



**ANNUAL  
REPORT**

**2021**



GO

YEARS

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# GEORGINA HARRISSON

*Secretary,  
NSW Department of Education*

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The past year, or in fact the past almost two years, have been incredibly challenging for almost every school and community in NSW. We have faced drought, bushfires, floods, a pandemic – and when you thought we'd seen it all – a destructive mouse plague. I've been reassured though by how our school communities have come together. There have been so many beautiful stories of teachers, parents and students lending each other a vital helping hand – getting through difficulty, and sometimes even great trauma, together. It's a welcome silver lining.

Through all the change parents and carers have been at the forefront. The impact of COVID, in particular, has absolutely stretched some of us as parents. Supporting your kids as they switched to learning from home, issues around digital connectivity and the need for support for differences in learning capabilities was a huge ask – as was the need to support kids as they transitioned back to the classroom. I write as the Sydney region is again in lockdown and we are seeing schools stepping up once again to provide learning from home. For many families it's a really difficult juggle for adults to work from home while supporting their children's learning and others are facing horrible uncertainty about the viability of businesses or the likelihood of future employment. And of course we are all concerned about the health risks of the pandemic. I especially wanted to take this opportunity to thank parents and carers – and those that support them – for your astonishing levels of dedication and perseverance. It's been hard but your support for your children's learning has been hugely important. And while the experience may have

been challenging and uncomfortable, I hope that you've also found it (at least at times!) rewarding and exciting, and perhaps an opportunity to better understand your kids as learners.

Since I commenced as Secretary in May, I've talked about the pressing need for improvement – for every student, every teacher, every leader, every year, every school. Every student deserves to see that improvement, something we have not lost sight of even as we've dealt with a myriad of external challenges. We know that educational success begins before a child takes their first step through a school gate. It begins in early childhood. The impact of quality early childhood education is profound – and it's the children who are most at risk of poor educational outcomes who benefit most.

That's why we are committed to increasing the proportion of children (including Aboriginal, vulnerable and disadvantaged children) enrolled in an early childhood education program for 600 hours in the year before school and why we're working with the sector to increase the proportion of early childhood education services meeting or exceeding the National Quality Standard. We want to lift the quality of early education and learning so that all children in NSW get the best start in life.

At the other end of the spectrum we also know that education does not end as a student steps out the school gate for the last time. Lifelong learning is absolutely central to the ongoing success of our students.

# GEORGINA HARRISSON

Secretary,  
NSW Department of Education

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As the past year or so has made clear, we live in a rapidly changing world and our students need to be set up to adapt to change if they are to thrive. Education is about being an informed and engaged citizen. It's about being willing and able to shape our futures for the better. It's about your first job but it's also about the next job - getting back into work after unemployment or time off and it's about a better job - upskilling and changing career, opening up opportunities for work that meets your ambitions whether that's better pay, more interesting work or something that you just find more deeply satisfying. Brighter life opportunities all the way through life, a society where people are equipped to take control. Engaged citizens who thrive in a complex and dynamic society.

Our vision is ambitious. We want every student to be known, valued and cared for – to feel safe. We want every student, every teacher, every leader and every school improving every year – best possible education for our kids. And we want to see improvement and fantastic support for truly

lifelong learning – from early childhood right through to late career retraining.

Working in public service for most of my career, I have seen firsthand the power of government services to improve people's life opportunities. I know for people working in schools and for parents, you will have seen that impact. There is no field of service more noble and more transformative than that of education. For most people who work in education that's a huge part of why we are here. The chance to make a difference and have that impact.

I would like to sincerely thank the P&C community for your incredible support. In almost a hundred years of the Federation's history, these surely have been some of the most disruptive to our schools and students. Your impact across school and broader communities throughout the state has been more important than ever before and I know it's been deeply appreciated. I look forward to continuing to improve the lives of all children with your support and incredible enthusiasm.

