
John Gordon	Independent Member	2/3
Jennifer Palmer	Independent Member	3/3

Cyber security

The department continues to enhance its ability to prevent, detect and respond to constantly evolving cyber threats. This challenge is met with a range of specialist resources, enhanced monitoring, and the implementation of the Australian Cyber Security Centre's Essential Eight and Cyber NSW's Mandatory 25 requirements.

There were no successful large-scale cyber-attacks on the department from January to June 2023.

Cyber security threats and incidents continued to escalate in 2023. Cyber threats directed at the department over the past half-year also continued to target end user devices and sought to compromise our staff and students' accounts.

The department continues to remain vigilant and enhance its incident response capabilities through the upskilling of staff, the employment of additional expert staff and the engagement of a broader range of commercial cyber incident response partners.

Cyber Security Annual Attestation Statement



DGS23/1396

Cyber Security Annual Attestation Statement for the 2022-2023 Financial Year for NSW Department of Education.

I, Murat Dizdar, am of the opinion that NSW Department of Education, continued working towards maturity in the management of cyber security risks, in a manner consistent with the mandatory requirements set out in the NSW Government Cyber Security Policy.

Governance is in place to manage continuing cyber security maturity and initiatives of the NSW Department of Education.

Risks to the most critical information and systems of the NSW Department of Education have been assessed and are being managed within the resource capacity of the department.

There exists a current cyber incident response plan for the NSW Department of Education which has been tested during the reporting period.

The NSW Department of Education has an Information Security Management System (ISMS) in place, which has passed the audit for the 2022/23 financial year.

The NSW Department of Education has undertaken the following activities to continuously improve the management of cyber security governance and resilience:

- Maintained the Cyber Security Working Group with executive business representatives contributing to the program of cyber security maturity and uplift.
- Annual identification of crown jewels from across the department.
- Documented roles and responsibilities for all requirements of the Cyber Security Policy
- An uplift program is in progress to improve the management of cyber security governance and resilience.

A handwritten signature in blue ink, appearing to read 'm 23'.

Murat Dizdar
SECRETARY
DEPARTMENT OF EDUCATION
11 September 2023

This attestation covers the following agencies:

- **NSW Department of Education**

NSW Department of Education
105 Phillip Street Parramatta NSW 2150 GPO Box 33 Sydney NSW 2001 1300 679 332
education.nsw.gov.au



Financial management, governance and accountability

Strategic planning and budgeting

As part of the operationalisation of outcome budgeting, the department assessed program and operational funding to more clearly understand the relationship between current investments and the achievement of outcomes. The department also mapped how divisional business units contribute to the achievement of the outcomes.

The next phase of outcome budgeting will transition to using outcomes and programs as an input into the budgeting process to map budgets and performance measures to sub-programs, with improvements underway to support:

- ongoing reviews of operational and program spending and the alignment to the achievement of KPIs and outcomes
- continued integration of the outcomes framework into annual internal strategic planning and budgeting processes
- ongoing improvements to reporting processes to assess expenditure against the achievement of outcomes and inform resource prioritisation.

Divisional budget planning and allocation within the department is required to direct investment into the programs and projects that optimise student and business outcomes.

Oversight of financial assistance to non-government schools

The department continued development of a regulatory framework to enhance the regulation of financial assistance to non-government schools under Part 7, Division 3 of the *Education Act 1990*. This work includes a review of the Not-for-Profit Guidelines for Non-Government Schools.

To inform the development of the regulatory framework and review of guidelines, we undertook several pieces of work this year, including holding 2 further workshops and regular engagement with the Non-Government Schools Not-for-profit Advisory Committee.

National School Reform Funding Agreement

The National School Reform Agreement was extended by 12 months to December 2024. It is a joint agreement between the Australian, state and territory governments to lift student outcomes across Australia. NSW has steadily implemented the agreed funding requirements and national policy initiatives.

In its fifth year of implementation, the department continued to transition NSW school funding to the agreed share of the Schooling Resource Standard.

In the first half of 2023, progress on national and state-based policy reforms was enabled through continued engagement and collaboration with government and non-government school sectors, the Australian, state and territory governments, national ministerial forums, and peak bodies.

In 2023, the Australian Government, state and territory education ministers agreed to establish a panel of eminent Australians to inform the next National School Reform Agreement. The Review to Inform a Better and Fairer Education System will deliver its final report to education ministers by 31 October 2023.

Purchasing, procurement and business enablement

Procurement delivers and manages procurement activities for the department across a range of categories, including goods and services, ICT, asset management and construction. The department's policies and procedures align to the NSW Procurement Policy Framework and the *Public Works and Procurement Act 1912*.

We continuously review our processes to streamline our procurement functions. We are also actively involved in whole of government initiatives and policies to ensure better outcomes for the community, such as the Social Procurement Policy working group.

The department engages with internal and external stakeholders to ensure value for money is achieved.

Consultants

Table of consultants less than and greater than \$50,000

Table 31: Payments to consultants less than \$50,000 from January to June 2023

Consultant and project	Actual cost (ex. GST)
Publicis Sapient Australia -ECE Future State Design	\$1,979
Semann & Slattery -Preschool Outcome Measures in NSW	\$42,315
Total	\$44,294

Note: Payments exclude GST

Table 32: Payments to consultants greater than \$50,000 from January to June 2023

Consultant and project	Actual cost (ex. GST)
Deloitte Touche Tohmatsu -Review of Transfer Points Allocation Mechanism	\$133,626
Ernst & Young -Staff Wellbeing Strategy	\$406,538
Total	\$540,164

Note: Payments exclude GST

Grants

The following tables provides the nature and purpose of each grant program and lists the grants the department disbursed to non-government organisations under each program from 1 July 2022 to 30 June 2023.

Table 33: Overview of grant programs, 2022-23

Grant program	Total grants, 2022-23 (\$)
Aboriginal Education Grants	6,101,977
Adult Community Education Program	36,724,247
Asylum Seeker Employment Skills Support (ASESS)	1,249,686
Australian Early Development Census (AEDC) Community Grants	207,164
Campion College	1,250,000
Community Languages Grants	6,560,658
Countering Violent Extremism	1,400,000
COVID Intensive Learning Support Program	23,578,000
Early Childhood Education and Care Grants	721,799,881
Educational Pathways Program	2,064,740
Educational Support Grants	1,471,570
Group Training Organisations	769,000
Industry Participation and Support Program	2,409,675
Miscellaneous Education Grants	941,028
Momentum Social Impact Investment	1,702,341
National Student Wellbeing Program	4,454,871
Out of School Hours Care Grants	5,969,610
Productivity Bootcamp	1,270,881
Refugee Employment Support Program	2,830,691
Regional Conservatorium Grants Program	7,975,564

Grant program	Total grants, 2022-23 (\$)
Regional Industry Education Partnership	2,484,297
Regional Study Hubs	1,510,500
School Leadership Management Grants	522,884
Smart and Skilled Thin Market Program	62,629
Special Education Grant-In-Aid	30,525
Sticking Together Project	1,551,733
Talent Development Project	319,914
Trade Pathways Program	4,039,653
Wellbeing Grants	3,429,000
Western Flood Relief	320,000
Women in Construction	150,000
Youth Employment Social Impact	225,836
Grand total	845,378,555

Notes: Figures are subject to rounding. *Excludes program(s) where payments have been made to recipients on behalf of registered service providers and national partnership programs

Aboriginal Education Grants

Providing workplace mentoring, improving access to employment and training, and creating business opportunities for Aboriginal and Torres Strait Islander people.

Table 34: Aboriginal Education Grants, 2022-23

Organisation	Amount (\$)
Aboriginal Employment Strategy Ltd	259,912
Bamara Pty Ltd	197,131
Bara Barang Corporation Ltd	225,000
Gomeroi Education and Training Pty Ltd	250,000
Illawarra Aboriginal Corporation	631,250
Kari Foundation Ltd	500,000
Kategic Pty Ltd	118,000
MTC Australia Ltd	730,960
NSW Indigenous Chamber of Commerce Inc	118,000
NSWALC Employment and Training Ltd	600,000
Souths Cares PBI Ltd	1,125,624
Tamworth Local Aboriginal Land Council	535,600
The Illawarra ITeC Ltd	142,500
Ungooroo Aboriginal Corporation	668,000
Total paid in 2022-23	6,101,977

Adult Community Education Program

Delivering training and support that cannot be effectively addressed through Smart and Skilled programs and covers training up to and including Certificate III level.

Table 35: Adult Community Education Program, 2022-23

Organisation	Amount (\$)
ACE Community Colleges Ltd	2,399,166
Byron Region Community College Inc	1,173,144
Camden Haven Community College Inc	1,177,988
Central Coast Community College	2,073,023
Coffs Coast Education & Training Organisation Inc	787,827
Community College-Northern Inland Inc	1,743,085
Community Colleges Australia Ltd	106,700
Deaf Services Ltd	538,998
Guyra Adult Learning Association Inc	381,040
Hornsby Ku-Ring-Gai Community College Inc	541,770
Indie Education Ltd	327,348
Kiama Community College Ltd	1,435,036
Macarthur Community College Inc	853,863
Macquarie Community College	1,576,120
Nepean Community College Inc	1,258,818
North Coast Community College Inc	1,383,770
Northern Beaches Community College Ltd	415,680
Penrith Skills for Jobs Ltd	193,984
Port Macquarie Community College Inc	1,220,021
Riverina Community College Ltd	1,319,091
Robinson Education Centre Ltd	917,734
St George & Sutherland Community College Inc	746,463
Sydney Community College Ltd	597,886
Sydney East Community College	904,798

Organisation	Amount (\$)
Tamworth Community College Inc	1,212,653
The Eurobodalla Adult Education Centre Inc	1,251,680
The Parramatta College Inc	1,089,082
Tomaree Community College Inc	573,638
Tuggerah Lakes Community College Ltd	1,249,118
VERTO Ltd	3,062,869
Western Riverina Community College Inc	788,726
Workers' Educational Association - Hunter	2,537,034
Workers' Educational Association - Illawarra	886,091
Total paid in 2022-23	36,724,247

Asylum Seeker Employment Skills Support (ASESS)

Offering a range of initiatives to help asylum seekers to develop suitable career paths and provide them with the tools required to gain sustainable and skilled employment.

Table 36: Asylum Seeker Employment Skills Support (ASESS), 2022-23

Organisation	Amount (\$)
Host International Ltd	733,911
Settlement Services International Ltd	515,775
Total paid in 2022-23	1,249,686

Australian Early Development Census (AEDC) Community Grants

Encouraging communities to engage with and respond to their AEDC data outcomes from 2021 data collection and supporting early intervention in communities with high vulnerabilities or limited services.

Table 37: Australian Early Development Census (AEDC) Community Grants, 2022-23

Organisation	Amount (\$)
Big Sky Stories Ltd	9,200
Chester Hill Neighbourhood Centre	12,000
Gamumbi Early Childhood Education Centre Incorporated	14,800
Early Links Inclusion Support Service	14,800
Cudal Community Children's Centre	15,000
Dragonfly Speech Pathology	15,000
Milton Therapy and Learning Centre	15,000
Catholic Diocese of Paramatta (Ambrose Early Learning, Santa Sophia, Box Hill)	15,000
Fairfield City Council	15,000
Inverell District Family Services (IDFS)	15,000
Coolah Preschool Kindergarten Inc	15,000
Salamander Bay Childcare Centre Inc	15,000
Branxton Preschool Inc	15,000
K Villareal Pty Limited & Kl	15,000
The Familyworks Pty Ltd	6,364
Total paid in 2022-23	207,164

Campion College

Funding the construction of capital infrastructure at Campion College.

Table 38: Campion College, 2022-23

Organisation	Amount (\$)
Campion Foundation Ltd	1,250,000
Total paid in 2022-23	1,250,000

Community Languages Grants

Supporting outside-of-school-hours programs for school-aged students to maintain and develop their background or heritage language.

Table 39: Community Languages Grants, 2022-23

Organisation	Amount (\$)
3LS Creative Centre Inc	20,298
AB2 CD-Association for Brazilian Bilingual Children's Development Inc	22,613
Academy of Chinese Culture Inc	6,451
Afghan Australian Noor Association Inc	37,277
Afghan Community Support Association of NSW Inc	14,485
Akkademja Maltija Ta' NSW Inc	4,493
Al Aqsa Inc	38,502
Al Bayan School Inc	16,528
Al Sadiq Inc	31,600
Al-Bayan Institute Inc	67,557
Alefba Farsi School	12,357
Alfirdaus College Pty Ltd	40,000
Alhabib Arabic School Inc	28,331
Al-Jaafaria Society Inc	20,570
Al-Khair Inc Association	10,400
Al-Minia Charitable Association Ltd	8,170
Alsadeq Arabic Association Inc	22,204

Organisation	Amount (\$)
Ambassadors Multicultural Mission (International) Association Inc	70,281
Amistad Latina Spanish School Inc	23,974
Andisheh Persian School	14,621
Ao Yu Chinese School Inc	11,081
Arabic Education Society Inc	8,085
Arabic Privet College Australia	9,447
Armenian General Benevolent Union Ltd	7,404
Artarmon Muslim Community Association	15,166
Asanteman Australia (NSW) Inc	7,404
Ashabul Kahfi Language School Inc	36,668
Association of Community Language Schools Inc	145,386
Assyrian Australian Association	25,745
Assyrian's Nation Association Inc	10,809
Auburn Arabic School	11,898
Australian Afghan Hassanian Youth Association Inc	28,746
Australian Ataturk Cultural Centre Inc	24,608
Australian Beirut Charitable Association Inc	21,796
Australian Chinese & Descendants Mutual Association Community Ltd	18,519
Australian Chinese Community Association of NSW	42,746
Australian Council for the Promotion of Chinese Language and Cultural Inc	179,830
Australian Druze Community Inc Ltd	8,630
Australian Hindu Multicultural Association	8,766
Australian Islamic Mission Inc	15,797
Australian Kids Women Association Inc	25,472
Australian Korean Dream Inc	6,500
Australian Malayalee Islamic Association-NSW	15,355

Organisation	Amount (\$)
Australian Marathi Vidyalaya Inc	16,255
Australian Peace Association Inc	15,030
Australian School of Arabic Inc	20,979
Balakairali-Sydney Malayalee Kids Association Inc	9,396
Balar Malar Tamil Educational Association Inc	113,728
Bangla School Inc	12,266
Bangla School Punchbowl Inc	8,766
Bangladesh Association of NSW	9,174
Bangladesh Society for Puja and Culture Inc	8,357
Bangladesh Society of Sydney Inc	12,715
Bantal Pulaar Community Group Australia Inc	7,830
Bayside Japanese School Inc	11,626
Bhanin Education Inc	23,408
Bodhi Vietnamese Language School Inc	10,400
Bosnian Ethnic School	12,034
Boya College of Language and Culture Inc	9,211
Buddharangsee Thai Community Language School Inc	15,983
Bulgarian Cultural Social and Patriotic Association Rodina	8,357
Cambodian Australian Welfare Council of NSW Inc	12,868
Campbelltown Bangla School	10,264
Carlingford Chinese Language School	19,889
Central Coast Japanese Community Language School	6,226
Central Council of Croatian Ethnic Schools of NSW Inc	31,328
Centre for Indian Languages and Arts – Hindi	1,089
Centre for Indian Languages and Arts – Telugu	1,089

Organisation	Amount (\$)
Chanh-Phap Vietnamese Buddhist Youth Association of NSW Inc	9,174
Chen Feng Chinese Language College Inc	21,115
Cherrybrook Chinese Community Association Inc	14,380
Chinese Australian Services Society Ltd	77,089
Chinese Language and Literature Association	1,498
Cho Dae Korean Baptist Church Inc	17,481
Clemton Park School Chinese Language and Cultural Association	4,766
Co.As.It. Italian Association of Assistance	39,864
Cook Islands Maori Language School (NSW)	1,498
Cyprus Community of NSW Ltd	10,672
Czech and Slovak School of Sydney	8,085
Daar Al Wafa Australian Association Inc	23,566
Datong Chinese School Ashfield Inc	77,362
De Nederlandse School de Kangoeroe Inc	23,430
Der-Huy Chinese School Inc	14,349
Deutschstunde	30,527
Disciples Church Joyful Korean Language School Inc	15,847
Dundas Chinese School Inc	8,494
Eastlakes Saturday Turkish School	8,630
Eastwood Tamil Study Centre Inc	16,982
Edmondson Park Bardia Nepalese Community Inc	9,878
EFKS St Marys Inc	6,043
Eine Kleine Deutsche Schule	5,836
First Serbian Orthodox Church School Community St Sava	15,438
Flamingo Education Inc	8,645

Organisation	Amount (\$)
Forest Japanese School Inc	13,804
Gallipoli Education and Cultural Association Inc	17,481
Gallipoli Saturday Turkish School Inc	10,809
GDPT Bo De Minh Quang - The Vietnamese Buddhist Youth of NSW Australia Inc	5,311
German Saturday School Sydney Inc	13,236
Gosford Chinese Language School Inc	11,626
Greek Community of Mascot and District Inc	9,991
Greek Orthodox Archdiocese of Australia	36,323
Greek Orthodox Archdiocese of Australia Consolidated Trust Parish of St Nicholas Marrickville	13,532
Greek Orthodox Community of Albury and District Inc	1,089
Greek Orthodox Parish of Northern and Western Suburbs	12,379
Greek Orthodox Parish of St George Rose Bay	8,443
Green Valley Languages and Arts School Inc	13,045
Hamazkaine Armenian Educational and Cultural Society Regional Committee	38,230
Hanaro Korean School Inc	10,536
Hanyulink Chinese Language School Inc	17,208
Happy Chinese Language Association Inc	9,598
Harmony Russian School of Sydney Inc	8,085
Hellenic Academy of NSW Inc	6,500
Hellenic Centre for Language & Culture of Australia Inc	9,724
Hellenic Orthodox Community of Kingsgrove Bexley North Beverly Hills and Districts Ltd	19,753
Hellenic Orthodox Parish and Community of Blacktown Districts Ltd	19,889

Organisation	Amount (\$)
Hoodan-Noor (Guidance of the Light)	27,651
Hornsby Chinese Education Centre Inc	59,547
Hornsby Chinese Language and Culture School Inc	41,089
Hornsby Japanese School Inc	9,887
Hua Xia Chinese Culture School	47,353
Hungarian School Sydney	10,264
Hunter Chinese Language School Inc	10,128
Hunter Japanese Community School Inc	8,630
Hunter Meher Association Inc	2,996
Hunter Parents & Teachers Association of Community Languages Schools Inc	149,386
Hunter Telugu Badi Inc	5,856
Huyen Quang Buddhist Youth Association Inc	6,860
Illawarra Arabic Academy Inc	42,321
Illawarra Burmese Language School	7,268
Illawarra Karen Language School Inc	12,540
Illawarra Spanish School Inc	11,762
Imam Ali College Ltd	88,213
Immanuel Australia Church Inc	7,132
Indo-Aust Bal Bharathi Vidyalaya-Hindi School Inc	35,872
Indonesian-Australian Families Association of NSW Inc	9,991
Inner Journey Ministry Inc	15,983
Inner West Vietnamese Community Language School Inc	24,111
International Buddhist Association of Australia Co-Operative Ltd	7,949
International Youth Fellowship Inc	6,723
Iranian Educational and Cultural Centre Inc	10,809
Islamic Charity Projects Association Inc	78,587
Islamic Community Milli Gorus Wollongong Inc	5,447

Organisation	Amount (\$)
Islamic Women's Welfare Association Inc	25,472
Jaliyati Inc	6,500
Japan Club of Sydney Inc	55,481
Japanese Sunday School Inc	12,306
Khmer Adventist Language School Assoc of NSW Inc	12,034
Korean Catholic Language School Inc	51,940
Lakemba Bangla School	5,991
Lao Community Advancement (NSW) Co-operative Ltd	8,494
Lao Oz Inc	13,540
Lindfield Korean School Inc	37,277
Liverpool Polish Saturday School	5,089
Looyce Armenian School Inc	6,860
MAAN - Malay Australian Association of New South Wales Inc	1,906
Macarthur Polish Saturday School Inc	12,251
Macarthur Portuguese School Inc	953
Macedonian School Council of NSW Inc	31,328
Manda House in Australia Inc	12,851
Mandi Yehya Youhanna	7,626
Maroubra Russian School Inc	10,809
Marrickville West Turkish School	3,813
Matraville Turkish School Inc	6,860
Ming Der Chinese School	58,375
Minghui School Inc	9,457
MKUD Makedonski Biseri	7,540
ML Language & Culture School Australia Inc	8,221
Mongolian Community Language School Inc	6,996
Moslem Alawy Society Inc	10,485
Muhammadi Welfare Association Inc	24,791
Nepean Turkish School Inc	9,991

Organisation	Amount (\$)
New South Wales Board of Jewish Education	15,983
New South Wales Federation of Community Language Schools Inc	155,386
Newcastle Arabic School Inc	9,941
Newcastle Bangladeshi Community Inc	3,268
Newcastle Korean Language School Inc	1,362
Newcastle Tamil Sangam Inc	1,089
North Shore Japanese School	22,143
Northern Beaches Spanish School	3,404
Norwest Chinese Community School Inc	11,281
Nova Ukrainian School Inc	8,630
NSW Epping West Chinese School Inc	39,343
NSW Indo-China Chinese Association Inc	25,464
NSW Japanese School Inc	10,809
NSW Turkish Education and Performing Arts Inc	16,528
NSW Umit Uighur Language School	14,945
NSW Vinh Khang Chinese School Inc	12,987
Ocean Park Ministry Inc	7,949
Odua Group of New South Wales Inc	6,500
Om Rameshwar Association Inc	14,485
Onhamsung Australia Inc	6,860
Paadasala Malayalam Educational Association Inc	11,762
Pacific Communities Centre Inc	13,063
Parramatta Arabic School Inc	32,553
Parramatta Hanguel School Inc	11,489
Parramatta Persian Primary and High School Inc	8,085
Pei Ji Chinese School Inc	35,370
Penrith Korean Language School Inc	7,268
Phap Bao Buddhist Youth Language School Inc	10,264

Organisation	Amount (\$)
Pinoy Community Cultural Class	7,540
Polish Association of Newcastle Inc	2,390
Polish Educational Society	15,302
Polish School Wollongong Inc	5,226
Portuguese Community Schools of Sydney Inc	14,485
Presbyterian Church of Australia in the State of New South Wales Parish of Chester Hill	6,043
Preserving the Arabic Language in Australia (PAL) Inc	9,447
Qing Hua Chinese Language School Inc	125,030
Queanbeyan Chinese Language School Inc	5,498
Rooyesh Farsi Language School Inc	8,630
Ruslingvo Inc	13,396
Sabdamala - Nepalese Language School	20,998
Sabeel Inc	4,953
Saint Andrew Bogolubsky Russian Ethnic School Inc	6,723
Saint Charbel's Ethnic School	6,315
Saint George Russian School	2,179
Samoan Community Culture Arts and Language Association (SCCALA) Inc	6,500
School of Vedic Sciences (Aust) Inc	32,145
Serbian Orthodox Church School Community St John the Baptist	7,529
Shanhe Education Inc	8,221
Shine Chinese Community School Inc	20,570
Sikh Khalsa Mission Inc	21,515
South Asian Australian Association	29,013
South Coast Chinese Language School	8,085
South Coast Portuguese Association Ltd	2,451
South Coast Tibetan Community Inc	5,274
Sri Guru Singh Sabah Sydney The Sikh Association of Sydney Inc	13,396

Organisation	Amount (\$)
St Alexander Nevsky Russian School Inc	24,383
St Andrews Ukrainian Catholic Parish Lidcombe	14,213
St George Serbian Orthodox Church - Cabramatta	10,064
St George Spanish School	8,221
St John The Baptist Antiochian Orthodox Church Inc	7,540
St Lazarus Serbian Orthodox Church	15,438
St Nicholas Antiochian Orthodox Church	11,489
St Raphael's Greek Orthodox Parish of Liverpool and District Ltd	14,026
St Sava Serbian Orthodox Church School Building Fund (Flemington)	8,357
St Seraphim Russian Community School Hornsby Inc	26,153
St Thomas the Apostle Chaldean Catholic Church	24,383
Sutherland Shire Chinese Language School Inc	17,345
Swedish School in Newcastle	1,362
Swedish School in Sydney	21,523
SWS Children's Chinese School Association	7,132
Sydney Chinese School Inc	41,970
Sydney Christian Chinese Language School Inc	2,996
Sydney Elim Presbyterian Church Inc	6,996
Sydney Elite Chinese School Inc	37,821
Sydney Full Gospel Church	28,367
Sydney Grace Korean School Inc	6,723
Sydney Juan Church in Australia Inc	7,844
Sydney Latvian Society Ltd	5,906
Sydney Next Church Inc	3,540
Sydney Nihao Chinese Chinese Culture School	6,677

Organisation	Amount (\$)
Sydney Northwest Chinese School	39,728
Sydney Punjabi Society Inc	7,677
Sydney Sae Soon Presbyterian Church Inc	51,532
Sydney Saturday School of Japanese	40,545
Sydney Suomi Koulu/Sydney Finnish School Inc	9,109
Sydney Yu Cai Chinese Language School Inc	47,762
Tamil Civic Centre Inc	7,677
Tamil Study Centre Homebush Inc	36,232
Tamil Study Centre Mount Druitt	27,923
Telugu Association Inc	32,825
The Arabic Australian Education Centre Inc (Al Farouk Arabic)	14,130
The Australia Korean School Inc	26,834
The Australian Arabic Association of Western Sydney Inc	5,855
The Australian Association of All Nationalities of China Inc	16,664
The Australian Chinese School Inc	8,484
The Australian Sikh Association Ltd	87,532
The Australian Taiwanese Friendship Association Inc	32,008
The Greek Community of Newcastle LTD	1,770
The Greek Orthodox Church & Community St Gerasimos Ltd	6,536
The Greek Orthodox Church and Society of the City of Greater Wollongong	3,404
The Greek Orthodox Church Community of Bankstown District St Euphemia Ltd	12,851
The Greek Orthodox Community of New South Wales Ltd	44,221
The Greek Orthodox Parish & Community of Burwood & District Saint Nectarios Ltd	13,414

Organisation	Amount (\$)
The Greek Orthodox Parish and Community of Belmore and District All Saints Ltd	4,766
The Greek Orthodox Parish and Community of Kogarah and District Resurrection of Christ	29,557
The Greek Orthodox Parish of South East Sydney Ltd Afternoon School	12,715
The Hellenic Orthodox Community of Parramatta and Districts	15,438
The Hills Chinese School Inc	150,136
The Lebanese Arabic School	92,979
The Lebanese Moslem Association	69,464
The Polish School of Sydney Inc	12,170
The Presbyterian Church (New South Wales) Property Trust	38,094
The Sabian Mandaean Association in Australia Ltd	7,813
The Sinhalese Cultural Forum of New South Wales Australia Inc	32,825
The Trustees of the Roman Catholic Church for the Diocese of Saint Maron Sydney	45,889
The Tzu-Chi Academy Australia Inc	22,340
The West Ryde Huizhi Chinese School Inc	9,719
Thomas Chinese Language School Inc	6,736
Tibetan Children's School of Newcastle and Hunter Region Inc	8,119
Tibetan Community of Australia (NSW) Inc	16,528
Tongan Language School	7,677
Tripoli and Mena Association Ltd	41,530
Twich East Community Association NSW Inc	12,664
United Subcontinental Languages Schools of New South Wales Inc	17,208

Organisation	Amount (\$)
Victory Mandarin School Association Inc	31,872
Vietnamese Community In Wollongong Inc	9,174
Vietnamese Cultural Schools Association Inc	154,085
Vietnamese Parents and Citizens Association Inc	44,766
Vietnamese Parents Committee Green Valley Inc	31,191
Vishva Hindu Parishad of Australia Inc	23,566
Wananchi Newcastle Inc	4,586
Wentworthville Tamil Study Centre	71,098
Western Sydney Chinese School Inc	9,383
Western Sydney Urdu School Inc	36,732
Wollongong Mandarin Chinese School Inc	9,038
Wollongong Russian Language School	5,634
Yagoona Arabic School Inc	21,251
Total paid in 2022-23	6,101,977

Countering Violent Extremism

Supporting measures to respond to violent extremism in the non-government school sector.

Table 40: Countering Violent Extremism, 2022-23

Organisation	Amount (\$)
Catholic Schools NSW Ltd	700,000
The Association of Independent Schools of NSW Ltd	700,000
Total paid in 2022-23	1,400,000

COVID Intensive Learning Support Program

Delivering targeted and intensive small-group tuition support to students with the greatest learning needs in primary, secondary and specialist schools.

Table 41: COVID Intensive Learning Support Program, 2022-23

Organisation	Amount (\$)
Catholic Schools NSW Ltd	16,081,524
The Association of Independent Schools of NSW Ltd	7,496,476
Total paid in 2022-23	23,578,000

Early Childhood Education and Care Grants

Providing support for preschools, long day care, vacation care, occasional care, early childhood services, sector development and support for children with additional needs.

Table 42: Early Childhood Education and Care Grants, 2022-23

Organisation	Amount (\$)
3 Bears Childcare Centre Pty Ltd	60,381
3 Bears Cottage Pty Ltd	60,005
3LW Pty Ltd	79,125
730 Pty Ltd	42,070
A & H Dalpadado Pty Ltd	44,951
A & J Bannerman Pty Ltd	19,808
A & L Enterprises Australia Pty Ltd	73,211
A & M Attalla Pty Ltd	11,855
A And D Child Care Pty Ltd	108,122
A B C Day Care Pre School	16,464
A2Z Learning Centre Pty Ltd	46,340
AAA1 Pty Ltd	93,591
Aasha Pty Ltd	28,451

Organisation	Amount (\$)
Abacus Cottage Pty Ltd	43,666
Abbotsford Long Day Care Centre Inc	69,771
ABC 123 Child Care & Early Learning Centres Pty Ltd	88,471
Abdallah Group Pty Ltd	49,663
Abercrombie Street Child Care Ltd	43,634
Aberdare Preschool Inc	895,617
Aberdeen Preschool Association Inc	486,088
Abernethy Enterprises Pty Ltd	75,804
Abu Sefein Operating Pty Ltd	83,127
ACN 163 182 643 Pty Ltd	52,995
Active Kids Pre School Centre of Excellence Pty Ltd	550,622
Activity Centres Inc	3,165
Adamstown Community Early Learning and Preschool Inc	79,782
Adamstown Pre-school Services Pty Ltd	57,019
Adelong Preschool Inc	482,953
Adluke Pty Ltd	11,717
Advanced Childcare Pty Ltd	15,140
Advanced Early Learning Pty Ltd	254,575
Advanced Learning Pty Ltd	34,423
Adventureland Preschool Inc	526,618
Affinity Education Group Ltd	7,436,956
Ags Sidhu Enterprises Pty Ltd	84,721
Ahmed Enterprises Pty Ltd	151,680
AKA Technology & Management Ideas Pty Ltd	97,421
Al Noori Child Care Pty Ltd	100,724
Albion Park Early Learning Centre	100,904
Albury City Council	70,171
Albury Occasional Childcare and Early Learning Centre Association Inc	117,049
Albury Preschool Kindergarten Inc	1,159,218
Albury Toy Library	3,605

Organisation	Amount (\$)
Albyn Cottage Child Care Centre Pty Ltd	31,952
Alcheringa Preschool Association Inc	778,383
Alexandria Early Education Pty Ltd	51,927
Alexandria Montessori Academy Pty Ltd	54,221
Alfred Academy Early Learning Centre Pty Ltd	31,693
Alkeringa Early Childhood Education and Care Service	65,622
All 4 Kids Kindergarten Pty Ltd	179,684
All Saints Education Group Pty Ltd	74,012
All Saints Education Pty Ltd	62,723
All Saints Preschool Albion Park Inc	607,440
Allegramax Pty Ltd	6,589
Alphababies Pty Ltd	102,506
Alphabet Cottage Pty Ltd	49,587
Alphabet Long Day Care College	175,347
Alstonville Community Preschool	1,236,993
AMD Early Learning Pty Ltd	34,843
Amigoss Preschool and Long Day Care Co-Operative Ltd	30,981
Amy Hurd Early Learning Centre Inc	59,172
Anastasiou Investments Pty Ltd	39,158
ANBA Wanis Pty Ltd	70,538
Anderson Day Care Pty Ltd	16,351
Angel Long Day Care Pty Ltd	68,067
Angelic Kids Pty Ltd	31,848
Angelos Childcare Centre Pty Ltd	62,529
Angels Kindergarten	52,323
Anglas Pty Ltd	32,151
Anglican Schools Corporation	1,295,231
Anglicare NSW South NSW West and ACT	900,831
Annette's Place Inc	297,173
Antara Bexley Pty Ltd	43,432

Organisation	Amount (\$)
Antara Carlton Pty Ltd	53,630
Antara Miranda Pty Ltd	78,799
Anzac Village Preschool Association Inc	806,563
Apple Bear Pty Ltd	63,930
Apples and Honey Preschool Inc	67,468
Arden Anglican School	139,000
Ariah Park Preschool Association Inc	243,620
Ark Learning Group Pty Ltd	50,971
Arkeane Pty Ltd	73,523
Armidale Community Preschool Inc	802,590
Armidale Montessori Preschool Inc	224,027
Armidale Regional Council	62,765
Armidale Toy Library Association Inc	25,479
Arncliffe Preschool Inc	887,247
Arndu St Pauls Pre School	1,018,236
Artarmon Family Day Care Pty Ltd	7,913
Asbury Kidz Academy Pty Ltd	48,493
Ascending Summit Pty Ltd	69,978
Ashfield Baptist Childcare Inc	35,927
Ashfield Child Care Centre Pty Ltd	22,142
Ashfield Little Bunnies Day Care Centre Pty Ltd	13,779
Ask Business Group Pty Ltd	87,827
Aspire Education & Care Group Pty Ltd	68,048
Asteve Pty Ltd	50,775
Atchison Pre School	57,194
Atlantis Air Pty Ltd	138,948
Attunga Cottage Out Of School Hours Services	61,553
Augusta Commercial Pty Ltd	106,891
Aurrum Childcare Pty Ltd	79,125
Austra BT Pty Ltd	13,779
Austral Community Preschool Inc	549,219
Australia Acacia Early Education Pty Ltd	21,913

Organisation	Amount (\$)
Australia Sun Pty Ltd	39,108
Australian Anatolian Community Services Co-operative Ltd	83,254
Australian Childcare Pty Ltd	101,462
Australian Chinese & Descendants Mutual Association Community Ltd	31,469
Australian Christian Early Education Ltd	39,926
Autism Spectrum Australia (Aspect)	660,000
Avalon Montessori Association	223,862
Avoca Beach Preschool Pty Ltd	75,381
Awabakal Ltd	1,501,563
AY & MO Pty Ltd	60,192
AZMY Enterprises Pty Ltd	2,500
B & E Early Learning Preschool Pty Ltd	74,149
Babyccino Pty Ltd	31,311
Baib Enterprise Pty Ltd	30,528
Baker Street Childcare Education Pty Ltd	212,705
Balance Childcare Pty Ltd	133,723
Balgowlah PUNCHINELLO Kindergarten	29,962
Ballina Fox Street Preschool Inc	832,575
Ballina River Street Children's Centre Inc	1,017,201
Balmain Care For Kids Pty Ltd	175,181
Balmain Children's Centre Ltd	32,929
Balranald Early Learning Centre Inc	42,324
Bambi Kindergarten Association Inc	475,951
Bambini Day Care Pty Ltd	49,587
Bangalow Community Children's Centre	123,032
Banjem Pty Ltd	25,347
Bankstown Childcare Academy Pty Ltd	53,311
Bankstown Community Resource Group Inc	1,126,471
Bankstown Montessori Association Inc	247,075
Baradine Preschool Inc	376,496

Organisation	Amount (\$)
Barangaroo Montessori Academy Pty Ltd	147,018
Barham Preschool Association Inc	573,774
Barnardos Australia	233,419
Barraba Preschool Inc	291,083
Basily Childcare (Brookvale) Pty Ltd	13,497
Basin View Child Care Centre Pty Ltd	46,721
Bathurst Early Childhood Intervention Service Inc	139,240
Bathurst Regional Council	85,016
Batlow Apple Tree Learning Centre Co-Operative Ltd	25,115
Baulkham Hills Preschool Kindergarten Inc	776,246
Bayside Council	194,704
Beach Kids Early Learning & Preschool	76,589
Beachside Financials Pty Ltd	33,774
Beacon Hill Community Kindergarten Association Ltd	761,680
Bearchildcare Pty Ltd	202,816
Beecroft LDC Pty Ltd	805,752
Bees Nees Early Learning Pty Ltd	43,626
Bega Preschool Association Inc	1,017,234
Bega Valley Shire Council	1,168,177
Begal Pty Ltd	45,545
Belahlee Pty Ltd	59,516
Belbrax Pty Ltd	41,049
Believe Playschool Pty Ltd	25,842
Bellbird Preschool Inc	625,710
Bellingen Preschool Inc	655,063
Belmont North Preschool Inc	584,818
Belmore Montessori Academy Pty Ltd	79,956
Bendemeer Preschool Inc	261,226
Benelong Enterprises Pty Ltd	25,254
Benjamin Enterprises Pty Ltd	80,143

Organisation	Amount (\$)
Benn and Cook Pty Ltd	120,427
Bennett St Childcare Centre Pty Ltd	40,594
Bentar Investments Pty Ltd	122,641
Bentley Community Preschool Inc	253,481
Berakah Christian Education Ltd	1,555,246
Berala Jack & Jill Preschool Kindergarten Inc	989,170
Berkeley Vale Preschool Kindergarten Inc	1,170,575
Bermagui Preschool Co-Operative Society Ltd	483,285
Berridale Little Stars Preschool & Childcare Centre	30,272
Berrigan Children's Centre Association Inc	44,603
Berry Community Preschool	461,488
Best Bechaz Pty Ltd	148,582
Best Kidz Management Pty Ltd	124,914
Best-Practice Education Group Ltd	37,832
Betty Spears Child Care Centre Ltd	51,492
Beulah Matumbi Pty Ltd	1,583
Bexley Jack & Jill Pre-school Inc	944,330
BHL Childcare Ltd	134,703
Big Bear Academy Pty Ltd	60,619
Big Fat Smile Group Ltd	6,011,649
Big Strides Early Learning Centre Pty Ltd	32,076
Bilambil Community Preschool & OOSH Inc	527,772
Billi Lids Long Day Care Centre	51,812
Billy Kids (100) Pty Ltd	120,233
Billymack (No 2) Pty Ltd	48,568
Binaar Pty Ltd	100,876
Binnaway Preschool Inc	173,245
Binnowiee Kindergarten Co-Operative Society Ltd	738,182

