



Contact Details

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This report is published to provide information about Pambula Beach Flexible School for parents / carers, young people, members of our school community, and other interested parties. This report has been compiled in accordance with the relevant Commonwealth and State Government reporting requirements.

Table of Contents

<i>Message from our Head of Campus</i>	3
<i>School Context</i>	4
School Overview	4
Distinctive Curriculum Offerings	4
School Policies	5
<i>Characteristics of the Student Body</i>	6
Enrolments by Year and Year Level.....	6
Student Body Characteristics.....	6
<i>Student Outcomes</i>	7
Student Attendance	7
NAPLAN.....	7
Senior Secondary Outcomes	7
Post-School Destinations	7
<i>Social Climate</i>	8
Student Wellbeing.....	8
Family and Community Engagement	8
Satisfaction Surveys	9
<i>Staff Profile</i>	10
Teacher Standards and Qualifications	10
Workforce Composition.....	10
Professional Development	11
<i>School Financials</i>	12
School Income.....	12
School Expenditure	12

Message from our Head of Campus

2025 marked the sixth year of operation for Pambula Beach Flexible School (PBFS), a significant milestone highlighted by the enrolment of two additional classes of young people and the appointment of several new staff members. PBFS continues to deliver education in the tradition of Edmund Rice, providing flexible, meaningful and authentic learning pathways for some of the most marginalised young people in the Bega Valley. Throughout 2025, the school strengthened its community presence through partnerships designed to support students in transferring their skills and knowledge to real-world environments. Many of our young people have experienced barriers to mainstream education and significant interruptions to their learning, underscoring the importance of these partnerships and our flexible approach.

Enrolments increased steadily over the year, with a particularly notable rise in Semester Two. PBFS remains a NESA-registered secondary school catering to young people in Years 7 to 10. The onsite team comprises four teachers, four youth workers, and an Adventure Based Learning Teacher. In addition, the leadership structure expanded in 2025 to include a Head of Campus, Assistant Head of Campus, Practice and Identity Leader, Wellbeing Coordinator and Senior Administrator. The school continued to collaborate closely with the NSW/TAS regional team to strengthen practice and maintain high-quality learning experiences.

The electives program expanded significantly in 2025 through partnerships with external organisations, offering increased opportunities for students to explore individual interests and strengths. Adventure Based Learning remained a core component of the curriculum, supporting the development of social and emotional capabilities, including collaboration and resilience. Students engaged in a wide range of Outdoor Adventure Based Learning (OABL) and creative arts activities, such as surfing, snorkeling, mountain biking, hiking, bush cooking, gardening, music and arts and crafts. Additional wellbeing and personal development classes complemented these experiences. A key highlight was the successful completion of the school's fourth hike to the summit of Mount Kosciuszko.

PBFS remains committed to acknowledging and honouring the enduring culture of the Yuin People and to fostering respect and care for the Country on which the school operates. Strong relationships with local First Nations communities and organisations continued to underpin the school's work in 2025. Young people and staff participated in experiences that strengthened cultural understanding and connection, including learning about the Saltwater Peoples of the Yuin Nation and exploring First Nations approaches to caring for land and water.

The school extends sincere thanks to Reverend Bronson Symes and the Pambula Baptist Church congregation for their ongoing support throughout the year. The end-of-year celebration provided a valuable opportunity to recognise the achievements of students and the continued growth of the school community. Another highlight was the community lunch, which was planned, prepared and led by young people.

Parents and carers remain essential partners in the PBFS community. Their consistent support and shared commitment to the success of every young person contribute significantly to the school's ongoing impact.

In closing, PBFS acknowledges the professionalism, expertise and dedication of its staff. While each team member is highly skilled in their role, it is their collective passion and commitment that create the conditions for young people to thrive on their individual learning journeys.

Shannon Birch
Head of Campus
Pambula Beach Flexible School

School Context

Co-educational or single sex	Co-educational
School Sector	Catholic (in the Edmund Rice Tradition)
Year Levels Offered	7-10
Additional Information	Additional information about our school can be found at: <ul style="list-style-type: none">- mySchool website- EREA Flexi website

SCHOOL OVERVIEW

Pambula Beach Flexible School is a part of Edmund Rice Education Australia Flexible Schools Ltd who provide a second, third or fourth chance to young people who have disengaged from mainstream schools, with a focus on radical inclusion, hope and opportunity. Pambula Beach Flexible School commenced operation in 2020 as a registered co-educational Catholic school in the Edmund Rice tradition.