*“Education is about being an informed and engaged citizen. It's about being willing and able to shape our futures for the better. It's about your first job but it's also about the next job”*



# PAUL MARTIN

*Chief Executive Officer,  
NSW Education Standards Authority*

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Thank you for your invitation to submit a message for the Federation of Parents and Citizens Associations of New South Wales 2021 Annual Report on behalf of the NSW Education Standards Authority (NESA). As valued partners in our mission to improve student learning outcomes, the Federation of Parents and Citizens Associations of NSW and its member associations are very important to NESA.

Today I write to you from my home in Sydney's Inner West where my children, both high school students, are here at home with me. What a challenging year it has been, both as a global community, and for our teachers, students and their families, adapting to life and learning in the midst of the ongoing pandemic. Despite the obvious difficulties associated with living and learning in this new climate, this year has given us some gifts, our students and their families have demonstrated incredible strength of character in the face of adversity, and have adapted to our 'new normal' with optimism, resilience and flexibility. Parents, in particular, have been extraordinary in their approach to remote learning and teaching their children from home. Remote learning has obviously been incredibly challenging in and of itself, and with the additional stress of juggling household duties and work from home commitments, I commend each and every parent who has been faced with this unique situation.

Parent engagement and involvement is critical to the vibrancy of our colourful public school communities and is more important than ever right now, even though what this looks like within the parameters of COVID-19, has changed. While parents are currently unable to cheer on school sporting events, applaud school plays, attend meetings on curriculum, assessment or reporting in person, they have shown up in countless other ways to bolster and support one another and reaffirm the sense of community our public school system is renowned and revered for – and it is this commitment to community that has kept us all going.

As we embark on Term 3 in Greater Sydney, our students are unable to be immersed in the vibrancy of their schools – they are unable to learn alongside their peers, participate in school sports or extracurricular activities or see their teachers face to face – as a result, parents and families have had to step in and substitute these roles in creative and innovative ways. It's been humbling and impressive to see the education community band together during this time of crisis to help one another and forge ahead with hope and consistency, and it is through working together that we will get through this.

# PAUL MARTIN

*Chief Executive Officer,  
NSW Education Standards Authority*

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The last time I wrote to you I also mentioned the importance of the relationship between parent engagement and student achievement – which, as I’m sure you’ll know, has a significant positive correlation. Parent engagement is recognised for its impact on learning outcomes - and that doesn’t stop at the school gate – COVID-19 has shown us that.

Learning starts at birth and continues in the home, and in the community, alongside early childhood, primary and secondary schooling – as they say, ‘it takes a village’. The learning that takes place outside the parameters of the formal education system, and within the confines of family and community, is critical in the mental,

social, cultural and emotional development of our young people.

NESA looks forward to continuing to engage and work with the Associations for the benefit of all students, and in doing so we trust that parents and carers will continue to remain informed, involved and more importantly engaged in their children’s learning journey.

I wish you all the very best for the remainder of the school year, whatever that may look like in these unprecedented times, and encourage you to continue working together to maintain the vibrant sense of community that defines our NSW schools.

*“Parent engagement and involvement is critical to the vibrancy of our colourful public school communities and is more important than ever right now”*



# PRESIDENT'S REPORT

*Tim Spencer*

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The last 12 months have been a roller coaster ride for P&C Associations in light of the COVID-19 pandemic. Many P&C Associations were essentially in a state of hiatus for most of 2020, with many unable to hold meetings or host fundraising events.

P&C Federation saw that some P&C Associations would be in considerable hardship as a result and established Membership Fee Relief, under which we waived membership and insurance fees for the 2020-2021 year. This was taken up by more than 100 P&C Associations and helped keep them viable. P&C Federation will be offering Membership Fee Hardship Fund for 2021-2022 because we know many P&C Associations are still recovering from their losses in 2020 and are likely to need support for losses in 2021.

The year was a time of great activity for P&C Federation advocacy for public schools, with eight formal submissions to various inquiries. The most significant was our feedback on the Department of Education's draft Student Behaviour Strategy and related policies. We had serious concerns that the strategy would be implemented without proper consultation with key stakeholders and therefore in conjunction with school principal associations and the NSW Teachers Federation we wrote a joint statement to the Minister in October 2020 to halt the premature release of this strategy in order to have time for proper consultation. A six month window for consultation was established but unfortunately a further joint

statement was necessary to again highlight our significant concerns about the policy and procedures.

