



# NEGS

MORE THAN  
A SCHOOL

## Annual Report 2024



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## Report from the School Chair – Address at Speech Day 2024

Welcome to all and to our Guest Speaker, Amanda Young, who will be more formally introduced shortly.

First and foremost, I'd like to thank the Parents, Carers and Families of our students for allowing us to care for and guide your sons and daughters through these, their most formative years.

Secondly, and no less important, our thanks go to our Principal, Liz Van Genderen, our Chief Operating Officer, Shaun Cassidy, the NEGS Alumni, the Faculty, our Facilities Team, our P&F, our Volunteers – and especially to our Boarding Staff, who try hard to make this a safe place, like a home away from home, for our Boarders.

I'd also like to thank Bishop Rod Chiswell of the Armidale Diocese for his attendance & support.

And, I'd especially like to take this opportunity to, again, thank John Cassidy, and his wife Annette, for their years of invaluable service and support to NEGS and for John's continuing commitment to remain an integral part of NEGS Limited, as a Director – all of this is very much appreciated.

I recently communicated, in a Letter to you, some of the significant activities of NEGS Limited this year. Our School, with initiatives in the academic, social, sport, facilities and boarding spaces, has already been delivering significant improvements in all areas. We've been able to reintroduce a number of sought-after subject lessons, added sport activities (including, at last, the reintroduction of rowing), broadened our competitive levels in a number of areas and re-established connections with past cultural partners.

It is with pleasure that I note the increased opportunities we are able to offer our students for participation in travelling to distant places to represent themselves, their School and their Country. A number of our sporting and academic teams have been successful not only in the local area, but also as regional and State representation. And, most recently, we sent a small team of equestrians to China for a cultural and sport exchange, as well as other students to the USA and Europe.

I'd also like to mention the continued growth of our enrolments, back toward and beyond pre-COVID levels, with the benefits of our Strategic Plan becoming clear. It is likely that I will be able to report, at this time next year, that this positive trend is continuing, with increased enquiries, confirmations and discussions at new, higher levels for 2025 and onward.

To help support these increases in student numbers and academic, co-curricular and extra-curricular activities, we've recently replaced our ageing bus fleet with new buses, allowing us to also offer weekly to-and-from student transport for the Tamworth area.

I guess the main points of these comments are to highlight that NEGS is 'on the move' again and that things are looking up! Stay tuned for more good news!

And a reminder about the 2024 Parent Survey. As a parent, I have given my own honest opinions back to the school – please give yours! I know that the Chairman of the Board will hear those opinions!

**Mr Peter Moffitt**  
**NEGS Chair**



## Principal's Report – Address at Speech Day 2024

Good morning and welcome.

Mr Peter Moffitt, Chairman of the Board, Mr Shaun Cassidy, Chief Operating Officer and NEGS Limited Company Secretary, members of the board, Ms Natalie Scanlon member of the board and President of NEGS Alumni Inc, The Right Reverend Rod Chiswell, invited guests including past student Ms Amanda Young, staff, parents, families and students.

2024 has been incredible. During last night's Carol service, I reflected on and celebrated the year that was.

Together, we have learnt so much—not just academically, but about resilience, relationships, and our own potential.

We have laughed, we have cried (me included), and together we have navigated the questions about where we belong and how we fit into the world around us.

Students and teachers, you really do inspire me daily. You give me the strength and determination to keep going. Your courage, kindness, and tenacity make NEGS the remarkable place it is.

To our staff who are moving on:

- Mr. Hughes: Thank you for bringing the magic of music to NEGS. You made it okay for us to 'try', to step out of our comfort zones, and to be celebrated for our efforts.
- Ms. Oates: Your calm demeanor and quiet dedication has enriched our classrooms. Lunchtimes in the library were abuzz, and your encouragement meant so much to our students. Enjoy every minute of your overseas travel.
- Mr. Moore: A spade is always a spade; you are honest, considerate, and are an excellent litmus test. You have helped me immensely in my role as Principal and for that I thank you. Your new school in Port Macquarie is lucky to have you.

To the students and families who are leaving us, know that you will always be a part of the fabric of NEGS. Wherever life takes you, I hope our paths cross again.

Enjoy every moment of the festive season, and I look forward to seeing you in 2025.

**Liz van Genderen**  
Principal, NEGS

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## Contextual Information About the School

NEGS, located in Armidale, NSW, was founded in 1895 by Miss Florence Green, who stated:

“...the school has built tradition of academic excellence, where every student is encouraged to reach their full potential, both intellectually and spiritually, in an atmosphere that fosters creativity, personal and physical development and values individuality, as well as teamwork.”

The passage of 129 years has not lessened our founder’s value base.

For over 129 years, NEGS has remained steadfast in upholding these values. Our School Motto, “Whatsoever you do, do it heartily,” reflects our commitment to nurturing each student's best efforts. We want every student to be their best.

NEGS offers a unique educational structure with a coeducational junior school (Pre-Kindergarten to Year 6) and a single-sex girls' secondary school (Year 7 to Year 12). This structure allows us to provide tailored learning environments that cater to the developmental needs of each stage. In our junior school, coeducation fosters collaboration and social learning among boys and girls, preparing them for a diverse world. A single-sex environment in the girls' secondary school promotes focused academic engagement, leadership development, and empowerment, ensuring our students thrive in a supportive and nurturing community.

Our comprehensive co-curricular program and outdoor learning encourage students to explore new skills, develop leadership qualities, and engage in community service. Through these activities, students learn the importance of service to others and hone their leadership skills, preparing them to make meaningful contributions to society.

Located in a regional setting, NEGS maintains strong connections with local industries and businesses, supporting rural and regional families. Our boarding community includes students from rural NSW, interstate, and metropolitan areas, complemented by a daygirl population primarily from the New England region.

NEGS is proud to be a Round Square School, one of nine in NSW and part of a global network spanning 50 countries. As a Round Square School, NEGS integrates the six IDEALS (Internationalism, Democracy, Environmentalism, Adventure, Leadership, and Service) into our educational approach. This affiliation enriches our students' educational experiences with diverse perspectives, global opportunities, and a strong emphasis on leadership development, service learning, and global citizenship.

Further information on the school can be found on the My School website: <http://www.myschool.edu.au>

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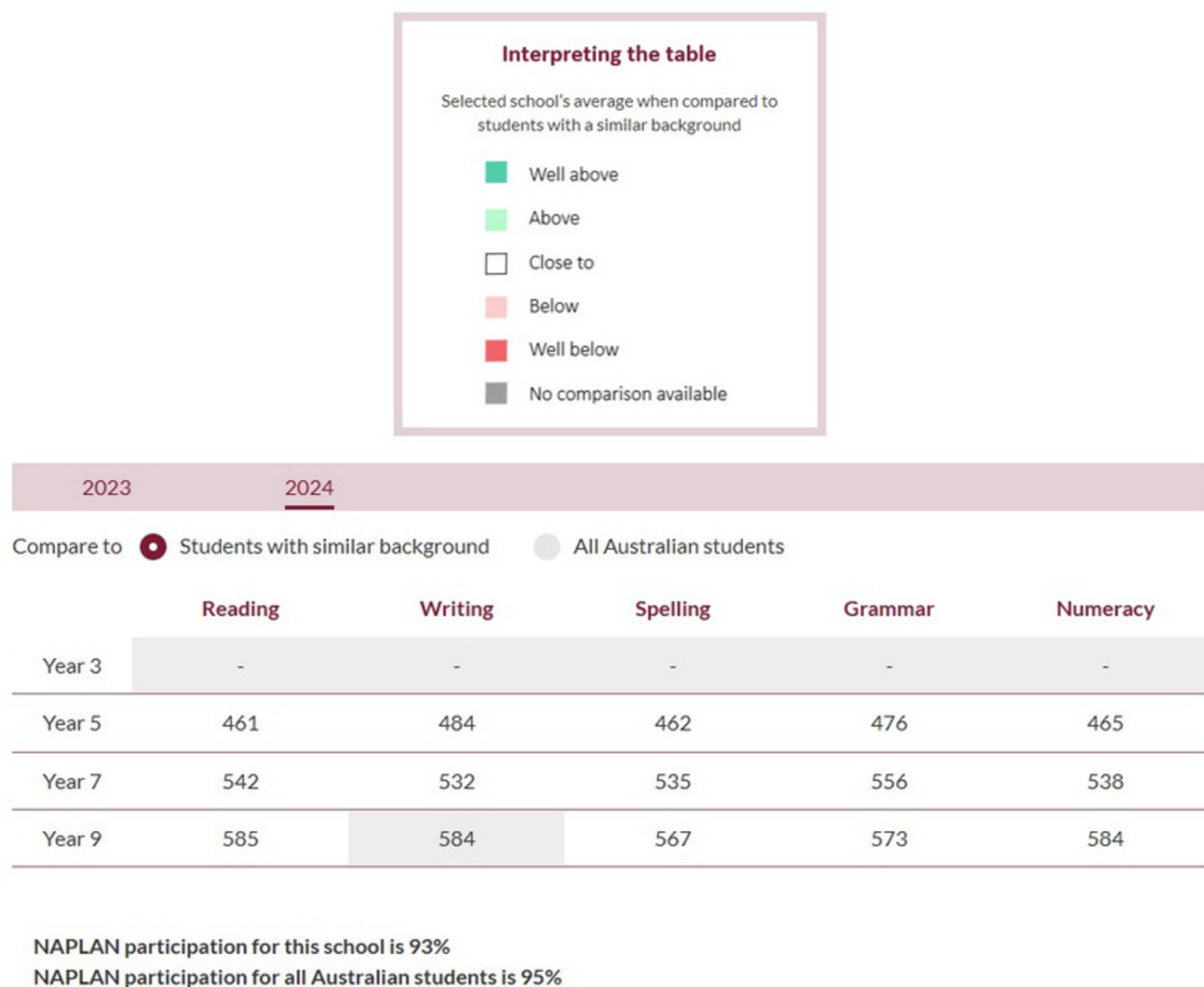
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Annual Report 2024  
Theme 2: Outcomes and Results

## Outcomes in standardised national literacy and numeracy testing

Student performance on NAPLAN is available on the My School website: <http://www.myschool.edu.au>



Similar background—Students have a similar background as determined by parental occupation and education. Students' backgrounds have been shown to impact NAPLAN results.

## Record of School Achievement

The school had no students who required the issuance of a Record of School Achievement.

## Senior Secondary Outcomes

In 2024, 94% of Year 12 NEGS students undertook courses leading to the Higher School Certificate. One student (5.8%) completed a VET qualification as part of their HSC pattern of study.

## Post school destinations

NEGS had 17 students complete their senior secondary course in 2023. Of these, 16 completed the Higher School Certificate. Students received University offers in NSW, Queensland, and Victoria. One student joined the Australian Defence Force. Students accessed the Schools Recommendation Scheme through UAC, in

addition to applying directly to Universities for Early Entry Admission, with many successful applications. Some students have undertaken a 'gap' year, initially deferring their tertiary studies, whilst other students commenced full time employment.

## Outcomes for the Higher School Certificate

16 students sat for the HSC this year.

Highlights:

- 100% of Music 1 students achieved a Band 5 or 6
- 100% of History Extension students achieved and E3 or E4
- 100% of students achieved a Band 4 or better: Agriculture, English Advanced, Geography, Modern History, and Visual Arts
- 100% of Design and Technology students have achieved a Band 4 or better since 2014
- 50% of students achieved a Band 5 or better in at least one of their courses.

Many of the courses offered at NEGS exceeded the State Average, including: Agriculture, Ancient History, Community and Family Studies, English Standard, History Extension, Modern History, and Music 1.

86% of students matriculating directly to university received a Schools Recommendation Scheme offer, including Bachelors in Criminology, Law, and Primary Education.

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**HSC Results - School vs State Comparison, by Percentage**

Course	Name	Source	% of students in Band					
			1	2	3	4	5	6
15010	Agriculture	School	0	0	0	50	50	0
15010	Agriculture	State	2.7	13.79	25.2	27.09	20.03	11.15
15020	Ancient History	School	0	0	25	25	50	0
15020	Ancient History	State	4.8	10.62	19.13	28.14	27.68	9.6
15030	Biology	School	0	14.28	57.14	14.28	14.28	0
15030	Biology	State	2.22	9.53	18.13	34.51	28.89	6.7
15040	Business Studies	School	0	0	66.66	33.33	0	0
15040	Business Studies	State	4.04	8.72	22.79	26.98	26.92	10.53
15050	Chemistry	School	0	0	100	0	0	0
15050	Chemistry	State	2.07	10.66	19.99	28.44	27.37	11.44
15060	Community and Family Studies	School	0	0	12.5	75	12.5	0
15060	Community and Family Studies	State	1.43	5.84	20.74	36.14	29.66	6.17
15140	English Advanced	School	0	0	0	60	40	0
15140	English Advanced	State	0.05	0.44	2.97	28.95	52.47	15.09
15130	English Standard	School	0	0	27.27	72.72	0	0
15130	English Standard	State	0.66	6.94	25.09	53.88	12.85	0.55
15190	Geography	School	0	0	0	100	0	0
15190	Geography	State	2.57	6.04	17.88	35.52	27.75	10.21
27199	Human Services Examination	School	0	0	100	0	0	0
27199	Human Services Examination	State	0	3.96	33.33	43.49	15.39	3.8
15220	Legal Studies	School	0	0	50	33.33	16.66	0
15220	Legal Studies	State	1.87	8.62	20.04	25.87	28.17	15.39
15236	Mathematics Standard 2	School	0	12.5	37.5	25	25	0
15236	Mathematics Standard 2	State	3.41	13.37	24.09	30.35	19.39	9.35
15270	Modern History	School	0	0	0	75	25	0
15270	Modern History	State	1.33	8.13	18.98	32.31	28.8	10.43
15290	Music 1	School	0	0	0	0	100	0
15290	Music 1	State	0.43	2.43	7.5	22.02	47.36	20.22
15320	PDHPE	School	0	0	71.42	28.57	0	0
15320	PDHPE	State	1.12	7.77	23.81	32.31	26.44	8.51
15390	Textiles and Design	School	0	0	100	0	0	0
15390	Textiles and Design	State	2.53	5.78	15.7	26.44	33.17	16.35
15400	Visual Arts	School	0	0	0	50	50	0
15400	Visual Arts	State	0.04	0.54	5.48	26.99	49.81	17.11

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**HSC Results - School vs State, by Percentage, Extension Courses**

Course	Source	E1	E2	E3	E4
History Extension	School	0	0	100	0
History Extension	State	1.41	12.15	58.37	28.05

**HSC Results - Comparisons Over Time**

	2019		2020		2021		2022		2023		2024	
Bands	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%
1-2	9	5.6	10	5.1	17	11	17	12.1	15	15	2	3
3-4	115	71.4	121	61.7	113	72.9	84	60	70	71	62	78
5-6	37	23	65	33.2	25	16.1	39	27.9	13	13	15	19

**HSC Results – Comparisons Over Time - Extension Courses**

	2019		2020		2021		2022		2023		2024	
	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%	No. of subject results	%
E1	0	0	0	0	1	25	0	0	1	0.09	0	0
E2	2	66.6	4	44.4	0	0	3	50	3	27	0	0
E3	1	33.3	5	55.5	2	50	3	50	5	45	1	100
E4	0	0	0	0	1	25	0	0	2	18	0	0

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Annual Report 2024  
Theme 3: Staffing

### Teacher Accreditation

Level of accreditation	Number
Conditional	3
Provisional	2
Proficient	26
Highly Accomplished (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0

### Workforce composition

Category	Number
Teaching Staff	31
Full-time equivalent teaching staff	28.3
Non-Teaching Staff	20
Full-time Equivalent Non-Teaching Staff	14.8
Aboriginal and Torres Strait Islander staff	1

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Annual Report 2024  
Theme 4: Attendance

## Whole School

Student attendance rate	%
All students	89%
Indigenous students	93%
Non-Indigenous students	88%

## Year Level

Year	Attendance Rate %
K	94%
1	93%
2	90%
3	89%
4	93%
5	90%
6	88%
7	90%
8	86%
9	87%
10	82%
11	88%
12	91%

[The My School website](#) indicates NEGS' attendance rates.

The school manages attendance in accordance with our [Attendance Policy](#) and [Attendance Procedures](#).

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Annual Report 2024  
Theme 5: School Policies

The following school policies are publicly available:

- [Enrolment policy](#)
- [Child protection policy](#)
- [Anti-bullying policy](#)
- [Discipline policy](#)
- [Complaints policy](#)

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Annual Report 2024  
Theme 6: Stakeholder Satisfaction

NEGS prioritises the satisfaction of parents, students, and teachers, ensuring a fulfilling educational experience for every child and family involved.

The Principal or their delegate endeavours to attend all school-based and community meetings relevant to the school's interests throughout the year. Attendance at P & F and Old Girls' meetings further facilitates effective communication and ensures broader segments of the NEGS community are well-informed about school developments whilst providing valuable two-way communications.

Each year level benefits from dedicated parent liaisons who enhance communication and engagement between parents and the school. The Community Relations team supports these parents in their roles and in making connections across the school.

Students actively participate in Student Representative Council (SRC) deliberations, yielding numerous valuable recommendations that have been implemented for the benefit of the entire school community. The SRC is run under the leadership of the Year 12 Prefect body and supported by staff.

Regular meetings of the entire school staff, academic staff, administrative staff, senior management, and Heads of Faculty provide essential forums for feedback to the Principal and, in the long term, the Board of Directors.

Formal assemblies provide platforms for students to demonstrate leadership qualities and for various departments to showcase individual and group achievements, including the presentation of the 'Iggy' Award for courage and resilience. The Sports Dinner celebrates students' accomplishments in sports. Events such as Speech Day and Valedictory celebrations unite the community in recognising student achievements.

In 2024, NEGS conducted a comprehensive Parent Survey to gather insights on key aspects of the school experience. Analysis of the survey results identified strengths and weaknesses and provided valuable guidance for areas of improvement. NEGS plans to address identified areas for improvement and intends to conduct the same survey annually to strengthen communication and engagement across the community.

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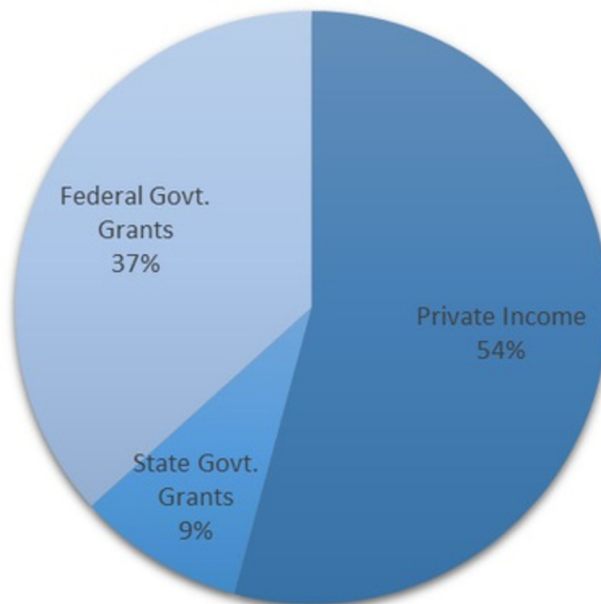
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Annual Report 2024  
Theme 7: Summary of Financial Information

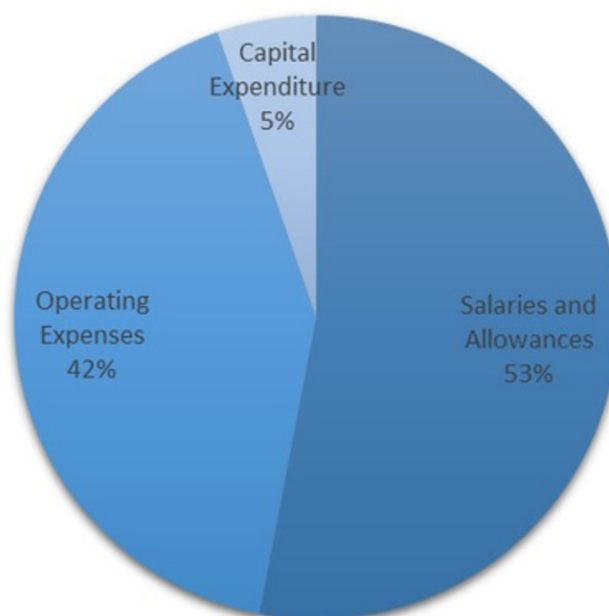
**Operating Income:**

Federal Govt. Grants	37%
State Govt. Grants	9%
Private Income	54%
	<b>100.00%</b>



**Operating Expenses:**

CapitalExpense	5%
Salariesand Allowances	53%
Operating Expenses	42%
	<b>100.00%</b>





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