Organisation	Amount (\$)
Binya Aust Pty Ltd	91,271
Biohelp Pty Ltd	76,655
Bir Investments Pty Ltd	58,439
Biralee Preschool Finley Inc	398,436
Birchgrove Community Association Ltd	401,564
Birralee Preschool Lane Cove Ltd	1,474,149
Birralee Extended Hours Pre-School Pty Ltd	92,606
Birralee Longday Care Centre Inc	60,101
Birreelee Multi-Functional Aboriginal Children's Service Aboriginal Corporation	61,452
Birubi Point Community Preschool Association Inc	417,995
Bishk Pty Ltd	74,963
Bizrite Pty Ltd	109,421
Black Lilac Company Pty Ltd	107,656
Black Swan Investments Pty Ltd	66,713
Blackheath Kookaburra Kindergarten Inc	591,978
Blacktown Anglican Child Care	54,358
Blacktown Area Community Centres Inc	93,810
Blacktown Bunyip Inc	361,212
Blacktown City Council	3,960,231
Bland Shire Council	780,989
Blaxland Preschool Kindergarten	1,163,488
Blayney Early Learners	68,111
Blayney Pre School Inc	588,030
Blessed By Bubs Pty Ltd	9,781
Blinky Bill Early Learning Portland Inc	533,097
Bloombird Education Pty Ltd	13,930
Blooming Kids Early Learning and Long Day Care Centre	57,538
Blue Gum Montessori Preschool	463,656
Bluerainbow Pty Ltd	85,920
Bluespring Pty Ltd	5,529

Organisation	Amount (\$)
Bogan Shire Council	39,882
Bold Minds (NSW) Pty Ltd	53,253
Bolton Point Child Care Centre Inc	77,722
Bombala Preschool Inc	288,016
Bondi Beach Cottage Inc	74,494
Boolaroo-Speers Point Community Kindergarten Inc	889,590
Boorowa Early Education Centre Inc	598,533
Bossy Boots Child Care Centre	106,912
Bourke & District Children's Services	1,076,476
Bouvardia Enterprises Pty Ltd	31,441
Bowen Mountain Children's Centre Pty Ltd	8,807
Bowraville Community Preschool Inc	1,015,232
Boydern Pty Ltd	8,345
Bradbury Preschool Kindergarten Association Inc	1,347,806
Braidwood Preschool Association Inc	1,177,009
Branxton Preschool Inc	1,004,793
Brayside Community Preschool Inc	1,041,834
Brenham Pty Ltd	132,086
Bright Achievers Childcare & ELC	15,987
Bright Beginners Pty Ltd	50,233
Bright Beginnings Early Years Learning Centre Pty Ltd	62,277
Bright Beginnings Learning Centre Glendenning Pty Ltd	120,806
Bright Beginnings Learning Centre Old Guildford Pty Ltd	67,167
Bright Future Childcare Centre Pty Ltd	57,469
Bright Futures Early Learning Centres Pty Ltd	39,465
Bright Gems Childcare Pty Ltd	36,727
Bright Horizons Australia Childcare	201,822
Bright Lights ELC Pty Ltd	92,555
Bright Sparks Preschool Pty Ltd	80,946

Organisation	Amount (\$)
Bright Stars Kindergarten -Early Learning Centres Pty Ltd	38,742
Bright Steps Pty Ltd	55,388
Brighter Beginnings Early Education Centre Pty Ltd	40,240
Brightly Early Learning Pty Ltd	67,520
Broken Hill Happy Day Preschool Kindergarten Inc	1,194,255
Brooke Avenue Early Learning Centre Pty Ltd	34,014
Broulee Early Learning Centre Pty Ltd	202,051
Bub's Early Learning Centre Bega Pty Ltd	33,989
Budgewoi Halekulani Preschool Kindergarten Inc	820,891
Bulahdelah Preschool	310,488
Bulli Football Club Ltd	99,281
Bumble Bee Childcare (Aust) Pty Ltd	19,990
Bumble Bees Early Learning Centre Pty Ltd	30,380
Bumblebee Forest Pty Ltd	27,393
Bundarra Preschool Kindergarten Association Inc	248,854
Bundeena Bay Long Day Care Pty Ltd	23,244
Bundeena Maianbar Preschool & Children's Services Inc	379,442
Bundgeam Preschool	235,461
Bundilla Preschool Pty Ltd	50,596
Bungalow Group Pty Ltd	55,469
Bungendore Preschool Association Inc	623,473
Bunjum Aboriginal Early Childhood and Family Services Pty Ltd	55,790
Bunya Child Care Centre Inc	48,877
Bunyan Pty Ltd	110,206
Bunyip Preschool Harden Inc	460,303
Burren Junction Preschool Association Inc	242,464

Organisation	Amount (\$)
Burringbar Community Preschool Inc	412,594
Burrumbuttock Preschool Centre Inc	246,821
Burwood Montessori Academy Pty Ltd	84,459
Burwood Neighbourhood Child Care Co-Operative Ltd	52,806
Burwood Road Montessori Academy Pty Ltd	59,285
Busy Bee Kindy	71,965
Busy Bee Long Day Child Care Pty Ltd	21,060
Busy Bees Killarney Heights Pty Ltd	118,867
Busy Bees Lane Cove Pty Ltd	46,347
Busy Bees Long Day Child Care Centre Pty Ltd	70,113
Busy Bees Maroubra Pty Ltd	33,587
Busy Bees Panania Pty Ltd	91,397
Busy Kidz Pty Ltd	36,487
Butterflies International Childcare Centres Pty Ltd	19,426
Buzzing Bees Pty Ltd	46,605
Byron Bay Preschool Inc	1,666,261
Byron Shire Council	65,334
C & D Group Pty Ltd	43,475
C & I Christie Pty Ltd	39,231
C & J Corporation Pty Ltd	160,382
C & T Domingo Pty Ltd	66,538
Cabarita Mortlake Kindergarten Association	770,004
Cajjom Pty Ltd	23,615
Calrossy Preschool	550,033
Camado Pty Ltd	112,876
Camden Community Connections	35,112
Camden Preschool Kindergarten Co-Operative Ltd	868,480
Cameragal Montessori School	530,269
Cammeray Children's Centre Inc	7,199

Organisation	Amount (\$)
Campbell Page Ltd	712,787
Campbell Street Children's Centre Ltd	88,691
Campbelltown City Council	1,647,657
Camperdown Child Care Centre	39,041
Canopy Kids Pty Ltd	81,627
Canowindra Preschool Kindergarten Inc	673,457
Canterbury Children's Cottage Inc	23,665
Canterbury Community Child Care Centre	623,228
Canterbury-Bankstown Council	575,084
Captains Flat Community Preschool Association Inc	221,064
Carabella Childcare Pty Ltd	83,567
Cardiff Busy Bee Pre-school	107,615
Cardiff Community Preschool Inc	794,521
Care For Kindies Kindergarten Pty Ltd	126,411
Carinya Neighbourhood Children's Centre Inc	71,419
Carlingford Kindergarten	51,182
Carlingford Montessori Academy Pty Ltd	70,972
Carlingford Unit Trust	139,045
Carlingford West Kindergarten	424,052
Carnes Hill Childcare Pty Ltd	60,135
Cashlist Pty Ltd	20,669
Casino Baptist Church Christian Community Preschool	1,049,189
Casmay Pty Ltd	79,208
Cass Care Ltd	119,748
Cass Childcare Pty Ltd	77,251
Castle Hill Early Learning Centre Pty Ltd	17,097
Castle Hill MA Pty Ltd	67,801
Castle Hill Preschool Kindergarten Inc	753,229
Castlecrag Montessori School Inc	114,817
Caterpillar House Occasional Childcare Association Inc	85,854

Organisation	Amount (\$)
Catherine Field Preschool Kindergarten Inc	590,126
Catholic Diocese of Parramatta Services Ltd	3,550,843
Catholic Family Welfare Services	16,455
CatholicCare Diocese of Broken Bay	2,913,345
CatholicCare Sydney Ltd	63,447
CatholicCare Wilcannia-Forbes Ltd	256,000
Cawn Pty Ltd	90,602
Cawongla Playhouse Inc	257,351
CBS Group Investments Pty Ltd	187,390
Central Coast Council	666,752
Central Shoalhaven Mobile Preschool Unit	985,757
Centre of Learning Pty Ltd	43,919
Centrepont Childcare Pty Ltd	31,564
Cessdoc Pty Ltd & Kindycorp Pty Ltd	51,287
Cessnock Multipurpose Children's Centre Ltd	215,404
Chabad House of The North Shore Ltd	45,745
Channon Children's Centre	232,426
Chantel and Partners Pty Ltd	31,463
Chantel's Kindergarten Menai Pty Ltd	45,168
Chantmarc Enterprises Pty Ltd	25,151
Charlestown Child Care & Early Learning Centre Inc	82,147
Charlestown East Preschool	74,394
Chatswood Occasional Childcare Centre Inc	63,721
Cheeky Monkeys Day Care Centre Pty Ltd	16,151
Cherrybrook Community Preschool Inc	452,208
Childcare Australia United Ltd	43,809
Childcare First Pty Ltd	20,573
Childcare Is Us Pty Ltd	22,633
Childcare NSW Pty Ltd	201,404

Organisation	Amount (\$)
Childcare Operations Australia Pty Ltd	34,025
Childcare Solutions Australia Pty Ltd	72,434
Children's Services Community Management Ltd	1,182,973
Childs Play Day Care Pty Ltd	12,660
Chillingham and Tyalgum Community Preschool Inc	402,822
Chipmunks Ambarvale Pty Ltd	88,648
Chipmunks Childcare Pty Ltd	76,113
Chipmunks Minto Pty Ltd	155,054
Chloe & Jack Pty Ltd	41,003
Choice Childcare Holdings Pty Ltd	44,507
Christ Church Gladesville Preschool Kindergarten Inc	1,195,611
Christian Elizabeth Early Learning Centre Pty Ltd	21,442
Christian Outreach Centre	318,988
Church of Christ Wollongong	89,103
City Kidz Pre School Pty Ltd	39,933
City of Canada Bay Council	91,011
City of Parramatta Council	294,378
CJ Prep Pty Ltd	77,511
CJM (Aust) Pty Ltd	48,466
Clarence Childhood Services Association Inc	112,218
Clever Little Lambs Pty Ltd	128,827
Clickable Solutions CS2000 Pty Ltd	68,655
Clifton Coffee Pty Ltd	32,151
Clovel Childcare & Early Learning Centre Granville Pty Ltd	62,738
Clovel ELC KS Blacktown Pty Ltd	46,639
Clovely Child Care Centre Inc	63,208
Clunes Community Preschool Association Inc	455,341
CMW Corporation Pty Ltd	47,600
CMW Management (NSW) Pty Ltd	45,070

Organisation	Amount (\$)
Cntl & Co Pty Ltd	44,134
Coast Community Preschools Inc	49,419
Coast Services Group Ltd	39,563
Coastwide Child and Family Services Inc	51,175
Cobar Mobile Children's Services Inc	593,544
Cobar Preschool Association Inc	687,850
Cobar Shire Council	50,577
Cobargo Preschool Inc	423,218
Coffs Harbour Preschool Association Inc	911,900
Coldstream Community Preschool Inc	549,673
Coleambally Preschool Association Inc	463,980
Collarenebri Early Childhood Education Centre Inc	197,540
Collaroy Plateau Community Kindergarten	734,824
Columbus Child Care Pty Ltd	38,807
Comboyne Community Preschool Kindergarten Inc	192,186
Commitment Pty Ltd	53,445
Community First Step	253,928
Community Junction Inc	911,174
Community Links Wollondilly Inc	214,967
Community XChange Ltd	213,646
Como Preschool Kindergarten Association Inc	784,210
Concord Kindergarten Association	764,353
Concord Occasional Childcare Services	49,132
Concord West-Rhodes Preschool Inc	925,547
Condell Park Montessori Academy Pty Ltd	57,647
Condobolin Preschool Kindergarten Inc	649,834
Connect Child & Family Services Ltd	1,283,104
Connelly Langelaar Pty Ltd	40,143
Connor Early Childhood Education Pty Ltd	127,624

Organisation	Amount (\$)
Conway Road Early Learning Centre Pty Ltd	22,629
Coogee South Out of School Care Centre Inc	92,349
Cooks Hill Preschool Inc	420,039
Coolah Preschool Kindergarten Inc	572,397
Coolamon Preschool Association Inc	768,568
Coolamon Shire Council	281,390
Cooloon Children's Centre Inc	76,668
Cooma Lambie Street Preschool Association Inc	792,296
Cooma North Preschool Association Inc	867,284
Cooma School of Early Learning Pty Ltd	50,019
Coonamble Children's Serv Inc	36,291
Coonamble Preschool Association Inc	976,167
Cooranbong Valley Community Preschool Inc	591,215
Cootamundra Preschool Inc	945,057
Copmanhurst Preschool Inc	244,728
Core Community Services Ltd	617,004
Corowa Pre School Association Inc	1,107,472
Corporate Conquest Pty Ltd	88,946
Cosset Group Pty Ltd	74,964
Costi's Enterprises Pty Ltd	395,558
Cottage Kids Early Learning Centre Pty Ltd	82,230
Council of the Municipality of Woollahra	1,441,224
Counterpoint Community Services Inc	501,042
Country Bumpkins NSW Pty Ltd	71,105
Country Womens Association of NSW	704,968
Coutts Crossing Preschool Inc	261,713
Cowra Early Childhood Services Co-Operative Ltd	863,216
CP Care Pty Ltd	41,847
CPH Operations Pty Ltd	190,101

Organisation	Amount (\$)
Cranes Community Support Programs Ltd	929,992
Crayons Kindy Pty Ltd	74,556
Creative Academy (Chifley) Pty Ltd	26,098
Creative Childcare Hunter St Pty Ltd	119,560
Creative Childcare Kotara Pty Ltd	77,613
Creative Kids Family Day Care (NSW) Pty Ltd	40,350
Creative Nook Early Learning Centre Pty Ltd	42,455
Crescent Head Community Preschool	419,129
Cringila Children's House Inc	43,827
Crisarline Pty Ltd	44,085
Cronulla Preschool Kindergarten Inc	1,230,082
Crookwell Neighbourhood Centre Inc	519,104
Crows Nest Kindergarten Pty Ltd	63,093
Crows Nest Montessori Academy Pty Ltd	51,111
Croydon Montessori Academy Pty Ltd	53,010
Cubby House For Kids Pty Ltd	133,522
Cubbyhouse Childcare NSW Pty Ltd	16,385
Cudal Community Children's Centre	259,448
Cuddle Pie Early Childhood Learning Centre	46,892
Cuddly Bear Preschool	62,913
Culburra & Districts Preschool Inc	392,397
Cullunghutti Aboriginal Child and Family Centre Aboriginal Corporation	571,839
Cumberland Council	663,871
Cumnock Village Preschool Inc	314,901
Currambena Ltd	269,275
Cuzent Pty Ltd	63,353
CYC Group Pty Ltd	75,932
D & E Management Pty Ltd	1,826
D & G Enterprises NSW Pty Ltd	216,577
D & J Usien Gum Tree Cottage Pre School	85,118

Organisation	Amount (\$)
D & R Waters Pty Ltd	79,978
D J Sellick Pty Ltd	54,396
D. & V. Thompson Pty Ltd	24,753
D.S.P.A. Enterprises Pty Ltd	125,482
DAASH Associates Pty Ltd	56,045
Daisii Designs Pty Ltd	100,390
Daisy Children Services Pty Ltd	57,339
Dalaigur Preschool and Children's Services Aboriginal Corporation	1,468,485
Dalb Holdings Pty Ltd	53,946
Dalmeny Long Day Child Care Centre	90,617
Danvic Pty Ltd	15,608
Darbie (Ncle) Pty Ltd	91,282
Davbark Pty Ltd	152,892
Dawn Song Children's Centre Inc	41,460
Delegate & District Preschool Inc	199,771
Demir (Australia) Pty Ltd	35,275
Deniliquin Children's Centre Ltd	1,763,031
Denman Children's Centre Association Inc	536,339
Derusso Pty Ltd & The Trustee for Bimbee Trading Trust	47,283
Deskan Pty Ltd	124,533
Developing Dreams Early Learning Wongarrah Pty Ltd	56,562
Diar Education Pty Ltd	95,235
Dido Street Early Learning Centre Pty Ltd	87,084
Digital World Australia Pty Ltd	56,309
Dimples Child Care Centres Pty Ltd	170,909
Discover My World Kellyville Pty Ltd	158,250
Discover My World Pty Ltd	100,912
DNV Enterprises Pty Ltd	22,573
Doing It For The Kids Pty Ltd	35,884
Dolphin Cottage Early Learning Centre	85,262

Organisation	Amount (\$)
Doonside Kindergarten Inc	1,077,928
Doric Enterprises Pty Ltd	58,382
Dormero Pty Ltd	88,891
Dorrigo Preschool Association Inc	475,151
Dover Heights Community Preschool Inc	338,931
Dream Big Education Pty Ltd	124,790
Drummond Park Preschool Association	397,327
Drummoyne Occasional Child Care Inc	46,932
Drummoyne Preschool Kindergarten Inc	757,212
Dubbo and District Preschool Kindergarten Inc	2,767,298
Dubbo Regional Council	74,639
Dubbo West Preschool Inc	1,958,276
Duck & Waffle Investments Pty Ltd	56,372
Dulwich Hill Pre-School Pty Ltd	51,292
Dunedoo Preschool Kindergarten Inc	635,571
Dungog Community Preschool Kindergarten Inc	769,492
Dunoon Preschool Inc	368,575
Dural ELC Pty Ltd	49,477
Durrumbul Community Preschool Inc	451,091
Dylwyth Pty Ltd	44,667
E & M Childcare Pty Ltd	86,290
Eama Pty Ltd	114,191
Earlwood Pre School	84,270
Early Childhood & Co Pty Ltd	137,592
Early Childhood Australia (NSW) Inc	32,038
Early Education (EarlyEd) Inc	281,571
Early Education Holdings Pty Ltd	162,017
Early Education Initiative Pty Ltd	40,665
Early Education NSW Pty Ltd	35,099
Early Elements Education Centre Pty Ltd	45,416
Early Explorers Pty Ltd	34,931

Organisation	Amount (\$)
Early Learning Childcare Specialist Pty Ltd	114,811
Early Learning Investments Pty Ltd	50,113
Early Learning on George Pty Ltd	68,833
Early Xp Pty Ltd	48,802
Early Years Academy Pty Ltd	120,767
East End Early Education Pty Ltd	32,846
East Gosford Early Learning	116,332
East Lindfield Community Preschool Inc	997,634
East Lismore Community Preschool Inc	1,254,781
East Maitland Preschool Association Inc	1,576,438
East Willoughby Preschool Inc	344,803
Eastern Suburbs Montessori Association Ltd	234,617
Eastern Zone Gujaga Aboriginal Corporation	184,737
Eastlakes Community Child Care Centre Inc	152,944
Eastwood Occasional Child Care Centre Inc	42,908
Eat Custodian Pty Ltd	38,790
Echidna Early Learning Centre	172,421
ED Freshwater Pty Ltd	109,796
Eden Academy ELC Pty Ltd	19,991
Eden Creek Fairymount Preschool Inc	551,107
Edgeworth Child Care Centre Inc	26,891
Edgeworth Community Preschool Inc	582,084
Edmondson Park Education And Care Pty Ltd	52,019
Educare Investments Pty Ltd	25,361
Educate Me Montessori Pty Ltd	28,485
Educating Enterprises Pty Ltd	31,172
Educoe Pty Ltd	55,337
Edward Street Early Learning Centre	49,883
EH Childcare Pty Ltd	33,717

Organisation	Amount (\$)
EHDCC Pty Ltd	750
Eikoh Seminar Australia Pty Ltd	181,607
EKB Holdings Pty Ltd	60,602
EKON Pty Ltd	91,368
Ekotek Solutions Pty Ltd	56,150
El Sali Business Groups Pty Ltd	71,156
Elanemed Pty Ltd	51,412
Elanora Heights Community Centre Preschool Co-Operative Society Ltd	736,269
Elclk Pty Ltd	129,738
Elcorp Pty Ltd	11,292
Elermore Vale Early Learning Inc	79,345
Elizabeth Chifley Presbyterian Preschool	748,910
Elizabeth Macarthur Montessori Preschool Association Inc	289,718
Elizabeth Street Extended Hours Pre-School Inc	49,204
Emanuel School	442,112
Emanuel Woollahra Preschool Inc	74,103
Eminem Kids Academy Pty Ltd	50,119
Empower Early Learning Centre Pty Ltd	39,842
Empty Square Pty Ltd	46,324
Enchanted Castle Child Care Centre Pty Ltd	36,063
Endeavour Early Education Kariong Pty Ltd	65,042
Enfant De Terre Pty Ltd	110,658
Engadine Church of Christ Preschool Kindergarten	436,549
Engadine Montessori Academy Pty Ltd	70,379
Engadine Preschool Kindergarten Inc	1,004,386
Enjoydee Pty Ltd	41,285
ENR Group Pty Ltd	60,113
Entrada Montessori Academy Pty Ltd	52,586
ENY Pty Ltd	24,794
EPAC Investment Pty Ltd	136,609

Organisation	Amount (\$)
Epping Little Sprouts Early Learning Centre Pty Ltd	84,982
Erina Baptist Community Care Ltd	126,655
Erina Kindy Pty Ltd	183,657
Erlibyrs Pty Ltd	95,065
Essential Supply Company Pty Ltd	89,472
Essex Street Kindy	41,294
Ethnic Community Services Co-operative Ltd	306,613
ETZ Chaim Ltd	46,238
Eugowra Community Children's Centre Inc	328,298
Eungai Preschool Inc	657,896
Euroka Children's Centre Inc	106,096
Evans Head Preschool Association Inc	1,491,278
Everest Early Learning Pty Ltd	35,317
Evergreen Early Education Centre Pty Ltd	92,109
Evergreen Learning Pty Ltd	182,957
Everlearn Clovelly Pty Ltd	96,485
Everlearn Prestons Pty Ltd	156,603
Evolve Early Education Pty Ltd	194,181
Exceed Early Education and Care Pty Ltd	440,302
Exceed Education Pty Ltd	75,912
Exceptional Kids Services Pty Ltd	27,865
Expert Solutions (NSW) Pty Ltd	67,610
Explore & Develop (Norwest Business Park) Pty Ltd	95,867
Exploring Hub ELC Pty Ltd	43,590
Extravagant Little Things Pty Ltd	10,590
F J Blevins Pty Ltd	41,775
Fables (NSW) Pty Ltd	34,348
Fairfield City Council	7,362,235
Fairfield Nursery School	78,142
Falcam Pty Ltd	270,165

Organisation	Amount (\$)
Family Tree Learning Centre Pty Ltd	99,191
Fanesk Pty Ltd	13,974
Farm Yard Kids	29,316
Farran Street Pty Ltd	39,541
Farzeen Pty Ltd	14,949
Federal Community Children's Centre Inc	184,466
Federation Council	465,429
FEL Child Care Centres 4 Pty Ltd	789,032
Felton Street Community Preschool Inc	765,236
Ferguson & McLaren Holdings Pty Ltd	81,252
Fern Valley Child Care Centre Pty Ltd	49,020
Firmus Domus Pty Ltd	49,832
First Class Learning Centre Pty Ltd	32,859
First Place Education Group Pty Ltd	184,411
Firstchance Ltd	180,264
Fit Kidz Services Pty Ltd	663,877
Five Senses Childcare Pty Ltd	78,555
Fletcher Education Pty Ltd	79,052
Flint Pty Ltd	64,670
Footsteps By Faith Pty Ltd	51,281
Forbes Child Care Centre Inc	139,858
Forbes Preschool Inc	2,105,443
Forest Education Group Pty Ltd	55,283
Forest Hill Community Preschool Inc	427,238
Forestville Montessori School	387,540
Foundations Learning Pty Ltd	78,995
Four Leaf Clover Education Pty Ltd	8,813
Four Little Bears Pty Ltd	7,913
Four Little Ducks Pty Ltd	94,978
Four Little Flamingos Pty Ltd	41,128
Four Little Lions Pty Ltd	38,445
Foxrox Entertainment Pty Ltd	95,824
Franco Kids Pty Ltd	46,589

Organisation	Amount (\$)
Freckles Child Care Pty Ltd	36,750
Freckles Kindy & Leaning Centre	73,460
Freehan Pty Ltd	126,372
Friendly Faces Pty Ltd	33,848
Friendly's Child Care Placements Pty Ltd	3,250
Froebel Australia Ltd	103,730
Frog Stomp Preschool Pty Ltd	75,073
Fun Time Childcare & Early Learning Centre Pty Ltd	17,321
Future Generations Academy Pty Ltd	88,216
Future Stars Early Learning Pty Ltd	100,967
G & C Corporation Pty Ltd	22,246
G Alloggia Pty Ltd	122,533
G. M. Educational Consultants Pty Ltd	62,076
G8 Education Ltd	7,808,516
G8 KP Pty Ltd	1,149,956
Gainmara Birrilee Preschool Association	508,587
Gale Force Advantage Pty Ltd	209,356
Galloping Gumnut Mobile Children's Services Van Inc	346,078
Galloway Children's Centre Inc	44,937
Gambitt Pty Ltd	26,750
Gamumbi Early Childhood Education Centre Inc	76,864
Ganesh-Honavar Holdings Pty Ltd	42,698
Ganmain Pied Piper Preschool	238,620
Gannon's Creek Pty Ltd	116,337
Garfield Childcare Pty Ltd	99,559
Garrett Five Pty Ltd	43,824
GCEC Pty Ltd	50,289
Gelda Services Pty Ltd	56,364
GEMJAC Pty Ltd	60,353
General Education Waterloo Pty Ltd	38,118
Genius Education North Ryde Pty Ltd	20,586

Organisation	Amount (\$)
Genius Learning Pty Ltd	92,255
Geniuz Pty Ltd	7,968
George And Friends Early Learning Centre Pty Ltd	41,478
George Chahwan Pty Ltd	65,898
Georges River Council	1,025,690
Georgy & Georgy Pty Ltd	34,660
Gergi Childcare Pty Ltd	59,320
Gerringong Coastal Cottage Early Learning Centre Pty Ltd	42,498
Geshwend Family Pty Ltd	130,343
Get Set Grow Pty Ltd	30,747
Gilgandra Preschool Inc	968,874
Giraffe Child Care Pty Ltd	185,677
Girraween Early Learning Centre Pty Ltd	31,650
Girrawong Preschool Inc	339,970
Girrinbai Community Preschool Inc	800,438
GK Merewether Pty Ltd	282,584
Gladesville Occasional Child Care Centre Inc	40,884
Glebe Montessori Academy Pty Ltd	22,307
Glen Innes Preschool Association Inc	1,132,361
Glenbrook Preschool Kindergarten Inc	873,184
Glendale Early Education Centre Inc	57,374
Glendore Child Care Centre Inc	77,514
Glenorie Pre School Kindergarten Association Inc	67,427
Glenory Pty Ltd	163,454
Glenreagh Preschool Inc	243,499
Global Kids Pty Ltd	54,021
Gloucester Preschool Inc	731,517
Golden Seeds Education Campsie Pty Ltd	75,868
Golden Seeds Education Narrabeen Pty Ltd	39,981

Organisation	Amount (\$)
Golden Valley Children's Learning Centre Inc	76,076
Good Hands NSW Pty Ltd	28,316
Goodooga Preschool Inc	192,630
Goodstart Early Learning Ltd	8,550,398
Goonellabah Preschool Inc	1,645,993
Gordon Community Preschool	1,311,476
Gorokan Preschool Inc	1,824,318
Gosford Cubbyhouse Occasional/Long Day Child Care Centre Inc	28,462
Gosford Preschool Inc	923,714
Goulburn Childcare Group Pty Ltd	54,850
Goulburn Preschool Association Inc	429,155
Goulding Hill Preschool Inc	854,088
Gowrie NSW	957,030
GPI Properties Pty Ltd	92,117
Grace Lutheran Preschool	845,934
Grand Cross Consulting Pty Ltd	104,497
Grays Point Preschool Kindergarten Association	509,958
Great Lakes Children's Centre Inc	516,211
Greater Hume Shire Council	266,721
Green Garden Education Pty Ltd	121,832
Green Hills Montessori Academy Pty Ltd	73,045
Green Leaves (NSW4) Early Learning Centres Pty Ltd	90,515
Green Leaves (NSW5) Early Learning Centres Pty Ltd	163,603
Green Leaves (NSW6) Early Learning Centres Pty Ltd	101,197
Green Star Australia Pty Ltd	111,683
Greenacre Church of Christ Preschool	661,002
Greenacre Montessori Academy Pty Ltd	68,459
Greenhills Child Care Centre Inc	79,880
Grenfell Preschool and Long Day Care Centre Inc	660,729

Organisation	Amount (\$)
Griffith Child Care Centre Inc	1,124,906
Griffith East Preschool Inc	1,490,423
Griffith Preschool Kindergarten Inc	1,726,616
Griffith Wiradjuri Aboriginal Preschool Inc	494,680
Grow Centre Pty Ltd	115,866
Grow With Me Childcare Pty Ltd	86,360
Growing Maestros Childcare Pty Ltd	5,639
Growing Patch Early Learning Centre Pty Ltd	61,707
Growing Potential Ltd	1,695,043
Guardian Angel Preschool Kindergarten Inc	40,746
Guardian Community Early Learning Centres Pty Ltd	1,445,481
Guardian Corporate Early Learning Centres Pty Ltd	312,911
Gubi Gabun Children's Mobile Service Inc	62,288
Guildford Montessori Kindergarten Pty Ltd	52,828
Guirguis Technology Group Pty Ltd	33,119
Gulargambone Preschool Inc	312,375
Gulgong Preschool Inc	809,433
Gulpa Preschool Inc	344,700
Gummaney Aboriginal Corporation	615,815
Gumnut Bowral Memorial Preschool Inc	629,080
Gumnut Cottage Childcare/Preschool Centre Pty Ltd	28,111
Gumnut Cottage Inc	64,099
Gundagai Preschool Kindergarten Inc	980,859
Gunnedah Baptist Child Care Association Ltd	1,448,847
Gunnedah Family & Children's Services Inc	61,601
Gunnedah Preschool Kindergarten Association Inc	1,159,043

Organisation	Amount (\$)
Gunning & District Preschool Inc	57,176
GW Bronte Pty Ltd	35,808
GW Concord Pty Ltd	48,495
GW Frenchs Forest Pty Ltd	18,916
GW Gladesville Pty Ltd	72,552
GW Katoomba Pty Ltd	57,758
GW Macquarie Park Pty Ltd	58,373
Gwandalan Pre-School Pty Ltd	90,339
Gwydir District Mobile Preschool	647,177
Gwydir Shire Council	520,611
GY Investment Holdings Pty Ltd	37,392
GyMEA Montessori Academy Pty Ltd	65,154
Gyndarna Indigenous Corporation	1,317,623
H&S Next Generation Pty Ltd	97,069
Haios Pty Ltd	24,867
Hakuna Matata Child Care Pty Ltd	60,146
Hamilton Child Care Centre Inc	49,077
Hamilton Community Preschool Inc	498,519
Handprints ELC Pty Ltd	138,740
Hanna (Aust) Pty Ltd	38,366
Hanna Ghaly Pty Ltd	36,610
Happy Clown Kindergarten	14,065
Happy Days @ Gulgong Child Care Centre	71,864
Happy Days Kindergarten	588,627
Happy Faces Childcare & Kindergarten Pty Ltd	57,509
Happy Feet Orange Childcare Centre Pty Ltd	51,437
Happy Hearts Academy ELC Pty Ltd	87,013
Happy Kids Kindergarten Ltd	22,953
Happy Little Butterfly Pty Ltd	37,525
Happy Little Campers Early Childhood Learning and Development Centres	41,490

Organisation	Amount (\$)
Happy Start Childcare Pty Ltd	93,855
Happy Start Early Learning Centre Pty Ltd	91,978
Happyjohns Pty Ltd	136,068
Harbord Kindergarten Inc	1,097,276
Harmony Bangalow Pty Ltd	18,886
Harmony Lennox Head One Pty Ltd	86,677
Harrison St Early Education Inc	100,123
Harvey Avenue Investments Pty Ltd	225,637
Hassett Investments (Adelong) Pty Ltd	76,212
Hastings Pre School and Long Day Care Centre Inc	54,625
Hawkesbury Community Outreach Services Inc	485,047
Hawkesbury Early Childhood Intervention Service Inc	86,925
Hawkesbury River Child Care Inc	24,992
Hawthorn Street Early Learning Centre Pty Ltd	74,378
Hay Children's Services Inc	1,461,651
Hazelgrove Baulkham Hills Pty Ltd	22,155
Heamer Pty Ltd	51,317
HeartCo Ltd	105,157
Heartland Alpacas	45,077
Heathdene Community Services Inc	916,996
Helen MK Pty Ltd	13,542
Henrietta & Lani Education Pty Ltd	8,629
Henry Street Community Preschool	475,247
Henty Early Childhood Association Inc	455,805
Heritage House Beecroft Childcare &	256,145
Hi 5 Childcare Centre Pty Ltd	50,767
Hibiscus Children's Centre	492,136
Highfields Preparatory & Kindergarten School Ltd	684,198
Hills Daycare	49,821

Organisation	Amount (\$)
Hills Montessori Society	915,832
Hillsborough Road Early Learning Centre Pty Ltd	81,936
Hillston Billylids Inc	32,203
Hillston Play N Learn	33,764
Hipleto Pty Ltd	105,644
Hippo's Friends Child Care Centre	49,468
Hobartville Long Day Preschool Inc	55,237
Holad Pty Ltd	43,027
Holdan Pty Ltd	111,581
Holistic Development Pty Ltd	33,147
Holroyd Parramatta Mobile Minders Inc	115,439
Holsworthy Long Day & Occasional Child Care Centre Inc	47,267
Holsworthy Preschool Parents Association	850,822
Holy Family Services	35,384
Honey Bears Child Care Pty Ltd	88,359
Honey Tree Industries Pty Ltd	105,949
Honeybee Preschool Pty Ltd	68,313
Hope Childcare Investments Pty Ltd	64,489
Hopepoint Preschool Centre	961,866
Hornsby Ku-ring-gai Montessori Society	33,084
Horsley Kids Pty Ltd	109,838
Hostia Pty Ltd	32,709
House Of Kids Early Learning Centre Pty Ltd	16,057
Howley Pty Ltd	281,576
Howlong Preschool Association Inc	598,317
Hunkydory Educational Services Pty Ltd	81,860
Hunny Pots Early Learning Centre Pty Ltd	84,418
Hunter Region Working Women's Group Ltd	48,052
Hunter Valley Grammar School	1,041,414

Organisation	Amount (\$)
Hunters Hill Pre School Inc	1,190,575
HWJ Investments Pty Ltd	58,128
Hyda Pty Ltd	28,217
HZY Education Group Pty Ltd	69,617
I & K Stokes Pty Ltd	83,780
I Steam Ahead Pty Ltd	10,356
Ibrahim & Sons Pty Ltd	94,886
IC Early Learning Pty Ltd	96,808
Icywave Pty Ltd	108,835
I-Kid Early Learning Centre Pty Ltd	27,985
Illawarra Aboriginal Corporation	354,507
Illawarra Area Child Care Ltd	1,205,690
Illawarra Association for Christian Parent-Controlled Education	1,164,647
Illawarra Multicultural Services	36,938
Iluka Preschool Inc	482,750
Imagawa Gakuen Australia Pty Ltd	98,940
Imaginative Kids Pty Ltd	31,132
Imagine@ Pty Ltd	52,162
Inaburra Preschool	1,136,991
INet Consulting Pty Ltd	27,719
Infants Home Ashfield	503,347
Inner City Care (Darlinghurst) Ltd	25,837
Inner Sydney Montessori Association	83,025
Inner West Council	1,413,291
Inner West Kids Pty Ltd	32,052
Insight Early Learning Southlakes Pty Ltd	39,517
Inspire Childcare Foundation Ltd	81,629
Inspire College Wagga Inc	71,142
Inspire Operations Pty Ltd	30,674
Inspired Australia Pty Ltd	401,278
Integricare	5,358,120
Inverell District Family Services	4,162,066

Organisation	Amount (\$)
Isa Goulburn Pty Ltd	20,669
Isabella's Childcare Centre	147,528
I-Teknik Pty Ltd	6,330
J & A Sharpe Pty Ltd	59,520
J Syndicate Pty Ltd	119,264
Jabez Group (NSW) Pty Ltd	125,670
Jacaranda Creative Play Centre Pty Ltd	36,308
Jacaranda Grove Pre School Pty Ltd	75,472
Jacaranda Preschool Centre Inc	1,217,119
Jace Kids Pty Ltd	91,667
Jack & Jill Kindergarten (Berowra) Pty Ltd	72,799
Jack & Jill Kindergarten (Mona Vale) Pty Ltd	98,231
Jack & Jill Pre-School Association (Lithgow) Inc	1,223,087
Jackalan Pty Ltd	43,823
Jahangir Enterprise Pty Ltd	49,058
Jalema Pty Ltd	46,664
Jam Nominee Enterprises Pty Ltd	83,718
Jamie Enterprises Pty Ltd	27,792
Jane's Place Operations Pty Ltd	40,709
Jannali Preschool Kindergarten	794,590
Jardlan Pty Ltd	140,520
Jarjum Centre Inc	717,535
Jasaj Pty Ltd	36,655
JB Junction Pty Ltd	35,310
JDNJ Kids Pty Ltd	47,288
Jenny's Kindergarten	145,379
Jerilderie Preschool Kindergarten	240,777
Jesmond Community Preschool Association Inc	1,004,273
Jesmond Early Education Centre Inc	62,740
JF Petrou Pty Ltd	24,796