Other noteworthy submissions include our feedback on the Department's Code of Conduct, where we argued for the Department to tighten protections against school staff crossing professional boundaries with students. We provided a submission and recommendations to the NSW Department of Planning State Environmental Planning Policy (Educational Establishments and Child Care Facilities) on how to allow school developments to proceed faster and more efficiently.

As is the case every year, P&C Federation continues to represent on numerous government committees. We have also provided parent representatives for merit selection panels in schools that do not currently have a P&C Association.

In a benefit to our members, the NSW Government passed the Charitable Fundraising Regulation 2021, which explicitly states P&C Associations do not require an authority to fundraise. This had long been our standard advice to P&C Associations, however the lack of an explicit statement in legislation continued to cause confusion among some P&C Associations, who sometimes applied unnecessarily to Fair Trading for a fundraising authority. We hope this amendment will eliminate any ambiguity.



# PRESIDENT'S REPORT

*Tim Spencer*

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The review into the constitutions of P&C Associations continues. We have consulted P&C Association members and we intend to consolidate this feedback in an issues paper for our members. Further feedback from P&C associations will provide the basis for drafting a revised constitution which, after further review and comment by P&C associations, will lead to a final version being presented to the Minister for Education for approval

In line with our Strategic Plan, we have expanded our collaborative partnership with the Department of Education by helping to promote the Statement of Intent committing to the strengthening of consent education in schools by co-hosting a webinar explaining the current consent education in schools. More collaboration is expected in coming months.

We are in discussion with the Department over P&C Associations' obligations around Working With Children Checks and use of school facilities to try to clarify and simplify requirements for P&C Associations. The Department is proposing more onerous obligations on P&C Associations regarding these areas than has ever existed previously, and we are concerned this will unnecessarily discourage volunteering and affect P&C operations. We continue to work with the Department to clarify the obligations of P&C Associations in these areas.

P&C Federation had the pleasure of hosting the 2020 Volunteer of the Year Award dinner in February 2021 to recognise and celebrate P&C

volunteers who have given outstanding support to their school community. Congratulations to Tracey Lowrey of Dungog Public School P&C Association for winning the award, and to all the finalists for exceptional dedication and efforts.

It's always great to see our P&C family grow despite the impacts of COVID-19 with P&C Federation having helped to establish several new P&C Associations. Many more schools are due to open in the coming years, and we anticipate they will all establish P&C Associations.

It has been my privilege and honour to have served at state level and to have worked with so many dedicated, passionate and knowledgeable people – parents, teachers, educational leaders and students. I would especially like to acknowledge my colleagues on the Board both past and present, the amazing staff at P&C Federation, our past general manager Steve Carpenter and our new general manager Hannah Pia Baral. It has been an incredible journey, but as I move on to other things, I know P&C Federation is in very capable hands



# GENERAL MANAGER'S REPORT

*Hannah Pia Baral*

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Our P&C Associations can be found in almost every community in New South Wales and for almost a century our dedicated volunteers have added value to schools and students.

We are one of the largest volunteer organisations in the state, with 1,800 member P&C Associations and over 7,000 Office Bearers. The role of P&C Federation is to support all our volunteers and to continually improve our service, engagement and advocacy.

Like many other organisations, COVID-19 has had an incredible impact on our work in the past year and on the wellbeing of our staff and P&C Associations. But adversity calls for a counterbalance of creativity and we have found new ways to communicate and reach our members.

Our new strategic plan approved by the Board for 2021-2024 will inform our direction and priorities over the next three years. The vision of P&C Federation is for vibrant, inclusive and high-quality public school communities and the strategic plan commits to advancing policy, advocacy, education events, member services, engagement and recognition. I'm looking forward to working with the Board and the team to implement and bring the new strategy to life.

P&C Federation has recently welcomed a new Board, with professional and governance experience from business and industry, as well as the P&C movement. We also welcome new Delegates and will run a supplementary election to fill the remaining vacancies.

COVID-19 accelerated our production of webinars as a way of reaching our members and they have been so popular we will continue to roll them out. We have run 15 webinars in the past year viewed by 3064 members and the feedback has been consistently positive. We welcome member input into the topics you would like to see covered in the future.