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

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

First Nations influence

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

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

DISTINCTIVE CURRICULUM OFFERINGS

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

Pambula Beach Flexible School (PBFS) provides holistic learning experiences that address the educational and social needs of young people through the promotion their emotional, cognitive, spiritual and academic development.

Learning programs are developed with the intention to:

- empower young people to take personal responsibility for their learning
- support young people to become independent learners
- address deficits or gaps in literacy and numeracy
- develop in young people the skills and dispositions of twenty first century learners including collaboration, innovation and knowledge creation
- recognise and celebrate the skills and knowledge of young people
- enable young people to experience challenge within a safe and supportive learning environment
- provide a sense of achievement that is relevant and authentic to the real world

Learning experiences address NESA Mandatory Courses for Years 7, 8, 9 and 10 with a strong focus on Literacy and Numeracy.

Cocurricular offerings

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

Cocurricular activities offered at Pambula Beach Flexible School in 2025:

- Surfing
- Snorkeling
- Mountain biking
- Hiking
- Bush cooking
- Gardening
- Music
- Arts and crafts
- Fishing
- Building & Construction
- Food Tech
- Boxing
- Basketball
- Snow trip
- Community Connections
- Connection to Country
- Photography

SCHOOL POLICIES

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

How to access our school policies:

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

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

Characteristics of the Student Body

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

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

ENROLMENTS BY YEAR AND YEAR LEVEL

	2025
Year 7	5
Year 8	8
Year 9	26
Year 10	27
TOTAL	66

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

STUDENT BODY CHARACTERISTICS

	2025
Male	43.94%
Female	56.06%
Gender Diverse	0.00%
First Nations	34.85%
NCCD	83.33%

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

Student Outcomes

STUDENT ATTENDANCE

Overall student attendance at our school in 2025:

Overall attendance rate	46.99%
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Student attendance rate by year level in 2025:

Year 7	50.32%
Year 8	52.46%
Year 9	49.08%
Year 10	42.40%

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

How non-attendance is managed

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

NAPLAN

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

How to access our NAPLAN results:

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

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

SENIOR SECONDARY OUTCOMES

Senior secondary outcomes at our school in 2025:

Number of young people awarded a VET qualification (Cert I, II, III, IV etc.), including School-based Apprenticeship or Traineeship	5
Number of young people awarded a Certificate II	5

POST-SCHOOL DESTINATIONS

Post-school destinations for 2025:

Participating in paid employment (full-time / part-time)	4
Participating in further education	2
Other	6
Total number of graduating / exiting young people	12

Social Climate

STUDENT WELLBEING

At Pambula Beach Flexible School, the wellbeing and best interests of our young people remain our highest priority. In partnership with students, their families, external service providers, and the wider community, we create positive, safe, and supportive learning environments that nurture wellbeing. Through a focus on leadership, inclusion, student voice, partnerships, and tailored support, our pastoral care program fosters strong relationships that help us monitor progress, advocate for students, provide guidance during personal challenges, and ultimately support them in achieving their personal and educational goals.

We continued to strengthen and tailor our external partnerships to meet the evolving wellbeing needs of our young people. In addition, we enhanced our learning environments by creating calm zones and flexible spaces that students could access whenever needed.

Sport and outdoor education remain an integral part of the PBFS timetable, helping us build a connected and positive school community. In 2025, we acted on student feedback by introducing high-impact activities alongside creative opportunities that allowed students to express themselves and engage in ways that suited their interests.

Wellbeing staff facilitated sessions on drug and alcohol awareness, nutrition, and mental health, and delivered a range of in-house workshops guided by the PDHPE curriculum. Our youth workers also conducted outreach visits, made wellbeing calls, and offered activities during the school holidays to provide additional support and help young people stay connected.

FAMILY AND COMMUNITY ENGAGEMENT

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

PBFS recognises that parents/carers are the primary educators of their young people, while remaining sensitive to the fact that many young people live independently of their families. We recognise our critical role in educating parents and carers and being the link between young people and their carers in times of stress and crisis. Particular reference is made to recognition of First Nations Culture through integrating Aboriginal and Torres Strait Islander themes in our curriculum and recognising National Days and Celebrations. Staff (teacher and youth worker) have regular contact with parents and carers via phone conversations and catch-ups that happen on an almost daily basis. The importance of this informal contact cannot be overestimated. Parents and carers often phone both teaching and wellbeing staff to share information or to ask for advice, and most particularly seek and share strategies and supports in times of crisis.