Organisation	Amount (\$)
Jillys Early Childhood Development and Educational Centre Pty Ltd	55,246
Jindera Preschool Association Inc	484,883
Jitong Investment Pty Ltd	55,506
JK Canterbury Holdings Pty Ltd	92,245
JK Enterprises Sydney Pty Ltd	52,193
JK Gilchrist Pty Ltd	98,424
JK St George Holdings Pty Ltd	398,911
JLBE Pty Ltd	41,975
JLM Preschool Pty Ltd	72,457
JMFew Pty Ltd	47,576
JMZ Enterprises Pty Ltd	40,568
Jnr Explorers Pty Ltd	21,795
Joey's Pouch Early Years Education and Preschool Centre Inc	57,930
Joey's Pre-School Pty Ltd	214,718
Jordmatt Pty Ltd	165,233
JTE Enterprises Pty Ltd	37,312
Jubilee Community Services Inc	30,561
Julius Avenue Enterprises Pty Ltd	128,044
Jumbunna Children's Centre Ltd	69,368
Jumbunna Community Preschool & Early Intervention Centre Inc	2,040,978
Jumping Jacks Community Preschool Inc	831,714
June Kids Pty Ltd	47,475
June RSL Memorial Preschool Inc	857,631
Junior Einsteins Flinders Pty Ltd	59,842
Junior Einsteins Blackbutt Pty Ltd	71,071
Juniors at Wadalba Pty Ltd	106,022
Juniors at Wamberal Pty Ltd	105,943
Jusli Pty Ltd	76,599
Just for Kids Preschool Early Learning Pty Ltd	55,031
Just Little Kidz Long Day Child Care Centre	46,208

Organisation	Amount (\$)
K & L International Pty Ltd	38,680
K & R Children Services Pty Ltd	4,081
K 4 Kindy Pty Ltd	63,791
K A J M Pty Ltd	94,874
K V Early Learning Centre Pty Ltd	69,695
K Villareal Pty Ltd & Kl Villareal Pty Ltd	144,593
Kaiser Pacific Management Pty Ltd	50,865
Kamalei Children's Centre Pty Ltd	38,631
Kamali Tactical Group Pty Ltd	28,107
Kambala	24,179
Kangaroo Consortium Pty Ltd ATF K And T Ma Trust	55,740
Kangaroo Valley Preschool	235,818
Kapooka Early Childhood Centre Inc	578,339
Karangal Pty Ltd	34,099
Kare 4 Kidz Pty Ltd	33,322
Karingal Preschool Nelson Bay Inc	537,777
Karuah Preschool	458,336
Katie's Kindergarten & Early Learning Centre	121,236
Katoomba Children's Cottage Inc	54,790
Katoomba Leura Preschool	1,199,148
Kaz Early Learning Centre Pty Ltd	63,729
Kazcorp Holdings (Canterbury) Pty Ltd	128,923
Kazcorp Holdings (Elderslie) Pty Ltd	88,538
Kazcorp Holdings (Glenmore Park) Pty Ltd	77,581
Kazcorp holdings (Guildford) Pty Ltd	38,961
Kazcorp Holdings (Penrith) Pty Ltd	122,513
Kazcorp Holdings (Rouse Hill) Pty Ltd	698,170
Kazcorp Holdings (Smeaton Grange) Pty Ltd	86,957
Kazcorp Holdings (Toongabbie) Pty Ltd	98,600
Kazcorp Holdings Pty Ltd	145,773
Kazlop Group (Gregory Hills) Pty Ltd	113,415

Organisation	Amount (\$)
KCL Family Day Care Pty Ltd	91,869
Kearns Early Learning and Childcare	35,280
Keen Preschool Education Centres Pty Ltd	95,834
Keiraville Community Preschool Inc	829,164
Kelly's Place Children's Centre	28,570
Kellyville Preschool Inc	866,050
Kelsay Investments Pty Ltd	21,795
Kelstir Pty Ltd	69,640
Kemblawarra Child & Family Centre Inc	22,136
Kempsey Children's Services Co-Operative Ltd	627,937
Kendall Community Pre School Inc	60,346
Kenthurst Early Learning Centre Pty Ltd	63,754
Kenthurst ELC Pty Ltd	28,051
Kenthurst Preschool Kindergarten	982,523
Keogh's Motors Pty Ltd	79,849
Kesic Pty Ltd	44,357
Keymer Child Care Centre Inc	84,829
Keyorris Pty Ltd	102,377
Kiama Preschool Inc	1,676,518
Kidcare ELC Pty Ltd	52,386
Kiddie Land Pty Ltd	109,721
Kiddies on First Pty Ltd	29,930
Kiddiwinks Warriewood Pty Ltd	85,318
Kid'n Around Kindergarten Pty Ltd	50,131
Kid'n Around Yowie Bay Pty Ltd	28,485
Kidoz Pty Ltd	158,012
Kids & Toddlers Care Pty Ltd	58,882
Kids @ Play Pty Ltd	37,988
Kids Cabana Pty Ltd	83,567
Kids Care Child Care Centre Pty Ltd	84,927
Kids Castle Child Care Centre Pty Ltd	48,155
Kids Club Academy Holdings Pty Ltd	57,967

Organisation	Amount (\$)
Kids Club Academy Pty Ltd	63,506
Kids Club Early Childhood Learning Centres Pty Ltd	313,150
Kids Consortium Ventures Pty Ltd	81,053
Kids Cottage Early Childhood Services - Hunters Hill Pty Ltd	39,699
Kids Cottage Of Gladesville Pty Ltd	36,744
Kids Cottage Pty Ltd	12,185
Kids In The Sky Pty Ltd	63,734
Kids Jungle Pty Ltd	57,049
Kids Learning Academy Pty Ltd	72,059
Kids of Light Pty Ltd	55,585
Kids of the Castle Occasional Care Centre Inc	53,242
Kids R Us Preschool	62,835
Kids World Kindy Pty Ltd	258,518
Kidsafe NSW Inc	90,117
Kidsmatter in Cabramatta	24,783
Kidsnest -Crows Nest Occasional Care Inc	15,525
Kidstopia Pty Ltd	83,243
Kidsxl at Prestons Pty Ltd	23,632
Kidz Academy Pty Ltd	37,156
Kidz Care Kindergarten Pty Ltd	71,862
Kidz On The Avenue Pty Ltd	29,430
Kidzville Early Learning Centre Pty Ltd	48,913
Killara Child Care Centre Pty Ltd	31,291
Killarney Vale Preschool Kindergarten Inc	1,025,507
Kinburra Preschool Inc	719,110
Kincoppal -Rose Bay School	25,964
Kinda Kapers Belmont Pty Ltd	95,956
Kinda Kapers Charlestown Pty Ltd	37,614
Kinda Kapers Maitland Pty Ltd	66,110
Kinda Kapers Tighes Hill Pty Ltd	56,392

Organisation	Amount (\$)
Kinda Kapers Toronto Pty Ltd	118,608
Kindaburra Unit Trust	48,844
Kindamindi Co-Operative Ltd	20,903
Kinda-Mindi Pty Ltd	330,313
Kindarama Pty Ltd	62,898
Kinder Palace Pty Ltd	66,022
Kindercare Learning Centre Pty Ltd	49,949
Kinderoos Group Pty Ltd	29,690
Kindest Care Pty Ltd	71,384
Kindilan Early Childhood Centre Inc	116,090
Kindipals Pty Ltd	43,956
Kindipark Preschool Pty Ltd	53,712
Kindisaurus Child Care Centre	46,400
Kindy Academy	38,009
Kindy Australia Group Pty Ltd	23,812
Kindy Australia Pty Ltd	58,229
Kindy Camp Pty Ltd	33,656
Kindy Castle Child Care Centre Pty Ltd	110,700
Kindy Club House Pty Ltd	8,528
Kindy Fun Pty Ltd	35,584
Kindy Kidz Pty Ltd	66,039
Kindy Kingdom Pty Ltd	43,094
Kindy Kollege Pty Ltd	35,205
Kindy Korner Children Services Pty Ltd	162,572
Kinfolk Trading Pty Ltd	158,662
King Street Community Preschool East Maitland Inc	668,341
Kingdom Of Angels Childcare Pty Ltd	36,584
Kingdom of Little Stars Childcare Pty Ltd	25,922
Kingscliff Mini School Inc	980,450
Kingstown Pre-School Inc	195,355
Kinma Ltd	275,685
Kirrawee Child Care Centre Pty Ltd	25,379

Organisation	Amount (\$)
Kizcrest Pty Ltd	28,778
Kizjupe Pty Ltd	117,982
Kkindergarten Pty Ltd	71,414
Klik Industries Pty Ltd	66,457
KM Childcare Services Pty Ltd	52,766
KM Service & Management Pty Ltd	47,783
Kmads Pty Ltd	106,700
Knight Enterprises (Qld) Pty Ltd	79,329
Koala Child Care Centre – Sutherland Hospital Ltd	73,896
Koala Lane Long Day Care Centre	21,561
Koninderie Community Based Preschool Inc	746,508
Kookaburra Korner Early Education Centre Inc	59,982
Koolyangarra Preschool Aboriginal Corporation	770,905
Koorana Child & Family Services Ltd	2,483,288
Koorringal Casual Childcare Centre Inc	30,618
Kootingal & District Preschool Inc	756,276
Koter Pty Ltd	19,580
Kraftedge Pty Ltd	88,838
Kreative Kidz Preschool	60,356
Ku Children's Services	55,672,170
Kuber Corporation Pty Ltd	26,797
Kulai Preschool Aboriginal Corporation	727,683
Kulucorp Investments Pty Ltd	49,388
Kunghur Community Preschool Inc	178,300
Ku-ring-gai Council	77,792
Kurnell Preschool Kindergarten Inc	485,011
Kurri Early Childhood Centre	131,205
Kurri Kurri & District Preschool Kindergarten	1,340,733
Kyogle Preschool and Outside Schools Hours Care Association Inc	714,688

Organisation	Amount (\$)
Kyrmenann Pty Ltd	29,196
L C K Holdings Pty Ltd	52,131
L.G. & L.L. Marks Pty Ltd	117,151
Lachlan Council	337,319
Lady Game Community Kindergarten Inc	808,207
Lake Cargelligo District Community Children's Centre Association Inc	288,976
Lake Cathie Little Learners NSW Pty Ltd	111,624
Lake Macquarie City Council	72,052
Lakeside Creative Minds Early Learning and Preschool	41,524
Lakeview Pre-School Pty Ltd	63,801
Lalor Park Preschool Kindergarten Association Inc	902,512
Lambton Early Learning Centre Pty Ltd	95,656
Lane Cove Municipal Council	60,386
Lane Cove Occasional Child Care Inc	96,060
Lane Cove West Montessori Academy Pty Ltd	31,302
Larjane Pty Ltd	164,240
Larool Pre-School Inc	750,918
Lawrence Community Preschool Inc	392,285
Lawson Community Preschool Association Inc	655,876
LC Developments Aust Pty Ltd	175,657
Leaping Learners Early Education Centre Pty Ltd	376,450
Leaps & Bounds Preschool Pty Ltd	54,863
Learn & Laugh No 4 Pty Ltd	61,499
Learn & Laugh No 5 Pty Ltd	79,549
Learn & Laugh No. 1 Pty Ltd	50,789
Learn & Laugh No. 2 Pty Ltd	72,394
Learn & Laugh No. 6 Pty Ltd	27,544
Learn & Laugh Pty Ltd	63,727
Learn & Play Management Pty Ltd	84,608

Organisation	Amount (\$)
Learn To Play Play To Learn Pty Ltd	48,080
Learning Kids Family Day Care Pty Ltd	76,028
Learning Links	1,372,489
Learning Tree Co Pty Ltd	391,870
LECM Pty Ltd	117,362
Leekin Pty Ltd	114,661
Lee's Learning Centre Pty Ltd	39,643
Leesasa Pty Ltd	82,167
Leeton Preschool Association Inc	2,435,258
Leeton Shire Council	109,099
Leichhardt Montessori Academy Pty Ltd	35,267
Lempac Publications Pty Ltd	22,854
Lennox Head Community Preschool Inc	1,000,678
Les Petits Wallabies Pty Ltd	46,430
Lidcombe Preschool	41,294
Life Church Castle Hill Pre-Schools Pty Ltd	53,903
Lifestart Co-operative Ltd	486,032
Lifetime Connect Ltd	139,228
Lighthouse ELC	97,611
Lightning Ridge Preschool Centre Inc	224,180
Li'l Achievers Pty Ltd	120,393
Lilanthi Pty Ltd	19,639
Lilly Pilly Community Preschool Inc	748,317
Lilybelle Childcare Pty Ltd	27,904
Lilyfield Early Learning Centre Pty Ltd	72,540
Lina's Holdings Pty Ltd	72,273
Lindfield Montessori Society Inc	113,260
Lisien Enterprises Pty Ltd	68,413
Lismore Parish Centre Preschool Inc	693,704
Lismore Preschool Inc	1,518,961
Little Academy Pty Ltd	54,683
Little Achievers Kindergarten Pty Ltd	51,756

Organisation	Amount (\$)
Little Adventures Early Learning Pty Ltd	97,679
Little Barefoot Pty Ltd	30,038
Little Bear Child Care Cottage Inc	32,306
Little Bees Childcare Burwood Pty Ltd	69,673
Little Bees Childcare Pty Ltd	46,866
Little Bees Childcare Rosebery Pty Ltd	32,646
Little Blessings Early Learning Centre Pty Ltd	119,251
Little Bubs Australia Pty Ltd	31,702
Little Buddies Early Learning Pty Ltd	91,310
Little Bunnies Childcare Centre Pty Ltd	46,398
Little Darlings Child Care Centre Pty Ltd	194,119
Little Diggers Management Co Pty Ltd	26,882
Little Dreamers Early Learning Pty Ltd	70,884
Little Elves Childcare Centre Pty Ltd	123,599
Little Endeavours Early Learning Centre Pty Ltd	52,798
Little Explorers Early Learning Centre Pty Ltd	40,233
Little Flippers Kindergarten	55,655
Little Footprints Casula Pty Ltd	47,551
Little Footprints Pty Ltd	69,226
Little Gems Child Care Pty Ltd	41,549
Little Green Frogs Preschool Pty Ltd	107,001
Little Hands Preschool Toormina	93,031
Little Kindy Pty Ltd	173,741
Little Kingdom Child Care Pty Ltd	48,718
Little Lane Early Learning Manly Pty Ltd	45,008
Little Leaps Academy Pty Ltd	37,680
Little Learners (NSW) Pty Ltd	34,221
Little Learning Education Pty Ltd	64,997
Little Learning Group Pty Ltd	44,237
Little Learning School	265,325
Little Learning School Alexandria - Burrows Rd Pty Ltd	49,514

Organisation	Amount (\$)
Little Learning School Cleveland St Pty Ltd	25,730
Little Lion Early Learning Pty Ltd	62,156
Little Lions Education Pty Ltd	21,285
Little Mate Pty Ltd	57,849
Little Miracles Rutherford Pty Ltd	98,858
Little Monkeys Pty Ltd	103,210
Little Munchkins Pre School & Day Care	89,757
Little Nippers Early Learning And Child Care Pty Ltd	63,316
Little Owl Early Education Centre Pty Ltd	19,929
Little Pilots Long Day Care Centre Pty Ltd	53,739
Little Possums Childcare & Early Learning Centre Pty Ltd	33,636
Little Rai Of Sunshine Early Learning Centre Pty Ltd	64,756
Little Rana Childcare Centre Pty Ltd	73,884
Little Shepherd Preschool Kindergarten	86,961
Little Star Early Learning Centre	51,902
Little Steps Academy Pty Ltd	25,837
Little Steps Early Learning Epping Pty Ltd	55,541
Little Steps Early Learning Pty Ltd	25,998
Little Sunshine Long Day Care Pty Ltd	22,311
Little Wallabies Early Learning Centre Pty Ltd	32,493
Little Winners Pty Ltd	28,994
Little Wonders Child Care Pty Ltd	145,440
Little Yuin Preschool Family Centre Aboriginal Corporation	232,059
Livebetter Services Ltd	2,984,841
Liverpool City Council	1,078,770
Liverpool Neighbourhood Connections Inc	101,323

Organisation	Amount (\$)
Liverpool Plains Shire Council	46,248
Livette Pty Ltd	74,481
LM Education Group Pty Ltd	19,733
Lockhart Pre School Kindergarten Inc	253,016
Long Flat Preschool Association Inc	202,821
Long Jetty Preschool Inc	955,991
Losurdo Industries Pty Ltd	57,167
Love & Cuddle Pre School Pty Ltd	37,555
Lower Bucca Community Preschool Inc	533,795
Lower Hunter Children's Activity Van Association Inc	1,071,839
Lower Macleay Preschool Inc	779,342
LPN Childcare Pty Ltd	110,699
LRM Investments (NSW) Pty Ltd	41,645
Lulabelle Learning Pty Ltd	1,940
Lutheran Church of Australia	500,758
Lyrebird Preschool Kindergarten Nowra East Inc	983,000
LZ Pty Ltd	1,287,014
M & F Eid Enterprises Pty Ltd	179,346
M & P Capital Pty Ltd	30,125
M & R Child Care Centre Pty Ltd	103,164
M & W Zaki Pty Ltd	445,808
M and C Cacciola Pty Ltd	57,679
M L C C A Holdings Pty Ltd	142,018
M. & F. Gergis Pty Ltd	23,183
M. And E. Guirguis Pty Ltd	107,345
M. Toth Enterprises Pty Ltd	59,549
M.S Academy Pty Ltd	42,140
M.S.J.M Holdings Pty Ltd	4,604
Maari Ma Health Aboriginal Corporation	219,455
Macarthur Diversity Services Initiative Ltd	119,684
Macarthur Preschool Kindergarten Association Inc	902,207

Organisation	Amount (\$)
Macedonian Orthodox Community Church St.Petka Inc	38,061
MacKillop Family Services Ltd	156,693
Macksville Pre-School Childcare Centre Ltd	90,990
Maclean Community Preschool Inc	659,727
Macquarie Hills Community Preschool Inc	738,977
Macquarie Montessori Academy Pty Ltd	76,209
Macquarie Preschools Co-Operative Ltd	1,766,314
Mad Sports Pty Ltd	63,300
MAG NSW Operations Pty Ltd	154,767
Maher & O'Keefe Pty Ltd	63,927
Maher St Cottage Child Care Centre	47,542
Maitland Child Care Centre Inc	81,139
Maitland Nursery School Inc	1,328,231
Maitland PELC Pty Ltd	82,901
Malabar/Chifley Parent Co-Operative Ltd	57,902
Malaron Pty Ltd	114,676
Malek Group Investments Pty Ltd	124,548
Mallee Family Care Ltd	55,155
Mamalove Connect Pty Ltd	538,342
Manildra Preschool Early Learning Centre Inc	238,400
Manilla Community Preschool Inc	662,111
Manly Vale Community Kindergarten Inc	587,433
Manly Warringah Montessori Society	509,547
Maranatha House	79,826
Maraylya Early Learning Centre Pty Ltd	150,361
Marayong Preschool Kindergarten	1,132,201
Marina Cottage Pty Ltd	113,416
Mariposa Child Care Pty Ltd	6,967
Market Street Co Pty Ltd	61,718
Marlimarli Daycare Pty Ltd	10,483

Organisation	Amount (\$)
Maronite Sisters of The Holy Family Child Care Centre	295,178
Maroubra Junction Child Care Centre Pty Ltd	57,488
Maroubra Neighbourhood Children's Centre Co-Operative Ltd	36,697
Marumina Pty Ltd	84,328
Mary & Mina Pty Ltd	36,042
Mary Campbell Pre School Pty Ltd	43,900
Maryland Child Care Centre Inc	86,260
Marys Kindy Pty Ltd	8,434
Mas & Zen Pty Ltd	58,006
Mascari Group Pty Ltd	26,154
Master Kid Child Care Centre Pty Ltd	36,102
Mathoura Pre-School Inc	298,330
McCorkell Pty Ltd	19,488
McGraths Hill Children's Centre Inc	38,649
McMahons Point Occasional Child Care Centre	31,291
MCP Preschool Pty Ltd	53,895
Medowie Community Preschool Inc	587,556
Medusa Early Learning Pty Ltd	37,723
Meek's Day Care Pty Ltd	61,467
Memotrans Pty Ltd	72,412
Mendooran Preschool Inc	207,640
Menindee Preschool Association	270,080
Merindah Children's Centre Inc	85,133
Merriwa Preschool and Activity Centre Inc	538,494
Merrydays Kindergarten Society Inc	71,149
Merrylands Christian Preschool Association Inc	1,148,013
Metro Investment and Finance Pty Ltd	38,630
Mia Rubyrose Pty Ltd	11,988
Micarm Pty Ltd	99,410

Organisation	Amount (\$)
Michel Hanna Enterprises Pty Ltd	80,002
Mighty One Pty Ltd	86,413
Mikindi Pty Ltd	41,296
Milton Lights ELC Pty Ltd	46,834
Milton-Ulladulla Preschool Association Inc	588,717
Minchinbury Preschool & Nursery Pty Ltd	33,824
Mindaribba Local Aboriginal Land Council	337,569
Mindchamps Early Learning 1 Pty Ltd	315,494
Mindchamps Early Learning 10 Pty Ltd	30,865
Mindchamps Early Learning 11 Pty Ltd	29,272
Mindchamps Early Learning 12 Pty Ltd	146,008
Mindchamps Early Learning 3 Pty Ltd	267,505
Mindchamps Early Learning 4 Pty Ltd	99,527
Mindchamps Early Learning 6 Pty LTD	67,592
Mindchamps Early Learning 7 Pty Ltd	135,444
Mindchamps Early Learning 8 Pty Ltd	79,150
Mindchamps Early Learning 9 Pty Ltd	67,718
Minghui Education Pty Ltd	66,631
Mini Me ELC Pty Ltd	30,797
Minimbah Pre-school, Primary School Aboriginal Corporation	658,438
Minooka Preschool Centre Inc	688,339
Mirabelle Early Learning Centre Pty Ltd	59,348
Miranda Kindergarten Association Inc	1,285,907
Miri's Creche	24,837
MISR Australian Enterprises Pty Ltd	45,188
Mission Australia	3,756,011
Mitchell Early Learning Centre Inc	89,883
Mittagong Preschool Kindergarten Inc	976,617
MKB Contracting Pty Ltd	145,098
MKW Group Pty Ltd	96,535

Organisation	Amount (\$)
MMIS Group Pty Ltd	30,903
MMV Enterprises Pty Ltd	44,235
MMZ Holdings Pty Ltd	517,885
MNJ Early Learning Pty Ltd	27,507
Moama & District Preschool Centre Inc	803,108
Mollymook Early Foundations Pty Ltd	83,480
Molong District Preschool Inc	381,764
Monaro Family Support Service Inc	74,893
Monaro Mobile Preschool Inc	349,040
Monterra 8 Pty Ltd	134,394
Montessori Academy on Chapel Pty Ltd	92,890
Montessori Academy Strathfield Pty Ltd	47,247
Montessori Edu Pty Ltd	68,686
Montessori Learning Centre Pty Ltd	37,589
Montessori Merrylands Childcare Pty Ltd	59,370
Montessori Nominees Pty Ltd	76,131
Montessori Punchbowl Pty Ltd	78,353
Moore Park Children's Early Learning Centre Pty Ltd	48,327
Moree Preschool Inc	1,060,476
Morem Pty Ltd	44,016
Moresby Park Preschool Inc	559,388
Moriah War Memorial College Association	162,029
Morisset & District Children's Centre Co-Operative Ltd	53,753
Morning Buds Pty Ltd	19,365
Morning Star Early Learning Centre Pty Ltd	13,857
Mortys Pty Ltd	168,132
Moruya Preschool Kindergarten Inc	692,519
Mosman Kindy Pty Ltd	34,862
Mother Goose Day Nursery Pty Ltd	66,122

Organisation	Amount (\$)
Mother's Love Early Education & Childcare Service Ltd	11,249
Mothers Group Pty Ltd	50,055
Moulamein Preschool Inc	198,885
Mount Hutton Child Care Centre Inc	59,592
Mount Zion War Memorial Kindergarten	96,227
Mountain Community Children's Centre Inc	79,882
Mountains Outreach Community Service	194,941
MR & SJ Pty Ltd	29,036
Muddy Boots Pty Ltd	101,021
Mudgee Community Preschool Inc	1,814,125
Mudyala Aboriginal Corporation	50,000
Mulligrubs Pty Ltd	54,702
Mullumbimby Community Preschool Association Inc	433,012
Muloobinba Aboriginal Corporation	503,031
Multi Purpose Allira Gathering Association Inc	34,764
Mulwala Preschool Inc	407,467
Mumulgum Pty Ltd	69,278
Munchkins Kindy	18,372
Murrin Bridge Preschool Association	933,005
Murrumbateman Early Childhood Centre Association Inc	508,704
Murrurundi Preschool Inc	263,252
Muswellbrook Child Care Centre Inc	58,980
Muswellbrook Preschool Kindergarten Inc	2,302,793
My Early Learning Centre Dulwich Hill	98,031
My First Childcare Company Pty Ltd	38,339
My First School Childcare Centre Pty Ltd	59,378
My Kindy Early Childhood Pty Ltd	23,433
My Kindy Garden Suburbs Pty Ltd	115,524

Organisation	Amount (\$)
My Little Sunshine Early Learning Centre Pty Ltd	91,561
My Planet Childcare Centre Pty Ltd	53,783
My Stepping Stones Early Learning Centre	58,381
My Stepping Stones ELC 5 Pty Ltd	48,759
My Stepping Stones Haberfield	54,990
My Stepping Stones Rose Bay	69,346
My Story -Experiential Early Learning Pty Ltd	63,282
My Time Childcare Pty Ltd	39,256
N & P Sim Pty Ltd	26,230
N & S Papaspiropoulos Holdings Pty Ltd	38,856
N E G Energy Pty Ltd	69,698
Nabiac & District Preschool Association Inc	427,105
Najjam Pty Ltd	30,751
Nambucca Heads Preschool Playcentre Ltd	756,129
Nana Glen Preschool Inc	355,938
Nanima Preschool Association Inc	627,442
Narellan Montessori Academy Pty Ltd	89,321
Narooma Preschool Kindergarten Association	876,493
Narrabeen Community Kindergarten Inc	795,568
Narrabri & District Community Aid Service Inc	78,004
Narrabri Preschool Association Inc	99,047
Narrandera Pre-School Inc	108,852
Narromine Preschool Kindergarten Inc	1,287,180
Narwee Preschool Kindergarten Inc	911,470
Natsikas Pty Ltd	59,106
Nazarene Investments Pty Ltd	77,802
Nebesa Pty Ltd	68,858
Nepean Tiny Tots	10,616

Organisation	Amount (\$)
Nessmore Pty Ltd	109,877
Nestle In Childcare Centres Pty Ltd	75,615
Nevine Ibrahim Pty Ltd	226,205
New Beginnings Early Learning Centre Pty Ltd	80,663
New Millennium Group Pty Ltd	23,546
New School Of Arts Neighbourhood House Inc	65,243
Newcastle City Council	73,328
Newcastle Montessori Academy Pty Ltd	32,716
Nextgen Early Learning Centre Pty Ltd	56,970
Ngaarrila Preschool Inc	352,857
Ngallingnee Jarjum Tabulam & District Community Preschool Inc	214,345
Ngayaamba Waluura Aboriginal Corporation	490,292
Ngunya Jarjum Aboriginal Corporation	214,934
NH Services Australia Pty Ltd	102,366
Nickol Holdings Pty Ltd	50,587
Nielsen & Wyld Investments Pty Ltd	25,672
Nimbin Pre School & Childcare Association Inc	318,834
Nimmitabel Preschool Inc	194,630
Nisiv Enterprises Pty Ltd	72,545
Niwal Pty Ltd	62,253
Noah's Ark Centre of ShoalHaven Inc	440,145
Nords Wharf Community Preschool Inc	209,740
Normanhurst West Community Preschool Inc	372,328
North Brighton Preschool Inc	722,838
North Coast Early Learning Centre Pty Ltd	55,075
North Epping Kindergarten Association Inc	881,183
North Rocks Preschool Inc	863,406

Organisation	Amount (\$)
North Rothbury Pelc Pty Ltd	42,314
North Ryde Community Preschool Inc	1,086,598
North Shore Childcare Pty Ltd	97,405
North Wyong Early Childhood Learning Centre Pty Ltd	116,143
Northern Beaches Council	2,584,212
Northern Beaches Montessori Association	182,083
Northern Rivers Community Gateway Inc	115,000
Northside Montessori Society	372,700
Northside Preschool Pty Ltd	18,400
Norwood Community Preschool Inc	490,456
Nought to Five Early Childhood Centre Inc	71,458
Nowra Pre-School Kindergarten	59,409
NSW Aboriginal Education Consultative Group	52,500
Nu Nehme Investments Pty Ltd	132,304
Nucifora Enterprises Pty Ltd	58,071
Nukids Pty Ltd	127,961
Nurruby Children's Services Inc	95,952
Nyngan Preschool Inc	1,004,957
O & L Hewitt Pty Ltd	100,332
Oakville Montessori ELC Pty Ltd	98,460
Oberon Children's Centre Inc	840,887
Ocean Shores Preschool Inc	481,022
Ocean View Community Kindergarten Pty Ltd	42,545
OCM CO Pty Ltd	57,164
Octopus Garden Preschool Early Learning Centre	37,353
ODVI Early Learning Centre Pty Ltd	23,598
Old Bar Beach Child Care and Early Learning Centre	83,344
Old Bar Community Preschool Inc	1,192,195

Organisation	Amount (\$)
Old Field Early Learning	33,673
Olitots Pre-School and Long Day Care Centre	22,147
On Your Marks Child Care	44,949
One Sheep Two Sheep Pty Ltd	65,436
One Tree Community Services Inc	190,505
Only About Children Pty Ltd	2,723,491
Only Education Pty Ltd	98,035
Ooranga Family Mobile Resource Unit Association Inc	1,398,570
Oran Park Montessori Academy Pty Ltd	88,160
Orana Community Preschool Inc	672,744
Orana Early Childhood Intervention & Education Project Inc	25,048
Orange Blossom Early Learning Pty Ltd	61,144
Orange Christian Schools Ltd	765,361
Orange City Council	302,965
Orange District Early Education Program	656,379
Orange Local Aboriginal Land Council	316,294
Orange Preschool Kindergarten Ltd	1,048,008
Organic Seedlings Education Pty Ltd	42,230
Origin Kindergartens Pty Ltd	40,163
Our Place Preschool Pty Ltd	68,857
Outlook Early Learning Centre Pty Ltd	42,237
Owl and The Pussycat Preschool Pty Ltd	144,788
Oxford Falls Early Learning Centre Pty Ltd	72,334
Oz Education Auburn Pty Ltd	91,902
Oz Education Campsie Pty Ltd	67,496
Oz Kindy Pty Ltd	43,289
Pademelons Preschool Pty Ltd	44,446
Paike Pty Ltd	43,906
Palace Road Long Day Care Centre Pty Ltd	104,097

Organisation	Amount (\$)
Palm Beach War Memorial Kindergarten	432,338
Palm Child Care Centre	39,573
Pambula Preschool Kindergarten Association Inc	994,338
Pandora Pre School Pty Ltd	109,542
Parkes Early Childhood Centre	1,323,066
Parkes Shire Council	645,111
Parklands Community Preschool & Children's Centre Inc	1,017,158
Parramatta East Preschool Pty Ltd	61,924
Parramatta Montessori Academy Pty Ltd	51,693
Paterson Valley Community Preschool Inc	575,851
Peacock Street Long Day Care Pty Ltd	25,028
Peak Hill Preschool Kindergarten Inc	363,571
Peakhurst Early Learning Centre Pty Ltd	40,945
Pebbles Early Learning Centre Pty Ltd	78,225
Pebbly Beach Early Learning Centre Little Beaver Preschool	52,368
Pennant Hills War Memorial Children's Centre Association Inc	1,132,672
Penrith City Council	6,632,469
Perez Family Trust	62,831
Perfect Angels Pty Ltd	99,622
Periwinkle Children's Centre	418,948
Peter Pan Preschool Kindergarten - Tamworth Inc	1,368,216
Peter Rabbit Community Preschool Inc	438,632
Pethakia Pty Ltd	13,077
Petit Early Learning Journey Pty Ltd	253,502
Pied Piper Preschool Association (Wallerawang) Inc	1,099,188
Pine Street Kindergarten	29,432
Pinjarra Children Services Pty Ltd	23,894
Pioneer Road Long Day Care Centre Pty Ltd	99,807

Organisation	Amount (\$)
Pipeclay Ridge Pty Ltd	252,935
Pippies Early Childhood Centre	81,991
Pius X Aboriginal Corporation	618,899
Planetnetwork Pty Ltd	66,248
Platinum Pre School Pty Ltd	127,189
Play Learn & Grow Early Education Centre Pty Ltd	100,650
Playgroup NSW Inc	1,002,298
Playmates Cottage Child Care Dubbo Inc	80,039
Playtime Preschool Centre Association Inc	738,817
Pleasant Hills Preschool Kindergarten Inc	180,805
Plumtree Children's Services	816,508
PMK Early Education Pty Ltd	62,114
Poka Dot Kids Pty Ltd	124,477
Ponyara Preschool Kindergarten Association Ltd	606,429
Poppins Bush School Pty Ltd	61,591
Poppi's Child Care Pty Ltd	61,455
Port Macquarie Community Preschool Ltd	1,970,720
Port Stephens Council	404,161
Portjazz Pty Ltd	27,580
Possum Magic Cottage Pty Ltd	67,561
Possums' Cnr Child Care Centre Inc	62,664
Possums Community Preschool Association Inc	611,875
Possums' Den Coffs Harbour Inc	274,797
Possums Early Learning Centre Inc	53,813
Pottsville Community Preschool Inc	941,976
POW Place Community Child Care Centre Ltd	43,166
Precious Momentz Pty Ltd	50,674
Presbyterian Church of Australia in the State of NSW	462,211

Organisation	Amount (\$)
Presbyterian Community Care Centre Campbelltown	89,811
Presbyterian Social Services	134,615
Pretty Beach Community Preschool Inc	584,198
Promising Education Pty Ltd	51,339
Puddleducks Pty Ltd	11,249
Puggles School Of Early Learning Pty Ltd	23,738
Pulse (Pacific) Pty Ltd	158,644
Punky Doodle Corners Pty Ltd	108,228
Pymble Turramurra Preschool Inc	861,962
Quality Child Care Pty Ltd	70,676
Queanbeyan and District Preschool Association Inc	4,257,783
Queens And Jokers Unit Trust Trading As Thinkersinq	80,910
Quirindi Preschool Kindergarten Inc	919,005
R&J Services Pty Ltd	46,479
Raatu Pty Ltd	126,441
RAD Investments Pty Ltd	52,041
Raffles Campus (Australia) Pty Ltd	81,486
Railway Parade Early Learning Pty Ltd	36,681
Rainbow Paradise Preschool Childhood Development And Education Long Day Care Centre Pty Ltd	34,917
Rainbow Playhouse Preschool Inc	486,319
Rainbow Preschool Association Broken Hill Inc	1,952,211
Rainbow St Child Care Centre Inc	54,256
Rainbow Village Childcare Centre Pty Ltd	24,560
Rainforest Early Learning Centre	27,694
Ra-Maat Services Pty Ltd	28,612
Ramsay Bourne Acquisitions (No.2) Pty Ltd	68,277
Randwick City Council	46,706

Organisation	Amount (\$)
Randwick Open Care for Kids Inc	26,352
Rarm Pty Ltd	131,264
Ravese Pty Ltd	642,322
Raymond Lee Pty Ltd	112,319
Raymond Terrace Community Preschool Inc	984,704
Raymond Terrace Early Education Centre Inc	43,509
Raymond Terrace ELC Pty Ltd	2,739
Reachout Mobile Resource Unit Inc	60,330
Rebmarn Pty Ltd	11,717
Red Apple Learning Pty Ltd	74,918
Red Sheep Blue Sheep Pty Ltd	52,042
Redhead Community Preschool Inc	450,110
Resource & Toy Library Broken Hill & Western Region Inc	112,490
Revesby Workers' Club Ltd	132,984
Reymish Pty Ltd	13,104
Rhonda Susan Humphry Pty Ltd	79,006
RHT Group Pty Ltd	38,439
Richard And Tracey Tuke Family Trust	58,557
Richmond Hill Community Preschool	393,776
Richmond Preschool Kindergarten Association Inc	1,088,138
Richmond Valley Care-Ring Association Inc	22,111
Ricki & Chan Pty Ltd	78,250
Rise Early Learning Pty Ltd	208,682
Riverina Children's Activity Van Inc	728,080
Riveroaks Developments Pty Ltd	22,872
Riverside Preschool Inc	888,275
Riverwood Community Centre Ltd	22,287
Rizmike Pty Ltd	50,523
Roberts Park Early Learning Centre Pty Ltd	46,019

Organisation	Amount (\$)
Robertson Street Kindy	72,751
Robyn Taylor Child Development & Education Centres Pty Ltd	54,107
Rocky Hall Preschool Association Inc	190,722
Rogael Enterprises Pty Ltd	28,451
Rogers & Lewis Pty Ltd	19,074
Rose Cottage Childcare Pty Ltd	26,198
Rose Gourmet Treats Pty Ltd	750
Rose of Sharon Child Care	51,243
Rosebank Community Preschool Inc	195,132
Rosebud Cottage Pty Ltd	913
Rosegum ELC Pty Ltd	53,038
Rose-Hill Montessori Kindergarten Pty Ltd	72,367
Rosellas Community Preschool Inc	874,412
Rosey Pot Kindy Pty Ltd	33,587
Ross Circuit Preschool Inc	1,621,826
Rossing Pty Ltd	79,022
Rotastar Education Pty Ltd	27,090
Rouse Hill Preschool Kindergarten Pty Ltd	310,367
Roxela Pty Ltd	60,089
Roxento Pty Ltd	117,663
Royal Institute for Deaf and Blind Children	561,913
Royal Society for the Welfare of Mothers & Babies	30,323
Rozario Six Pty Ltd	29,897
Ruse Pre-School Pty Ltd	90,159
Rutherford Playtime Pre-School	65,479
Rylstone Kandos Preschool Inc	680,395
S & M Samuel Pty Ltd	22,832
S & S Kindergarten Pty Ltd	77,073
Sabro Pty Ltd	35,692
Saint George JMM Child Care Pty Ltd	46,664

Organisation	Amount (\$)
Salamander Bay Child Care Centre Inc	117,277
Samaritans Foundation Diocese of Newcastle	338,440
Sanctuary Early Learning Centre Pty Ltd	110,498
Sanmig Pty Ltd	107,828
Sans Souci Community Preschool Association Inc	1,229,243
Sarani Pty Ltd	34,941
Sas Jain Pty Ltd	62,500
Saz Childcare Services Pty Ltd	9,888
SCFB Pty Ltd	90,172
Scoje Pty Ltd	76,594
Scone & District Preschool Inc	1,002,748
Scribbles Kindy Preschool and Long Day Care Centre	108,371
Scribblz Pre-School & Long Day Care Centre Pty Ltd	112,414
SDN Child and Family Services Pty Ltd	1,882,612
SDN Children's Services	2,784,696
Seaside Holdings Pty Ltd	41,337
Sefnet Pty Ltd	244,665
Sella Childcare Centre Pty Ltd	75,724
Selpm Pty Ltd	109,010
Senses Childcare Pty Ltd	38,015
Sera Direct Pty Ltd	120,849
Seventh-day Adventist Schools (Greater Sydney) Ltd	104,224
Seventh-day Adventist Schools (North NSW) Ltd	223,311
SH Childcare Group Pty Ltd	48,236
Shamsbad Trust	40,538
Sharphen Pty Ltd	54,392
SHARSO Pty Ltd	32,042
Shaw Street Children's Centre Inc	35,750
Shelly Tots Child Care	34,991

Organisation	Amount (\$)
Shepherd Early Learning Centre Pty Ltd	106,468
Shepherd Early Learning Centre St Nicholas Pty Ltd	12,448
Shepherds Bay Montessori Academy Pty Ltd	78,506
Sherarwater the Mullumbimby Steiner School Ltd	758,027
Shine for Kids	18,738
Shine Preschool Pty Ltd	42,068
Shining Stars Childcare Centre Pty Ltd	55,775
Shivshlok Services Pty Ltd	40,285
Shoalhaven Community Preschool Inc	1,133,218
Shorlinde Pty Ltd	61,851
Singleton Council	148,615
Singleton Heights Preschool Inc	1,781,503
Singleton Preschool Inc	1,217,049
Siron Investments Pty Ltd	42,728
Sissa Pty Ltd	36,832
SK Alliance Pty Ltd	263,190
Skilli Investments Pty Ltd	33,284
SMAA Childcare Pty Ltd	62,103
Small World Pty Ltd	96,434
Smart Cookies Early Learning Centre	90,191
Smart Potatoes Pty Ltd	14,487
Smarties Early Learning Centre Pty Ltd	69,661
Smartkids Learning Pty Ltd	48,106
Smiley Bees Childcare & Pre-School Pty Ltd	30,254
SMN Pty Ltd	37,915
SMP Shehata Pty Ltd	68,493
Snow Bells Pty Ltd	32,155
Snowy Mountains Care and Early Learning Centre Inc	60,134
Snowy Valleys Council	371,423
Snugglepot Day Care Centre Inc	81,894

Organisation	Amount (\$)
Soni & Robin Pty Ltd	49,556
SOS Preschool Inc	1,067,074
Sought After Investments Pty Ltd	628,943
Southern Youth and Family Services Ltd	527,429
Springdale Heights Preschool Inc	1,094,894
Springwood and District Preschool Kindergarten Association Inc	795,324
Sprint Plumbing Pty Ltd	30,722
Sprout Early Learning Centre Pty Ltd	224,468
Sprout ELC Wamberal Pty Ltd	151,908
Squeakers Pty Ltd	91,679
Squiggles & Giggles Early Learning Childcare Centre Pty Ltd	59,978
SR Trust	74,088
SSPS Urunga Pty Ltd	24,212
St Agnes' Assist	789,447
St Andrews Church Community Preschool Inc	473,051
St Andrew's ELC Pty Ltd	41,095
St Andrews Kindergarden Abbotsford Inc	675,342
St Anthony's Family Care	30,981
St Barsoum Pty Ltd	48,417
St Charbel Holdings Pty Ltd	10,382
St Columba Anglican School Council Inc	193,231
St Dunstons Preschool Kindergarden Inc	910,964
St Faith's Anglican Church of Australia Narrabeen	69,593
St George Childcare Centre Pty Ltd	48,961
St George Long Day Care Pty Ltd	150,203
St George Preschool (Marsfield) Inc	562,729
St Ives Preschool Kindergarden Association	793,831
St James Preschool Inc	498,814

Organisation	Amount (\$)
St John's Preschool Ashfield Inc	1,221,252
St Joseph Pre-School Pty Ltd	46,806
St Jude's Early Learning Inc	60,394
St Lukes Preschool	2,958,165
St Marks Child Care Centre Oakhurst Inc	46,081
St Marks Northbriege Kindergarden Inc	462,664
St Mark's Preschool Kindergarden	533,669
St Maroun's Preschool	256,577
St Mary & Angels Pty Ltd	37,578
St Mary & Pop Shenouda Pty Ltd	45,217
St Mary and St Mark Pty Ltd	80,751
St Mary Early Learning Centre	33,592
St Mary's Child Care Centre Ltd	97,019
St Mary's Child Care Centre	35,446
St Mary's Community Preschool Casino Inc	920,538
St Mary's North Tamworth Preschool Inc	724,683
St Mary's Rainbow Preschool	770,337
St Nics' Christian Preschool Inc	33,538
St Paul & St Anthony Child Care Centre Pty Ltd	51,933
St Paul's Children Centre Inc	22,155
St Paul's Lutheran Kindergarden Inc	42,090
St Peters Community Preschool Inc	628,604
St Peters Preschool Ltd	1,768,166
St Philip's Christian Education Foundation Ltd	467,464
St Stephen's Belrose Kindergarden Inc	962,718
St Stephens Children's Centre Inc	45,304
St Stephens Preschool Kindergarden Inc	984,521
St Thomas' Preschool Ltd	515,135
St. Anthony's Child Care Centre	54,005
Star Academy Kids Belfield Pty Ltd	42,324
Star Academy Kids Liverpool Pty Ltd	29,308

Organisation	Amount (\$)
Starfire Pty Ltd	64,832
Starinvest Pty Ltd	27,742
Starkingdom Childcare Centre & Kindergarden Pty Ltd	70,072
Step Ahead Child Care Centre Pty Ltd	225,884
Step Ahead Education	51,728
Step By Step Pre School and Long Day Care Centre	63,922
Stepping Stones Childcare Centre Dubbo Pty Ltd	105,821
Stepping Stones Kindergarten Pty Ltd	84,105
Stepping Stones Pre-School & Long Day Care Centre Pty Ltd	42,032
Sticks & Stones Early Learning Centre Pty Ltd	124,610
Story House Early Learning NO 1 Pty Ltd	167,134
Story House Early Learning NO 16 Pty Ltd	42,147
Story House Early Learning NO 19 Pty Ltd	131,857
Story House Early Learning NO 21 Pty Ltd	21,092
Story House Early Learning NO 28 Pty Ltd	97,675
Strathfield One Stop Child Care Service Inc	97,663
Stroud Neighbourhood Children's Co-Operative Ltd	486,524
STS Education Pty Ltd	30,513
Stuarts Point Preschool Association Inc	364,778
Styles Street Children's Community Long Day Care Centre Inc	85,003
Subway Brookvale Pty Ltd	56,911
Sun Family Management Pty Ltd	40,610
Sun Family Management Two Pty Ltd	147,597
Sun Preschool Inc	121,125
Sun Valley Preschool Kindergarten	514,557

Organisation	Amount (\$)
Sunnen Pty Ltd	40,592
Sunny Corner Toy Library Inc	27,042
Sunshine Education Group Pty Ltd	48,615
Sunshine Kindy, Early Years Learning & Care Centre	45,971
Surry Hills Neighbourhood Centre Inc	6,699
Sustainable Play Pty Ltd	63,368
Sutherland Child Care Centre Pty Ltd	30,791
Sutherland Shire Council	978,177
Sweetpeas Group Pty Ltd	54,474
SWR Preschool	897,099
Sydney Catholic Early Childhood Services Ltd	183,054
Sydney Childcare Collective Pty Ltd	25,462
Sydney Childcare Group Pty Ltd	2,425
Sydney Childcare Pty Ltd	34,502
Sydney Montessori School Ltd	201,383
Sylvanvale Foundation Ltd	104,800
Sylvanvale Ltd	68,674
T & C Domingo Pty Ltd	44,134
T & K Jones Investments Pty Ltd	115,689
T & K White Pty Ltd	135,267
Tadros Group Pty Ltd	47,793
Tamosani Pty Ltd	49,718
Tamworth Baptist Church Child Care Services Ltd	85,754
Tamworth Montessori Association Inc	518,439
Tancin Family Trust	80,881
Tarago Preschool Association Inc	233,635
Taree & District Preschool Ltd	1,166,457
Tarshaun Pty Ltd	85,541
Tasman Park Children'S Centre Pty Ltd	55,339
Tathra Children's Services Inc	548,724
Tattle Tales Preschool Pty Ltd	13,897

Organisation	Amount (\$)
Tea Gardens Hawks Nest Preschool Kindergarten Inc	326,855
Technical And Further Education Commission	319,193
Teddy Bears Kindergarten Pty Ltd	57,334
Teddy Star Pty Ltd	14,202
Teddy Tammy's Childcare Pty Ltd	20,292
Teenie Weenies Pty Ltd	58,179
Temora Preschool and Out of School Hours Inc	774,439
Ten Ann Pty Ltd	44,677
Tenterfield Child Care Centre Inc	46,357
Tenterfield Preschool Kindergarten Inc	657,544
Terrey Hills Community Kindergarten Inc	402,647
Terrey Hills Early Learning Centre	32,461
Terry Street Kids Pty Ltd	96,109
Tessa Bell Pty Ltd	94,950
Tharawal Aboriginal Corporation	223,695
That Little Kindy Pty Ltd	30,375
The Alphabet Academy Pty Ltd	261,932
The Alphabet Academy Sydney Pty Ltd	85,363
The Andrew Fairfield-Smith Trust & The Senanja Trust	69,061
The Armidale Waldorf School Ltd	292,028
The Association for Christian Education Of Blacktown Ltd	152,642
The Big Treehouse Pty Ltd	44,604
The Blair Lawson Group Pty Ltd	57,017
The Blue Mountains Waldorf School Ltd	58,598
The Boumansour Family Trust	56,350
The Chapel Early Education	15,335
The Children's House Montessori School	191,380
The Children's Preschool Pty Ltd	83,602
The Cottage ELC Pty Ltd	46,505
The Council of Camden	65,054

Organisation	Amount (\$)
The Council of the City of Sydney	1,460,828
The Cubbyhouse Preschool & Occasional Care Centre Inc	49,886
The Discovery House Long Day Care	73,180
The Early Learning Hub Pty Ltd	237,318
The Ella Group (NSW) Pty Ltd	67,633
The Entrance Preschool Kindergarten Association Inc	975,552
The Familyworks Pty Ltd	43,634
The First Steps Learning Company Pty Ltd	76,016
The Frogs Lodge Pty Ltd	41,902
The Gorrie Family Trust	92,204
The Grace Child Care Centre Inc	57,818
The Greek Orthodox Community of NSW Ltd	32,687
The Greta Community Preschool Inc	533,397
The Grove Academy - Bexley Pty Ltd	99,128
The Grove Academy - Edmondson Pty Ltd	92,094
The Grove Academy - Mt Annan Pty Ltd	142,992
The Grove Academy - Wollongong Pty Ltd	121,043
The Gynea Nursery School and Kindergarten Co-operative Society Ltd	1,259,756
The Heights Pre-School Centre Pty Ltd	97,528
The Hills Community Kindergarten Inc	966,641
The Hills Grammar School	156,413
The Hills Pre School Pty Ltd	113,016
The Hills Shire Council	333,092
The Hub: Preschool & Early Education Academy Pty Ltd	326,073
The Illawarra Grammar School	174,749
The International Grammar School Sydney Ltd	152,554
The Jack & Jill Kindergarten	863,547
The John Wycliffe Christian Education Association Ltd	401,287

Organisation	Amount (\$)
The Junction Kindy Pty Ltd	77,327
The Junction Works Ltd	28,433
The Kids Sports Club Pty Ltd	83,322
The Killarney School Ltd	360,842
The Learning Jungle Pty Ltd	153,308
The Little Church Pty Ltd	47,475
The Little School Preschool Inc	549,197
The Little Unicorn Broadmeadow Pty Ltd	52,548
The Little Unicorn Charlestown Pty Ltd	60,807
The Little Unicorn on Honeysuckle Pty Ltd	63,661
The Little Wise Monkeys Pty Ltd	11,214
The Montessori Preschool & Ldc Of Sydney Pty Ltd	71,879
The Mountain Preschool Lowanna Inc	200,856
The Mt Ousley Preschool Kindergarten	38,798
The Nepean District Christian Education Association Ltd	41,145
The Northern Nursery School Ltd	1,031,749
The Oaks Preschool Kindergarten Co-Operative Ltd	764,533
The Outback Mobile Resource Unit Inc	160,785
The Pittwater House Schools Ltd	50,738
The Point Preschool Inc	411,343
The Rainbow Children's Centre Inc	100,352
The Ridge Preschool & Childcare Centre Pty Ltd	41,603
The Rock Pre-School Inc	413,532
The Royal Alexandra Hospital for Children	17,480
The Rozelle Child Care Centre Ltd	47,993
The Rumpus Room Children's Centres Pty Ltd	454,722
The Scots School Albury	852,758
The Shepherd Centre - for Deaf Children	710,742
The Tamworth Toy Library Inc	26,717

Organisation	Amount (\$)
The Trangie Preschool Kindergarten Association Ltd	441,326
The Trustee for 2Nd Edge Unit Trust	88,669
The Trustee for 9th Edge Unit Trust	18,990
The Trustee for A & E Fanous Family Trust	50,480
The Trustee for A And R Benjamin Trust	88,485
The Trustee for A Guiding Hand Family Trust	51,533
The Trustee for A R AND N Benjamin Trust	56,851
The Trustee for Aarbin Family Trust	81,372
The Trustee for Abbey Family Trust	22,731
The Trustee for Ac Mascari Family Trust	70,295
The Trustee for ACB Concepts Family Trust	47,760
The Trustee for Acorn Early Learning Centre	38,971
The Trustee for Agresti Family Trust	30,011
The Trustee for Alphabeta Business Management Services Trust	10,753
The Trustee for Alren Family Trust	30,981
The Trustee for Applesseed Childcare Trust	46,708
The Trustee for AQUAD Trust	38,466
The Trustee for AR Business Management Trust	70,497
The Trustee for Aspinall & Pupovac Family Trust	31,367
The Trustee for Auburn Montessori Academy Trust	121,575
The Trustee for Azer Family Trust	28,177
The Trustee for Bagh Discretionary Trust	19,442
The Trustee for Bak Family Trust	69,376
The Trustee for Bambini Of Lilyfield Trust	38,272
The Trustee for Banora Finlayson Family Trust & The Trustee for Banora Hawkins Family Trust	102,929

Organisation	Amount (\$)
The Trustee for Barratt Family Trust	146,263
The Trustee for Bateman Preschool Unit Trust	153,178
The Trustee for BB Childcare Hybrid Unit Trust	78,054
The Trustee for Benjamin Concept Trust	51,784
The Trustee for Benjamin Education Trust	99,984
The Trustee for Benjamin Partners Trust	134,392
The Trustee for Berry Patch Preschool Kellyville Ridge Unit Trust	157,355
The Trustee for Berry Patch Preschool Unit Trust	159,408
The Trustee for Beverly Hills Kindy Care Unit Trust	32,189
The Trustee for Bilambil Kids Unit Trust	49,081
The Trustee for Billy Kids Pymble Unit Trust	62,427
The Trustee for Biyik Discretionary Trust	60,339
The Trustee for BMA Abbotsbury Unit Trust	23,738
The Trustee for BMA Menai Unit Trust	88,745
The Trustee for BMA South Nowra Unit Trust	57,290
The Trustee for BMA Waterside Unit Trust	99,179
The Trustee for Brentwood Property Unit Trust	102,985
The Trustee for Bright Little Stars No.2 Trust	9,496
The Trustee for Bright Little Stars Trust	16,778
The Trustee for Bright Minds Academy Unit Trust	191,504
The Trustee for Bsak Unit Trust	60,404
The Trustee for Burwood ELC Unit Trust	100,427
The Trustee for C.Cirillo Family Trust	41,178
The Trustee for Campbell Sharman Family Trust	71,852

Organisation	Amount (\$)
The Trustee for Casuarina Kool Kids Trust	47,366
The Trustee for Cbs Castle Hill Trust	45,123
The Trustee for Cbs Rhodes Trust	42,381
The Trustee for Ch Family Trust	37,293
The Trustee for Chatham House Early Learning Trust	28,728
The Trustee for Clown Town Rosehill Unit Trust	207,988
The Trustee for Collaroy Plateau Preschool Unit Trust	74,462
The Trustee for Confoy Investment Trust	34,539
The Trustee for Creative Kiddies Trust	109,556
The Trustee for Creekside Kids Trust	80,796
The Trustee for Cubby College Child Care Unit Trust	34,992
The Trustee for Cubbyhouse Childcare Kings Langley Trust	78,062
The Trustee for Daniel Hanna Family Trust	76,544
The Trustee for Davis Family Trust	84,321
The Trustee for Dennis Street Early Childhood & Learning Centre	19,328
The Trustee for Discovery Early Education Trust	99,985
The Trustee for Don Turner Earthworks Trust	26,773
The Trustee for Donohoe Kids Trust	33,238
The Trustee for DSEL Trust	110,046
The Trustee for Dunk Family Trust	115,581
The Trustee for E & S Bridger Family Trust	26,012
The Trustee for Eclc Trust	29,210
The Trustee for Eden Academy Operations Unit Trust	15,825
The Trustee for Edrees Trust	89,582
The Trustee for Elhelou Family Trust	49,758

Organisation	Amount (\$)
The Trustee for Elliott Schasser Unit Trust	51,012
The Trustee for Esb Investment Trust	76,049
The Trustee for Faux Holdings Family Trust	118,660
The Trustee for Fernandes Family Trust	48,402
The Trustee for First Friends Unit Trust	75,132
The Trustee for Five Dock ELC Unit Trust	133,104
The Trustee for Freckles CC Loftus Trust	62,480
The Trustee for Fredman Family Trust	52,836
The Trustee for Future Elc Unit Trust	31,291
The Trustee for Future Stars Children Investment Trust	71,575
The Trustee for G and A Group Trust	214,917
The Trustee for Giant Nest Unit Trust	32,151
The Trustee for Giggs And Learn Trust	214,509
The Trustee for Gordi MJJ Trust	73,708
The Trustee for Gorman Trust	107,692
The Trustee for Grace Shores Family Trust	21,948
The Trustee for Grandma Rosie's Childcare Centre Dapto Trust	369,205
The Trustee for Green Gables Trust	83,445
The Trustee for Gs Investment Trust	51,182
The Trustee for Hanna Family Trust	62,196
The Trustee for Hanney Family Trust	94,539
The Trustee for Havic Trust	56,663
The Trustee for Helwani Family Trust	54,914
The Trustee for Hickry Family Trust	60,368
The Trustee for Hornsby Developments Trust	46,899
The Trustee for IIE Unit Trust	164,098
The Trustee for Imagine Education Early Learning Centres No. 26 Unit Trust	18,990
The Trustee for Imagine Education Early Learning Centres No. 4 Unit Trust	116,781

Organisation	Amount (\$)
The Trustee for Imagine Education Early Learning Centres No. 9 Unit Trust	96,142
The Trustee for Imagine Education Early Learning Centres Orange Unit Trust	62,398
The Trustee for Inner West Easy Living Discretionary Trust	64,974
The Trustee for Jack & Jill Family Trust	68,350
The Trustee for Jbo Family Trust	142,814
The Trustee for Jesant Unit Trust	52,406
The Trustee for Jett Family Trust	100,881
The Trustee for Jetz Business Trust	106,022
The Trustee for JJ MEK Family Trust	46,533
The Trustee for JMM Discretionary Trust	61,508
The Trustee for Jos Trust	82,449
The Trustee for Joshie Family Trust	25,427
The Trustee for K & L Kumulia Family Trust	37,920
The Trustee for Keen Kiddies Trust	117,269
The Trustee for Kensington Castle Operating Trust	104,926
The Trustee for Khalil Bazzi ATF The Bazzi Family Trust	58,016
The Trustee for Kiddies Hut Unit Trust	81,597
The Trustee for Kiddiwinks Bligh Park Unit Trust	144,089
The Trustee for Kiddiwinks Eastern Creek Unit Trust	106,028
The Trustee for Kin Educare Unit Trust	77,431
The Trustee for Kinda Kapers Family Trust	128,453
The Trustee for Kinderland Academy Trust	55,614
The Trustee for Kinderoos Trust	120,815
The Trustee for Kindy Kare Family Trust	70,668
The Trustee for Kindy Kids Long Daycare And Preschool Trust	28,494
The Trustee for Kindy Kids Village Trust	27,083

Organisation	Amount (\$)
The Trustee for Kindy Kollege Unit Trust	118,964
The Trustee for Kool Kids Casuarina 2 Trust	66,875
The Trustee for Kool Kids Mullumbimby Child Care Trust	22,225
The Trustee for Kool Kids Ocean Shores Child Care Unit Trust	41,603
The Trustee for Kool Kids The Hive Trust	46,025
The Trustee for L&L Syndicate No. 3 Unit Trust	37,914
The Trustee for Lajdes Family Trust	41,036
The Trustee for Lamb Family Trust	39,867
The Trustee for Lane Cove CCC Unit Trust	22,914
The Trustee for Laros Family Trust	78,324
The Trustee for Learning Blocks C C C	116,116
The Trustee for Leis Family Trust	30,306
The Trustee for Lighthouse ELC On Kent Trust	11,792
The Trustee for Little Beginnings Learning Centres Unit Trust	587,512
The Trustee for Little Chappies Tamworth Trust	59,465
The Trustee for Little Chappies Trust	90,451
The Trustee for Little Feet Early Learning and Childcare Trust	36,276
The Trustee for Little Land Australia Trust	112,299
The Trustee for Little Miracles (Caringbah) Trust	421,900
The Trustee for Little Miracles (Medowie) Unit Trust	46,432
The Trustee for Little Miracles (Point Clare) Trust	269,793
The Trustee for Little School Trust	135,341
The Trustee for Little Souls Early Learning Centre Trust	66,196

Organisation	Amount (\$)
The Trustee for Little Troopers Childcare Ashbury	18,372
The Trustee for Liv 2 Learn Unit Trust	45,564
The Trustee for Love Child Education Unit Trust	139,404
The Trustee for Love U Education Trust	41,354
The Trustee for LZ Ryde Trust	89,901
The Trustee for M & H Obeid Family Trust	61,168
The Trustee for M & J Draybi Family Trust	132,849
The Trustee for M & N Bexley Trust	35,112
The Trustee for M & S Gergis Family Trust	52,237
The Trustee for M&N Family Trust	38,334
The Trustee for Macarthur Elc Unit Trust	104,979
The Trustee for Malek Family Trust	658,251
The Trustee for Maudsland CC	53,137
The Trustee for MBM Family Trust	111,278
The Trustee for Meher Sai Family Trust	26,566
The Trustee for Mexon Family Trust	54,324
The Trustee for MI Kids Northern Beaches Trust	71,595
The Trustee for Midson Road Trust	71,065
The Trustee for Mikhail Family Trust	88,686
The Trustee for MMKB Family Trust	146,119
The Trustee for Modcare Trust	95,315
The Trustee for Montessori Junior Trust	35,263
The Trustee for Moratidis Family Trust	58,122
The Trustee for Mother Duck Trust	12,082
The Trustee for Mother of Light Unit Trust	68,304
The Trustee for Nagi & Shrin Family Trust	41,788
The Trustee for Nagpal Family (Two) Trust	239,546

Organisation	Amount (\$)
The Trustee for Naremburn Early Learning Centre Unit Trust	57,413
The Trustee for Nawar Family Trust	50,097
The Trustee for Nb Trust	35,844
The Trustee for Nelson Family Trust	45,521
The Trustee for Netwin Unit Trust	105,004
The Trustee for Niacm Family Trust	40,635
The Trustee for Niebsch Family Trust	69,134
The Trustee for North Epping Early Learning Unit Trust	80,134
The Trustee for North Ryde Child Care Trust	91,744
The Trustee for Northmead Kindergarten Trust	55,097
The Trustee for NSW Academy of Early Learning Trust	82,392
The Trustee for NZAUS Group Trust	14,547
The Trustee for Obeid Family Trust	22,155
The Trustee for ODVI ELC Hills Trust	15,917
The Trustee for Orchard Elc Unit Trust	194,214
The Trustee for Outshine Trust NO 2	97,148
The Trustee for Owl & The Pussycat Preschool Warringah Trust	25,554
The Trustee for Oz Education Boambe East Trust	106,786
The Trustee for Oz Education Fairfield Trust	28,485
The Trustee for Oz Education Homebush Trust	88,384
The Trustee for Oz Education Lake Cathie Trust	96,683
The Trustee for Oz Education Lidcombe Trust	140,486
The Trustee for Oz Education Tuggerah Trust	134,503
The Trustee for Paisley Park ELC (No.5) Unit Trust	164,333

Organisation	Amount (\$)
The Trustee for Pankhurst Family Trust	83,575
The Trustee for Pascoe Family Trust	41,974
The Trustee for Passfield Family Trust	61,962
The Trustee for Paul Partners	28,602
The Trustee for Paull Family Trust	33,278
The Trustee for Pearls Of Wisdom Early Learning Centre Atf Fahrin & Hasan Family Trust	12,660
The Trustee for Penrith Montessori Academy Trust	85,438
The Trustee for Peppercorn C C C Family Trust	171,527
The Trustee for PK Concepts Family Trust	90,648
The Trustee for Playbright Family Trust	96,069
The Trustee for Pls National (North Strathfield) Trust	71,501
The Trustee for PLS National Trust	9,495
The Trustee for Raymond Terrace Child Care Trust	106,880
The Trustee for Reads Childcare And Preschool Unit Trust	150,553
The Trustee for Red Gum Child Care Centre Trust	115,389
The Trustee for Rhodes Developments Trust	51,468
The Trustee for Robinson Family Trust	38,368
The Trustee for Rockrajah Unit Trust	27,902
The Trustee for Ross-Clark Family Trust	66,911
The Trustee for Rszj Trust	59,285
The Trustee for S & N Clayton Family Trust	89,990
The Trustee for Saint Paula Unit Trust	71,148
The Trustee for Samsala Holdings Trust	72,075
The Trustee for Sandy Beach Child Care Trust	69,615
The Trustee for Sardana and Nagpal Family Trust	82,758

Organisation	Amount (\$)
The Trustee for Scylla Family Trust	29,125
The Trustee for SGCC Unit Trust	363,948
The Trustee for Shah Family Trust	29,930
The Trustee for Sheehan Care Trust	155,244
The Trustee for Slater Family Trust	19,747
The Trustee for Spotted Frog Unit Trust	164,841
The Trustee for Srihari Trust	36,193
The Trustee for Stanwell Park Preschool Trust	60,975
The Trustee for Stipanovic Family Trust	39,726
The Trustee for Sunshine Kiddies Early Learning Centre Unit Trust	30,556
The Trustee for T5 Trust	33,620
The Trustee for Talooa Trust	133,048
The Trustee for Tancin Family Trust No.2	72,444
The Trustee for Tempe CCC Discretionary Trust	25,502
The Trustee for Terong Trust	21,798
The Trustee for The Ajdb Family Trust	40,401
The Trustee for The APR Business Trust	45,047
The Trustee for The APW Business Trust	20,097
The Trustee for The Ballykin At Scotts Kirk Unit Trust	142,195
The Trustee for The Barnes Family Trust	48,686
The Trustee for The Beach Erina Unit Trust	38,038
The Trustee for The Beach Kincumber Unit Trust	75,057
The Trustee for The Beach Tuggerah Unit Trust	84,536
The Trustee for The Beecroft Buddies Childcare Centre Trust	46,048
The Trustee for the Bentley Collier Family Trust	57,420
The Trustee for The Blaxland House Allambie Trust	76,268

Organisation	Amount (\$)
The Trustee for The Blueys Treehouse Avalon Trust	52,062
The Trustee for The C&P Trust	970
The Trustee for The Cambrai Ave Unit Trust	70,363
The Trustee for The Childcare Unit Trust	23,469
The Trustee for The Clear Family Trust	44,344
The Trustee for The Cooper Family Trust	62,270
The Trustee for The De Sylva Family Trust	66,688
The Trustee for the ES Dabbagh Family Trust	24,162
The Trustee for The GEH Family Trust	48,519
The Trustee for The Grace Early Learning Trust	135,440
The Trustee for The Harb Family Trust	372,740
The Trustee for The Inaspace Trust	461,337
The Trustee for The J & D Abraham Discretionary Trust	170,000
The Trustee for The J & J Sarkis Family Trust	207,713
The Trustee for The Karimbla Unit Trust	114,857
The Trustee for The Kassira Family Trust	30,484
The Trustee for The KEMP Khella Trust	37,556
The Trustee for The Leeward Family Trust	104,887
The Trustee for THE LITTLE KIDS (PENRITH) CHILD CARE UNIT TRUST	49,703
The Trustee for The Little Ones Early Learning Centre	45,341
The Trustee for The Little Village Trust	60,418
The Trustee for The Malek Trust	67,869
The Trustee for The Mansour Family Trust	75,975
The Trustee for The Martin Family Trust	34,522
The Trustee for The Mellino Family Trust	46,731
The Trustee for The Morbruk Unit Trust	1,826

Organisation	Amount (\$)
The Trustee for The Mota-Smith Family Trust	30,589
The Trustee for The Nemrac Family Trust	44,760
The Trustee for The Neyabotha Trust	123,331
The Trustee for The Norton Family Trust	78,522
The Trustee for The Parrish Family Trust	42,832
The Trustee for The PCH Family Trust	43,668
The Trustee for The Peeps Trust	30,676
The Trustee for The Peter Summers Trading Trust	17,560
The Trustee for The Petty Cash Unit Trust	108,188
The Trustee for The Pine Academy Family Trust	83,643
The Trustee for The PJ & NL Gray Family Trust	53,743
The Trustee for The Play & Learn Morayfield Unit Trust	75,377
The Trustee for The Re Family Trust	42,230
The Trustee for The Real Hope Trust	60,976
The Trustee for The S & T Trust	86,656
The Trustee for The S&I Trust	92,549
The Trustee for The Saint Kyrollos Family Trust	54,011
The Trustee for The Scaife Family Trust	178,882
The Trustee for The Shehata Family Trust	66,631
The Trustee for The TTJ Kim Family Trust	1,826
The Trustee for The Wade Family Trust	143,462
The Trustee for the Wondertan Family Trust	4,827
The Trustee for The Zaksaw 14 Trust	47,454
The Trustee for Thomas Fanous Unit Trust	51,753
The Trustee for Thorpe Family Trust	35,666
The Trustee for Tillys Play & Education Centre Trust	825,256

Organisation	Amount (\$)
The Trustee for Tomar Family Trust	34,872
The Trustee for Toybox Trust	12,887
The Trustee for Traub Family Trust	49,237
The Trustee for TSEL Trust	113,281
The Trustee for Twins Together Unit Trust	55,161
The Trustee for Vesia Family Unit Trust	11,792
The Trustee for Wandeen Trust	112,042
The Trustee for Waterloo CCC Unit Trust	26,081
The Trustee for Wc wd Discretionary Trust	298,189
The Trustee for Whitton Family Trust	132,476
The Trustee for Wiggles and Giggles Family Trust	28,542
The Trustee for Wiggles And Giggles Quakers Hill Family Trust	98,299
The Trustee for Willow Cottage Trust	61,721
The Trustee for Willowbee 1 Unit Trust	39,224
The Trustee for Willowbee 2 Unit Trust	48,727
The Trustee for Willy Wagtails Unit Trust	95,232
The Trustee for Worthington Family Trust	98,600
The Trustee for Ycw Childcare Trust	33,450
The Trustee for Zaksaw 2 Unit Trust	114,808
The Trustee for Zaksaw 4 Unit Trust	95,831
The Trustee for Zaksaw 7 Trust	104,790
The Trustee for Zaksaw 9 Trust	39,563
The Trustee for Zaksaw Trust	76,236
The Trustees of the Sisters of the Order of St Basil The Great	28,217
The Village Creative Education Pty Ltd	77,721
Theaslea Pty Ltd	72,854
Think Childcare Services Pty Ltd	338,252
Thirlmere Education and Care Pty Ltd	34,314
Thirlmere Pegasus Early Education Centre Pty Ltd	92,994

Organisation	Amount (\$)
Thpf Kermani Pty Ltd	64,025
Thredbo Early Childhood Centre Inc	32,912
Three Little Pigs Pty Ltd	32,227
Three Little Tigers Pty Ltd	64,996
Thrive Early Learning Centres Pty Ltd	131,227
Thrive Early Learning Pty Ltd	239,925
Thriving Darlings Early Learning Academy	31,712
Thurgoona Preschool Inc	955,494
Tick-Tock Services Pty Ltd	247,200
Tillys Play & Development Pty Ltd	335,675
Tiny Feet Pty Ltd	63,898
Tiny Footsteps Pty Ltd	19,583
Tiny Scholars Pty Ltd	29,316
Tiny Tots Kindergarten & Childcare Centre Pty Ltd	58,469
Tiny-Tots Learning Pty Ltd	45,804
To Be 0-6 Pty Ltd	156,694
Tocumwal Preschool Kindergarten Association Inc	530,929
Toddlers Palace Kindergarten Pty Ltd	61,664
Tom Thumb Kindergarten Pty Ltd	37,914
Tonyspharm Pty Ltd	78,960
Toodle Pip Pty Ltd	59,467
Tooleybuc Preschool Association Inc	269,497
Toongabbie Montessori Academy Pty Ltd	60,588
Tooraweenah Preschool Association Inc	237,519
Toormina Community Preschool Inc	831,312
Toram Pty Ltd	60,017
Toronto Community Child Care Centre Inc	79,306
Toronto Early Learning Centre Pty Ltd	76,196
Total Care Platform Pty Ltd	16,550
Totsafe Pty Ltd	101,939

Organisation	Amount (\$)
Tottenham Preschool Kindergarten Association Inc	232,254
Toukley Preschool Kindergarten Inc	931,668
Tower Preschool Inc Building Fund	166,706
Town and Country Children's Centre	52,537
Towradgi Long Day Care Centre & Kindergarten	59,938
Towri Aboriginal Corporation	73,721
Toyoor Al Jannah Pty Ltd	447,354
Toys & Tots Pre-School Pty Ltd	31,908
Treehouse Queanbeyan Inc	180,000
Treetops @ Kirrawee Pty Ltd	45,500
Tregear Presbyterian Kindergarten	1,207,854
Tren Trading Pty Ltd	74,879
Trikki Kidz Pty Ltd	43,585
Trinity Academy Pty Ltd	57,703
Trinity Childcare Pty Ltd	32,878
Trinity Early Learning Centre Pty Ltd	76,988
Trinity Preschool Orange Inc	1,779,944
Trinity Pre-School Pty Ltd	15,356
Triple Ta Pty Ltd	31,359
Tripoli And Mena Association Ltd	42,816
Trundle Children's Centre Inc	212,438
Trustee for Patil Trust	30,747
Trustees Of The Jesuit Fathers Roman Catholic Communities Lands Act NSW	67,769
Trustees of the Roman Catholic Church for the Diocese of Lismore	648,696
Trustees of the Roman Catholic Church for the Diocese of Maitland-Newcastle	1,264,004
Tumut Community Preschool Co-op Ltd	1,499,884
Tumut Kindy Early Learning Centre Pty Ltd	67,174
Tunable Falls Early Childhood Centre Inc	217,141
Tuross Little Lambs Preschool	34,694

Organisation	Amount (\$)
Turrumurra Montessori Academy Pty Ltd	52,118
Tustin Investment Trust No. 2	105,174
Tweed Heads Community Preschool Inc	323,900
Twinkle Child Care Centre Pty Ltd	23,732
Twinkle Tots Cottage Pty Ltd	41,254
Twinklestar Childcare Pty Ltd	90,488
Twiti Pty Ltd	155,291
Ulladulla Children's Centre Inc	88,420
Under Sixes Pty Ltd	94,199
United Way Australia	1,672,696
Uniting (NSW.ACT)	18,467,598
Unity Juniors Pty Ltd	145,790
Upper Hunter Community Services Inc	190,045
Upper Hunter Shire Council	60,770
Upper Macleay Preschool Inc	295,257
Uralla Preschool Kindergarten	724,399
Uranquinty Preschool Association Inc	267,771
Urunga Community Preschool Inc	720,752
Uts Child Care Inc	87,033
Valascorp Pty Ltd	81,821
Valdaena Pty Ltd	106,938
Valla Community Preschool Inc	1,140,721
Valley Preschool Inc	220,882
Vam Business Trust	220,108
Vantage Education Pty Ltd	154,259
Victoria Park Montessori Academy Pty Ltd	42,374
W. C & S Childcare Pty Ltd	48,906
Wakool Preschool Inc	184,520
Walcha Council	795,720
Walgett Preschool Kindergarten Inc	60,035
Wallsend Community Preschool	932,131
Wallum Community Preschool & Family Centre Inc	919,990

Organisation	Amount (\$)
Wampam Pty Ltd	58,247
Wangi Peter Pan Kindergarten Inc	1,366,490
Wao Pty Ltd	25,464
Waratah Early Learning Centre Pty Ltd	165,665
Warda Enterprises Pty Ltd	42,882
Warialda Preschool Inc	502,627
Warilla Baptist Church Preschool	921,115
Warners Bay Early Learning And Care Centre Inc	75,458
Warragamba Preschool Inc	1,132,163
Warragamba Silverdale Neighbourhood Centre Inc	18,124
Warren Preschool Kindergarten Inc	878,564
Warrumbungle Shire Council	1,136,673
Waterwood Group Pty Ltd	7,704
Wattle Children Services Pty Ltd	66,738
Wauchope Preschool Kindergarten Inc	980,310
Wavebond Pty Ltd	80,918
Waverley Council	253,517
Wee Care Education Pty Ltd	78,129
Wee Waa & District Preschool Association Inc	722,650
Wee Watch Pty Ltd	21,650
Weldon Children's Services	105,329
Well Balanced People Pty Ltd	36,603
Wellington Community Children's Centre	711,899
Wentworth District Preschool Playcentre Inc	326,878
Wentworth Falls Preschool Kindergarten Inc	386,619
Werris Creek and District Preschool Association Inc	310,163
Wesley Community Services Ltd	23,710
West Albury Preschool Centre Inc	1,266,460
West Bathurst Preschool Inc	1,436,293

Organisation	Amount (\$)
West Epping Preschool Association Inc	886,732
West Hoxton Childcare Pty Ltd	29,304
West Pennant Hills Child Care Centre Pty Ltd	166,137
Western Future Group Pty Ltd	42,930
Westlawn Preschool Inc	570,848
Weston Community Preschool Inc	738,551
Wetherill Park Pre School Pty Ltd	107,222
Whiz Kidz Early Learning Centre Pty Ltd	110,571
Whizzkidzz Pty Ltd	48,853
Wholechild Early Learning Pty Ltd	97,518
Wilberforce Early Learning Centre Ltd	59,447
Wilberforce Preschool Kindergarten	406,504
Willandra Road Pty Ltd	25,571
Williams Family Trading Pty Ltd	11,012
Williamtown Preschool Inc	530,128
Willoughby City Council	65,281
Willoughby Community Pre School Inc	108,532
Willow Tree Preschool Inc	216,025
Wilson Family Trust	268,620
Wilson's Creek Community Preschool	181,860
Winanga-Li ACFC	418,810
Windsor Preschool Association Inc	681,765
Windtone Pty Ltd	33,790
Wingham Preschool Ltd	2,130,212
Winifred West Schools Ltd	238,144
Winmalee Community Preschool Inc	641,429
Winston Hills Little Academics Pty Ltd	46,334
Winston Mall Children's Centre Inc	31,132
Wiradjuri Aboriginal Corporation Community And Child Care Centre	38,252
Wispsinn Pty Ltd	35,574
Wollongbar Community Preschool Inc	599,267

Organisation	Amount (\$)
Wollongong Cottage Kindergarten	35,474
Wollongong West Early Learning Centre Pty Ltd	25,029
Wombat Occasional Care Centre Inc	102,696
Wonnarua Elders Council Inc	17,250
Woodbine Neighbourhood Centre Inc	97,764
Woodenbong Preschool Kindergarten Inc	218,241
Woodgreen Early Education Centre Pty Ltd	2,500
Woodlist Pty Ltd	83,076
Woodport Early Learning Centre Pty Ltd	81,562
Woodrising Natural Learning Centre Inc	115,877
Woodville Alliance Ltd	68,432
Woolgoolga Child Care Centre Inc	93,909
Woollahra Little School	26,464
Woomera Aboriginal Corporation Albury	596,987
Woy Woy Peninsula Community Childcare Co-Operative Society Ltd	358,628
Wrsc Group Pty Ltd	107,979
Wunanbiri Preschool	688,978
Wyong Preschool Kindergarten	1,563,431
Y & M Hanna Pty Ltd	38,354
Y & R Group (Aust) Pty Ltd	88,635
Yalbillunga Boori Day Care Centre Aboriginal Corporation	160,039
Yamba Elc Pty Ltd	205,298
Yamba Preschool Kindergarten Association Inc	801,332
Yarnteen College Inc	46,719
Yarran Early Intervention Services	283,712
Yarrunga Early Learning Centre Inc	98,974
Yass Early Childhood Centre Association Inc	865,285
Yass Montessori Preschool	597,419

Organisation	Amount (\$)
Yawarra Community & Child Care Ltd	49,637
Yenda Preschool Kindergarten Inc	1,230,017
Yenu Allowah Aboriginal Corporation	47,897
Yeoval Preschool Inc	233,426
Yide Investment And Management	81,590
YMCA Aquatic Education Ltd	78,867
YNM Investments Pty Ltd	36,643
Young Child Care Centre Inc	50,706
Young Explorers Early Learning	33,448
Young Phoenix Academy Pty Ltd	70,458
Young Preschool Kindergarten	993,264
Young Scholars @ Norwest Pty Ltd	25,496
Youngies Care Centre Pty Ltd	69,469
Yoyo Co Pty Ltd	213,871
Yuyucuoglu Holdings Pty Ltd	150,306
YWCA Canberra	33,633
Z Square Pty Ltd	52,731
Zaksaw 5 Pty Ltd	57,955
Zig and Zag Long Day Care Centre	17,948
Zinnath Corporation Pty Ltd	89,313
Zuhanah Pty Ltd	53,739
Total paid in 2022-23	721,799,881

Educational Pathways Program

Improving education and career outcomes for young people by introducing NSW public high schools students to a range of vocational training and employment pathways.

Table 43: Educational Pathways Program, 2022-23

Organisation	Amount (\$)
Careers Network Inc	9,810
Central Coast Group Training Ltd	62,921
Connect Northern Rivers Inc	87,304
ECA Training Pty Ltd	27,000
HGT Australia Ltd	124,529
Hospitality Training Network Ltd	79,005
Hunternet Group Training Ltd	18,000
HVTC Pty Ltd	70,000
NHTA Trainees & Apprentices Pty Ltd	70,292
Queanbeyan Enterprise Centre Ltd	72,428
Reignited	881,925
Sydney Training and Employment Ltd	17,000
The Trustee for Recruitment Solutions Group Australia Trust	30,250
Transformational Group Training Pty Ltd	38,800
WPCGroup Ltd	14,000
Yalagan Group Training Pty Ltd	327,400
yourtown	134,077
Total paid in 2022-23	2,064,740

Educational Support Grants

Providing funding for not-for-profit organisations to deliver projects that directly support parents, carers and families for the overall purpose of achieving better educational outcomes for children, young people and learners.

Table 44: Educational Support Grants, 2022-23

Organisation	Amount (\$)
Aurora Education Foundation Ltd	114,059
Be Unstoppable Foundation Ltd	75,809
Council of Catholic School Parents	87,107
Federation of Parents and Citizens Associations of NSW	749,801
Learning Links	48,800
NSW Aboriginal Education Consultative Group Inc	104,978
NSW Parents Council Inc	68,799
The Australian Literacy and Numeracy Foundation Ltd	65,000
The Institute for Family Advocacy & Leadership Development Association Inc	98,512
The Isolated Children's Parents' Association of NSW Inc	58,704
Total paid in 2022-23	1,471,570

Group Training Organisations

Providing funding to Group Training Organisations to recruit students, assist in the commencement and completion of pre-apprenticeship or pre-traineeship training, and assist with the transition into a full-time apprenticeship or traineeship.

Table 45: Group Training Organisations, 2022-23

Organisation	Amount (\$)
ARC Group Training Ltd	155,200
Australian Training Company Ltd	27,200
Central Coast Group Training Ltd	16,600
ECA Training Pty Ltd	154,000
HGT Australia Ltd	41,200
Hunternet Group Training Ltd	13,000
Macarthur Group Training Ltd	48,200
Master Builders Association of NSW Pty Ltd	143,000
My Freight Career Pty Ltd	55,200
Skillset Ltd	41,400
The Trustee for Recruitment Solutions Group Australia Trust	57,000
Transformational Group Training Pty Ltd	13,000
Yalagan Group Training Pty Ltd	4,000
Total paid in 2022-23	769,000

Miscellaneous Education Grants

Supporting non-government organisations working with the department to improve educational outcomes in NSW.

Table 46: Miscellaneous Education Grants, 2022-23

Organisation	Amount (\$)
Australian Children's Television Foundation	159,291
Co.As.It. Italian Association of Assistance	124,671
Professional Teachers Council NSW	359,466
Schools Administrative and Support Staff Professional Association (NSW) Inc	33,164
Stewart House	264,436
Total paid in 2022-23	941,028

Momentum Social Impact Investment

Seeking to provide a three-step holistic program, including birth registration and certificate, a driver's licence program and employment services for Aboriginal and Torres Strait Islander people in North Eastern NSW.

Table 47: Momentum Social Impact Investment, 2022-23

Organisation	Amount (\$)
Real Futures Pty Ltd	1,702,341
Total paid in 2022-23	1,702,341

National Student Wellbeing Program

Supporting the wellbeing of students and school communities through pastoral care services and student support strategies.

Table 48: National Student Wellbeing Program, 2022-23

Organisation	Amount (\$)
Catholic Schools NSW Ltd	2,004,692
The Association of Independent Schools of NSW Ltd	2,450,179
Total paid in 2022-23	4,454,871

Out of School Hours Care Grants

Supporting providers to deliver affordable, flexible and quality care, to address demand and to provide access to before and after school care and vacation care for every NSW primary school child who needs it.

Table 49: Out of School Hours Care Grants, 2022-23

Organisation	Amount (\$)
3Bridges Community Ltd	80,811
Ausellakez Pty Ltd	132,373
Aussie Kids Fun & Fitness	91,869
Big Childcare Pty Ltd	110,500
Big Fat Smile Group Ltd	335,484
Bilambil Community Preschool & OOSH Inc	41,400
Black Swan Investments Pty Ltd	35,776
Bungalow Group Pty Ltd	68,762
Campbelltown City Council	22,500
Catholic Diocese of Parramatta Services Ltd	25,512
Centipede at Glebe School Inc	17,355
Cessnock Multipurpose Children's Centre Ltd	123,581
Chester Hill Neighbourhood Centre Inc	29,700
Childcare Australia United Ltd	14,737
Cuddly Bear Preschool	160,000
Cumberland Council	10,000
De Courcy Dutton Blackwood Pty Ltd	85,000
Educating Enterprises Pty Ltd	127,800
Fair Play OOSH Pty Ltd	529,828
Funkids Pty Ltd	160,000
Gale Force Advantage Pty Ltd	1,960
Greater West Childcare Ltd	114,184
Grenfell Preschool and Long Day Care Inc	10,043
Intereach Ltd	35,065

Organisation	Amount (\$)
Jackton Enterprises Pty Ltd ATF The LHW Trust and Barton LMW Pty Ltd ATF The Walton Family Trust	29,442
Jake Child Care Services Pty Ltd	160,000
KCL Family Day Care Pty Ltd	85,000
Kempsey Family Day Care Inc	39,938
Kenthurst Before and After School Care Inc	5,286
Kindy Castle Child Care Centre Pty Ltd	53,000
Koala Kids OOSH	72,268
Kreative Kidz Preschool	135,102
Kurri Kurri Community Services Ltd	43,179
Leeton Shire Council	11,200
Lithgow OSHC	57,990
Northern Rivers Community Gateway Inc	75,000
Nurruby Children's Services Inc	50,000
OOSH Care Pty Ltd ATF OOSH Care Trust	15,500
Penrith City Council	117,762
Police Citizens Youth Clubs NSW Ltd	386,646
Port Macquarie Neighbourhood Centre Inc	114,500
Richards Family Trust	41,636
Richmond Before & After School Care Association Inc	11,000
Snugglepot Day Care Centre Inc	70,691
Team Holiday Pty Ltd	62,648
The Girls & Boys Brigade	42,450
The Trustee for E & S Bridger Family Trust	85,200
The Trustee for Grafton OOSH Trust	60,120
The Trustee for NorthWest Community Trust	7,000
The Trustee for The Kooyman Family Trust	189,527
TheirCare Pty Ltd	530,070

Refugee Employment Support Program

Addressing refugees' and asylum seekers' challenges in finding long-term skilled employment opportunities.

Table 51: Refugee Employment Support Program, 2022-23

Organisation	Amount (\$)
Host International Ltd	201,825
Ignite Ltd	19,000
Settlement Services International Ltd	2,609,866
Total paid in 2022-23	2,830,691

Organisation	Amount (\$)
Thrive OSHC Pty Ltd	169,795
Tomaree Community College Inc	131,564
Tottenham Pre-School Kindergarten Association Inc	34,155
Trustees of the Roman Catholic Church for the Diocese Of Maitland-Newcastle	17,741
Waratah OOSH Centre	160,000
Warragamba Silverdale Neighbourhood Centre Inc	130,000
Weldon Children's Services	80,000
Western Future Group Pty Ltd	160,000
Wild Care	84,960
Young Men's Christian Association of Sydney	85,000
Total paid in 2022-23	5,969,610

Productivity Bootcamp

Providing training to increase job skills and employability for young people.

Table 50: Productivity Bootcamp, 2022-23

Organisation	Amount (\$)
Productivity Bootcamp Pty Ltd	1,270,881
Total paid in 2022-23	1,270,881

Regional Conservatorium Grants Program

Offering a wide range of music education, training, performance and engagement opportunities for schools, students and community members in regional, rural and remote areas, by catering for learners, performers and audiences of all ages, interests and abilities.

Table 52: Regional Conservatorium Grants Program, 2022-23

Organisation	Amount (\$)
Central Coast Conservatorium of Music Inc	521,342
Clarence Valley Conservatorium Inc	420,128
Coffs Harbour Regional Conservatorium	420,128
Gunnedah Conservatorium	420,128
Hume Conservatorium of Music Ltd	486,458
Macquarie Conservatorium of Music Inc	452,210
Mitchell Conservatorium Inc	486,458
Murray Conservatorium Inc	521,342
New England Conservatorium of Music Ltd	521,342
Orange Regional Conservatorium Inc	452,210
Riverina Conservatorium of Music Ltd	486,458
South West Music Ltd	521,342
Tamworth Regional Conservatorium of Music Ltd	420,128
The Northern Rivers Conservatorium Arts Centre Inc	452,210
Upper Hunter Conservatorium of Music Inc	452,210
Wollongong Conservatorium of Music Ltd	521,342
Young Regional Conservatorium Inc	420,128
Total paid in 2022-23	7,975,564

Regional Industry Education Partnership

Strengthening connections between local industry and secondary school communities and helping students plan their future career pathways.

Table 53: Regional Industry Education Partnership, 2022-23

Organisation	Amount (\$)
Albury Wodonga Careers Advisers Association	10,275
Ashtrail Pty Ltd	40,000
Australian Training Company Ltd	10,000
BRBM Pty Ltd	3,500
Bricklaying Education Australia Pty Ltd	12,300
Care Bootcamp Australia	23,920
Careers Advisers Association of NSW & ACT Inc	98,500
Central Coast Community College	18,000
Central Coast Industry Connect Ltd	11,000
Chevalier College	15,000
Cloudten Pty Ltd	83,970
Committee for Wagga Inc	16,000
Construction Trade Qualifications Pty Ltd	47,880
Corpus Christi Catholic High School Building Fund	11,385
CUC Macleay Valley Ltd	12,512
Design - Learning - Inspection Pty Ltd	28,000
Dress for Success Sydney Inc	12,700
Dubbo R S L Memorial Club Ltd	30,058
E.P Ehsman & J.D Ehsman & Paul Ehsman Family Trust	6,000
Edgedvr Consulting Pty Ltd	20,000
Eurobodalla Shire Council	10,000
Food Futures Company Pty Ltd	17,500
Foundation for Education and Training Ltd	3,000

Organisation	Amount (\$)
Future Gen Foundation Ltd	12,950
Galmatic Pty Ltd	18,800
Getset Inc	21,452
Girls On Fire Inc	81,900
Greater Visuals	40,580
Grok Academy Ltd	4,133
Gumaraa Aboriginal Experience Pty Ltd	1,000
HR Culture Pty Ltd	5,000
Humans of Agriculture Pty Ltd	10,000
Hunter Plant Operator Training School Ltd	12,000
Instrumental Technical Services	2,960
Intercept Group Pty Ltd	4,400
Intracaptives Pty Ltd	6,000
James Sheahan Catholic High School - Orange	8,909
Joblink Plus Ltd	28,900
Macquarie Darling Work Placement Inc	67,398
Martins Albury Pty Ltd	5,760
Media for Millennials	90,010
Metro Assist Ltd	7,900
Mid Coast Connect Inc	6,000
Mid Coast Dairy Advancement Group Inc	12,000
Mid North Coast Community College Ltd	25,600
MONKA Pty Ltd	18,000
Moree & District Services Club Ltd	20,994
Murray Mallee Training Company Ltd	26,642
National Aboriginal Sporting Chance Academy	9,091
Nexgen Codecamp Pty Ltd	10,600
Northern Beaches Community College Ltd	11,000
Northern Rivers VET In Schools Consortium Inc	16,908

Organisation	Amount (\$)
NSW Business Chamber Ltd	50,000
Nursery & Garden Industry NSW & ACT Ltd	17,000
P & J Wade Pty Ltd	40,000
Police Citizens Youth Clubs NSW Ltd	22,650
Prodigy Learning (Australia) Pty Ltd	70,000
Project School Pty Ltd	6,940
R.J Cunningham & S.N Cunningham	1,091
Racing New South Wales	15,000
Regional Development Australia -Far West	8,000
Regional Development Australia - Northern Inland	53,000
Regional Youth Support Services Inc	10,000
Royal Life Saving Society of Australia (New South Wales Branch)	44,890
Schofield Flying Club Ltd	4,552
Secret Harvest Pty Ltd	1,920
Sevenmile Ltd	74,552
Shoretrack Ltd	100,051
Skill Engineering Pty Ltd	19,790
Skills Lab Pty Ltd	18,500
Slad Pty Ltd	24,500
St Nicholas Early Education	16,290
Statewide Business Training Pty Ltd	5,030
Superior Training Centre Pty Ltd	15,400
Supporting and Linking Tradeswomen Inc	11,000
Sureway Skills Training Pty Ltd	3,000
Surf Life Savings Services Pty Ltd	34,300
Sutherland Ben (Business Education Network) Inc	5,164
Suzy Miller Pty Ltd	27,500
Tablelands Builders Pty Ltd	6,300
Tamworth Community College Inc	17,658

Organisation	Amount (\$)
Taronga Conservation Society Australia	11,197
The Illawarra ITeC Ltd	195,420
The Management Edge Pty Ltd	13,800
The Smith Family	39,501
The Trustee for A & C Spencer Family Settlement	21,518
The Trustee for Creating Chances Trust	5,000
The Trustee for Edii Unit Trust	5,681
The Trustee for Elastic Studios Business Trust	150,000
The Trustee for Millard Family Trust	21,518
The Trustee for The LDTG Trust	57,000
Trissig Pty Ltd	18,705
Wheely Gourmet	6,000
William Angliss Institute of Technical and Further Education	4,400
WPC Group Ltd	12,950
Yep Careers Pty Ltd	50,340
Young Change Agents Ltd	4,800
Zoom Photography & Video Productions Pty Ltd	14,002
Total paid in 2022-23	2,484,297

Regional Study Hubs

Funding the development of 5 new regional study hubs from 2019 to 2023.

Table 54: Regional Study Hubs, 2022-23

Organisation	Amount (\$)
Country Universities Centre	1,510,500
Total paid in 2022-23	1,510,500

School Leadership Management Grants

Supporting the peak advisory bodies for principals of secondary and primary schools across the state.

Table 55: School Leadership Management Grants, 2022-23

Organisation	Amount (\$)
NSW Primary Principals' Association	240,375
NSW Secondary Principals' Council	232,509
Special Education Principals and Leaders Association NSW Inc	50,000
Total paid in 2022-23	522,884

Smart and Skilled Thin Market Program

Supporting the delivery of training to NSW residents who would otherwise not be able to access subsidised training due to their location or the small size of the cohort.

Table 56: Smart and Skilled Thin Market Program, 2022-23

Organisation	Amount (\$)
Community Colleges Australia Ltd	47,870
Robinson Education Centre Ltd	14,759
Total paid in 2022-23	62,629

Special Education Grant-In-Aid

Funding specific projects that provide support for parents regarding the education of their children with disability or learning difficulties.

Table 57: Special Education Grant-In-Aid, 2022-23

Organisation	Amount (\$)
Learning Difficulties Coalition of NSW Inc	30,525
Total paid in 2022-23	30,525

Sticking Together Project

Supporting disadvantaged young people aged 18-24, to secure and maintain employment by helping them develop work readiness skills and capabilities.

Table 58: Sticking Together Project, 2022-23

Organisation	Amount (\$)
SYC Ltd	1,551,733
Total paid in 2022-23	1,551,733

Talent Development Project

Providing an opportunity to gain advice and assistance from professional entertainers for gifted and high performance students in Years 10-12 in NSW public schools who aspire to a career in the music and entertainment industry.

Table 59: Talent Development Project, 2022-23

Organisation	Amount (\$)
Talent Development Project Inc	319,914
Total paid in 2022-23	319,914

Trade Pathways Program

Assisting unqualified trade workers with trade skills and work experience to gain a trade qualification.

Table 60: Trade Pathways Program, 2022-23

Organisation	Amount (\$)
5 Star Training & Consulting Pty Ltd	5,214
Apprentices Trainees Employment Ltd	114,750
Australian Construction Training Services Pty Ltd	9,402
Australian Meat Processor Corporation Ltd	128,490
Australian Training Company Ltd	6,000
B Cook & T.L Welch	4,030
Bamara Pty Ltd	104,453

Organisation	Amount (\$)
Bricklaying Education Australia Pty Ltd	22,094
Business Education Network Inc	5,993
Central Coast Community College	9,990
Central Coast Group Training Ltd	148,625
Civil Contractors Federation New South Wales Ltd	65,658
Construction Trade Qualifications Pty Ltd	55,222
CPB Contractors Pty Ltd	150,000
CTPM Australasia Pty Ltd	363,069
Cumberland Council	119,850
D P Training Pty Ltd	96,734
Dickens Assessment and Training Services Pty Ltd	84,694
ECA Training Pty Ltd	37,395
Engineering Training Australia Pty Ltd	5,143
Evolution-Systems for Training & Development Pty Ltd	5,465
FCIA Training Academy Ltd	29,674
Focal Holdings Pty Ltd	23,320
Get Handy Workshops & Training Pty Ltd	34,178
Health & Safety Advisory Service Pty Ltd	166,973
HGT Australia Ltd	41,300
Housing Industry Association Ltd	105,000
Hunternet Group Training Ltd	3,000
Kevesther Pty Ltd	303,850
MAS National Ltd	147,250
Master Builders Association of New South Wales Pty Ltd	115,400
MEGT (Australia) Ltd	30,400
MIGAS Ltd	67,050
Multiplex Constructions Pty Ltd	73,500
Muslim Women Australia	6,000
My Trade Start Pty Ltd	76,439

Organisation	Amount (\$)
Richmond Valley Council	2,550
Settlement Services International Ltd	120,178
Sistership Training Pty Ltd	81,920
Skillset Ltd	154,659
Skylinc Pty Ltd	19,042
Slad Pty Ltd	89,219
Supporting and Linking Tradeswomen Inc	138,919
The Association of Wall & Ceiling Industries of NSW	68,286
The Quality Training and Hospitality College Pty Ltd	77,168
The Trustee for Recruitment Solutions Group Australia Trust	124,200
The Trustee for The LDTG Trust	184,007
Trans-Plant Training Pty Ltd	142,750
Western Sydney Women Pty Ltd	71,150
Total paid in 2022-23	4,039,653

Western Flood Relief

Supporting communities in Western NSW that have been severely impacted by flooding.

Table 61: Western Flood Relief, 2022-23

Organisation	Amount (\$)
Australian Agricultural Training Pty Ltd	10,000
Community College-Northern Inland Inc	10,000
Gomerai Education and Training Pty Ltd	100,000
Integral Skills Pty Ltd	10,000
Kreate Pty Ltd	10,000
NSWALC Employment & Training Ltd	150,000
Sureway Skills Training Pty Ltd	10,000
Train 365 Indigenous Corporation	10,000
VERTO Ltd	10,000
Total paid in 2022-23	320,000

Wellbeing Grants

Funding for projects and activities which aims at improving safety and healthy lifestyles for students.

Table 62: Wellbeing Grants, 2022-23

Organisation	Amount (\$)
FoodBank NSW & ACT Ltd	3,020,000
Life Education NSW Ltd	409,000
Total paid in 2022-23	3,429,000

Women in Construction

Funding for a minimum of 15 Project Officers embedded in industry to trial new employment targets for women in trade and non-traditional construction roles.

Table 63: Women in Construction, 2022-23

Organisation	Amount (\$)
Roberts Co (NSW) Pty Ltd	150,000
Total paid in 2022-23	150,000

Youth Employment Social Impact

Providing funding to social enterprises and social impact organisations who support young people with multiple or complex barriers to employment by developing work readiness skills, and find and sustain employment.

Table 64: Youth Employment Social Impact, 2022-23

Organisation	Amount (\$)
BackTrack Youth Works Ltd	71,550
Whitelion Youth Agency Ltd	75,340
yourtown	78,946
Total paid in 2022-23	225,836

Sustainability

Our commitment to sustainability

We strive to deliver quality education outcomes while protecting the environment, contributing to economic prosperity and helping our communities to thrive.

Our 5 sustainability priorities



Unlock human potential

Empower each person with the health, wellbeing, confidence, creativity and resources to succeed.



Foster connections

Embed respect and caring for Country, nature, history, diversity and community.



Act on climate change

Achieve net zero CO₂e emissions.



Consume responsibly

Operate efficiently, design out waste & uphold high labour and environmental standards in our supply chain.



Build resilience

Equip school communities to withstand and adapt to change.

Areas where we can make a significant impact

The department can lead in key areas of sustainability. Every day, millions of people interact with us as an education provider and government agency.

Our influence extends past the school gates into our local communities, to the wider education sector and beyond.



Preparing young people

Equipping young people to respond effectively to emerging challenges, today and in the future.

Our culture

Empowering our students, staff and school communities to innovate and apply sustainability principles and innovation.



Built environment

With more than 2,200 schools across NSW, even small improvements in school design, construction and operation result in big outcomes.

Spend

Influencing supply chains by sourcing goods and services that are sustainable and ethical.



Reach

Leveraging our network to boost our impact through engagement, research and partnerships.

4 We eliminate resource waste

- Deliver funded efficiency (energy, water and waste) programs.
- Shift to more proactive maintenance programs.
- Explore resource efficiency opportunities across our assets.
- Research our role in the circular economy.



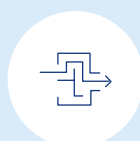
5 We are net zero emissions in operation

- Develop a roadmap towards net zero emissions in operations by 2030.
- Deliver funded renewable energy pilot and projects.
- Align design and performance standards for new schools to this goal.



6 We have a robust plan for adaptation

- Define our approach to resilience and integrate it into our decision-making and operations.
- Develop initial plan for responding to climate change risks.
- Deliver our commitments under the Greening our City Secretaries' Pledge.



7 We demonstrate leadership by investing in innovation

- Establish a sustainability innovation fund for real-life demonstration projects.
- Contribute to cross-government sustainability strategies, policy reforms and programs.



8 Department staff confidently contribute to our sustainability priorities

- Develop and deliver collaboration and learning opportunities.
- Celebrate successes and recognise contributions.
- Align procurement policies and practices with our sustainability priorities.



9 We measure our social & environmental impact

- Develop metrics and baseline our performance.
- Establish an approach for measuring social impact.
- Mandate that all new schools and upgraded buildings (\geq \$10M) are in the top 2 bands in industry sustainability ratings, where possible.
- Collect social and environmental impacts from suppliers and contractors.
- Assess our performance through regular and transparent reporting.



Our sustainability priorities

The department recognises its responsibility to make real and lasting sustainability change. We strive to deliver quality education outcomes and help our school communities through our 5 sustainability priorities.

Priority 1: Unlock human potential

From January to June 2023, 3 new school building projects achieved 4 Star Green Star Buildings certification from the Green Building Council of Australia. The certification encourages the creation of new buildings that are green, healthy, liveable and sustainable. The department now has 5 schools certified, with a further 112 ongoing projects to be submitted for certification in the future.

We also provide schools with practical resources via the Sustainable Schools Grants Program. The

program offers NSW public schools and preschools up to \$15,000 for student-led environmental initiatives. These grants help teachers, students and school communities fund a range of projects, from those that save energy or water, to those that reduce waste or improve biodiversity. From January to June 2023, the department awarded 164 grants.

Connecting Threads at Coledale Public School

Connecting Threads is a uniform and textile upcycling initiative at Coledale Public School, funded through the Sustainable Schools Grant Program. Connecting Threads educates the school community on the challenges of textile recycling and possible solutions, such as turning waste into construction materials and furniture. As well as creating large scale artworks made from recycled textiles, the school has been working with Coledale Hospital to develop sensory aids for dementia patients.



Image: Nangamay Public School, which recently achieved a 4 Star Green Star Buildings certification.

Priority 2: Foster connections

The department launched the Innovate Reconciliation Action Plan in May 2023, acknowledging that each person in the department has a role to play in reconciliation. The plan outlines bold, measurable actions to improve outcomes for Aboriginal and/or Torres Strait Islander students, staff and communities.

The Share Our Space program continued providing access to school facilities to support local communities and increase the utilisation of schools' assets year-round. This program places schools at the centre of the community and increases access to sports courts, ovals, gardens and playgrounds.

From January to June 2023, Share Our Space opened 1,683 schools for the community to enjoy. Along with local councils, state sporting associations and not-for-profit partners, more than 100 free activities have taken place with over 1,650 participants.

Holiday cricket at Bexley North Public School

Share Our Space partnered with Cricket NSW at Bexley North Public School during the autumn school holidays to run an introduction to cricket session for 5 to 12 year-old children. The event attracted 80 registrations with positive feedback from parents and carers. The high level of engagement led to the inclusion of Share Our Space in Cricket NSW's growth strategy.

Priority 3: Act on climate change

The department is working towards net zero emissions in operations by 2030, with respect to Scope 1 (physically direct emissions) and Scope 2 (indirect emissions produced to generate the power used by the department) emissions. We are also developing future targets for relevant Scope 3 indirect emissions.

We are measuring our progress towards achieving net zero emissions in operations through the development of a greenhouse gas inventory. The next stage is to evaluate a broad range of emissions reduction opportunities to identify future actions.

The department also supports the government's transition plan for a lower carbon economy.

Priority 4: Consume responsibly

The LED Upgrade Program concluded in June 2023 as scheduled. The program delivered energy savings by replacing inefficient fluorescent lights with efficient LED lights. From January to June 2023, the program supplied LED lighting upgrades to 851 schools, resulting in 4,474 MWh of energy savings. Overall, the program installed more than 437,500 LED lights across 1,842 NSW public schools, saving over 19,700 MWh in power usage per year.

Through the Smart Energy Schools Pilot Project, 18 NSW public schools were scoped to join the Virtual Power Plant (VPP) trial in March 2023. As of 30 June 2023, a total of 79 schools will now test the use of solar and battery energy storage systems, demand response controls in air conditioning, and the operation of a school based VPP. The 31 systems in operation from January to June 2023 generated more than 490 MWh of solar energy, saving around \$85,000 in electricity costs and reducing the carbon component of electricity consumption at the schools by an average of 34%.

Priority 5: Build resilience

As part of the NSW Climate Change Adaptation Strategy, the department commenced recruitment for a climate change risk officer. The role, in partnership with the Office of Energy and Climate Change, will enable the department to conduct climate risk assessments, develop climate resilience measures and uplift climate risk capabilities.

We have also integrated sustainability outcomes into standard Modern Method of Construction products. Our designs undergo predictive modelling so that performance measures, such as energy performance, indoor environment quality and thermal comfort, satisfy rigorous criteria. This work looks at other factors including climate zone (school location across the state), number of storeys, levels of insulation, and building orientations and the resulting shading requirements.

Workforce diversity

Diversity and inclusion governance and resourcing

The department's diversity and inclusion team in the People Group reports on diversity and inclusion related priorities and commitments to the Support Service Sub-Executive and works closely with staff diversity networks.

Women at work

Women made up 59.4% of senior leadership roles across the department in 2022 and we are on track to achieve our own stretch target of 60% by 2025. Data was not available for January to June 2023 as it is normally collected in September each year.

In some areas we substantially exceed the target. For example, women hold 83.5% of assistant principal roles and 81.9% of deputy principal roles in primary education.

In 2023, the department:

- encouraged and supported women to participate in centrally coordinated leadership and executive development programs
- sponsored attendance at the 2023 Women of Colour Leadership and Allyship Summit.

Aboriginal employees

Aboriginal employees represented 4.6% of our staff and 2.7% of our senior leadership roles in 2022. Data was not available for January to June 2023 as it is normally collected in September each year.

In 2023, the department:

- continued to develop a 10-year Aboriginal Workforce and Leadership Strategy
- developed the department's second Reconciliation Action Plan, which aims to advance reconciliation between Aboriginal and non-Aboriginal people and focuses on making our department a culturally safe place to work
- supported career development for Aboriginal people in leadership roles through programs including the Jannnawi and Dyiraamalang mentoring programs
- provided ongoing advice, advocacy and support to Aboriginal and non-Aboriginal employees and community members through the Aboriginal Programs team
- delivered focused, individual case-managed support for Aboriginal staff
- recruited teachers of Aboriginal descent to permanent teaching positions through a staffing agreement between the department and the NSW Teachers Federation, which gives priority to employing Aboriginal teachers in NSW public schools. More than 1,626 teachers and leaders of Aboriginal descent were employed at the end of 2022
- funded aspirant Aboriginal employees to undertake professional development and leadership opportunities
- delivered virtual Yarn Up sessions across NSW, in consultation with schools and Aboriginal communities, to promote employment, career and recruitment pathways including identified positions in NSW public schools and identified corporate roles
- worked in partnership with the NSW Aboriginal Education Consultative Group to support the recruitment of Aboriginal people
- supported senior corporate leaders to attend Connecting to Country Cultural Awareness workshops.

Employees with disability

People with disability made up 2.9% of the department's workforce in 2022. Data was not available for January to June 2023 as it is normally collected in September each year.

In 2023, the department:

- continued to support the diversity and inclusion team to provide ongoing advice, advocacy and support to staff with disability
- provided program support through the diversity and inclusion team for project teams undertaking Disability Inclusion Action Plan projects
- delivered Disability Recognition Month, a month-long communications campaign to celebrate and educate staff on disability inclusion
- maintained its relationship and membership with the Australian Network on Disability
- supported the Disability Employee Network through the Diversity Inclusion and Belonging Strategy
- participated in and contributed to work undertaken across the public sector to improve the experience of staff with disability
- participated in the first NSW Public Sector Disability Actions Steering Committee.

Culturally and linguistically diverse staff

Staff whose first language spoken as a child was not English represented 12% of the department's workforce in 2022. Data was not available for January to June 2023 as it is normally collected in September each year.

In 2023, the department:

- promoted Harmony Day and encouraged schools and workplaces to host local events and initiatives
- continued developing a department-wide Anti-Racism Strategy
- supported the growth of the Culturally and Linguistically Diverse Staff Network.

LGBTQIA+ employees

Data on staff diversity collected through a voluntary survey indicated LGBTQIA+ employees represented 4% of the department's workforce in 2022. Data was not available for January to June 2023 as it is normally collected in September each year.

In 2023, the department:

- participated for the first time in the Sydney Gay and Lesbian Mardi Gras
- participated in the Pride in Diversity Australian Workplace Equality Index benchmarking exercise
- held an online staff event for the International Day Against Homophobia, Biphobia, Interphobia and Transphobia
- consulted with gender diverse staff on the development of a Gender Affirmation Procedure.

Work health and safety

During the first half of 2023, the department continued to support the safety and continuity of education for our staff and students.

The department's new Work Health and Safety (WHS) Strategy 2023-2026 aims to embed a transformational health, safety and wellbeing culture that enables our staff and students to thrive, and supports organisational, staff and student resilience.

From January to June 2023, the department continued to support our school communities through the delivery of practical health and safety programs and initiatives.

The department:

- implemented a streamlined WHS Management Program to support compliance and continuous improvement in workplace health and safety performance
- commenced co-design of the department's Staff Wellbeing Strategy, which aims to improve the wellbeing of all staff working in education including schools, early childhood settings and school support divisions
- extended staff wellbeing supports to all casual employees working for the department
- provided intensive flood recovery staff wellbeing counselling supports for impacted school communities in northern, central and western NSW
- established a taskforce to address occupational violence in education focusing on building a culture within our school communities of respect and includes prevention, early intervention and support measures
- provided ongoing COVID-19 advice and guidance in conjunction with NSW Health
- supported schools planning, preparing, responding and recovering from emergencies and critical incidents including significant storms, floods and bushfires
- updated all NSW public schools' bushfire and grassfire risk ratings to support school preparedness for the upcoming 2023-24 bushfire season
- established the Crisis Response and Recovery Unit as an enduring unit in the Health, Safety and Staff Wellbeing Directorate to support the department's planning, preparedness, response and recovery capabilities
- following revision of the department's Return to Work Program in October 2022, commenced review of the Early Intervention Program to strengthen and foster greater understanding of the importance and practice of early intervention in leading to better health and recovery outcomes for staff and in minimising the impact and duration of injury/illness on schools and workplaces.

Table 65: Number of workers compensation claims, lost time and claims costs, 2018-19 to 2022-23

Category	2018-19	2019-20	2020-21	2021-22	2022-23
Total claims	4,880	4,121	4,731	4,533	6,118
Total hours paid	547,407	538,932	752,135	*492,812	596,224
Number of claims with lost time	2,531	2,460	2,986	2,954	3,938

Source: Icare NSW.

Notes: *Data relating to 'Total hours paid' between April 2022 to August 2022 is not available due to the department transitioning from a legacy incident case management system during this period. Icare NSW is now the source data relied upon for 'Total hours paid.' The increase in 'Total claims' for 2022-23 is attributed to COVID-19. There were 1,405 COVID-19 claims reported in this financial year. The increase in 'Total hours paid' and the 'Number of claims with time lost' can also be attributed to COVID-19 claims.

Important: The rehabilitation provider data, that is, the number of cases where a rehabilitation provider is engaged, the cost of their engagement in that year and then the average cost of each of the cases with rehabilitation was relevant 10+ years ago however is no longer relevant when considering agency performance and also not comparable to other agency annual reports. More accurate performance measures which are comparable year on year include total claims, lost productivity and number of claims with time lost as noted above.

Challenges and future directions

The department continues to strengthen our health, safety and wellbeing culture by focusing on proactive risk management including psychosocial risk management, injury prevention, continuous improvement, effective performance monitoring leveraging data analytics, and strong support for staff wellbeing. This will be driven through implementation of the department's Work Health and Safety (WHS) Strategy 2023-2026.

Work health and safety prosecutions

The department had no prosecutions under the *Work Health and Safety Act 2011* from 1 January to 30 June 2023.

Prevention of modern slavery

The department is implementing the *Modern Slavery Act 2018* requirements in a structured way, initially targeting the categories of highest risk. The department had no issues raised by the Anti-slavery Commissioner between January and June 2023.

In high-risk procurement activities, conditions of participation relating to modern slavery risk mitigation, remediation and due diligence are included.

We require businesses to work with the NSW Government to address modern slavery risks in their operations and supply chains. Additionally, we include specific modern slavery criteria as part of the procurement process to better understand a potential supplier's responsible business practices, including a description of their supply chain and how the business identifies modern slavery.

The department is reviewing the contracting arrangements for cleaning services in NSW public schools.

The department also updated all its contracts to ensure that modern slavery clauses are included, making all contracted organisations accountable.

Financial performance

Financial highlights

The department’s Statement of Comprehensive Income for the year ended 30 June 2023 reports a net result that was \$600.4 million lower than the original budget allocation set by NSW Treasury for the financial year. The variance includes lower revenue of \$420 million and higher expenses excluding losses of \$157.9 million.

The lower revenue is mainly due to \$608.7 million less appropriation revenue offset by \$49.4 million in higher sale of goods and services and \$33.5 million in higher acceptance by the Crown Entity of employee benefits and other liabilities revenue.

The higher expenses excluding losses of \$157.9 million is mainly due to \$70.8 million in higher employee-related expenses and \$392.3 million in higher operating expenses. This is offset by \$392.8 million less in grants and subsidies and outlined in Note 24 of the financial statements.

The department’s full-year capital outgoings for 2022-23 was \$2.2 billion for works in progress and completed.

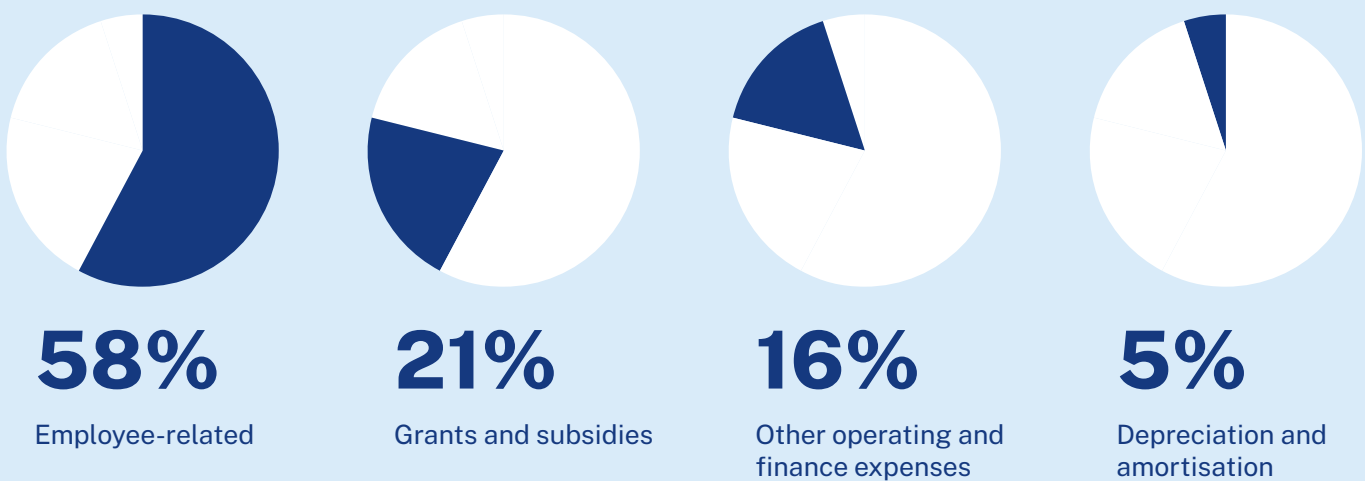
Based on the combined operating expenses and capital outgoings above, NSW Treasury assessed the department as achieving its overall budget responsibilities in 2022-23.

Expenses

Approximately 58% (\$13.1 billion) of expenses incurred during 2022-23 were employee related. Most of these expenses were salaries for teachers and other essential staff who supported the delivery of education in NSW public schools.

For 2022-23, other operating and finance expenses comprised approximately 16% of total expenses (\$3.8 billion). These expenses include approximately \$401.6 million in cleaning expenses, \$570.4 million in school operating expenses, and \$930.6 million in maintenance-related expenses.

Figure 1: Expenses by category for 2022-23



Note: Figures subject to rounding.

Grants and subsidies also supported the provision of education and related services, with around 21% of total expenses (\$4.7 billion) provided in 2022-23.

Grants and subsidies continued to support the early childhood, non-government school, and skilled and employable workforce sectors, as outlined in Note 2(d) of the financial statements.

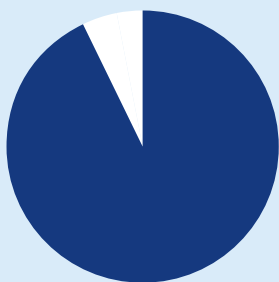
Revenue

Most of the department's revenue is through appropriation, which totalled \$21.9 billion in 2022-23. This represents approximately 93% of the department's total 2022-23 revenue.

The sale of goods and services, interest revenue, grants and contributions, Crown-accepted employee benefits and other revenue made up approximately 7% (over \$1.6 billion) of the department's total revenue in 2022-23.

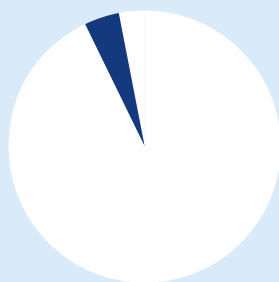
Note 3 of the financial statements provides details of revenue sources for the department.

Figure 2: Revenue by category for 2022-23



93%

Appropriation



4%

Grants and contributions, Crown-accepted employee benefits



3%

Sale of goods and services, interest revenue and other revenue

Note: Figures subject to rounding.

Net assets

The department's net assets as at 30 June 2023 were \$41.8 billion. This comprised approximately \$44.9 billion of assets, offset by total liabilities of \$3.1 billion. The net assets were approximately represented by accumulated funds of \$18.5 billion and an asset revaluation reserve of \$23.3 billion.

Machinery of government costs

The department had no machinery of government changes or costs from 1 January to 30 June 2023.



INDEPENDENT AUDITOR'S REPORT

Department of Education

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of the Department of Education (the Department), which comprise the Statement by the Accountable Authority, the Statement of Comprehensive Income for the year ended 30 June 2023, the Statement of Financial Position as at 30 June 2023, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, notes comprising a Statement of Significant Accounting Policies, and other explanatory information.

In my opinion, the financial statements:

- has been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2018* (GSF Regulation) and the Treasurer's Directions
- presents fairly the Department's financial position, financial performance and cash flows.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Department in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements for the year ended 30 June 2023. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon. I do not provide a separate opinion on these matters. I have determined the matters described below to be the key audit matters to be communicated in my report.

Key Audit Matter	How my audit addressed the matter
Fair value measurement of land, buildings and improvement assets	
<p>At 30 June 2023, the Department's statement of financial position reported \$42.5 billion in land, buildings and improvement assets measured at fair value. The closing balance of land, buildings and improvement assets includes a net revaluation increment of \$1.9 billion recorded during the year ended 30 June 2023.</p> <p>I considered this to be a key audit matter because of the:</p> <ul style="list-style-type: none">• financial significance of the land, buildings and improvement asset balances to the Department's statement of financial position as at 30 June 2023• extent of significant management judgements underpinning key assumptions used in the valuation process• sensitivity of fair value to changes in key assumptions• specialised and unique nature of the assets impacting on judgement and complexities in applying AASB 13 'Fair Value Measurement' requirements. <p>Details of the valuation techniques, inputs and processes for property, plant and equipment are disclosed in Notes 12 and Note 15 of the financial statements.</p>	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none">• obtained an understanding of management's approach to estimating the fair value of land, buildings and improvement assets• assessed the competency, capability and objectivity of experts engaged by management• assessed the sufficiency and appropriateness of the valuation methodology used and the key assumptions and judgements adopted• assessed the sufficiency and appropriateness of management's fair value assessment against the requirements of applicable Australian Accounting Standards• assessed the adequacy of the financial statement adjustments and disclosures against the requirements of the Australian Accounting Standards.
Employee related expenses	
<p>For the financial year ended 30 June 2023, the Department's statement of comprehensive income reported \$13.1 billion in employee related expenses.</p> <p>I considered this to be a key audit matter because of the:</p> <ul style="list-style-type: none">• financial significance of employee related expenses to the Department's statement of comprehensive income for the financial year ended 30 June 2023• geographical spread of the Department's workforce• high volume of transactions processed by its information system• size and complexity of the remuneration structures, including the diversity and number of industrial staff awards affecting remuneration, work hours, rates and allowances, and other conditions of employment.	<p>Key audit procedures included the following:</p> <ul style="list-style-type: none">• evaluated and tested on a sample basis, the design, implementation and operating effectiveness of key controls over payroll processes and systems• obtained personnel records for a sample of employees and agreed their recorded employment details, including relevant award types and conditions in calculating the payroll costs• agreed the list of pay rates in the system to the relevant industrial staff awards.

Key Audit Matter**How my audit addressed the matter**

The subclassification of employee related expenses is presented in Note 2(a) of the financial statements.

The Secretary's Responsibilities for the Financial Statements

The Secretary is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and Treasurer's Directions. The Secretary's responsibility also includes such internal control as the Secretary determines is necessary to enable the preparation and fair presentation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Secretary is responsible for assessing the Department's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

A description of my responsibilities for the audit of the financial statements is located at the Auditing and Assurance Standards Board website at: www.auasb.gov.au/auditors_responsibilities/ar6.pdf. The description forms part of my auditor's report.

The scope of my audit does not include, nor provide assurance:

- that the Department carried out its activities effectively, efficiently and economically
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where it may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Lawrissa Chan
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

9 October 2023
SYDNEY

Financial statements

For the financial year ended 30 June 2023

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DEPARTMENT OF EDUCATION

Financial statements

For the financial year ended 30 June 2023

STATEMENT BY THE ACCOUNTABLE AUTHORITY

Pursuant to Section 7.6(4) of the *Government Sector Finance Act 2018* ('the Act'), I state that these financial statements:

- have been prepared in accordance with the Australian Accounting Standards and the applicable requirements of the Act, the *Government Sector Finance Regulation 2018* and the Treasurer's directions, and
- present fairly the department's financial position, financial performance and cash flows.



Secretary

NSW Department of Education

6 October 2023

DEPARTMENT OF EDUCATION

Statement of Comprehensive Income for the financial year ended 30 June 2023

		Budget	Actual	Restated
		2023	2023	2022 ¹
	Notes	\$'000	\$'000	\$'000
Expenses excluding losses				
Employee related expenses	2(a)	12,983,118	13,053,953	11,472,001
Operating expenses	2(b)	3,347,575	3,739,840	3,164,899
Depreciation and amortisation ¹	2(c)	1,002,451	1,071,983	842,633
Grants and subsidies	2(d)	5,098,696	4,705,855	4,394,728
Finance costs	2(e)	12,800	17,133	22,312
Other expenses		1,788	15,522	690
Total expenses excluding losses ¹		22,446,428	22,604,286	19,897,263
Revenue				
Appropriation	3(a)	22,508,149	21,899,488	19,470,000
Sale of goods and services				
from contracts with customers	3(b)	413,532	462,934	278,075
Interest revenue	3(c)	4,351	23,869	1,304
Grants and other contributions	3(d)	368,988	396,300	556,082
Acceptance by the Crown Entity of employee benefits and other liabilities	3(e)	516,123	549,591	18,340
Other revenue	3(f)	158,138	217,114	140,060
Total revenue		23,969,281	23,549,296	20,463,861
Operating result				
Gains/(losses) on disposal	4	--	(97,231)	(74,861)
Other gains/(losses)	5	(58,825)	15,806	112,946
Net result ¹	25	1,464,028	863,585	604,683
Other comprehensive income				
<i>Items that will not be reclassified to net result in subsequent years</i>				
Changes in revaluation surplus of property, plant and equipment ¹	12	--	1,861,035	5,258,949
Total other comprehensive income ¹		--	1,861,035	5,258,949
TOTAL COMPREHENSIVE INCOME ¹		1,464,028	2,724,620	5,863,632

The accompanying notes form part of these financial statements.

¹The Comparative has been restated due to a prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Statement of Financial Position as at 30 June 2023

		Budget	Actual	Restated	Restated
		2023	2023	Actual	Actual
		\$'000	\$'000	2022 ¹	1 July 2021 ¹
Notes				\$'000	\$'000
ASSETS					
Current assets					
Cash and cash equivalents	8	862,833	869,718	888,030	1,025,953
Receivables	9	296,151	344,804	412,609	524,451
Contract assets	10	--	--	--	--
Non-current assets held-for-sale	11	--	15,573	--	--
Total current assets		1,158,984	1,230,095	1,300,639	1,550,404
Non-current assets					
Receivables	9	--	19,021	18,160	--
Property, plant and equipment	12				
- Land, buildings and improvements ¹		41,184,698	42,499,191	39,543,042	33,445,636
- Plant and equipment		515,930	261,719	243,107	203,009
Total property, plant and equipment ¹		41,700,628	42,760,910	39,786,149	33,648,645
Intangible assets	14	233,493	507,482	460,003	445,312
Right-of-use assets under leases	13	362,594	388,360	366,951	662,681
Total non-current assets ¹		42,296,715	43,675,773	40,631,263	34,756,638
Total assets ¹		43,455,699	44,905,868	41,931,902	36,307,042
LIABILITIES					
Current liabilities					
Payables	17	1,084,214	1,132,688	1,079,592	1,040,590
Contract liabilities	10	20,303	69,775	88,832	91,419
Borrowings	18	22,350	21,166	20,785	49,733
Provisions	19	1,296,489	1,637,348	1,424,263	1,299,068
Other current liabilities	20	26,637	45,209	49,602	40,905
Total current liabilities		2,449,993	2,906,186	2,663,074	2,521,715
Non-current liabilities					
Borrowings	18	137,091	138,198	148,784	527,369
Provisions	19	64,983	67,919	63,437	64,983
Other non-current liabilities	20	--	12,338	--	--
Total non-current liabilities		202,074	218,455	212,221	592,352
Total liabilities		2,652,067	3,124,641	2,875,295	3,114,067
Net assets ¹		40,803,632	41,781,227	39,056,607	33,192,975
EQUITY					
Reserves ¹		21,485,926	23,340,487	21,450,891	16,226,755
Accumulated funds ¹		19,317,706	18,440,740	17,605,716	16,966,220
Total equity ¹	21	40,803,632	41,781,227	39,056,607	33,192,975

The accompanying notes form part of these financial statements.

¹The Comparative has been restated due to a prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Statement of Changes in Equity for the financial year ended 30 June 2023

	Notes	Asset revaluation surplus \$'000	Accumulated funds \$'000	Total \$'000
Balance at 1 July 2022 ¹		22,566,750	17,478,730	40,045,480
Correction of error - restatement of buildings and improvements		(1,115,859)	126,986	(988,873)
Restated balance at 1 July 2022		21,450,891	17,605,716	39,056,607
Net result for the year		--	863,585	863,585
Other comprehensive income				
Net change in revaluation surplus of property, plant and equipment	12	1,861,035	--	1,861,035
Total other comprehensive income		1,861,035	--	1,861,035
Total comprehensive income for the year		1,861,035	863,585	2,724,620
Transfers within equity				
Reserves transfers		28,561	(28,561)	--
Balance at 30 June 2023		23,340,487	18,440,740	41,781,227
Balance at 1 July 2021		17,163,507	16,868,466	34,031,973
Correction of error - restatement of buildings and improvements		(936,752)	97,754	(838,998)
Restated balance at 1 July 2021		16,226,755	16,966,220	33,192,975
Restated net result for the year ¹		--	604,683	604,683
Other comprehensive income				
Net change in revaluation surplus of property, plant and equipment ¹	12	5,258,949	--	5,258,949
Restated total other comprehensive income ¹		5,258,949	--	5,258,949
Restated total comprehensive income for the year ¹		5,258,949	604,683	5,863,632
Transfers within equity				
Reserves transfers		(34,813)	34,813	--
Restated balance at 30 June 2022 ¹		21,450,891	17,605,716	39,056,607

The accompanying notes form part of these financial statements.

¹ The Comparative has been restated due to a prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Statement of Cash Flows for the financial year ended 30 June 2023

	Budget 2023 \$'000	Actual 2023 \$'000	Actual 2022 \$'000
Notes			
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee related	(12,466,994)	(12,174,474)	(11,347,759)
Supplies of goods and services	(3,289,949)	(4,315,663)	(3,243,079)
Grants and subsidies	(5,098,696)	(4,946,501)	(4,746,184)
Finance costs	(26,547)	(7,076)	(24,916)
Other	(288,735)	(69,512)	(61,561)
Total payments	(21,170,921)	(21,513,226)	(19,423,499)
Receipts			
Appropriation	22,508,149	21,899,488	19,470,000
Sale of goods and services	413,532	433,293	267,863
Interest received	4,351	23,869	1,304
Grants and other contributions	368,588	324,839	370,696
Other	387,859	1,013,606	804,058
Total receipts	23,682,479	23,695,095	20,913,921
NET CASH FLOWS FROM OPERATING ACTIVITIES	25	2,511,558	1,490,422
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment, and intangibles	70,835	11,742	3,081
Proceeds from sale of financial assets		--	--
Purchases of property, plant and equipment, and intangibles	(2,614,609)	(2,192,312)	(1,582,119)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(2,543,774)	(1,579,038)
CASH FLOWS FROM FINANCING ACTIVITIES			
Payment of principal portion of lease liabilities	13(a)	(24,819)	(19,611)
NET CASH FLOWS FROM FINANCING ACTIVITIES		(24,819)	(49,307)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		(57,035)	(18,312)
Opening cash and cash equivalents		919,867	888,030
CLOSING CASH AND CASH EQUIVALENTS	8	862,832	888,030

The accompanying notes form part of these financial statements.

1. Summary of significant accounting policies

(a) Reporting entity

The NSW Department of Education (the department), is a NSW government entity and is controlled by the State of New South Wales, which is the ultimate parent. The department is a not-for-profit entity, as profit is not its principal objective and it has no cash-generating units.

These financial statements for the financial year ended 30 June 2023 have been authorised by the Secretary for issue on 6 October 2023.

(b) Basis of preparation

The department's financial statements are general-purpose financial statements, which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations);
- the requirements of the *Government Sector Finance Act 2018* (the GSF Act) and *Government Sector Finance Regulation 2018*; and
- Treasurer's Directions issued under the GSF Act.

Property, plant and equipment, and assets (or disposal groups) held-for-sale are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention except where specified otherwise.

Judgements, key assumptions and estimations made by management are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the department's presentation and functional currency.

Going concern

These financial statements are prepared on a going concern basis in accordance with AASB 101 *Presentation of Financial Statements*, paragraphs 25 and 26. As at 30 June 2023, the department held cash and cash equivalents of \$0.9 billion (2021-22: \$0.9 billion) and a positive net result of \$0.9 billion (2021-22: \$0.6 billion). The department's working capital is a \$1.7 billion deficit (2021-22: \$1.4 billion deficit). The State of New South Wales also continues to provide financial support based on the Appropriation Act. Funding is drawn down according to internal cash flow forecasts and hence the department does not rely solely on its current assets to pay creditors and other liabilities.

The department's liabilities for extended/long service leave and defined benefits are also assumed by the Crown Entity. Without clear evidence of parliamentary or ministerial decisions indicating the withdrawal of support for the department, it is reasonable to expect the department will continue as a going concern.

(c) School finances

The department's financial statements include all NSW government schools' financial transactions. Transactions that occur among the education support services and various NSW government schools are eliminated in this financial report. The department's accounting policies are adopted consistently across the education support services and NSW government schools.

(d) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(e) Accounting for the Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by the department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of Cash Flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

1. Summary of significant accounting policies (continued)

(f) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous financial year for all amounts reported in the financial statements.

Correction of errors

During the current year, the department identified the following two errors arising from the 2018 comprehensive revaluation:

- removable furniture was incorrectly included in the replacement cost of buildings and improvements. This is an error as removable furniture is not a directly attributable cost to the buildings and improvements and should be separately classified as 'plant and equipment'. The error resulted in an overstatement of buildings and improvements by \$437.2 million in 31 March 2018. As at 1 July 2021, the overstated balance reduced to \$368.5 million due to depreciation and disposals. Depreciation expense was overstated by \$20.0 million for the year ended 30 June 2022, and \$85.7 million for the period 31 March 2018 to 30 June 2022.
- the gross building area, which factors in the area of exterior walls, was incorrectly used in calculating the replacement cost of building shells rather than the gross floor area. The error resulted in an overstatement of buildings and improvements by \$525.6 million in 31 March 2018. As at 1 July 2021, the overstated balance reduced to \$470.5 million due to depreciation. Depreciation expense was overstated by \$9.2 million for the year ended 30 June 2022, and \$41.3 million for the period 31 March 2018 to 30 June 2022.

The error identified above has been corrected by restating the balances at the beginning of the earliest period presented (1 July 2021) and taking the adjustment through to asset revaluation reserves and accumulated funds at that date.

Comparatives have been changed to reflect the correction of the above errors. The impact on each line item is shown in the tables below.

(i) Statement of Financial Position

	As previously reported	1 July 2021 Adjustments Increase/(decrease)	As restated
	\$'000	\$'000	\$'000
Non-Current assets			
Property, plant and equipment			
- Land, buildings and improvements	34,284,634	(838,998)	33,445,636
Total assets	37,146,040	(838,998)	36,307,042
Net assets	34,031,973	(838,998)	33,192,975
Reserves	17,163,507	(936,752)	16,226,755
Accumulated funds	16,868,466	97,754	16,966,220
Total equity	34,031,973	(838,998)	33,192,975

	As previously reported	30 June 2022 Adjustments Increase/(decrease)	As restated
	\$'000	\$'000	\$'000
Non-Current assets			
Property, plant and equipment			
- Land, buildings and improvements	40,531,915	(988,873)	39,543,042
Total assets	42,920,775	(988,873)	41,931,902
Net assets	40,045,480	(988,873)	39,056,607
Reserves	22,566,750	(1,115,859)	21,450,891
Accumulated funds	17,478,730	126,986	17,605,716
Total equity	40,045,480	(988,873)	39,056,607

Note: The above tables are an extract only, showing only those financial statement line items affected by the correction of error.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

1. *Summary of significant accounting policies (continued)*

(f) **Comparative information (continued)**

(ii) Statement of Comprehensive Income

	30 June 2022		As restated \$'000
	As previously reported \$'000	Adjustments Increase/(decrease) \$'000	
Depreciation expense	871,865	(29,232)	842,633
Total expenses	19,926,495	(29,232)	19,897,263
Net result	575,451	29,232	604,683
Changes in revaluation surplus of property, plant and equipment	5,438,056	(179,107)	5,258,949
Total other comprehensive income	5,438,056	(179,107)	5,258,949
Total comprehensive income	6,013,507	(149,875)	5,863,632

Note: The above tables are an extract only, showing only those financial statement line items affected by the correction of error.

There is no impact on the total operating, investing or financing cash flows for the year ended 30 June 2022.

(g) **Changes in accounting policies, including new or revised Australian Accounting Standards**

(i) Effective for the first time in financial year 2022-23

The accounting policies applied in financial year 2022-23 are consistent with those of the previous financial year except as a result of new or revised Australian Accounting Standards as follows:

- AASB 2020-3 *Amendments to Australian Accounting Standards – Annual Improvements 2018-2020 and Other Amendments*
- AASB 2020-6 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-Current – Deferral of Effective Date*
- AASB 2021-7a *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2022-3 *Amendments to Australian Accounting Standards – Illustrative Examples for Not-for-Profit Entities accompanying AASB 15*

First-time adoption of the above new standards have no material impact on the department's financial performance and position.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

1. Summary of significant accounting policies (continued)

(g) Changes in accounting policies, including new or revised Australian Accounting Standards (continued)

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new Australian Accounting Standards, unless NSW Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective:

- AASB 17 *Insurance Contracts*
- AASB 2014-10 *Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture*
- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current*
- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*
- AASB 2021-5 *Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a Single Transaction*
- AASB 2021-6 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards*
- AASB 2021-7b *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2021-7c *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2022-1 *Amendments to Australian Accounting Standards – Initial Application of AASB 17 and AASB 9 – Comparative Information*
- AASB 2022-5 *Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback*
- AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants*
- AASB 2022-7 *Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards*
- AASB 2022-8 *Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments*
- AASB 2022-9 *Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector*
- AASB 2022-10 *Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities*
- AASB 2023-1 *Amendments to Australian Accounting Standards – Supplier Finance Arrangements*
- AASB 2023-2 *Amendments to Australian Accounting Standards – International Tax Reform - Pillar Two Model Rules*
- AASB 2023-3 *Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2*

The department has assessed there to be no material impact of these Standards in the period of initial application.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

1. Summary of significant accounting policies (continued)

(h) Impact of COVID-19 on Financial Reporting for financial year 2022-23

In financial year 2022-23, NSW Government and the Department continues to encourage and recommend COVID-19 preventive measures such as face masks, vaccinations, social distancing and testing. However, with no new major outbreaks, NSW Government has scaled back mandatory requirements introduced under the public health orders, as the impact of COVID-19 has lessened.

The department has conducted an assessment of the impacts from COVID-19 which have been reported in the financial statements. Key elements of the assessment include:

Internal control environment

The existing internal control environment continues to operate effectively and the continuing of hybrid remote work practices.

Net results and budget

The net results and operations of the department at 30 June 2023 were negatively impacted by COVID-19. The department continued to experience cost pressures primarily due to:

- \$116.9 million in COVID-19 personal protective equipment and rapid antigen home tests (2021-22: \$288.9 million);
- \$96.5 million in additional cleaning costs (2021-22: \$200.5 million); and
- \$23.6 million of grants and subsidies relating to the COVID Intensive Learning Support Program (2021-22: \$31 million).

This was offset by \$110.8 million of COVID-19 personal protective equipment and rapid antigen home tests donations received from the Ministry of Health (2021-22: \$182.1 million). No additional funding was received from NSW Treasury to cover COVID-19 related expenses (2021-22: \$431 million).

The department monitored the budgetary impacts of COVID-19 throughout financial year 2022-23 and further commentary is provided in Note 24.

Fair value of property, plant and equipment

The department has conducted an assessment of the fair value of its land and buildings as at 30 June 2023. Based on the conclusion of the department's independent valuers, the market value increase has been partly due to renewed interest in regional locations stemming from the impact of the COVID-19 pandemic and continued preference for flexible working arrangements, allowing purchasers to seek alternate affordable lifestyle options. Furthermore, COVID-19 has impacted the supply of materials and labour in the construction industry, leading to an increase in replacement costs.

Allowance for expected credit losses

In financial year 2022-23, COVID-19 may continue to cause detriments to the financial performance and financial position of the department's debtors. As such, forward-looking factors have been considered to make judgements about future expected credit losses. In financial year 2022-23, the department reviewed macro-economic data published by the Australian Bureau of Statistics for indications of economic deterioration in NSW and Australia. The department used the Australian unemployment rate and NSW business revenue projections to make judgements about the change in expected loss rates for trade receivables and contract assets as a result of COVID-19. Refer to Note 9 and Note 27(d) for more details.

Employee benefits and related on-costs

The NSW Government has provided public sector employees with up to 20 days of special leave for employees absent from the workplace as a result of COVID-19. The special leave is awarded on a case-by-case basis to employees who have exhausted their sick leave balances during the year. The total costs associated with this special leave is \$3.8 million (2021-22: \$28.5 million).

(i) Accounting for superannuation on annual leave loading

The department has determined that a liability to pay superannuation on annual leave loading has not arisen as it is not probable. This position has been formed based on current inquiries, other information currently available to management, and after considering the facts from a decision in the Federal Court of Australia: *Finance Sector Union of Australia v Commonwealth Bank of Australia* [2022] FedCFamC2G 409. That decision confirmed that, in relation to the industrial agreement considered in that case, annual leave loading did not form part of ordinary time earnings and therefore, did not require superannuation contributions to be made under superannuation guarantee legislation because the obligation to pay annual leave loading was not referable to ordinary hours of work or to ordinary rates of pay. Rather, it was paid by reference to the period of annual leave, and for the purpose of compensating employees for their loss of opportunity to work additional hours at higher rates during this period.

This position will be re-assessed in future reporting periods as new information comes to light on this matter.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

2. Expenses excluding losses**(a) Employee related expenses**

	2023 \$'000	2022 \$'000
Salaries and wages (including annual leave) ¹	10,451,049	9,765,567
Superannuation – defined benefit plans	55,686	57,710
Superannuation – defined contribution plans	1,090,598	943,242
Extended/Long service leave ²	490,818	(42,627)
Workers' compensation insurance	308,036	215,823
Payroll tax and fringe benefit tax	648,111	519,299
Redundancy payments	1,228	5,873
Other	8,427	7,114
	<u>13,053,953</u>	<u>11,472,001</u>

¹ An amount of \$40.8 million (2021-22: \$38.0 million) for employee related expenses was capitalised during the financial year.

² The negative extended/long service leave expense in financial year 2021-22 is due to a \$369.3 million gain in the present value of extended/long service leave liability assumed by the Crown as a result of increasing bond rates that year. Extended/long service leave expense would be \$326.7 million without the adjustment to present value.

(b) Operating expenses

	2023 \$'000	2022 \$'000
Auditor's remuneration: ¹		
• audit of the financial statements and other audits	1,559	1,495
Cleaning	401,648	491,907
Consultants	5,968	4,116
Other contractors ²	232,771	157,536
Expenses relating to short-term leases and leases of low-value assets ³	64,154	10,138
Fees for services rendered	325,168	261,251
Internet and telephone	64,825	67,956
Insurance	109,957	102,609
Maintenance ⁴	930,627	639,961
Minor stores, provisions, plant and computing	393,523	350,213
Printing	38,815	31,480
School operating expenses	570,448	371,656
Assisted School Travel expenses	162,033	150,798
Training and development expenses	62,861	44,993
Demountable building services	61,597	34,818
Travelling and sustenance	22,829	7,262
Utilities and water charges	95,409	78,261
COVID-19 personal protective equipment and rapid antigen tests	116,872	288,922
Other	78,776	69,527
	<u>3,739,840</u>	<u>3,164,899</u>

¹ The audit fees are disclosed based on services provided up to 30 June 2023. The engagement fee for the audit of 2022-23 financial statements is \$1.4 million (2021-22: \$1.3 million).

² An amount of \$126.6 million (2021-22: \$87.1 million) for contractor expenses was capitalised during the financial year.

³ These expenses also include non-lease components of lease contracts, including management fees, cleaning and maintenance.

	2023 \$'000	2022 \$'000
⁴ Reconciliation - Total maintenance expenses		
Maintenance expense – contracted labour and other	930,627	639,961
Total maintenance expenses included in Note 2(b)	<u>930,627</u>	<u>639,961</u>

Recognition and measurement**Maintenance expenses**

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement or an enhancement of a part or component of an asset, in which case the costs are capitalised and depreciated. Capitalisation thresholds may apply to maintenance expenses if applicable (refer to Notes 12 and 14 for more details).

Insurance

The department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government entities. The expense (premium) is determined by the Fund Manager based on past claims experience.

Lease expense

The department recognises the lease payments associated with the following types of leases as an expense on a straight-line basis:

- Leases that meet the definition of short-term, i.e. where the lease term at commencement of the lease is 12 months or less. This excludes leases with a purchase option.
- Leases of assets that are valued at \$10,000 or under at commencement.

The department does not have any leases with variable lease payments.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

2. Expenses excluding losses (continued)

(c) Depreciation and amortisation expense

	2023 \$'000	Restated 2022 \$'000
<u>Depreciation of assets owned by the department</u>		
Buildings and improvements ¹	888,373	661,463
Plant and equipment	26,201	24,290
	<u>914,574</u>	<u>685,753</u>
<u>Depreciation of right-of-use assets under leases</u>		
Land	109	101
Buildings and improvements	11,318	41,194
Plant and equipment	9,913	9,223
	<u>21,340</u>	<u>50,518</u>
<u>Amortisation</u>		
Intangibles	136,069	106,362
	<u>1,071,983</u>	<u>842,633</u>

Refer to Notes 12, 13 and 14 for recognition and measurement policies on amortisation and depreciation.

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

(d) Grants and subsidies

	2023 \$'000	2022 \$'000
<u>Government sector</u>		
Grants to cluster agencies	1,857,992	1,733,934
Digital Restart Fund	41,000	41,000
Other	47,080	53,910
	<u>1,946,072</u>	<u>1,828,844</u>
<u>Non-Government school sector</u>		
Non-Government schools per capita payments	1,390,219	1,315,560
Building grants assistance and interest subsidies	128,003	178,560
Other ¹	29,589	53,591
	<u>1,547,811</u>	<u>1,547,711</u>
<u>Other sector</u>		
Early Childhood Education and Care	766,406	612,478
Skilled and employable workforce	433,464	386,830
Conservatoriums and music centres	10,830	10,664
Other	1,272	8,201
	<u>1,211,972</u>	<u>1,018,173</u>
	<u>4,705,855</u>	<u>4,394,728</u>

¹ This includes \$23.6 million (2021-22: \$31.0 million) for COVID Intensive Learning Support Program.

(e) Finance costs

	2023 \$'000	2022 \$'000
Interest expense from lease liabilities	17,133	22,312
	<u>17,133</u>	<u>22,312</u>

Recognition and measurement

Finance costs consist of interest incurred in connection with the borrowing of funds. Finance costs are recognised as expenses in the period in which they are incurred, in accordance with NSW Treasury's Mandate to not-for-profit NSW General Government Sector entities.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

3. Revenue

Recognition and measurement

Revenue is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15. Comments regarding the accounting policies for the recognition of revenue are throughout Note 3.

(a) Appropriation

Summary of Compliance

	2023 \$'000	2022 \$'000
Amount Appropriated per the <i>Appropriation Act</i>	22,508,149	20,535,263

Other appropriations

Variations made to the appropriations during the financial year

• Transfer of appropriation to Minister from Treasurer's State Contingencies appropriation	--	--
• Section 4.9 GSF Act - Transfer of functions between GSF agencies	--	--
• Section 4.11 GSF Act - Variations of annual appropriations for Commonwealth grants	161,871	128,486
• Section 4.13 GSF Act - Exigency of Government (additional appropriation approved by Treasurer and Governor for exigencies of government)	--	356,000
• Exigency of Government (per Section 34 of the Appropriation Act)	--	--
• Contingencies relating to integrity agencies (per Section 36 of the Appropriation Act)	--	--
• Government's response to crisis (per Section 37 of the Appropriation Act)	--	--
• COVID-19 pandemic and inflation (per Section 34 of the Appropriation Act 2021)	--	53,441
• Any transfers (per Section 34(2) of the Appropriation Act)	--	--
Total Spending authority from parliamentary appropriations, other than deemed appropriations	22,670,020	21,073,190

Add:

The spending authority from deemed appropriations during the current year	2,210,680	1,809,702
The unutilised spending authority from deemed appropriations in prior years	1,809,702	--
Total	26,690,402	22,882,892
Less: total expenditure out of Consolidated Fund	(22,684,758)	(20,220,426)
Variance	4,005,644	2,662,466

Less:

The spending authority from appropriations lapsed at 30 June	--	(852,764)
Deemed appropriations balance carried forward to following years	4,005,644	1,809,702

	2023 \$'000	2022 \$'000
Transfer payments	--	--
Equity appropriations	--	--
Appropriations (per Statement of Comprehensive Income)	21,899,488	19,470,000
Total Amount drawn down against Annual Appropriations	21,899,488	19,470,000

Notes:

- The summary of compliance includes deemed appropriations. It is based on the assumption that annual appropriations monies are spent first (except where otherwise identified or prescribed).
- 'Expenditure' refers to cash payments. The term 'expenditure' has been used for payments for consistency with AASB 1058 *Income of Not-for-Profit Entities*.

3. Revenue (continued)

(a) Appropriation (Continued)

Recognition and measurement

Parliamentary appropriation other than deemed appropriation

Revenue from appropriation, other than deemed appropriation (of which the accounting treatment is based on the underlying transaction), does not contain enforceable and sufficiently specific performance obligations as defined by AASB 15 *Revenue from Contracts with Customers*. Therefore, appropriation (other than deemed appropriation) is recognised as revenue when the department obtains control over the assets comprising the appropriation. Control over appropriation is normally obtained upon the receipt of cash.

The *Appropriation Act 2022* (Appropriations Act) appropriates the sum of \$22.5 billion to the Minister for Education and Early Learning out of the Consolidated Fund for the services of the department for the financial year 2022–23. The spending authority of the Minister from the Appropriations Act has been delegated or subdelegated to officers of the department and entities that it is administratively responsible for, including:

- TAFE NSW
- NSW Education Standards Authority
- NSW Skills Board.

The *Treasury and Energy Legislation Amendment Act 2022* made some amendments to sections 4.7 and 4.9 of the *Government Sector Finance Act 2018* (the GSF Act). These amendments commenced on 14 November 2022 and are applied retrospectively. As a result, the lead Minister for each entity above, being the Minister for Education and Early Learning, is taken to have been given an appropriation out of the Consolidated Fund under the authority of section 4.7 of the GSF Act, at the time the entity receives or recovers any deemed appropriation money, for an amount equivalent to the money that is received or recovered by the entity. These deemed appropriations are taken to have been given for the services of the department.

In addition, government money that a GSF agency receives or recovers, from another GSF agency, of a kind prescribed by the GSF regulations that forms part of the Consolidated Fund, is now capable of giving rise to deemed appropriations where the receiving agency has a different lead Minister to the agency making the payment, or one or both of the agencies is a special office (as defined in section 4.7(8)).

On 16 June 2023, the *GSF Amendment (Deemed Appropriations) Regulation 2023* was approved to bring the GSF regulations in line with the above deemed appropriation amendments to the GSF Act.

The delegation/sub-delegations for financial years 2022-23 and 2021-22, authorising officers of the department to spend Consolidated Fund money, impose limits to the amounts of individual transactions, but do not specify an aggregate expenditure limit for the department. However, as it relates to expenditure in reliance on a sum appropriated through an annual Appropriations Act, the delegation/sub-delegations are referable to the overall authority of the department to spend monies as set out in the relevant Appropriations Act. The individual transaction limits have been properly observed. The information in relation to the aggregate limit from the Appropriations Act is disclosed in the summary of compliance table above.

The summary of compliance has been prepared by aggregating the spending authorities of the Minister for Education and Early Learning for the services of the department. It reflects the status at the point in time this disclosure statement is being made.

The Department receives its funding under appropriations from the Consolidated Fund. Appropriations for each financial year are set out in the Appropriation Bill that is prepared and tabled for that year. The State Budget and related 2023-24 Appropriation Bill has been delayed until September 2023. However, pursuant to section 4.10 of the GSF Act, the Treasurer has authorised Ministers to spend specified amounts from the Consolidated Fund. This authorisation is current from 1 July 2023 until the earlier of 30 September 2023 or enactment of the 2023-24 Appropriation Act.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

3. Revenue (continued)

(b) Sale of goods and services from contracts with customers

	2023	2022
	\$'000	\$'000
<u>Sale of goods</u>		
Products and materials	28,670	22,598
Canteen sales	29,674	22,889
Livestock and produce	2,545	2,269
	<u>60,889</u>	<u>47,756</u>
<u>Rendering of services</u>		
School-related activities	75,805	57,163
Excursions	127,497	35,949
Hire of facilities	40,157	34,687
Sports and extra-curricular activities	86,795	43,693
Subject contributions	42,883	37,454
Agricultural school accommodation and meals	7,103	6,082
Other services rendered	21,805	15,291
	<u>402,045</u>	<u>230,319</u>
	<u>462,934</u>	<u>278,075</u>

Recognition and measurement

Sale of goods

Revenue from sale of goods is recognised when the department satisfies a performance obligation by transferring the promised goods. The department does not conduct profit-making commercial activities. Its revenue from sale of goods is primarily related to school uniforms, learning materials, canteen food, beverages, livestock and produce. Revenue sources that do not require the department to satisfy relevant performance obligation are recognised on a cash basis.

Rendering of services

The department does not conduct profit-making commercial activities. Its revenue from rendering of services is primarily related to school excursions, hire of facilities, administration related services and tuition fees. Revenue from rendering of services, including tuition fees is recognised when the department satisfies the performance obligation by transferring the promised services. Revenue sources that do not require the department to satisfy relevant performance obligation are recognised on a cash basis.

(c) Interest revenue

	2023	2022
	\$'000	\$'000
Interest revenue from financial assets at amortised cost	<u>23,869</u>	<u>1,304</u>

Recognition and measurement

Interest revenue is calculated by applying the effective interest rate to the gross carrying amount of a financial asset except for financial assets that subsequently become credit-impaired. For financial assets that become credit impaired, the effective interest rate is applied to the amortised cost of the financial asset (i.e. after deducting the allowance for expected credit losses).

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

3. Revenue (continued)

(d) Grants and other contributions

	2023 \$'000	2022 \$'000
School generated contributions	51,069	37,804
Contributions of assets without consideration	232	29,505
Donations and industry contributions ¹	156,228	217,772
Grants without performance obligations:		
• Grants with other public sector agencies	48,909	91,947
• Grants from external parties	1,133	560
Grants to acquire/construct a recognisable non-financial asset to be controlled by the department:		
• Restart NSW grants	20,798	40,554
• Digital Restart Fund	97,598	107,268
• Grants with other public sector agencies	16,170	21,600
Other grants with sufficiently specific performance obligations:		
• Grants with other public sector agencies	4,163	9,072
	<u>396,300</u>	<u>556,082</u>

¹ The department received \$110.8 million (2021-22: \$182.1 million) in COVID-19 personal protective equipment and rapid antigen tests from the Ministry of Health during the financial year.

Recognition and measurement

Revenue from grants to acquire/construct a recognisable non-financial asset to be controlled by the department is recognised when the department satisfies its obligations under the transfer. The department satisfies the performance obligations under the transfer to construct assets over time as the non-financial assets are being constructed. The related cost incurred is used to recognise revenue, because this most closely reflects the progress to completion. The payments are typically due monthly in arrears related to funding under the *Restart NSW Fund Act 2011*.

Revenue from grants with sufficiently specific performance obligations is recognised when the department satisfies a performance obligation by transferring the promised services. The department provides educational services as agreed with the Department of Home Affairs. The department typically satisfies its performance obligations when it provides educational services. The payments are typically due quarterly.

Revenue from these grants is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. The total funding amount in the contract is allocated to the distinct performance obligation of providing educational services. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Refer to Note 10 for transaction price allocated to the performance obligations that have not been satisfied at the end of the financial year and when it is expected to be recognised as revenue.

Revenue from grants without sufficiently specific performance obligations are recognised when the department obtains control over the granted assets (e.g. cash).

(e) Acceptance by the Crown of employee benefits and other liabilities

	2023 \$'000	2022 \$'000
The following liabilities and/or expenses have been assumed by the Crown:		
Superannuation – defined benefit	55,687	57,710
Extended/Long service leave ¹	490,817	(42,627)
Payroll Tax	2,913	3,257
Redundancy payments	174	--
	<u>549,591</u>	<u>18,340</u>

¹ The negative extended/long service leave expense in financial year 2021-22 is due to a \$369.3 million gain in the present value of extended/long service leave liability assumed by the Crown as a result of increasing bond rates that year. Extended/long service leave expense would be \$326.7 million without the adjustment to present value.

(f) Other revenue

	2023 \$'000	2022 \$'000
Commissions	3,786	3,286
Recoveries from breached agreements	452	762
Fundraising	15,970	8,783
Treasury Managed Fund insurance recovery	189,745	83,645
Miscellaneous revenue	7,161	43,584
	<u>217,114</u>	<u>140,060</u>

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

4. Gains/(losses) on disposal

	2023	2022
	\$'000	\$'000
Property, plant and equipment		
Gross carrying value	151,953	180,611
Less: accumulated depreciation	<u>(42,980)</u>	<u>(102,669)</u>
Written down value	108,973	77,942
Less: proceeds from disposal	<u>11,742</u>	<u>3,081</u>
Total gains/(losses) on disposal	<u>(97,231)</u>	<u>(74,861)</u>

5. Other gains/(losses)

	2023	2022
	\$'000	\$'000
(Increase)/Decrease in allowance for expected loss:		
• trade receivables from sale of goods and services and from contracts with customers	(129)	(1,167)
• other receivables	15,935	2,305
• contract assets	--	--
Gains/(Losses) on early exit of leases	--	21
Impairment losses on right-of-use assets under leases	--	(272)
Derecognition of right-of-use assets and lease liabilities with Property NSW ¹	<u>--</u>	<u>112,059</u>
	<u>15,806</u>	<u>112,946</u>

¹ In financial year 2022-23, the department did not have any right-of-use assets or lease liabilities with Property NSW. A net gain was recorded from the derecognition of the right-of-use asset and lease liability with Property NSW as at 30 June 2022. Please refer to Note 13 for further details on the derecognition.

The net gains/(losses) from the derecognition of right-of-use asset and lease liability as at 30 June 2022 is reconciled as below:

	2022
	\$'000
Right-of-use asset	
Gross carrying value	428,520
Less: accumulated depreciation and accumulated impairment provision	<u>(163,337)</u>
Net book value	<u>265,183</u>
Amortised balance of incentives received	--
Lease liability	<u>377,242</u>
Net gains/(losses)	<u>112,059</u>

Recognition and measurement

Impairment losses may arise on non-financial assets held by the department from time to time. Accounting for impairment losses is dependent upon the individual asset (or group of assets) subject to impairment.

Accounting policies and events giving rise to impairment losses are disclosed in the following notes:

- Trade receivables and contract assets - Notes 9 and 10
- Property, plant and equipment - Note 12
- Leases - Note 13
- Intangible assets - Note 14.

6. Conditions and restrictions on revenue of not-for-profit entities

Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.

In financial year 2022-23, contributions amounting to \$145.8 million (2021-22: \$140.9 million) were received by the department for programs where such conditions were in place.

Unspent funds from these contributions for financial year 2022-23, including balances brought forward from prior financial years, totalled \$449.7 million (2021-22: \$326.1 million).

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

7. State outcome group statements

(a) State outcome groups descriptions

The following is a list of the State outcomes of the department and the key outcome groups related to each outcome. In order to comply with the requirements of AASB 1052 *Disaggregated Disclosures*, financial details attributed by outcome groups are provided in the State outcome group statements. Where financial details cannot be attributed to a particular outcome group, they are assigned to the 'Not Attributable' column, in accordance with NSW Treasury Policy and Guidelines TPG 22-06. Appropriation is made to the department rather than outcome groups. Therefore, appropriation is disclosed as 'Not Attributable'.

Outcome 1 Best start in life for young children

Purpose A sustainable, accessible, high-quality early childhood education sector.

Outcome Group Outcome group 1: Early Childhood Education

Outcome 2 Educational foundations for success

Purpose A high standard of education for all children and young people in public and non-government schools.

Outcome Groups Outcome group 2: Government Schools
Outcome group 3: Non-government Schools

Outcome 3 Skilled and employable workforce

Purpose A highly skilled and adaptable workforce that contributes to the prosperity and productivity of New South Wales.

Outcome Group Outcome group 4: Skills Development Programs for Employment

Outcome 4 High quality standards for schooling

Purpose High quality standards for schooling in New South Wales through the regulation of schooling, accreditation of early childhood, primary and secondary teachers, and provision of quality curriculum, assessment and certification by the NSW Education Standards Authority (NESA).

Outcome Group Outcome group 5: NSW Education Standards Authority (NESA)

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

7. State outcome group statements (continued)

(b) State outcome group statements: the department's expenses and income

	Outcome 1		Outcome 2				Outcome 3	
	Outcome Group 1 ¹		Outcome Group 2 ¹		Outcome Group 3 ¹		Outcome Group 4 ¹	
	Early Childhood Education		Government Schools		Non-government Schools		Skills Development Programs for Employment	
	2023	2022	Restated		2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Expenses excluding losses								
Employee related expenses	102,658	86,094	12,858,783	11,310,850	7,294	2,862	85,218	72,195
Operating expenses	32,966	22,346	3,573,364	3,025,957	24,426	24,946	109,084	91,650
Depreciation and amortisation ²	6,840	6,285	1,058,375	835,824	234	7	6,534	517
Grants and subsidies	733,226	531,384	147,642	199,039	1,547,810	1,547,711	2,149,184	1,954,459
Finance costs	10	9	17,123	22,303	--	--	--	--
Other expenses	--	--	15,522	690	--	--	--	--
Total expenses excluding losses²	875,700	646,118	17,670,809	15,394,663	1,579,764	1,575,526	2,350,020	2,118,821
Revenue								
Appropriation ³	--	--	--	--	--	--	--	--
Sale of goods and services								
from contracts with customers	2,947	2,514	456,228	272,760	--	--	3,759	2,801
Interest revenue	--	--	23,869	1,304	--	--	--	--
Grants and other contributions	1,786	1,393	383,755	546,297	1,400	2,800	9,359	5,592
Acceptance by the Crown of employee benefits and other liabilities	--	--	147,935	--	--	--	--	--
Other revenue	52	81	218,783	139,485	50	--	(1,771)	494
Total revenue	4,785	3,988	1,230,570	959,846	1,450	2,800	11,347	8,887
Operating result								
Gains/(losses) on disposal	--	--	(97,231)	(74,861)	--	--	--	--
Other gains/(losses)	(5)	30	(272)	113,332	15,991	--	92	(416)
Net result	(870,920)	(642,100)	(16,537,742)	(14,396,346)	(1,562,323)	(1,572,726)	(2,338,581)	(2,110,350)
Other comprehensive income								
Items that will not be reclassified to net result in subsequent years								
Changes in revaluation surplus of property, plant and equipment	--	--	--	--	--	--	--	--
Total other comprehensive income	--	--	--	--	--	--	--	--
TOTAL COMPREHENSIVE INCOME²	(870,920)	(642,100)	(16,537,742)	(14,396,346)	(1,562,323)	(1,572,726)	(2,338,581)	(2,110,350)

¹ The name and purposes of each State outcome group are summarised in Note 7(a).

² Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

³ Appropriation is made on a departmental basis and not to individual outcome groups. Consequently, appropriation must be included in the 'Not Attributable' column. Cluster grant funding is attributable to the appropriate outcome groups.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

7. State outcome group statements (continued)

(b) State outcome group statements: the department's expenses and income (continued)

Outcome 4						
	Outcome Group 5 ¹ NSW Education Standards Authority		Not Attributable		Total	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
					Restated	
Expenses excluding losses						
Employee related expenses	--	--	--	--	13,053,953	11,472,001
Operating expenses	--	--	--	--	3,739,840	3,164,899
Depreciation and amortisation ²	--	--	--	--	1,071,983	842,633
Grants and subsidies	127,993	162,135	--	--	4,705,855	4,394,728
Finance costs	--	--	--	--	17,133	22,312
Other expenses	--	--	--	--	15,522	690
Total expenses excluding losses²	127,993	162,135	--	--	22,604,286	19,897,263
Revenue						
Appropriation ³	--	--	21,899,488	19,470,000	21,899,488	19,470,000
Sale of goods and services						
from contracts with customers	--	--	--	--	462,934	278,075
Interest revenue	--	--	--	--	23,869	1,304
Grants and other contributions	--	--	--	--	396,300	556,082
Acceptance by the Crown of employee						
benefits and other liabilities	--	--	401,656	18,340	549,591	18,340
Other revenue	--	--	--	--	217,114	140,060
Total revenue	--	--	22,301,144	19,488,340	23,549,296	20,463,861
Operating result						
Gains/(losses) on disposal	--	--	--	--	(97,231)	(74,861)
Other gains/(losses)	--	--	--	--	15,806	112,946
Net result	(127,993)	(162,135)	22,301,144	19,488,340	863,585	604,683
Other comprehensive income						
<i>Items that will not be reclassified to net result in subsequent years</i>						
Changes in revaluation surplus of property, plant and equipment	--	--	1,861,035	5,258,949	1,861,035	5,258,949
Total other comprehensive income	--	--	1,861,035	5,258,949	1,861,035	5,258,949
TOTAL COMPREHENSIVE INCOME²	(127,993)	(162,135)	24,162,179	24,747,289	2,724,620	5,863,632

¹ The name and purposes of each State outcome group are summarised in Note 7(a).

² Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

³ Appropriation is made on a departmental basis and not to individual outcome groups. Consequently, appropriation must be included in the 'Not Attributable' column. Cluster grant funding is attributable to the appropriate outcome groups.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

7. State outcome group statements (continued)

(c) State outcome group statements: the department's assets and liabilities

	Outcome 1				Outcome 2		Outcome 3	
	Outcome Group 1 ¹		Outcome Group 2 ¹		Outcome Group 3 ¹		Outcome Group 4 ¹	
	Early Childhood Education		Government Schools ²		Non-government Schools		Skills Development Programs for Employment	
	2023	2022	2023	2022	2023	2022	2023	2022
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
ASSETS								
Current assets								
Cash and cash equivalents	--	--	768,205	766,380	--	--	--	--
Receivables	1,913	1,854	201,333	243,723	1,266	1,767	5,916	6,794
Contract assets	--	--	--	--	--	--	--	--
Non-current assets held-for-sale	--	--	15,573	--	--	--	--	--
Total current assets	1,913	1,854	985,111	1,010,103	1,266	1,767	5,916	6,794
Non-current assets								
Receivables	--	--	--	--	--	--	--	--
Property, plant and equipment								
- Land, buildings and improvements ²	277,796	91,700	41,952,846	38,965,919	9,295	--	259,254	24,773
- Plant and equipment	899	--	259,861	243,107	30	--	929	--
Total property, plant and equipment ²	278,695	91,700	42,212,707	39,209,026	9,325	--	260,183	24,773
Intangible assets	--	--	--	--	--	--	197	179
Right-of-use assets under leases	1,568	967	384,203	365,361	91	23	2,498	600
Total non-current assets²	280,263	92,667	42,596,910	39,574,387	9,416	23	262,878	25,552
Total assets²	282,176	94,521	43,582,021	40,584,490	10,682	1,790	268,794	32,346
LIABILITIES								
Current liabilities								
Payables	9,733	7,736	1,091,946	1,039,797	5,423	6,566	25,586	25,493
Contract liabilities	444	803	68,764	87,134	--	--	567	895
Borrowings	12	8	21,154	20,777	--	--	--	--
Provisions	12,036	10,231	1,614,464	1,365,278	855	340	9,993	48,414
Other current liabilities	3	--	45,201	49,602	--	--	5	--
Total current liabilities	22,228	18,778	2,841,529	2,562,588	6,278	6,906	36,151	74,802
Non-current liabilities								
Borrowings	81	60	138,117	148,724	--	--	--	--
Provisions	468	448	66,986	62,562	33	16	432	411
Other non-current liabilities	50	--	12,206	--	3	--	79	--
Total non-current liabilities	599	508	217,309	211,286	36	16	511	411
Total liabilities	22,827	19,286	3,058,838	2,773,874	6,314	6,922	36,662	75,213
Net assets²	259,349	75,235	40,523,183	37,810,616	4,368	(5,132)	232,132	(42,867)

¹ The name and purposes of each State outcome group are summarised in Note 7(a).

² Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

7. State outcome group statements (continued)

(c) State outcome group statements: the department's assets and liabilities (continued)

Outcome 4						
	Outcome Group 5 ¹ NSW Education Standards Authority		Not Attributable		Total	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
ASSETS						
Current assets						
Cash and cash equivalents	--	--	101,513	121,650	869,718	888,030
Receivables	--	--	134,376	158,471	344,804	412,609
Contract assets	--	--	--	--	--	--
Non-current assets held-for-sale	--	--	--	--	15,573	--
Total current assets	--	--	235,889	280,121	1,230,095	1,300,639
Non-current assets						
Receivables	--	--	19,021	18,160	19,021	18,160
Property, plant and equipment	--	--	--	460,650	42,499,191	39,543,042
- Land, buildings and improvements ²	--	--	--	--	261,719	243,107
- Plant and equipment	--	--	--	--	--	--
Total property, plant and equipment ²	--	--	--	460,650	42,760,910	39,786,149
Intangible assets	--	--	507,285	459,824	507,482	460,003
Right-of-use assets under leases	--	--	--	--	388,360	366,951
Total non-current assets²	--	--	526,306	938,634	43,675,773	40,631,263
Total assets²	--	--	762,195	1,218,755	44,905,868	41,931,902
LIABILITIES						
Current liabilities						
Payables	--	--	--	--	1,132,688	1,079,592
Contract liabilities	--	--	--	--	69,775	88,832
Borrowings	--	--	--	--	21,166	20,785
Provisions	--	--	--	--	1,637,348	1,424,263
Other current liabilities	--	--	--	--	45,209	49,602
Total current liabilities	--	--	--	--	2,906,186	2,663,074
Non-current liabilities						
Borrowings	--	--	--	--	138,198	148,784
Provisions	--	--	--	--	67,919	63,437
Other non-current liabilities	--	--	--	--	12,338	--
Total non-current liabilities	--	--	--	--	218,455	212,221
Total liabilities	--	--	--	--	3,124,641	2,875,295
Net assets²	--	--	762,195	1,218,755	41,781,227	39,056,607

¹ The name and purposes of each State outcome group are summarised in Note 7(a).

² Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

8. Current assets - Cash and cash equivalents

	2023 \$'000	2022 \$'000
Cash at bank and on hand	<u>869,718</u>	<u>888,030</u>

For the purpose of the Statement of Cash Flows, cash and cash equivalents includes cash at bank, cash on hand, short-term deposits net of any outstanding bank overdraft. The department does not invest surplus cash.

Cash and cash equivalent assets recognised in the Statement of Financial Position are reconciled at the end of the financial year to the Statement of Cash Flows as follows:

	2023 \$'000	2022 \$'000
Cash and cash equivalents (per Statement of Financial Position)	<u>869,718</u>	<u>888,030</u>
Closing cash and cash equivalents (per Statement of Cash Flows)	<u>869,718</u>	<u>888,030</u>

Details regarding credit risk, liquidity risk and market risk arising from financial instruments are disclosed in Note 27.

Cash at bank and on hand includes restricted cash of \$20 million. This relates to unspent Restart NSW funding that is available for immediate use for the purposes of the Restart NSW Fund but have not been transferred to the bank account established for the Restart NSW Fund.

9. Current/Non-current assets - Receivables

	2023 \$'000	2022 \$'000
Current		
Trade receivables from contracts with customers	31,421	50,874
Other receivables	139,726	158,613
	<u>171,147</u>	<u>209,487</u>
Less: Allowance for expected credit losses:		
• Trade receivables from contracts with customers	(1,455)	(1,872)
• Other receivables	(3,274)	(19,209)
Total expected credit losses	<u>(4,729)</u>	<u>(21,081)</u>
Prepayments	178,386	224,203
	<u>344,804</u>	<u>412,609</u>
Non-current		
Other receivables	19,021	18,160
	<u>19,021</u>	<u>18,160</u>
Total Receivables	<u>363,825</u>	<u>430,769</u>
Movement in the allowance for expected credit losses	2023	2022
	\$'000	\$'000
Balance at the beginning of the financial year	(21,081)	(22,576)
Amounts written off during the financial year	566	383
Amounts recovered during the financial year	17,508	16
(Increase)/decrease in allowance recognised in net result	(1,702)	1,138
GST movement on allowance recognised in net result	(20)	(42)
Balance at the end of the financial year	<u>(4,729)</u>	<u>(21,081)</u>

Details regarding credit risk of trade receivables that are neither past due nor impaired are disclosed in Note 27.

Recognition and measurement

The department recognises a financial asset or a financial liability when, and only when, it becomes a party to the contractual provisions of the instrument. To determine when the agency becomes a party to the contractual provisions of the instrument, the department considers:

- Whether the department has a legal right to receive cash (financial asset) or a legal obligation to pay cash (financial liability); or
- Whether at least one of the parties has performed under the agreement.

All 'regular way' purchases or sales of financial asset are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

9. Current/Non-current assets - Receivables (continued)

Recognition and measurement (continued)

Subsequent measurement

The department holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

The department recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that the department expects to receive, discounted at the original effective interest rate.

For trade receivables, the department applies a simplified approach in calculating ECLs. The department recognises a loss allowance based on lifetime ECLs at each reporting date. The department has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

10. Contract assets and liabilities

	2023 \$'000	2022 \$'000
Contract assets - current	--	--
Less: Impairment allowance	--	--
	<u>--</u>	<u>--</u>
Contract liabilities - current	69,775	88,832
	<u>69,775</u>	<u>88,832</u>
Contract receivables (included in Note 9)	<u>31,421</u>	<u>50,874</u>

Recognition and measurement

Contract assets relate to the department's right to consideration in exchange for goods transferred to customers or works completed, but not yet billed at the end of the financial year. The balance of contract assets at 30 June was impacted by the timing of payments relating to rendering other services from contracts with customers against services provided in accordance with performance obligations.

Contract liabilities relate to consideration received in advance from customers in respect of international and overseas student revenue. The department satisfies its performance obligation providing educational services to these students, typically recognising revenue each month.

	2023 \$'000	2022 \$'000
Revenue recognised that was included in the contract liability balance at the beginning of the financial year	88,832	91,419
Revenue recognised from performance obligations satisfied in previous years	--	--
Transaction price allocated to the remaining performance obligations from contracts with customers	--	--

The transaction price allocated to the remaining performance obligations relates to sale of goods and services from contracts with customers, grants and other contributions and other revenue that have sufficiently specific performance obligations. One hundred per cent is expected to be recognised as revenue in 2023-24 financial year when the department satisfies its performance obligation.

11. Non-current assets held-for-sale

	2023 \$'000	2022 \$'000
Assets held-for-sale		
Land and buildings	15,573	-
	<u>15,573</u>	<u>-</u>

Assets held for sale comprise of the Rowland Hassall Site and is expected to be realised within the next 12 months.

Further details regarding the fair value measurement are disclosed in Note 15.

Recognition and measurement

The department has certain non-current assets classified as held-for-sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets held-for-sale are measured at the lower of their carrying amount and fair value less costs of disposal.

These assets are not depreciated while they are classified as held-for-sale.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

12. Non-current assets – Property, plant and equipment**(a) Total Property, plant and equipment**

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
2023				
At 1 July 2022 – fair value				
Gross carrying amount ^{1,2}	11,649,181	45,363,110	290,598	57,302,889
Accumulated depreciation and impairment ²	--	(17,469,249)	(47,491)	(17,516,740)
Restated net carrying amount	<u>11,649,181</u>	<u>27,893,861</u>	<u>243,107</u>	<u>39,786,149</u>
At 30 June 2023 – fair value				
Gross carrying amount	12,003,288	60,573,493	334,141	72,910,922
Accumulated depreciation and impairment	--	(30,077,590)	(72,422)	(30,150,012)
Net carrying amount	<u>12,003,288</u>	<u>30,495,903</u>	<u>261,719</u>	<u>42,760,910</u>
2022				
At 1 July 2021 – fair value				
Gross carrying amount ²	10,550,739	37,165,720	316,465	48,032,924
Accumulated depreciation and impairment ²	--	(14,270,823)	(113,456)	(14,384,279)
Restated net carrying amount	<u>10,550,739</u>	<u>22,894,897</u>	<u>203,009</u>	<u>33,648,645</u>
At 30 June 2022 – fair value				
Gross carrying amount ²	11,649,181	45,363,110	290,598	57,302,889
Accumulated depreciation and impairment ²	--	(17,469,249)	(47,491)	(17,516,740)
Restated net carrying amount	<u>11,649,181</u>	<u>27,893,861</u>	<u>243,107</u>	<u>39,786,149</u>

¹ The value of work in progress for Buildings and Improvements is \$2.6 billion (2021-22: \$2 billion) and Plant and Equipment is \$186.9 million (2021-22: \$156.7 million).

² Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current and previous financial year is set out below:

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
Financial year ended 30 June 2023				
Restated net carrying amount at the beginning of the financial year ¹	11,649,181	27,893,861	243,107	39,786,149
Purchases of assets	114,868	1,991,388	77,314	2,183,570
Reclassification to assets held-for-sale	(15,573)	--	--	(15,573)
Disposals (Note 4)	(2,281)	(106,160)	(532)	(108,973)
Net revaluation increments/(decrements)	257,093	1,625,822	--	1,882,915
Impairment losses (recognised in other comprehensive income)	--	(21,880)	--	(21,880)
Reclassifications between asset types	--	1,196	(32,152)	(30,956)
Assets received by donation	--	49	183	232
Depreciation expense (Note 2 (c)) ¹	--	(888,373)	(26,201)	(914,574)
Net carrying amount at the end of the financial year	<u>12,003,288</u>	<u>30,495,903</u>	<u>261,719</u>	<u>42,760,910</u>
Financial year ended 30 June 2022				
Restated net carrying amount at the beginning of the financial year ¹	10,550,739	22,894,897	203,009	33,648,645
Purchases of assets	13,218	1,533,123	67,005	1,613,346
Disposals (Note 4)	(782)	(77,088)	(72)	(77,942)
Net revaluation increments/(decrements) ¹	1,055,074	4,222,290	--	5,277,364
Impairment losses (recognised in other comprehensive income)	--	(18,415)	--	(18,415)
Reclassifications between asset types	1,482	486	(2,570)	(602)
Assets received by donation	29,450	31	25	29,506
Depreciation expense (Note 2 (c)) ¹	--	(661,463)	(24,290)	(685,753)
Restated net carrying amount at the end of the financial year ¹	<u>11,649,181</u>	<u>27,893,861</u>	<u>243,107</u>	<u>39,786,149</u>

Details regarding fair value measurement of property, plant and equipment are disclosed in Note 15.

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

12. Non-current assets – Property, plant and equipment (continued)**(b) Property, plant and equipment held and used by the department**

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
2023				
At 1 July 2022 – fair value				
Gross carrying amount ¹	11,648,914	45,337,672	290,516	57,277,102
Accumulated depreciation and impairment ¹	--	(17,460,465)	(47,451)	(17,507,916)
Restated net carrying amount	<u>11,648,914</u>	<u>27,877,207</u>	<u>243,065</u>	<u>39,769,186</u>
At 30 June 2023 – fair value				
Gross carrying amount	12,002,967	60,534,585	334,059	72,871,611
Accumulated depreciation and impairment	--	(30,059,992)	(72,366)	(30,132,358)
Net carrying amount	<u>12,002,967</u>	<u>30,474,593</u>	<u>261,693</u>	<u>42,739,253</u>
2022				
At 1 July 2021 – fair value				
Gross carrying amount ¹	10,550,472	37,140,285	316,383	48,007,140
Accumulated depreciation and impairment ¹	--	(14,262,420)	(113,432)	(14,375,852)
Restated net carrying amount	<u>10,550,472</u>	<u>22,877,865</u>	<u>202,951</u>	<u>33,631,288</u>
At 30 June 2022 – fair value				
Gross carrying amount ¹	11,648,914	45,337,672	290,516	57,277,102
Accumulated depreciation and impairment ¹	--	(17,460,465)	(47,451)	(17,507,916)
Restated net carrying amount	<u>11,648,914</u>	<u>27,877,207</u>	<u>243,065</u>	<u>39,769,186</u>

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment held and used by the department at the beginning and end of the current financial year is set out below:

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
Financial year ended 30 June 2023				
Restated net carrying amount at the beginning of the financial year ¹	11,648,914	27,877,207	243,065	39,769,186
Purchases of assets	114,868	1,991,373	77,314	2,183,555
Reclassification to assets held-for-sale	(15,573)	--	--	(15,573)
Disposals (Note 4)	(2,281)	(106,160)	(532)	(108,973)
Net revaluation increments/(decrements)	257,039	1,613,895	--	1,870,934
Impairment losses (recognised in other comprehensive income)	--	(21,880)	--	(21,880)
Reclassifications between asset types	--	1,196	(32,152)	(30,956)
Transfers to assets where the department is a lessor	--	(1,116)	--	(1,116)
Assets received by donation	--	49	183	232
Depreciation expense (Note 2 (c)) ¹	--	(879,971)	(26,185)	(906,156)
Net carrying amount at the end of the financial year	<u>12,002,967</u>	<u>30,474,593</u>	<u>261,693</u>	<u>42,739,253</u>
Financial year ended 30 June 2022				
Restated net carrying amount at the beginning of the financial year ¹	10,550,472	22,877,865	202,951	33,631,288
Purchases of assets	13,218	1,533,120	67,005	1,613,343
Disposals (Note 4)	(782)	(77,088)	(72)	(77,942)
Net revaluation increments/(decrements) ¹	1,055,074	4,222,290	--	5,277,364
Impairment losses (recognised in other comprehensive income)	--	(18,415)	--	(18,415)
Reclassifications between asset types	1,482	486	(2,570)	(602)
Assets received by donation	29,450	31	25	29,506
Depreciation expense (Note 2 (c)) ¹	--	(661,082)	(24,274)	(685,356)
Restated net carrying amount at the end of the financial year ¹	<u>11,648,914</u>	<u>27,877,207</u>	<u>243,065</u>	<u>39,769,186</u>

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

12. Non-current assets – Property, plant and equipment (continued)**(c) Property, plant and equipment where the department is a lessor under operating leases**

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
2023				
At 1 July 2022 – fair value				
Gross carrying amount	267	25,438	82	25,787
Accumulated depreciation and impairment	--	(8,784)	(40)	(8,824)
Net carrying amount	<u>267</u>	<u>16,654</u>	<u>42</u>	<u>16,963</u>
At 30 June 2023 – fair value				
Gross carrying amount	321	38,908	82	39,311
Accumulated depreciation and impairment	--	(17,598)	(56)	(17,654)
Net carrying amount	<u>321</u>	<u>21,310</u>	<u>26</u>	<u>21,657</u>
2022				
At 1 July 2021 – fair value				
Gross carrying amount	267	25,435	82	25,784
Accumulated depreciation and impairment	--	(8,403)	(24)	(8,427)
Net carrying amount	<u>267</u>	<u>17,032</u>	<u>58</u>	<u>17,357</u>
At 30 June 2022 – fair value				
Gross carrying amount	267	25,438	82	25,787
Accumulated depreciation and impairment	--	(8,784)	(40)	(8,824)
Net carrying amount	<u>267</u>	<u>16,654</u>	<u>42</u>	<u>16,963</u>

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment subject to a lease at the beginning and end of the current financial year is set out below:

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
Financial year ended 30 June 2023				
Net carrying amount at the beginning of the financial year	267	16,654	42	16,963
Purchases of assets	--	15	--	15
Net revaluation increment/(decrement)	54	11,927	--	11,981
Transfers from assets held and used by the department	--	1,116	--	1,116
Depreciation expense	--	(8,402)	(16)	(8,418)
Net carrying amount at the end of the financial year	<u>321</u>	<u>21,310</u>	<u>26</u>	<u>21,657</u>
Financial year ended 30 June 2022				
Net carrying amount at the beginning of the financial year	267	17,032	58	17,357
Purchases of assets	--	3	--	3
Net revaluation increment/(decrement)	--	--	--	--
Depreciation expense	--	(381)	(16)	(397)
Net carrying amount at the end of the financial year	<u>267</u>	<u>16,654</u>	<u>42</u>	<u>16,963</u>

12. Non-current assets – Property, plant and equipment (continued)

Recognition and measurement

Acquisition of property, plant and equipment

Property, plant and equipment are initially measured at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.

Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at measurement date.

Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent; i.e. deferred payment amount is effectively discounted over the period of credit.

Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Capitalisation threshold

Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised. The capitalisation threshold remains unchanged from the previous financial year.

Major inspection costs

When a major inspection is performed, its cost is recognised in the carrying amount of the property, plant and equipment as a replacement if the recognition criteria for property, plant and equipment are satisfied. The cost must be directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. The department did not have any major inspection costs meeting the criteria for recognition.

Restoration costs

The present value of the expected cost for the restoration or cost of dismantling of an asset after its use is included in the cost of the respective asset if the recognition criteria for a provision are met (for details on the make good provision of leases, refer to Note 19).

Depreciation of property, plant and equipment

Except for certain non-depreciable assets, depreciation is provided for on a straight-line basis so as to write off the depreciable amount of each asset as it is consumed over its estimated useful life to the department.

All material identifiable components of assets are depreciated separately over their estimated useful lives.

Land is not a depreciable asset. Certain heritage assets including heritage buildings may not have a limited useful life because appropriate curatorial and preservation policies are adopted. Such assets are not subject to depreciation. The decision not to recognise depreciation for these assets is reviewed annually.

The estimated useful life ranges for assets have been updated in the current financial year and are listed below. The actual useful life may be greater than the estimated useful life for building assets. The department adopts a minimum remaining useful life of five years for building assets that have been revalued.

Assets owned by the department	Useful Life Range
Buildings	25 to 200 years
Leasehold Improvements	Term of the lease
Heritage Buildings	Indefinite
Plant and Equipment	3 to 17 years

As part of the revaluation during financial year 2022-23 (see 'Revaluation of property, plant and equipment' in this note for further details), the estimated useful life ranges and estimated remaining useful lives were reviewed for asset components within the building assets class. This has resulted in amendment of the useful life ranges for some asset components, however they still fall within the overall range for building assets.

Right-of-use assets acquired by lessees

The department has elected to present right-of-use assets separately in the Statement of Financial Position.

Further information on leases is contained at Note 13.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

12. Non-current assets – Property, plant and equipment (continued)**Recognition and measurement (continued)****Revaluation of property, plant and equipment**

Physical non-current assets are valued in accordance with NSW Treasury Policy and Guidelines Paper TPP 21-09 *Policy and Guidelines Paper: Valuation of Physical Non-Current Assets at Fair Value* (TPP21-09) and Treasurer's Direction TD21-05 *Valuation of Physical Non-Current Assets at Fair Value* (TD21-05). TD21-05 and TPP21-09 adopt fair value in accordance with AASB 13 *Fair Value Measurement*, AASB 116 *Property, Plant and Equipment* and AASB 140 *Investment Property*.

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use must be available at a period that is not remote and take into account the characteristics of the asset being measured, including any socio-political restrictions imposed by government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is feasible higher restricted alternative use.

Fair value of property, plant and equipment is based on a market participant's perspective, using valuation techniques (e.g. market approach, cost approach or income approach) that maximise relevant observable inputs and minimise unobservable inputs. Generally, school buildings are designed for a specific limited purpose. In most cases these buildings and the land on which they sit have no feasible alternative use. In accordance with TPP 21-09, the department determines the fair value of its building assets using the replacement cost method, as there is no market-based evidence of fair value. Refer to Note 15 for further information regarding fair value.

Revaluations are made with sufficient regularity to ensure the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. The department conducts a comprehensive revaluation at least every three financial years for land, where the market or income approach is the most appropriate valuation technique; and at least every five financial years for buildings and improvements, where a replacement cost valuation technique is used.

The last comprehensive revaluation was completed at 31 March 2021 for land and 31 March 2023 for buildings and improvements. A market approach was used for land, and a replacement cost approach was used for buildings and improvements. Both approaches were based on independent assessments.

Interim revaluations are conducted between comprehensive revaluations where cumulative changes to indicators suggest fair value may differ materially from carrying value. The department conducted an interim management revaluation of land at 30 June 2023 with index factors as follows:

Period	Index factor	Interim valuation performed by
1 July 2022 - 31 March 2023	0% - 15%	Valuer General NSW
1 April 2023 - 30 June 2023	0%	Valuer General NSW

The useful life ranges of buildings have been informed by independent estimates from an external quantity surveyor, information from the life cycle costing model, and the age of the buildings portfolio. This has resulted in a refinement of useful lives for certain categories of building shell, room fit-out, external services, hard landscaping and soft landscaping.

Non-specialised plant and equipment with short useful lives are measured at depreciated historical cost, which approximate their fair values. The department has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are recognised in other comprehensive income and credited to asset revaluation surplus in equity. However, to the extent that an increment reverses a revaluation decrement in respect of the same class of asset previously recognised as a loss in the net result, the increment is recognised immediately as a gain in the net result. Revaluation decrements are recognised immediately as a loss in the net result, except to the extent that it offsets an existing revaluation surplus on the same class of assets, in which case, the decrement is debited directly to the asset revaluation surplus. As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

When revaluing non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated. Where the income approach or market approach is used, accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount of the asset.

Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation surplus in respect of that asset is transferred to accumulated funds.

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end, and the impacts of climate change are considered.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

12. Non-current assets – Property, plant and equipment (continued)

Recognition and measurement (continued)

Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. Since property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in rare circumstances such as where the costs of disposal are material.

The department assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing of an asset is required, the department estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

As a not-for-profit entity, an impairment loss is recognised in the net result to the extent the impairment loss exceeds the amount in the revaluation surplus for the class of asset.

After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in net result and is treated as a revaluation increase. However, to the extent that an impairment loss on the same class of asset was previously recognised in net result, a reversal of that impairment loss is also recognised in net result.

In financial year 2022-23, five schools had been impacted with differing extents of flooding. As at 30 June 2023, one of the schools disposed only three buildings with a net book value of \$6.9 million due to severe flood damages. In financial year 2021-22, due to heavy rains and resultant flood, the department disposed of eight schools, with a written down value of \$35.3 million and an impairment of 13 schools, with impairment losses of \$18.4 million.

13. Leases

(a) The department as a lessee

The department leases various properties, equipment and motor vehicles. Lease contracts are typically made for fixed periods of three to 99 years, but may have extension options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants, but leased assets may not be used as security for borrowing purposes. The department does not provide residual value guarantees in relation to leases.

Extension and termination options are included in a number of leases. These terms are used to maximise operational flexibility in terms of managing contracts. The majority of extension and termination options held are exercisable only by the department and not by the respective lessor. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. Extension options (or periods after termination options) are only included in the lease term if the lease is reasonably certain to be extended (or not terminated).

AASB 16 *Leases* requires a lessee to recognise a right-of-use asset and a corresponding lease liability for most leases.

The department has elected to recognise payments for short-term leases and low value leases as expenses on a straight-line basis, instead of recognising a right-of-use asset and lease liability. Short-term leases are leases with a lease term of 12 months or less. Low value assets are assets with a fair value of \$10,000 or less when new and comprise mainly printers and photocopiers in schools.

During the financial year ended 30 June 2022, the department has accepted the changes in the office accommodation arrangements with Property NSW (PNSW). The main change is the introduction of the "substitution right" clause for PNSW to relocate the department during the term of the agreement. The clause provides PNSW with a substantive substitution right. Therefore, these agreements are no longer accounted for as a lease within the scope of AASB 16 from 30 June 2022. This involves judgment that the "substitution right" clause in the agreement provides PNSW with a substantive substitution right. Management has made judgment that PNSW can obtain benefits from exercising the substitution right when it achieves office accommodation efficiency at the whole-of-government level and/or its other service objectives. It is also considered practical for PNSW to exercise the substitution right due to the general nature of the office accommodation. The corresponding right of use assets and lease liabilities have been derecognised on 30 June 2022, the effective date of the new clause. The net impact of the derecognition is recognised in Other Gains/(Losses) (refer to Note 5). From 1 July 2022, the accommodation charges will be recognised as expenses when incurred over the agreement duration.

The department continues to carry the responsibility to make good, and to control the fit-out during the remaining occupancy period as the department receives the economic benefits via using the fit-out or expected compensation from PNSW upon relocation. The incentives received prior to the 30 June 2022 apply to the remaining occupancy period. Therefore, the department's accounting treatment for make-good provision and fit-out costs in relation to the relevant accommodation remains unchanged. A liability in relation to the amortised balance of incentives received has been recognised as a liability as at 30 June 2022 and will be amortised during the remaining occupancy period. Refer to Note 19.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

13. Leases (continued)**(a) The department as a lessee (continued)****Right-of-use assets under leases**

The following table presents right-of-use assets that do not meet the definition of investment property. The department does not hold any right-of-use assets that meet the definition of investment property.

	Land \$'000	Buildings and Improvements \$'000	Plant and Equipment \$'000	Total \$'000
2023				
Balance at the beginning of the financial year	7,692	339,822	19,437	366,951
Additions	11	33,704	9,377	43,092
Remeasurement	--	--	--	--
Depreciation expense	(109)	(11,318)	(9,913)	(21,340)
Impairment losses (recognised in other gains/(losses) - Note 5)	--	--	--	--
Disposals	--	(65)	(278)	(343)
Derecognition of right-of-use-asset	--	--	--	--
Balance at the end of the financial year	<u>7,594</u>	<u>362,143</u>	<u>18,623</u>	<u>388,360</u>
2022				
Balance at the beginning of the financial year	7,766	631,640	23,275	662,681
Additions	27	13,360	5,386	18,773
Remeasurement	--	1,653	--	1,653
Depreciation expense	(101)	(41,194)	(9,223)	(50,518)
Impairment losses (recognised in other gains/(losses) - Note 5)	--	(264)	--	(264)
Disposals	--	(190)	(1)	(191)
Derecognition of right-of-use-asset	--	(265,183)	--	(265,183)
Balance at the end of the financial year	<u>7,692</u>	<u>339,822</u>	<u>19,437</u>	<u>366,951</u>

The discount rate ranges employed in present value technique computations of recoverable amounts is summarised in the below table.

Recoverable amount	Current measurement discount rates	Previous measurement discount rates		
Recoverable amount – discounted cash flow technique	As at 1 July 2023:	As at 1 July 2022:		
	Leases up to 5 yrs	4.43%	Leases up to 5 yrs	3.78%
	Leases up > 5 yrs	4.84%	Leases up > 5 yrs	4.26%
	Leases up > 10 yrs	5.27%	Leases up > 10 yrs	4.44%

Lease liabilities

The following table presents liabilities under leases.

	2023 \$'000	2022 \$'000
Balance at the beginning of the financial year	(169,569)	(577,102)
Additions	(9,684)	(17,566)
Remeasurement	--	(1,653)
Interest expenses	(17,133)	(22,312)
Payments of interest	17,133	22,312
Payments of principal	19,611	49,307
Disposals	278	203
Derecognition of lease liabilities	--	377,242
Balance at the end of the financial year	<u>(159,364)</u>	<u>(169,569)</u>

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

13. Leases (continued)

(a) The department as a lessee (continued)

Lease liabilities (continued)

The following amounts were recognised in the Statement of Comprehensive Income during the period in respect of leases where the department is the lessee:

	2023	2022
	\$'000	\$'000
Depreciation expense of right-of-use assets	21,340	50,518
Interest expense on lease liabilities	17,133	22,312
Lease expenses for short-term leases ¹	--	16
Lease expenses for leases of low-value assets ¹	6,295	6,710
(Gains)/losses arising from derecognising the right-of-use assets and lease liabilities with Property NSW	--	(112,059)
Total amount recognised in the Statement of Comprehensive Income	<u><u>44,768</u></u>	<u><u>(32,503)</u></u>

The department had total cash outflows for leases of \$43 million in the financial year 2022-23 (2021-22: \$78.3 million).

¹ These expenses will not reconcile to the lease expenses reported in Note 2(b) as these do not include non-lease components of lease contracts, such as management fees, cleaning and maintenance.

Leases at significantly below-market terms and conditions principally to enable the department to further its objectives

The department entered into multiple below-market terms leases to further its educational purposes objectives, including the use of land for playing fields, land for demountables, and access to school grounds. The leased assets must be used by the department for educational purposes. These assets account for a small portion of the similar assets the department is using for the purpose of providing educational services to students. Therefore, it does not have a significant impact on the department's operation.

Recognition and measurement

The department assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The department recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets, except for short-term leases and leases of low-value assets.

Right-of-use assets

The department recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are initially measured at the amount of initial measurement of the lease liability (refer to below), adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The right-of-use assets are subsequently measured at cost. They are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

- Land: two to 99 years
- Buildings and improvements: one to 99 years
- Plant and equipment: three to five years.

If ownership of the leased asset transfers to the department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subjected to impairment. The department assesses, at each reporting date, whether there is an indication that an asset may be impaired. If any indication exists, or when annual impairment testing for an asset is required, the department estimates the asset's recoverable amount. When the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. After an impairment loss has been recognised, it is reversed only if there has been a change in the assumptions used to determine the asset's recoverable amount. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in the net result.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

13. Leases (continued)**(a) The department as a lessee (continued)****Recognition and measurement (continued)**Lease liabilities

At the commencement date of the lease, the department recognises lease liabilities measured at the present value of lease payments to be made over the lease term. Lease payments include:

- fixed payments (including in substance fixed payments) less any lease incentives receivable;
- variable lease payments that depend on an index or a rate;
- amounts expected to be paid under residual value guarantees;
- exercise price of a purchase options reasonably certain to be exercised by the department; and
- payments of penalties for terminating the lease, if the lease term reflects the department exercising the option to terminate.

Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the department's leases, the lessee's incremental borrowing rate is used, being the rate that the department would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions. The incremental borrowing rates are determined by NSW Treasury Corporation (TCorp) and vary depending on the lease term. Refer to Note 27 for the weighted-average interest rate as at 30 June.

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The department's lease liabilities are included in borrowings.

Short-term leases and leases of low-value assets

The department applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

Leases that have significantly below-market terms and conditions principally to enable the department to further its objectives

The initial and subsequent measurement of right-of-use assets under leases at significantly below-market terms and conditions that are entered into principally to enable the department to further its objectives is the same as normal right-of-use assets. They are measured at cost, subject to impairment.

These right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, subject to impairment. They are not subject to revaluation.

(b) The department as a lessor

The department's properties are leased to tenants under operating lease agreements with rentals payable as per the terms and conditions of the lease agreement. Lease agreements for some contracts include CPI increases, but there are no other variables lease payments that depend on an index or rate.

Lessor for operating leases

Future minimum rentals receivable (undiscounted) under non-cancellable operating leases as at 30 June are, as follows:

	2023	2022
	\$'000	\$'000
Within one year	259	246
One to two years	262	259
Two to three years	175	262
Three to four years	146	175
Four to five years	150	146
Later than five years	551	701
Total (excluding GST)	<u>1,543</u>	<u>1,789</u>

Recognition and measurement - lessor for operating lease

An operating lease is a lease other than a finance lease. Rental revenue arising is accounted for on a straight-line basis over the lease terms and is included in revenue in the Statement of Comprehensive Income due to its operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the underlying asset and recognised over the lease term on the same basis as rental revenue. Contingent rents are recognised as revenue in the period in which they are earned.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

14. Intangible assets

	2023 \$'000	2022 \$'000
Software		
At 1 July		
Cost (gross carrying amount)	924,254	840,017
Accumulated amortisation and impairment	(464,251)	(394,705)
Net carrying amount	<u>460,003</u>	<u>445,312</u>
At 30 June		
Cost (gross carrying amount)	846,776	924,254
Accumulated amortisation and impairment	(339,294)	(464,251)
Net carrying amount ¹	<u>507,482</u>	<u>460,003</u>
Financial year ended 30 June		
Net carrying amount at the beginning of the financial year	460,003	445,312
Additions:		
• internally developed	97,481	45,315
• acquired separately	55,108	75,136
Reclassifications between asset types	30,959	602
Amortisation expense	(136,069)	(106,362)
Net carrying amount at the end of the financial year ¹	<u>507,482</u>	<u>460,003</u>

¹ The value of work in progress for Software is \$345.3 million (2021-22: \$200.2 million).

Recognition and measurement

The department recognises intangible assets only if it is probable that future economic benefits will flow to the department and the cost of the asset can be measured reliably.

The capitalisation threshold for intangible assets is \$50,000. The capitalisation threshold remains unchanged from the previous financial year.

Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition. Following initial recognition, intangible assets are subsequently measured at fair value only if there is an active market. If there is no active market for the department's intangible assets, the assets are carried at cost less any accumulated amortisation and impairment losses.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

The department's intangible assets are amortised using the straight-line method over a period of 3 to 15 financial years.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each financial year.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

15. Fair value measurement of non-financial assets

Fair value measurement and hierarchy

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, the department categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted (unadjusted) prices in active markets for identical assets/liabilities that the department can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The department recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

15. Fair value measurement of non-financial assets (continued)

(a) Fair value hierarchy

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total fair value \$'000
Financial year ended 30 June 2023				
Land	--	--	12,003,288	12,003,288
Buildings and Improvements	--	--	30,466,678	30,466,678
Residences	--	29,225	--	29,225
	<u>--</u>	<u>29,225</u>	<u>42,469,966</u>	<u>42,499,191</u>
				Restated Total fair value \$'000
	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	
Financial year ended 30 June 2022				
Land	--	--	11,649,181	11,649,181
Buildings and Improvements ¹	--	--	27,876,834	27,876,834
Residences	--	17,027	--	17,027
	<u>--</u>	<u>17,027</u>	<u>39,526,015</u>	<u>39,543,042</u>

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

(b) Valuation techniques, inputs and processes

The fair value of non-financial assets that are not traded in an active market is determined using valuation techniques. These valuation techniques maximise the use of observable market data where it is available and rely as little as possible on the department's specific estimates. If all significant inputs required to determine the fair value an instrument are observable, the instruments are included in Level 2. If one or more of the significant inputs is not based on observable market data, the instrument is included in Level 3.

The best evidence of fair value is current prices in an active market for similar assets. Where such information is not available, the department considers information from a variety of sources, including:

- independent advice from external professional valuers;
- recent prices of similar assets in less active markets, adjusted to those differences;
- market evidence with consideration made for condition, location, comparability, restriction, etc.; and
- court decisions.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

15. Fair value measurement of non-financial assets (continued)

(c) Reconciliation of recurring Level 3 fair value measurements

The following table shows a reconciliation from the opening balances to the closing balances for Level 3 fair values.

	Land \$'000	Buildings and Improvements \$'000	Total Recurring Level 3 \$'000
Fair value as at 1 July 2022 ¹	11,649,181	27,876,834	39,526,015
Purchases of assets	114,868	1,991,388	2,106,256
Reclassification to assets held-for-sale	(15,573)	--	(15,573)
Disposals	(2,281)	(106,160)	(108,441)
Net revaluation increments/(decrements)	257,093	1,611,996	1,869,089
Impairment losses (recognised in other comprehensive income)	--	(21,880)	(21,880)
Reclassification between asset types	--	1,196	1,196
Assets received by donation	--	49	49
Depreciation expense	--	(886,745)	(886,745)
Fair value as at 30 June 2023	<u>12,003,288</u>	<u>30,466,678</u>	<u>42,469,966</u>

	Land \$'000	Restated Buildings and Improvements \$'000	Total Recurring Level 3 \$'000
Fair value as at 1 July 2021 ¹	10,550,739	22,875,744	33,426,483
Purchases of assets	13,218	1,533,123	1,546,341
Disposals	(782)	(74,962)	(75,744)
Net revaluation increments/(decrements) ¹	1,055,074	4,222,290	5,277,364
Impairment losses (recognised in other comprehensive income)	--	(18,415)	(18,415)
Reclassification between asset types	1,482	486	1,968
Assets received by donation	29,450	31	29,481
Depreciation expense ¹	--	(661,463)	(661,463)
Fair value as at 30 June 2022	<u>11,649,181</u>	<u>27,876,834</u>	<u>39,526,015</u>

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

16. Restricted assets

As at 30 June 2023, the department held \$6.9 million (2021-22: \$6.4 million) in an interest-bearing bank account for monthly service payments to the private service provider of 11 schools. Only the private service provider can draw the funds held.

The department also recognised \$15.3 million (2021-22: \$14.9 million) as monies held by schools on behalf of third parties. These funds include charitable donations and represent funds that are collected by schools on behalf of other organisations.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

17. Current liabilities - Payables

	2023	2022
	\$'000	\$'000
Accrued salaries, wages and on-costs	282,754	208,005
Creditors	784,615	804,234
Payroll tax and fringe benefit tax	49,902	46,586
Other ¹	15,417	20,767
	<u>1,132,688</u>	<u>1,079,592</u>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

¹ Includes other third party holdings of \$6.7 million (2021-22: \$5.9 million).

Recognition and measurement

Payables represent liabilities for goods and services provided to the department and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised net result when the liabilities are derecognised as well as through the amortisation process.

18. Current/Non-current liabilities - Borrowings

	2023	2022
	\$'000	\$'000
(a) Current		
Lease liabilities (see Note 13)	<u>21,166</u>	<u>20,785</u>
	<u>21,166</u>	<u>20,785</u>
Non-current		
Lease liabilities (see Note 13)	<u>138,198</u>	<u>148,784</u>
	<u>138,198</u>	<u>148,784</u>
Total Borrowings	<u>159,364</u>	<u>169,569</u>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

Recognition and measurement

Borrowings for the department include lease liabilities.

Borrowings classified as financial liabilities at amortised cost are initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in net result when the liabilities are derecognised as well as through the amortisation process.

The department has not designated any financial liabilities at fair value through profit or loss.

(b) Changes in liabilities arising from financing activities

The only cash changes arising from financing activities during the financial year were \$19.6 million (2021-22: \$49.3 million) of repayments for the principal portion for lease liabilities.

DEPARTMENT OF EDUCATION
Notes to the financial statements for the financial year ended 30 June 2023

19. Current/Non-current liabilities - Provisions

	2023	2022
	\$'000	\$'000
Current		
Current provisions expected to be settled within 12 months		
Employee benefits and related on-costs		
Annual leave	82,504	71,811
Annual and non-term leave (Vacation leave)	663,076	544,020
Payroll tax on annual leave	38,716	33,694
Annual leave on extended/long service leave	165,364	153,872
Workers' compensation on extended/long service leave	33,073	30,774
Payroll tax on extended/long service leave	150,206	139,767
Superannuation on extended/long service leave	195,681	182,081
Superannuation on annual leave	81,105	70,901
Annual leave loading	77,441	67,190
Other employee benefits and related on-costs	100,874	42,293
	<u>1,588,040</u>	<u>1,336,403</u>
Other provision		
Other	20,731	62,845
	<u>20,731</u>	<u>62,845</u>
Current provisions expected to be settled beyond 12 months		
Annual leave	24,774	21,781
Payroll tax on annual leave	1,350	1,056
Superannuation on annual leave	2,453	2,178
	<u>28,577</u>	<u>25,015</u>
Total provisions - current	<u>1,637,348</u>	<u>1,424,263</u>
Non-current		
Employee benefits and related on-costs		
Payroll tax on extended/long service leave	14,856	13,824
Annual leave on extended/long service leave	16,356	15,218
Workers' compensation on extended/long service leave	3,272	3,043
Superannuation on extended/long service leave	19,354	18,008
	<u>53,838</u>	<u>50,093</u>
Other provision		
Other	14,081	13,344
	<u>14,081</u>	<u>13,344</u>
Total provisions - non-current	<u>67,919</u>	<u>63,437</u>
Aggregate employee benefits and related on-costs		
Provisions	1,670,455	1,411,511
Accrued salaries, wages and on-costs (Note 17)	282,754	208,005
	<u>1,953,209</u>	<u>1,619,516</u>

Movement in provisions (other than employee benefits)

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

	2023	2022
	\$'000	\$'000
Other		
Carrying amount at the beginning of the financial year	76,189	31,845
Additional provisions recognised	330	40,716
Amounts used	(39,852)	(13)
Unused amounts reversed	(2,349)	(892)
Write back of provision	--	--
Unwinding of discount rate	494	4,533
Carrying amount at the end of the financial year	<u>34,812</u>	<u>76,189</u>

The provision is the net present value of future liability for restoration and other provisions.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

19. Current/Non-current liabilities - Provisions (continued)**Recognition and measurement**Employee benefits and related on-costsSalaries and wages, annual leave and sick leave

Salaries and wages (including non-monetary benefits) that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-cut methods are permitted).

Actuarial advice obtained by NSW Treasury has confirmed that using the nominal annual leave balance plus the annual leave entitlements accrued while taking annual leave (calculated using 8.4% (2021-22: 8.4%) of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. The department has assessed the actuarial advice based on the department's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the department does not expect to settle the liability within 12 months as the department does not have an unconditional right to defer settlement.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The NSW Government has provided public sector employees with up to 20 days of special leave for employees absent from the workplace as a result of COVID-19. This special leave applies to ongoing, temporary and casual employees and is available pro rata based on individual employee work structure.

Extended/Long service leave and superannuation

The department's liabilities for extended/long service leave and defined benefit superannuation are assumed by the Crown in right of the State of New South Wales (the Crown). The department accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown Entity of employee benefits and other liabilities'.

Extended leave for permanent and long-term temporary employees is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth Government bond rate at the reporting date.

NSW Government made permanent changes to the Long Service Leave Act 1955 (NSW) (LSL Act) on 24 March 2022 to provide employers and workers with greater flexibility in accessing long service leave. This does not have an impact on the long service leave entitlements for the department's employees.

The superannuation expense for the financial year is determined by using the formulae specified in the relevant Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Employer's contributions to the defined contribution plans are expensed when incurred.

Annual and non-term leave (Vacation leave) provision

Teachers and School Administrative and Support Staff accrue vacation leave from the start of school term one and exhaust their entitlement by the last day of the term four school vacation. Their entitlement at the reporting date is calculated according to their eligibility, number of days they are on duty up to the reporting date and relevant industrial conditions. The provision balance at the reporting date is calculated based on the vacation leave entitlement accrued at the rates of pay of eligible staff and deducting any vacation leave taken during school vacations since school term one.

Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and superannuation.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

19. Current/Non-current liabilities - Provisions (continued)

Recognition and measurement (continued)

Other provisions

Provisions are recognised when the department has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation. When the department expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to a provision is presented net of any reimbursement in the Statement of Comprehensive Income.

Any provisions for restructuring are recognised only when the department has a detailed formal plan and the department has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.

If the effect of the time value of money is material, the provision for make good of building operating leases are discounted at 4.2% for the financial year (2021-22: 2.4%). When discounting is used, the increase in the provision due to the passage of time (i.e. unwinding of discount rate) is recognised as a finance cost.

The department is involved in litigation with a third party seeking a penalty for breach of contract. The information usually required by AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* is not disclosed on the grounds that it can be expected to prejudice seriously the outcome of the litigation. The department is of the opinion that the penalty can be successfully reduced.

20. Current/Non-current liabilities - Other liabilities

	2023 \$'000	2022 \$'000
Current		
Liabilities under transfers to acquire or construct non-financial assets to be controlled by the department	44,426	49,602
Lease incentive	783	--
	<u>45,209</u>	<u>49,602</u>
Non-current		
Lease incentive	12,338	--
	<u>12,338</u>	<u>--</u>
Total Other liabilities	<u>57,547</u>	<u>49,602</u>

Reconciliation of financial assets and corresponding liabilities arising from transfers to acquire or construct non-financial assets to be controlled by the department

	2023 \$'000	2022 \$'000
Opening balance of liabilities arising from transfers to acquire/construct non-financial assets to be controlled by the department	49,602	24,055
Add: receipt of cash during the financial year	70,400	49,602
Deduct: income recognised during the financial year	(75,576)	(24,055)
Closing balance of liabilities arising from transfers to acquire/construct non-financial assets to be controlled by the department	<u>44,426</u>	<u>49,602</u>

Refer to Note 3(d) for a description of the department's obligations under transfers received to acquire or construct non-financial assets to be controlled by the department.

The department expects to recognise as revenue any liability for unsatisfied obligations as at the end of the reporting period in the next financial year, as the related asset(s) are constructed/acquired.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

21. EquityAsset revaluation surplus

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the department's policy on the revaluation of property, plant and equipment as discussed in Note 12.

Reserves

Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation surplus).

Accumulated funds

The category 'Accumulated funds' includes all current and prior year retained funds, including those that relate to equity transfers.

22. Commitments**Capital commitments**

Aggregate capital expenditure for the acquisition of capital work contracted for at balance date and not provided for:

	2023 \$'000	2022 \$'000
Within one financial year	1,539,213	1,238,679
Later than one financial year and not later than five financial years	512,963	113,600
Later than five financial years	--	--
Total (including GST)	<u>2,052,176</u>	<u>1,352,279</u>

The total commitments for expenditure include GST input tax credits of \$186.6 million (2021-22: \$122.9 million) that are expected to be recovered from the Australian Taxation Office.

23. Contingent liabilities and contingent assets**(a) Contingent liabilities**

The department is not aware of any contingent liabilities that are financially material for the purposes of financial statements at 30 June 2023.

(b) Contingent assets

A contingent asset has arisen in relation to Smart and Skilled payments from historical data submissions. It is not virtually certain at this point that the department will obtain future economic benefits. When it is virtually certain the department will recognise an asset for these amounts.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

24. Budget review

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the financial statements are explained below.

Net result

The department's net result was \$600.4 million lower than the budget for the financial year.

The variance includes lower revenue of \$420.0 million and higher expenses excluding losses of \$157.9 million.

The \$157.9 million higher in expenses excluding losses is primarily attributable to the following:

- a) employee related expenses are \$70.8 million higher mainly due to the increase in employee benefit provision and on-costs, offset by lower recruitment of school teachers.
- b) operating expenses are \$392.3 million higher, primarily due to higher spending in schools with schools expending their annual budgets in line with their plans on additional staffing and resources and unbudgeted extra cleaning expenses.
- c) grants and subsidies are \$392.8 million lower than budget. The department normally provides grant funding to organisations in parallel with the timing of the associated programs being delivered. Due to delays to program delivered by the grant recipients, the department has delayed the payments of grants and subsidies.

The \$420.0 million lower in revenue is primarily attributable to the following:

- a) appropriation is \$608.7 million lower due to lower cash requirement associated with the Consolidated Fund liability. This is mainly caused by deferred capital activities.
- b) sale of goods and services is \$49.4 million higher due to higher school revenues such as subject contributions, extra-curricular activities, followed by an increase of school activities post COVID-19, together with unbudgeted capital insurance recovery.
- c) acceptance by the Crown Entity of employee benefits and other liabilities is \$33.5 million higher mainly due to the present value adjustments for extended/long service leave caused by change in salary growth assumptions for the forward years (inclusive of the Teachers' Award negotiations outcome). Refer to Note 29 for more information.

Assets and liabilities

Total assets has increased by \$1,450.2 million against budget for the financial year, primarily due to the following:

- a) total current assets is \$71.1 million higher mainly due to capital prepayments and unbudgeted non-current assets held-for-sale.
- b) total non-current assets have increased by \$1,379.1 million due to buildings and improvements comprehensive revaluation and interim land revaluation.

Total liabilities has increased by \$472.6 million against budget, primarily due to the following:

- a) total payables is \$48.5 million above budget due to increased capital accruals at year-end.
- b) total current contract liabilities is \$49.5 million higher than budget due to movement of deferred revenue from capital projects.
- c) total current provisions is \$340.9 million higher than budget due to higher employee benefit provision and on-costs.

Cash Flows

Closing cash and cash equivalents is in line with the budget with a variance of \$6.9 million.

- a) net cash flows from operating activities are \$329.7 million lower. This is mainly due to lower grants and subsidies, driven by delay of activities.
- b) cash flows from investing activities are \$363.2 million lower budget. This is caused by slower capital program activities.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

25. Reconciliation of cash flows from operating activities to net result

	2023	2022
	\$'000	\$'000
Net cash used in operating activities	2,181,869	1,490,422
Depreciation and amortisation expense ¹	(1,071,983)	(842,633)
Allowance for expected credit loss	16,352	1,495
Increase/(Decrease) in other gains and losses for right-of-use assets under leases	--	111,808
Decrease/(Increase) in payables and other liabilities	23,671	7,098
Decrease/(Increase) in contract liabilities	19,057	2,587
Decrease/(Increase) in provisions	(217,567)	(123,649)
Increase/(Decrease) in receivables	9,185	2,911
Increase/(Decrease) in contract assets	--	--
Net gain/(loss) on disposal of property, plant and equipment	(97,231)	(74,861)
Contributions of assets without consideration	232	29,505
Net result ¹	<u>863,585</u>	<u>604,683</u>

¹ Comparative balances have been restated due to prior period error. Refer to Note 1(f) for more information.

26. Non-cash financing and investing activities

	2023	2022
	\$'000	\$'000
Contributed assets	232	29,505
Capital accruals	(222,096)	(137,384)
Recognition of right-of-use assets and associated lease liabilities	42,749	18,582
	<u>(179,115)</u>	<u>(89,297)</u>

27. Financial instruments

The department's principal financial instruments are outlined below. These financial instruments arise directly from the department's operations or are required to finance the department's operations. The department does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The department's main risks arising from financial instruments are outlined below, together with the department's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Secretary has overall responsibility for the establishment and oversight of risk management, and reviews and agrees on policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the department, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit and Risk Committee and internal auditors on a regular basis.

(a) Financial instrument categories

Class	Notes	Category	Carrying Amount 2023	Carrying Amount 2022
			\$'000	\$'000
Financial assets:				
Cash and cash equivalents	8	Amortised cost	869,718	888,030
Receivables ¹	9	Amortised cost	73,938	84,093
Contract assets ²	10	Amortised cost	--	--
Financial liabilities:				
Payables ³	17	Amortised cost	1,079,790	1,029,768
Borrowings - Lease liabilities	18	Amortised cost (in accordance with AASB 16)	159,364	169,569

Notes:

¹ Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7 *Financial Instruments: Disclosures*).

² While contract assets are also not financial assets, they are explicitly included in the scope of AASB 7 *Financial Instruments: Disclosures* for the purpose of the credit risk disclosures.

³ Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7 *Financial Instruments: Disclosures*).

The department determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re-evaluates this at end of each financial year.

27. Financial instruments (continued)

(b) Derecognition of financial assets and financial liabilities

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the department transfers its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:

- the department has transferred substantially all the risks and rewards of the asset; or
- the department has transferred control but neither transferred nor retained substantially all the risks and rewards of the asset.

When the department has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. Where the department has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset continues to be recognised to the extent of the department's continuing involvement in the asset. In that case, the department also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the department has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the department could be required to repay.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the net result.

(c) Offsetting financial instruments

Financial assets and financial liabilities are offset and the net amount is reported in the Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the assets and settle the liabilities simultaneously.

(d) Financial risks

(i) Credit risk

Credit risk arises when there is the possibility that the counterparty will default on their contractual obligations, resulting in a financial loss to the department. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the department, including cash, receivables and authority deposits. No collateral is held by the department. The department has not granted any financial guarantees.

Credit risk associated with the department's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

The department considers a financial asset in default when contractual payments are 180 days past due. However, in certain cases, the department may also consider a financial asset to be in default when internal or external information indicates that the department is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the department.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Although interest is earned on daily bank balances at the monthly average NSW TCorp 11am unofficial cash rate, NSW Treasury retains this revenue and does not pass it onto the department. Interest is earned on schools' bank account balances at the Reserve Bank of Australia (RBA) cash rate. This revenue is retained in the schools' bank account.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

27. Financial instruments (continued)**(d) Financial risks (continued)**

(i) Credit risk (continued)

Accounting policy for impairment of trade receivables and other financial assets**Receivables - trade receivables and contract assets**

All trade receivables and contract assets are recognised at the amounts receivable at balance date. Collectability of trade receivables and contract assets is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

From 1 July 2018, the department applied the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables and contract assets. The department's trade receivables do not include a significant financing component, and as such the simplified approach is applied. AASB 9 requires the department to calculate the expected credit loss and apply this to the department's unimpaired trade receivables.

To measure the credit losses, trade receivables and contract assets have been grouped based on shared credit risk characteristics and the days past due.

The expected credit loss rates are based on historical observed loss rates. The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables and contract assets. In financial year 2022-23, the department reviewed macro-economic data published by the Australian Bureau of Statistics for indications of economic deterioration in NSW and Australia. The department has identified the Australian unemployment rate and NSW business revenue projections to be the most relevant factors, and accordingly adjusts the historical loss rates based on expected changes in these factors.

Trade receivables and contract assets are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 180 days past due.

The loss allowance for trade receivables and contract assets and lease receivables as at 30 June was determined as follows:

30 June 2023	Current	< 3 months	3 - 6 months	> 6 months	Total
Expected credit loss rate	0.31%	0.47%	14.46%	12.93%	N/A
Estimated total gross carrying amount (\$'000)	13,422	2,577	1,162	5,306	22,467
Expected credit loss (\$'000)	41	12	168	686	907
30 June 2022	Current	< 3 months	3 - 6 months	> 6 months	Total
Expected credit loss rate	0.28%	2.47%	3.11%	58.64%	N/A
Estimated total gross carrying amount (\$'000)	39,340	3,480	578	1,475	44,873
Expected credit loss (\$'000)	112	86	18	865	1,081

Note:

The ageing analysis excludes statutory receivables and prepayments, as these are not within the scope of AASB 7 *Financial Instruments: Disclosures*. Therefore, the 'total' will not reconcile to the Total Receivables in Note 9 and Total Contract Assets in Note 10.

The department is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2023 and 2022. Most of the department's debtors have a good credit rating.

27. Financial instruments (continued)

(d) Financial risks (continued)

(ii) Liquidity risk

Liquidity risk is the risk that the department will be unable to meet its payment obligations when they fall due. The department continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

During the current and prior year, there were no defaults on any borrowings. No assets have been pledged as collateral. The department's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW Treasury Circular TC 11-12 *Payment of Accounts*. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Secretary (or a person appointed by the Secretary of the department) may automatically pay the supplier simple interest.

The table below summarises the maturity profile of the department's financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities (\$'000)

	Interest rate exposure					Maturity dates		
	Weighted average effective int. rate	Nominal amount ¹	Fixed interest rate	Variable interest rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2023								
<u>Payables:</u> ²								
Accrued salaries, wages and on-costs	--	279,758	--	--	279,758	279,758	--	--
Creditors	--	793,479	--	--	793,479	793,479	--	--
<u>Borrowings:</u>								
Lease liabilities	4.02%	193,752	193,752	--	--	27,121	76,139	90,492
2022								
<u>Payables:</u> ²								
Accrued salaries, wages and on-costs	--	204,767	--	--	204,767	204,767	--	--
Creditors	--	812,236	--	--	812,236	812,236	--	--
<u>Borrowings:</u>								
Lease liabilities	4.28%	212,487	212,487	--	--	27,037	80,231	105,219

Notes:

¹ The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the Statement of Financial Position.

² The amounts disclosed here exclude statutory payables and unearned revenue (not within scope of AASB 7).

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

27. Financial instruments (continued)**(d) Financial risks (continued)**(iii) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The department's exposures to market risk are primarily through interest rate risk on the department's borrowings. The department has minimal exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the department operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the Statement of Financial Position date. The analysis is performed on the same basis as for financial year 2021-22. The analysis assumes that all other variables remain constant.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. Exposure to interest rate risk arises primarily through the department's interest bearing liabilities. This risk is minimised by undertaking mainly fixed rate borrowings, primarily with NSW TCorp.

The department does not account for any fixed rate financial instruments at fair value through profit or loss or at fair value through comprehensive income or available-for-sale. Therefore, for these financial instruments, a change in interest rates would not affect the carrying value or interest paid/earned. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates (based on official RBA interest rate volatility over the last five financial years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The following table demonstrates the sensitivity to a reasonably possible change in interest rates:

	2023		2022	
	\$'000		\$'000	
	-1%	+1%	-1%	+1%
Net result	(7,104)	7,104	(7,185)	7,185
Equity	(7,104)	7,104	(7,185)	7,185

(e) Fair value measurement(i) Fair value compared to carrying amount

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or in the absence of a principal market, in the most advantageous market for the asset or liability.

There is no difference between the fair value and carrying amount of the department's financial instruments during financial years 2022-23 and 2021-22.

Financial instruments are generally recognised at cost, with the exception of the NSW TCorp IM Funds, which is measured at fair value. The department did not have deposits in these facilities for both financial years ended 30 June 2023 and 30 June 2022.

(ii) Fair value recognised in the Statement of Financial Position

Management assessed that cash, trade receivables, trade payables and other current liabilities approximate their fair value, largely due to the short-term maturities of these instruments.

When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13 *Fair Value Measurement*, the department categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted (unadjusted) prices in active markets for identical assets/liabilities that the department can access at the measurement date.
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly.
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

The department recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

The department did not have financial assets at fair value in financial years 2022-23 and 2021-22.

DEPARTMENT OF EDUCATION

Notes to the financial statements for the financial year ended 30 June 2023

28. Related party disclosures

(a) Compensation paid to Key Management Personnel

Key Management Personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the department, directly or indirectly. This includes the department's portfolio Ministers and members of the department's Executive.

Compensation details for the portfolio Ministers are reported in the NSW General Government and Total State Sector's financial statements. Total compensation for the department's Executive is set out below.

	2023	2022
	\$'000	\$'000
<i>Employee benefits</i>		
Short-term	5,677	5,113
Post-employment	--	--
Other long-term	624	928
Termination	456	--
Share-based payment	--	--
Total compensation	<u>6,757</u>	<u>6,041</u>

(b) Transactions with related parties

Related party transactions include transactions with other NSW government controlled entities; KMP of the department as described in Note 28(a) and their close family members; Ministers and their close family members; and or entities in which KMP, Ministers or their close family members have a controlling interest.

(i) Transactions with NSW government controlled entities

The department transacted with a number of NSW government entities as part of its normal operations during the financial year. Significant transactions include:

- Appropriations of \$21.9 billion received from Consolidated Fund. Refer to Note 3(a) for further information.
- Grants and other contributions including \$69.2 million from other public sector agencies, \$20.8 million for capital works under the Restart NSW Fund Act 2011 and \$97.6 million from the Department of Customer Service for the Digital Restart Fund. Refer to Note 3(d) for further information.
- \$110.8 million of COVID-19 personal protective equipment and rapid antigen tests received from the Ministry of Health. Refer to Note 3(d) for further information.
- Employee benefits assumed by the Crown of \$549.6 million. Refer to Note 3(e) for further information.
- Grants to NSW government agencies within the Education cluster of \$1.9 billion. This includes \$1.7 billion to TAFE NSW, and \$128 million to NSW Education Standards Authority. Refer to Note 2(d) for further information.
- An additional \$88.1 million was paid to NSW Government entities under a number of the department's funding programs. Refer to note 2(d) for further information.
- Payments of \$110 million and recoveries of \$189.7 million from the iCare NSW Treasury Managed Fund Scheme. Refer to Note 2(b) and Note 3(f) for further information.

(ii) Other related party transactions

The spouse of a former Cabinet Minister was employed as a Band 1 executive by the department during the financial year. The employment was on a full-time basis and a total of \$246 thousand (inclusive of superannuation) was compensated in financial year 2022-23.

29. Events after the financial year

Teachers' Award negotiations outcome

On 9 September 2023, the Teachers Federation Council voted to endorse the offer made by the department to increase teachers' wages, impacting:

- permanent and temporary teachers and school counsellors
- casual teachers and school counsellors.

The agreement covers a 4 year period, with the new salary structure commencing on 13 October 2023.

This resulted in a \$48.5 million increase in annual and vacation leave provisions and related on-costs adjustments to the current year financial statements.

Uplift in the present value of Crown acceptance liabilities

On 19 September 2023, the 2023-24 NSW State Budget was published. With the salary growth assumptions for the forward years confirmed (inclusive of the Teachers' Award negotiations outcome) there was a material impact for Crown's extended/long service leave and defined benefit superannuation liabilities present value calculations.

This resulted in an increase in nominal expense and revenue of \$147.9 million for Crown acceptance liabilities and a \$29.0 million adjustment to extended/long service leave on-costs in the current year financial statements.

Other than those noted above, the department is not aware of any events after the financial year that have material impacts on the financial statements for the year ended 30 June 2023.

End of audited financial statements.

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YouTube: [youtube.com/c/nswdepartmentofeducation](https://www.youtube.com/c/nswdepartmentofeducation)

The NSW Department of Education's Interim Annual Report 2023 is available on the department's website: [education.nsw.gov.au](https://www.education.nsw.gov.au).


The department will make the report available in other formats on request.

The department has not incurred any external costs in producing the report.



We acknowledge the homelands of all Aboriginal and/or Torres Strait Islander people and pay our respect to Country.

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