Of course, meeting face-to-face became difficult due to pandemic restrictions and lockdowns and we found many of our P&Cs introduced online meetings to stay connected with each other and their schools. P&C Federation negotiated discounted Zoom licences for member P&Cs and 30,000 meeting hours have so far been logged.

Many P&Cs have decided to keep holding online meetings when life returns to normal, as well as face to face meetings, as it facilitates participation by parents and citizens who can't always easily attend physical meetings, particularly in some of our rural and remote communities facing the tyranny of distance.

I saw the benefit of online communication firsthand, having started as General Manager in March 2020 when Sydney was already in lockdown. It wasn't until December 2020 that I had finally met all of P&C Federation staff in person.

# GENERAL MANAGER'S REPORT

*Hannah Pia Baral*

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Over the past year we have expanded our member services to launch the Learning Hub, an online platform to help Office Bearers learn about their roles and responsibilities.

We have used our expert legal advisers to assist P&C Associations to function effectively, including revising the sub-committee rules and guidance documents for Out of School Hours Care (OSHC), canteens and uniform shops. These resources will soon be available to our members.

Throughout the pandemic we became adept at distributing urgent information and advice to our members at short notice, including through fortnightly e-bulletins. We continue to encourage P&C Associations to access affiliate emails and the Member Portal which is jam-packed with information and resources.

I'd like to thank our P&C Federation staff for their professionalism during a time of change in the organisation and for their experience and hard work to keep the wheels turning during a pandemic to continue to deliver services to members in a timely manner.

Special thanks to past President Tim Spencer, my first President as General Manager. His knowledge, expertise and commitment to P&C Federation has been invaluable and I am immensely grateful for his leadership during these exceptional times.

The number of people volunteering across the country has increased in recent years and our P&C Associations reflect the main reasons people choose to volunteer – making a difference, connection to community, use of skills and experience, personal and family benefit.

P&C Federation is the 'voice with value' for our thousands of volunteers and we look forward to celebrating the history and achievements of our membership in our centenary year in 2022.



# FINANCIAL REPORT

*Stephen Edwards, Chief Financial Officer*

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## Results for Year ended 31 May 2021

This financial year recorded a net surplus of \$541,800 compared to \$230,209 for the previous year. Affiliation fees and insurance commissions were slightly down over with previous year as a result of member fee relief arrangements totalling \$33,936 (excl GST).

The higher surplus compared to last year (LY) was a result of a number of factors.

Major factors were:

- additional government stimulus during COVID restrictions of \$131,182 (LY \$65,198)
- increase in net fair value of investments of \$279,642 (LY \$142,251 decrease)
- Further COVID restrictions in face-to-face meetings with members and Board

## Investments

At 31 May 2021 the Investment portfolio was valued at \$3,713,832 (LY \$3,053,905) alongside cash at bank of \$311,955 (LY \$301,124).

William Buck Financial Advisers manage the Investment portfolio in line with the P&C Federation's Investment strategy. The investment portfolio did recover from the losses accounted for as at 31 May 2020 and this reflected an increase of \$279,642. There continues to be volatility in the share market. P&C Federation's investment strategy continues to adopt a conservative approach.

Income generated from the investments for the current year was \$47,267 (LY \$102,373). The forecast for the 2021-22 year is for an improvement in returns.

P&C Federation's Parramatta office asset (242m<sup>2</sup> in area) is additional to the above noted investments. P&C Federation obtained independent valuation of the property as at 31 May 2021. Based on the valuation, the building is valued at \$11,500 - \$13,000 per m<sup>2</sup>. The Board opted for the lower of the valuation range and revalued the building to \$2,783,000.

An area of ~100m<sup>2</sup> is currently leased to a third party and generated rental income of \$50,035 (LY \$50,157). The current lease was renewed to 20 May 2022, with a 3-year renewal option.

## Department of Education Grant

The Department of Education grant received for this year was \$415,367 (LY \$405,236).

In the 2020-21 year \$28,386 had not been acquitted and was accounted for as deferred income resulting in \$386,981 being attributed as income for 2020-21.

## Employment Expenses

Employment expenses were \$581,719 (LY \$507,343). The change was predominantly attributed to full year salaries for the General Manager and part-time CFO and an additional staff member.

During the current year P&C Federation received JobKeeper assistance for five staff members (\$67,500; LY \$30,000) and Cash Boost Stimulus on Wages PAYG (\$63,682; LY \$35,198) from the ATO.

## Strategic Projects

This year P&C Federation continued the roll-out of its e-Learning development project for members with \$69,539 incurred (LY \$59,250).

# FINANCIAL REPORT

*Steve Edwards, Chief Financial Officer*

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## Legal Fees

This current financial year saw \$71,635 incurred for legal and professional fees (LY \$121,642).

Legal costs cover advice related to and for P&C Associations (totalling \$40,852; LY \$91,641) and general P&C Federation advice (totalling \$30,783; LY \$30,001).

## Representative expenses

The advent of COVID-19 restrictions saw a move from face-to-face meetings to virtual meetings utilising Zoom and MS Teams. This resulted in reduced spending this year of \$42,549 (LY \$86,552).

## Donations and Sponsorships

A total of \$11,000 was donated to the Public Education Foundation (LY \$11,000) to fund a set of scholarships for eligible public school students. The Board expects to donate the same amount in the current year.

\$10,000 was donated to the Gonski Institute at the University of NSW to help fund their "Growing Up Digital Australia" research.

## Outlook for 2021-22 Year

Financial results for 2021-22 year will be impacted by:

- The continued impact of COVID-19 related restrictions and economic challenges on P&C Federation and its members:
  - A Membership Fee Hardship Fund program is being offered to members for 2021/22 membership fees to support P&C Associations who have experienced significant financial impact due to COVID-19.
  - Insurance commission income may be impacted.

- In mid-July, The Department of Education invited P&C Federation to apply for another year's extension of the Educational Support Grant. The expectation is for the same value granted last year increased by CPI of 1.5%.
- The ever-changing business landscape due to the pandemic has P&C Federation budgeting further investment in member training, engagement and support delivered through the online environment.
- Employment expenses are expected to increase with additional staffing to resource the implementation of strategic projects, member engagement, services and communication.
- These increased costs in strategic projects and additional staffing resource results in a 2021-22 budget with an expected deficit of \$494,054 (excluding movements in the net fair value of the investments). The decision to budget for a deficit was also a response to and facilitated by P&C Federation's recent history of consistently achieving and accumulating surpluses (excluding movements in the value of P&C Federation's investments, which have further increased the reported surpluses).

## P&C Federation Membership Fees for 2021-22 Year

The Board has proposed that P&C Federation membership fees for the 2021-22 year remain unchanged from the prior year.

The decision to set the membership fees at the proposed level is subject to endorsement at the AGM, as specified in clause 5(c) of the P&C Federation constitution.

# COUNCILLORS & DELEGATES BY ELECTORATES



## CENTRAL COAST

**Nicole Mottlee**  
*Craig Kettle*  
*Vacant*

## NEW ENGLAND

**Angela Martin**  
*Vacant*  
*Vacant*

## SOUTHWEST SYDNEY

**Susie Boyd**  
*Vacant*  
*Vacant*

## FAR WEST

**Natalie Walker**  
*Diane Darcy*  
*Vacant*

## NORTH COAST

**Vacant**  
*Sharon Bright*  
*Janine Cramond*

## SOUTHERN & CENTRAL TABLELANDS

**Bryce Wilson**  
*Vacant*  
*Vacant*

## HUNTER

**Vacant**  
*Vacant*  
*Vacant*

## NORTH SYDNEY

**Alan Gardiner**  
*Gregory Burns*  
*Mark Van Kerkwijk*

## SOUTHERN SYDNEY

**Jason Yeo**  
*Vacant*  
*Vacant*

## MACARTHUR

**Ray Mosley**  
*Vacant*  
*Vacant*

## NORTHWEST SYDNEY

**Tim Spencer**  
*Richard Copnall*  
*Lisa Wilmshurst*

## SYDNEY

**Maria Kaivananga**  
*Simon Payne*  
*Vacant*

## MID NORTH COAST

**Jason Ryan**  
*Vacant*  
*Vacant*

## RIVERINA

**Saba Nabi**  
*Vacant*  
*Vacant*

## WEST SYDNEY

**Natasha Coster**  
*David Farrar*  
*Vacant*

## SOUTH COAST

**Vacant**  
*Vacant*  
*Vacant*

# BOARD SUB-COMMITTEES

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## Constitution

**Alan Gardiner** (Convenor)

**Bryce Wilson**

**Angela Martin**

**Tim Spencer**

## Guidance & Governance

**Tim Spencer** (Convenor)

**Alan Gardiner**

**Jason Ryan**

**Saba Nabi**

**Angela Martin**

**Natalie Walker**

**Susie Boyd**

## Advocacy

**Natalie Walker** (Convenor)

**Jason Ryan**

**Saba Nabi**

**Angela Martin**

**Jason Yeo**

**Bryce Wilson**

## Finance

**Ray Mosley** (Convenor)

**Alan Gardiner**

**Angela Martin**

**Susie Boyd**

# REPRESENTATION COMMITTEES

Committee Name	Representative
Aboriginal Education and Communities Directorate Working Party (Department of Education)	Bryce Wilson
Aboriginal Outcomes and Partnerships Directorate (AOPD) (Department of Education)	Bryce Wilson
Auslink Blackspot Program NSW Consultative Panel (Department of Education)	Ray Mosley
Australia Schools Plus Contact Persons (Department of Education)	Susie Boyd Vacant
Bushfire Relief Strategy Stakeholder Consultation Group (Department of Education)	Tim Spencer
Community Languages Schools Board (Department of Education)	Saba Nabi* (*Board ceased 01/07/2020)
Consultation Group for Ministerial Council Meetings (Department of Education)	Tim Spencer
Disability Strategy Reference Group (Department of Education)	Natalie Walker
Education Week 2020 Committee (Department of Education)	Natalie Walker Saba Nabi Hannah Pia Baral
English Language Proficiency Equity Loading Methodology (Department of Education)	Tim Spencer
Ethnic Communities Council of NSW (Department of Education)	Saba Nabi Susie Boyd Vacant
High Performing Student Unit website project (Department of Education)	Saba Nabi Vacant
Learning Difficulties Coalition Seminar (Department of Education)	Saba Nabi
Literacy and Numeracy and NAPLAN Online Stakeholder Engagement Group (Department of Education)	Susie Boyd Tim Spencer
Multicultural Education Advisory Group (Department of Education)	Saba Nabi



# REPRESENTATION COMMITTEES

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<b>Committee Name</b>	<b>Representative</b>
National Architecture Reform Consultation Session (Consultation only) (Department of Education)	Tim Spencer
NESA - Curriculum Committee (Shared with CCSP, NSWPC & P&C Federation) (Department of Education)	Tim Spencer
K-10 Aboriginal Languages BCC (NESA)	Nicole Mottlee
K-10 Languages BCC (NESA)	Saba Nabi
K-6 Creative Arts Committee (NESA)	Saba Nabi
School Registration Committee (NESA)	Tim Spencer
Special Education Committee (NESA)	Natalie Walker
Years 11-12 Geography BCC (NESA)	Tim Spencer
Years 11-12 PDHPE BCC (NESA)	Ray Mosley
Years 7-12 Technologies BCC (NESA)	Tim Spencer
Primary Ethics Contact Persons (Department of Education)	Natalie Walker
Rural and Remote Committee (Department of Education)	Natalie Walker
School Student Transport Scheme (SSTS) Appeals Panel (Department of Education)	Jason Ryan
Secretary's Aboriginal Education Communities Committee (Department of Education)	Tim Spencer
Special Religious Education/Special Ethics Education Committee (Department of Education)	Natalie Walker
Stakeholder Consultation Meeting (Consultation only) (Department of Education)	Tim Spencer
Student Discipline Policy & Behaviour Strategy (Department of Education)	Tim Spencer

# SUBMISSIONS

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Identifying Key Learnings from Responding to COVID-19  
*(Department of Education)*

01/07/2020

Inquiry into the New South Wales School Curriculum  
*(The NSW Legislative Council's Portfolio Committee No. 3)*

09/08/2020

Draft Student Behaviour Strategy  
*(Department of Education)*

09/10/2020

Revision of NSW Department of Education Code of Conduct  
*(Department of Education)*

23/10/2020

Review of the Education SEPP  
*(NSW Department of Planning, Industry and Environment)*

17/12/2020

Education Legislation Amendment (Parental Rights) Bill 2020  
*(The NSW Legislative Council's Portfolio Committee No. 3)*

27/02/2021

Australian Education Legislation Amendment (Prohibiting the Indoctrination of Children) Bill 2020  
*(Senate Education and Employment Legislation Committee)*

19/03/2021

Rural & Remote Incentives Review  
*(NSW Department of Planning, Industry and Environment)*

01/04/2021



# CONSULTATION

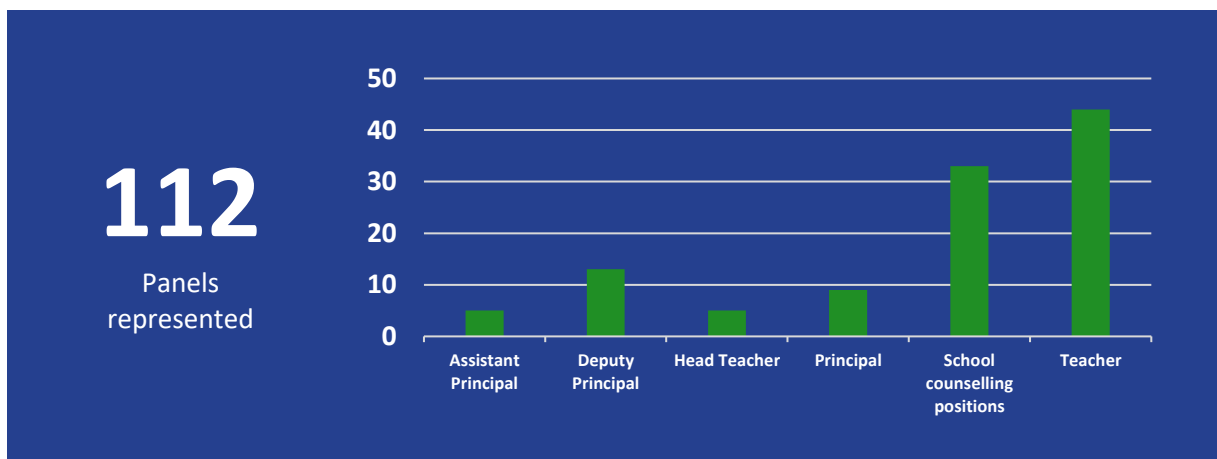
P&C Federation participated in several consultation meetings in the past year, some of these include:

- English Language Proficiency Funding model (DoE)
- Education Week (DoE)
- Deputy Secretary Meetings (DoE)
- Rural and Remote Education Strategy (DoE)
- School infrastructure projects (DoE)
- Changes to school development days (DoE)
- Disability Strategy Inclusion Workshop (DoE)
- NSW HSC Strategy Needs and Gaps (DoE)
- Student Behaviour Strategy (DoE)
- Aboriginal Outcomes & Partnerships Directorate Working Party (DoE)
- NSW Green Paper Consultation (DoE)
- OSHC Literature Review Roundtable (DoE)
- Rural & Remote Incentives Review (DoE)
- NESAs Diversity Focus Group Meeting English and Mathematics K-2 (NESAs)
- Arts, Sport and Music in Schools (DoE)
- UN Day Mufti Day Celebration in schools (DoE)
- Pathways Strategy Stakeholder Consultation with NOUS group (DoE)
- NSW Health Primary School Mobile Dental Program (NSW Health)
- Aboriginal Education and Communities Committee Meeting (DoE)
- Sharing school facilities (DoE)
- Consent Education (DoE)

(Department of Education (DoE), NSW Education Standards Authority (NESAs))

# MERIT SELECTION PANELS

NSW Department of Education invites P&C Federation to nominate representatives on Merit Selection Panels for staff recruitment where a school has no P&C Association. P&C Federation Councillors, Delegates and representatives participated in various Merit Selection Panels across New South Wales.



# MEMBER BENEFITS

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## Information Technology

P&C Federation members are offered exclusive access to Office365 online version, affiliate emails, Member Portal and a discounted Zoom account.



## Professional Development

Gain access to the Member Portal where member P&C Associations can access related information and resources. P&C Federation has recently launched the Learning Hub, an online learning platform to support the training needs of Office Bearers.



## Direct Member Support

P&C Federation staff are on hand to provide support over the phone (1300 885 982), face-to-face, virtually or by email [mail@pandc.org.au](mailto:mail@pandc.org.au).



## Public Liability Insurance

Included in the membership is a \$50 million Public Liability Insurance for P&C Associations. A number of optional covers are also available through Andrews Insurance, providing additional protection



## Employment & Legal Advice

In partnership with Hicksons Lawyers, P&C Federation offers resources and base level employment-related legal advice.



## News & Publications

P&C Federation publishes a fortnightly E-bulletin, along with the Parent & Citizen quarterly journal and communicates directly with members on the latest news and information relevant to members and the wider public school community. We also strive to give voice to P&C Associations by sharing their success stories in recognition of their service to their school and wider community.



## Volunteer Recognition

P&C Federation recognises the contributions of individual volunteers who have demonstrated outstanding commitment to their public school community through the Volunteer of the Year Award.



## Community Advocacy *'Voice with Value'*

P&C Federation is committed to a free public education system which is open to all people irrespective of culture, gender, academic ability and socio-economic class. We represent the voice of parents through elected Delegates and Councillors to work with the Department of Education and other stakeholders on a range of public interest topics in education.

# ANNUAL PERFORMANCE

## COMMUNICATION

### E-Bulletin

33

Campaigns sent



7.5k

Audience

29.9%

Open rate

2.9%

Click rate

### Website

193k

Visits

40k

Unique users

#### Top 5 pages visited

- 1.MEMBER RESOURCES
- 2.FAQs
- 3.P&C CONSTITUTIONS
- 4.MEETING PROCESSES
- 5.WEBINAR REGISTRATION



## MEMBER SERVICES

### Member Enquiries

5842

Calls received

78%

Member enquiries

12%

General enquiries

10%

Insurance enquiries



#### Top 5 enquiries

- 1.AFFILIATE EMAILS / MEMBERPORTAL
- 2.CONSTITUTION / BY-LAWS
- 3.OFFICE BEARER ROLES
- 4.MEMBERSHIP FEE RELIEF
- 5.INCORPORATION

48%

Rural

52%

Metro

# ANNUAL PERFORMANCE

## RESOURCES

### Webinars



Webinars delivered

3064  
Attendees

152  
YouTube  
Watch Hours



Attendees said presenters were knowledgeable



Attendees said they would attend future webinars



Attendees said the session delivered the information expected to be received

4.6



Overall star rating

## RESOURCES

### Learning Hub



Launched June 2021

## TECHNOLOGY SUPPORT

### Affiliate Emails + Member Portal

775 544

Affiliate Emails  
activated

Member Portal  
active users

830

Support enquiries received



# 2021-2023 BOARD MEMBERS

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**Natalie Walker**  
President  
Far West



**Alan Gardiner**  
Secretary  
North Sydney



**Yvonne Hilsz**  
Vice President  
Sydney



**Cassandra Jones**  
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**Joel Matthews**  
Mid North Coast



**Isabelle Borrelli**  
North Coast



**Liga Hegner**  
North West Sydney



**Saba Nabi**  
Riverina



**Kenrick Winchester**  
Southern & Central  
Tablelands

# THANK YOU

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P&C Federation would like to thank our stakeholders and partners for their support and collaboration over the past year.

We look forward to continuing working together to build vibrant, inclusive and high-quality public school communities.







**Federation of Parents & Citizens  
Associations of NSW**