Parents and carers are invited into Operation by Principles as participants in Collaborative Problem Solving (CPS) meetings with staff and young people. Staff seek the input of parents and carers in negotiating a way forward with young people. Staff often conduct home visits to encourage young person engagement through outreach and participation in on-site classes. PBFS supports and encourages this role of parents/carers through parents/carer meetings and home visits. Families are viewed as partners in their children's educational experience. While family circumstances may be related to young people's alienation, the importance of building positive family relationships is a priority.

SATISFACTION SURVEYS

The tables below show selected data from the recent EREAFSL Opinion surveys for Pambula Beach Flexible School (sent to young people, parents / carers, and staff to measure satisfaction with our school in 2025).

Young People opinion survey data

Percentage of young people surveyed who gave favourable responses to categories:	2025
Spaces and Places	50.0%
School Community and Support	80.0%
Safety and Wellbeing	54.2%
Learning and Growth	35.7%
First Nations Culture and Inclusion	95.8%

Parent / Carer opinion survey

The school uses a method of practice that focuses on continual conversations and consultations with parent/carers about how the school is measuring against expectations. These conversations build strong relationships and allows us to celebrate successes and for early identification on areas for improvement.

Staff opinion survey

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

Staff Profile

TEACHER STANDARDS AND QUALIFICATIONS

Pambula Beach Flexible School requires its teaching staff to hold a valid Teacher Accreditation with the NSW Education Standards Authority (NESA), a current Working With Children Check, and must meet the suitability to teach requirements which relate to qualifications, competency, integrity, experience, and professional conduct.

Qualifications

The table below depicts the highest level of education obtained by teaching staff and school leaders:

Doctorate or higher	0
Masters	2
Bachelor	12

Teacher Accreditation Status

The table below depicts the accreditation statuses of our teaching staff:

Proficient	93%
Provisional	0%
Conditional	7%

WORKFORCE COMPOSITION

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

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

Staff numbers

	Headcount	FTE
Teaching Staff	13	11.20
School Leaders	1	0.20
Non-Teaching Staff	7	6.80
TOTAL Staff	22	19.20

Staff characteristics

	2025
Male	46.67%
Female	53.33%
Gender Diverse	0.00%
First Nations	6.67%

PROFESSIONAL DEVELOPMENT

Pambula Beach Flexible School ensures that all staff - particularly our teaching and leadership teams - are provided with regular opportunities for professional learning that builds their knowledge, understanding, and skills. We remain committed to the ongoing development and formation of all staff, recognising that this investment enriches the educational experiences we offer and models the modern reality of lifelong learning for our young people.

In 2025, staff engaged in a wide range of professional learning opportunities, including: Doing Schools Differently Conference

- Staff Induction
- Individual and Group Reflective Supervision
- Berry Street Education Model
- Curriculum Planning Days
- First Aid and Resuscitation – Annually
- Strategic Planning Days/ToP Days
- EREA Student Duty of Care training
- Child Safety NSW training
- EREA Code of Conduct training
- EREA Child Safeguarding EREA/Complispace training
- EREA Principal & Head of Campus meetings
- CPI Verbal Intervention Training
- Explicit Instructions Workshop

We value learning and collaboration across the EREA Flexible Learning Community. Staff participated in state tours of Queensland and Tasmanian Flexible Schools, gaining valuable insights into flexi practice. In Term 4, we welcomed colleagues from Tasmania to Pambula Beach Flexible School, creating further opportunities to share practice and strengthen professional connections.

The leadership team also undertook a comprehensive School Reflection, identifying areas of strength and areas for growth. This reflective process was highly rewarding and has informed the development of a purposeful strategic direction for 2026 and beyond.

School Financials

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

SCHOOL INCOME

The 2025 school income for Pambula Beach Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the mySchool website.

How to access our Finance data:

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

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

SCHOOL EXPENDITURE

The 2025 school expenditure for Pambula Beach Flexible School reported by financial year accounting cycle using standardised national methodologies and broken down into salaries, allowances, and related expenses, non-salary expenses, and capital expenditure is depicted in the graph below:

