



P&C Starter Pack



September 2025

Why Start a P&C

P&C Associations give parents and carers a voice in their school, creating a space to raise ideas, concerns, and opportunities. They help build stronger connections between home and school, contribute to fundraising, events and programs, and support better outcomes for students. Even a small group can make a big difference.

You just need a few people to begin with. No special skills or experience needed – just care and commitment.



What does a P&C Do?

- (a) to promote the interests of the school by bringing parents, citizens, students and teaching staff into close co-operation; and
- (b) to assist in providing facilities and equipment for the school and in promoting the recreation and welfare of the students at the school.
- (c) to encourage parent and community participation in curriculum and other education issues in schools where there is no school council.

5 STEPS TO START A P&C

Whether you're a parent, carer, community member or school staff member, we'll walk you through how to start a P&C Association, and how we at the P&C Federation of NSW are here to support you.

It might sound like a big undertaking – but the truth is, it's easier than you think!



Gather a group



Hold your first meeting



Send the P&C Federation the minutes



Incorporate



Get Registered



WE'RE HERE TO HELP

But remember – you don't have to take these steps on your own. Our team are here to support with templates, resources, and advice. If you're having any trouble, feel free to get in touch!

And we don't just help you get started, we're here for ongoing support, including

- Advice and guidance any time
- Member resources and templates
- Insurance support
- Webinars and training
- A dedicated Member Services team

We have an extensive library of free resources for all members! To access them, simply:

- Create a free account
- Enter your school's name as the "organisation" and continue forward



P&C Federation NSW



Who we are

The P&C Federation of NSW is the peak body for P&C Associations in NSW.

We exist as the representative head of the 2,090 P&C Associations in NSW.

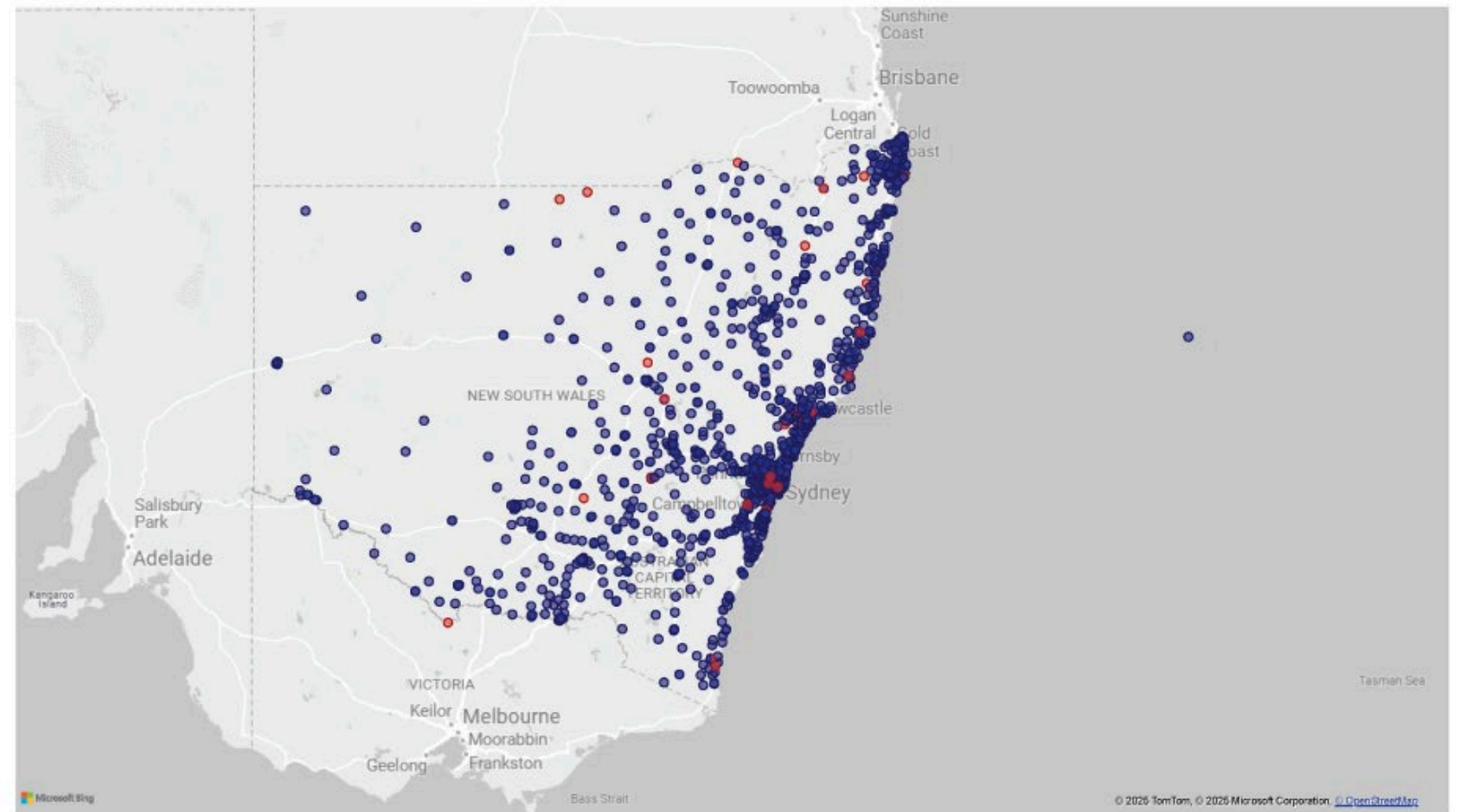
We use our unique platform to

- Support and Resource P&C Associations
- Represent the voice of parents and carers
- Advocate on behalf on P&C Associations
- Work with the Department of Education and various partners in the education landscape



2,200
Public
Schools

2,090
P&Cs



95% of NSW Schools
have an active P&C
Association

What we do



Resource and Support P&C Associations

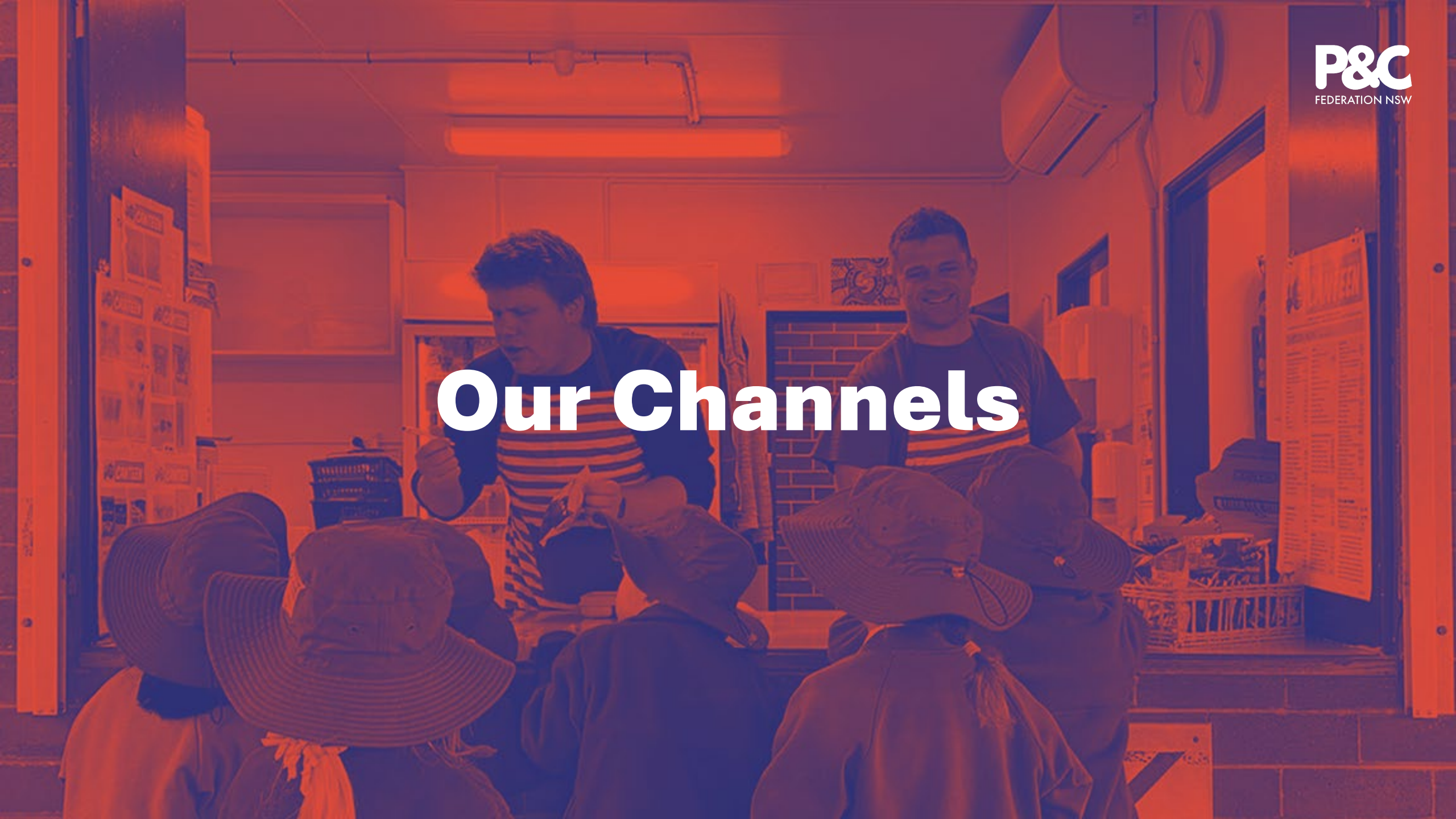


Advocate on behalf of P&Cs and public schools



Celebrate and champion public education

Our Channels



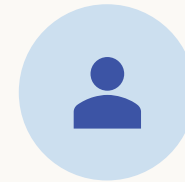
Our Communication with P&Cs



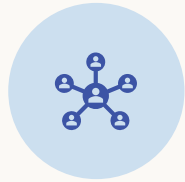
Phone and
Email Support



Website



Member Portal



Social



Videos /
Podcasts



Webinars



Quarterly
Journal



Fortnightly
Bulletin

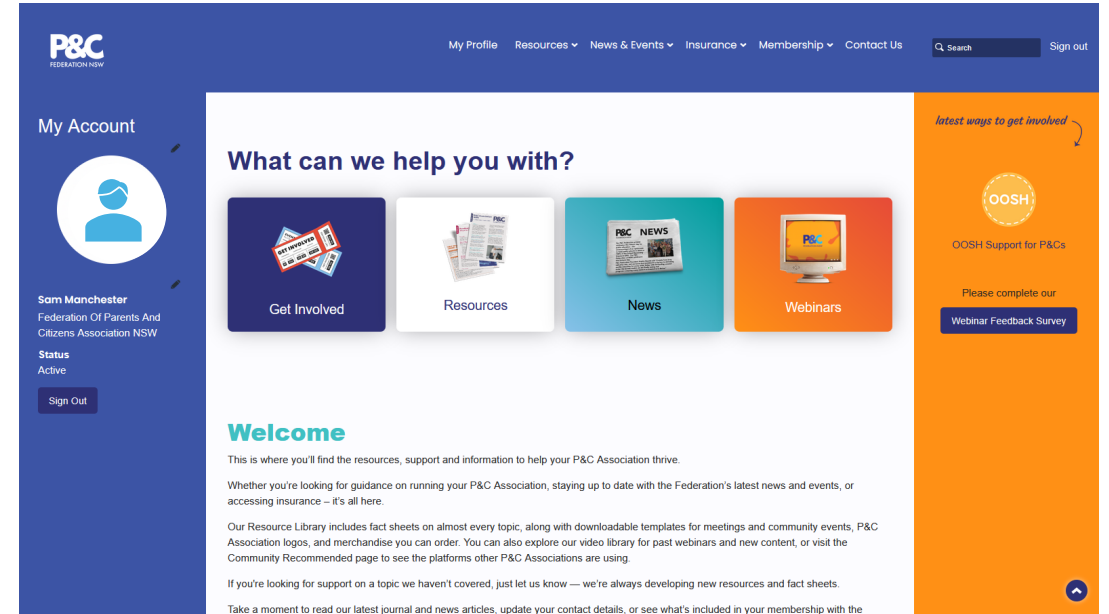


Parent Voice

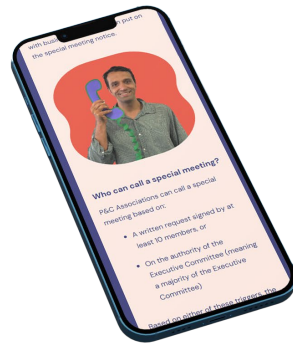
Website and Portal



Our website is our external facing presence to display information, history, services, publications, key documents, advocacy submissions and news article. This is the public digital presence for the Federation.



Our member platform is accessible by logging into our website. This is filled with content for members to help them in their duties as P&C Association, as well as resources, merchandise, current events and opportunities.



Bulletin

Fortnightly emailed to your P&C, filled with information to help you in your role and updates for parents. Don't miss out, make sure you're subscribed by logging into our website.

Journal

Our quarterly journal has a print run of 4,000 copies sent to every P&C in NSW, and a digital reach. Find it on our website or update your mailing address by logging in.



CEO's Message



As the peak body for nearly 2000 P&C Associations across NSW, we hear from a wide spectrum of parents and carers every day. Each Association represents a unique school community, with its own mix of priorities, challenges and successes. Understandably, the communications we receive reflect this diversity.

Parents get in touch with us for many reasons - to seek advice and support, to request our advocacy on matters of public education or for their individual P&C, to access resources (available by logging in through our website), or even to order merchandise celebrating life members and office bearers. Some enquiries come from experienced members grappling with complex situations, while others are from new volunteers keen to learn and grow in their role.

We are more aware than most just how important the parent voices is. We have seen in recent weeks how initiatives can falter when parents are not properly consulted. The Federal NDIS "Thriving Kids" announcement, for example, has faced criticism in the last two days for overlooking parent perspectives, while the OOSH sector has been challenged in cases where strong parental influence has been absent. These high profile examples underline the value of what our Associations bring - parents shaping services in schools and ensuring their voices carry weight in broader policy discussions.

Communication with you is central to that work. This bulletin itself is one of the ways we keep Associations informed, alongside our quarterly journal, website and social media presence. We strive to bring you updates on current news, events, grants, and opportunities. But communication is a two-way exchange, and we rely on you just as much as you rely on us. That is why we run an annual membership and advocacy survey, and why we seek specific feedback from time to time, such as the quick survey below now on our P&C Q&A webinars.

I am pleased to share a new way for you to shape our work. We have created a dedicated page where P&Cs can submit advocacy topics at any time. This is more than a survey or a one-off consultation, it's a standing channel for you to put forward the issues that matter most in your community. Whether it's a policy concern, a funding gap, or an emerging challenge you believe requires attention, this new form ensures your voice can directly inform our priorities.

This also means you can contribute to shaping our advocacy agenda year-round, ensuring that when we speak on behalf of P&Cs, we are driven by the experiences and concerns of parents across NSW. I encourage you to use this new tool, and help us ensure that parental voices remain front and centre where they belong.

[Submit an Advocacy Topic](#)

Gemma Quinn
CEO, P&C Federation of NSW

We want to hear from you



Tell us your feedback on our recent P&C Q&A Webinars.

Important Update: P&C Public Liability Insurance

There has been a change to your P&C's Public Liability Insurance. The participation wording in the policy has been updated to make exclusions clearer and to apply only to higher-risk activities. It is essential that your Association understands these changes and how they apply when planning events. Please take the time to read the full update on our website to ensure your P&C remains protected and compliant. [Read the full insurance update here](#)

Changes to National Regulations for OOSHs



Changes to the National Regulations will come into effect from 1 September 2025 to better support the safety of children attending early childhood education and care (ECEC) services.

[Learn More](#)

From 1 September 2025:

- Services must have policy and procedures around the safe use of digital technologies and online environments ([Regulation 169](#))
- Notification timeframes for allegations or incidents of physical and sexual abuse will reduce from 7 days to 24 hours ([Regulation 176](#))
- Services must ensure environments are free from the use of vaping substances and devices ([Regulation 82](#)).

Share these resources with your networks:

- [NQF Child Safe Culture Guide](#)
- [NQF Online Safety Guide](#)
- [ECEC Update Compliance in Focus article: New child safety requirements](#)
- [National Model Code](#)

Patrick's Phone Patterns

What members are asking about

Can a P&C subcontract its services?

Subcontracting is the practice of a business bringing in an outside company



Do you have a child (8-12 years old) who experiences anxiety and worry?

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In Australia, 1 in 14 children experience anxiety that interferes with their daily lives, yet only 19% receive appropriate care. If we can teach children skills to help them manage worry and anxiety, we can give them a better chance at living a happy, healthy life.

We're inviting parents, carers, and their children to be involved in a trial testing a digital mental health program called 'Courage Quest Plus', a parent-led program that teaches children important skills from evidence-based exposure therapy that can help with anxiety and worry. The program will be provided at no cost to you, and you'll be reimbursed for your time on research surveys at the end of the study.

[Click here to find out more and sign up](#)

Understanding AI Companions: What parents and carers need to know

AI chatbots and companions that act like friends or partners are becoming more common - but they can be risky to children and young people. This 45-minute webinar explores what AI companions are, the risks to look out for and how to talk to your child about them. It's suitable for parents and carers of upper primary and high school students.

28 August 12:30pm

[Register](#)



NSW Women of the Year Awards

Know an inspiring woman making a real difference? Now is the time to shine a spotlight on them!

Don't miss the chance to recognise someone extraordinary.



[Nominate](#)

Applications for the NSW Department of Education's future teacher scholarships are now open

Do you know a Year 12 student, university student or career changer interested in a career in teaching? If so, encourage them to apply for a future teacher scholarship with the NSW Department of Education. Successful applicants will receive a range



President's Message

Representing Every Corner of NSW

For many years, my family and I lived in Sydney. We knew the rhythm of corporate life - the packed diaries, the commutes, the fast pace. But several years ago, we made a different choice and relocated to Jenlis Bay. That shift brought a new perspective on the diversity of experience across New South Wales, especially when it comes to public education.

Now, having completed my first school term as President of the P&C Federation of NSW, I'm more aware than ever of the scale of this state and the different ways school communities experience both opportunity and challenge. It has been a privilege to represent our members at the highest levels - meeting with the Deputy Premier and Minister for Education and Early Learning, Prue Car, and Secretary of the NSW Department of Education, Muret Dizdar. Whether advocating in Parliament or hosting our annual Back to School webinar, I've had the chance to raise the issues that matter to our members, and to keep P&C Associations at the heart of the conversation around public education.

At the same time, I remain grounded in my own community and my local public school. I continue to volunteer with my own P&C Association. I know the juggle, the logistics, the emails after hours. And I also know the power of parents and carers working together with school leaders to make a difference.

The stretch between big-picture policy and local experience is something I feel keenly. Each time I drive the three hours to Sydney for meetings, the trip would be five hours, ten hours, or even longer.

"Our state is vast. And yet decisions made in the city affect every student, parent, carer and educator across NSW. This is a responsibility I take seriously."



Anusha Quass
President, P&C Federation of NSW

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As we focus this edition of the journal on rural, regional and remote communities, I want to acknowledge that value and belonging are not defined by postcode. The loudest voices in the room do not always reflect the breadth of experience across the state. That's why the P&C Federation strives to be truly representative. With nearly 2,000 school communities under our umbrella, it's not always easy - but it's something we hold at the centre of every decision and priority.

We know that rural, regional and remote P&C Associations face distinct challenges - whether it's navigating fewer local resources, longer travel times for events, or the unique dynamics of smaller school communities. But we also know the strength and resilience that shine through. Across the state, we see committed volunteers making an enormous difference to their schools, not because it's easy, but because it's worth it.

If there are ways we can better support or celebrate your work, I encourage you to reach out. Your stories and insights help shape our advocacy. Thank you for everything you do to support public education. It's a privilege to serve as your President, bringing the full picture of NSW with us.

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FROM OUR MEMBERS

Secretary's Message

BY MURAT DIZDAR,
Secretary of the NSW Department of Education

This year is already shaping up to be one of growth and opportunity for students, teachers, and families across NSW. The important role parents and carers play in our schools is deeply evident in our regional, rural and remote schools, where community ties enrich student learning and create a deep sense of belonging.

Every regional, rural and remote school has its own unique perspectives and experiences, which collectively shape the lives of 1 in 4 students in the public school system.

I'm looking forward to hitting the road again this term with the department's executive team to visit schools across regional NSW for our annual Schools Roadshow. These conversations are invaluable opportunities to hear directly from school leaders about what's working well and where the system can better support them in transforming lives through learning.

A FAIRER FUTURE FOR EVERY SCHOOL

Last term, the state and federal governments took a historic step for public education in NSW when they signed the Better Fairer Schools Agreement. Over the next decade, we will finally see every single public school in NSW reach 100 per cent of the Schooling Resource Standard. This means they will all receive the funding they need to meet the needs of every single one of their students.

At the same time, we are expanding tailored rural support to our vacancies in hard-to-staff areas and ensure all students have the teachers they need in classroom. Programs like Grow Your Own encourage more locals to take up a career in teaching, building stronger school communities by investing in the people who know them best.

The department is proud to provide financial support for regional, rural, and remote teachers to undertake new postgraduate courses at the University of Canberra. This new course will equip them with specialised skills to improve their practice across a range of rural contexts.

Additionally, through our own Principal Connector Early Career Teacher Days, educators across the state come together to share expertise and build networks. These opportunities help to reduce isolation and support the profession to learn from each other's experiences. They then take this knowledge back to their own classrooms to enrich the learning of students in the region.

This term, regional, rural and remote schools are also taking part in tailored professional learning to support the rollout of High Potential and Gifted Education, which exists in every part of NSW, and our focus must also be on ensuring opportunity exists everywhere too.

Public education is at its best when every child, not their postcode, can thrive. Thank you for everything you do to support your schools and communities, and forward to another great term ahead.

SECRETARY'S MESSAGE

This Agreement is tied to reforms that will make a real difference to every student in every classroom. It will support teachers to identify students at risk of slipping through the cracks, solidify evidence-based teaching practices, and ensure every student has access to support to schools. Importantly, it will also fund initiatives to attract and retain more teachers, which I know is especially critical for regional, rural and remote schools. I want to thank the P&C Federation and its members and volunteers for your continued support in seeing every single one of our public schools stand on the same starting block.

STRENGTHENED SUPPORT FOR REGIONAL, RURAL AND REMOTE SCHOOLS
This year, we're building on the progress of our 2023 Rural and Remote Education Implementation Plan, driving practical initiatives that strengthen schools, support teachers, and improve outcomes for students and communities.

Under the new Education Housing Strategy and Action Plan, we are making improvements to teacher housing to ensure we can attract and retain teachers in the communities that need them most.

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"We may be a small school, but our kids do not miss out - they are regularly doing activities with other small schools in our network area."

Oyster Bay Art & Craft Festival

Delivering fun & fundraising for Oyster Bay Public School students

FOR MORE THAN 50 YEARS, the last weekend in May has seen Oyster Bay Public School's grounds transformed into the vibrant Oyster Bay Art & Craft Festival. This three-day event is a beloved community tradition and a



FROM OUR MEMBERS

Veggie Buddies

HELPING STUDENTS MAKE HEALTHY EATING CHOICES FOR LIFE.

If there's one thing every parent shares, it's a desire for their children to be healthy and happy. But in today's world, where kids are relentlessly targeted by processed food advertising, encouraging healthy eating has become one of the greatest challenges for families. With childhood obesity rates in Australia rising—in 5 children are now considered overweight or obese—the stakes are high.

THE BIRTH OF VEGGIE BUDDIES

Enter Veggie Buddies: a ground-breaking 10-week healthy eating and gardening curriculum that is transforming how Australian primary school children connect with food. The program was founded by David Waldman, a father who was so impacted by the overwhelming pressure of unhealthy food choices after the birth of his first child, that he redirected his life to focus on one mission—helping children build a lifelong relationship with real food.

Over the past 13 years, that mission evolved into the vibrant Veggie Buddies initiative. Taught every Friday at Clovelly Public School in their purpose-built "Clovelly

Farm," the program is now inspiring thousands of children across more than 12 NSW primary schools — with a national rollout on the horizon.

But how did a non-teacher, someone completely outside the education system, create a fully fledged curriculum now embedded in schools?

David's journey began with community. In 2015 he launched My Organic School, establishing 15 organic veggie box cooperatives in school halls across NSW to provide affordable, healthy produce to local families. Over 3,000 families participated, and the initiative raised funds to build veggie beds in schoolyards. While researching school veggie beds, David found that 1000's of NSW primary schools had underutilised veggie beds that were being left to decay. Then came a light bulb moment: what if these veggie beds could become outdoor classrooms?

By attaching tables to the veggie beds, David envisioned a space where children could not only grow vegetables but engage in hands-on, curriculum-aligned learning. Thus, the concept of an "outdoor living classroom" was born, a space that merges education, sustainability, and food.

To bring the vision to life, David teamed up with three university interns. Over 18 months, they developed a 140-page document directly aligned to the Federal Curriculum Areas of Science, Technology, English and Maths. To make it engaging for students they crafted engaging visuals, and field-tested each lesson with kindergarten and Year 1 students at Bronte Public School. Each week, they would teach a lesson, gather feedback, revise it, create videos and illustrations, and move on to the next class. The result? A deeply refined, play-based



learning program that is as educational as it is joyful. David quickly realised that his team needed to train teachers to be able to teach the classes in school veggie beds, as a result an accompanying professional development course was created.

Each lesson connects children to the source of their food through experiential learning. Whether they're tasting snow peas straight from the vine or studying the miracle of photosynthesis, students are immersed in real-world applications of science, maths, technology, and English.

CLOVELLY PUBLIC SCHOOL CASE STUDY

The facilities at Clovelly Public School's Veggie Buddies Farm are a model of innovation: veggie beds with attached learning tables, a watering system for water sustainability, composting, and areas for seedling experiments. The classroom is outdoors, vibrant, and alive—with the smell of soil and the buzz of bees adding sensory layers to every lesson.

And it's working. Teachers report higher retention rates in outdoor education, and kids are showing increased willingness to try (and enjoy!) fresh vegetables. It's no wonder the phrase "play-based learning" has become a cornerstone of the program. When kids can grow their own food and then harvest and taste (so often with scoops in hand and a big grin on their face—they begin to form positive, lasting habits around healthy eating.

David often shares a personal memory from his childhood: growing alfalfa in a classroom windowill, bringing buttered bread to school, and making alfalfa sandwiches with pride. He describes Veggie Buddies as that "alfalfa sandwich experience on steroids." It's about giving kids powerful memories and a personal connection to food—one that can shape their choices for a lifetime.

From grassroots community efforts to a comprehensive, government-aligned curriculum now taught weekly in schools, Veggie Buddies is more than a program—it's a movement. One that reimagines classrooms, redefines learning, and reconnects children with the earth beneath their feet.

In a world increasingly disconnected from real food, Veggie Buddies is digging in—and helping the next generation to grow healthy, strong, and smart.

To bring The Veggie Buddies curriculum to your primary school all it takes is one motivated parent, teacher, principal or P&C Association.

Founder David Waldman guiding students in the outdoor classroom.

FIND OUT MORE INFO



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Perspectives & Conversations

Our interview series allows for guests to share relevant information with parents and P&C Associations in a conversation with Federation CEO Gemma Quinn. All interviews are also shared as an audio podcast through Spotify.



Online meetings and Community Gatherings

We meet with P&C members in a wide variety of ways – from attending their meetings, hosting special meetings, our road show events throughout NSW, our conference, or online events and webinars, including our monthly P&C Q&A.

Our member services team hear from members every day via our phone line and email, to ensure we are always aware of the priorities and projects that matter most to our members.



Conference & Roadshows

We hold major events each year, alternating between a centralised conference and road shows.

Our biannual Road Shows are for Rural, Regional and Remote areas across NSW. They are an opportunity to gather parents and P&Cs together in support of their public-school communities.

In the alternate years we host a conference in Greater Sydney, where parents join us from across the state to network, learn from experts and key partners, to inspire and enable them in their work for the year ahead.





Our Impact

P&C Services & Scale



and countless events, fundraisers, school bands, music lessons, clubs, language classes, dance programs, creative arts, sports and extra-curricular activities

P&C Services & Scale

A dark blue rectangular box containing the number of employees.

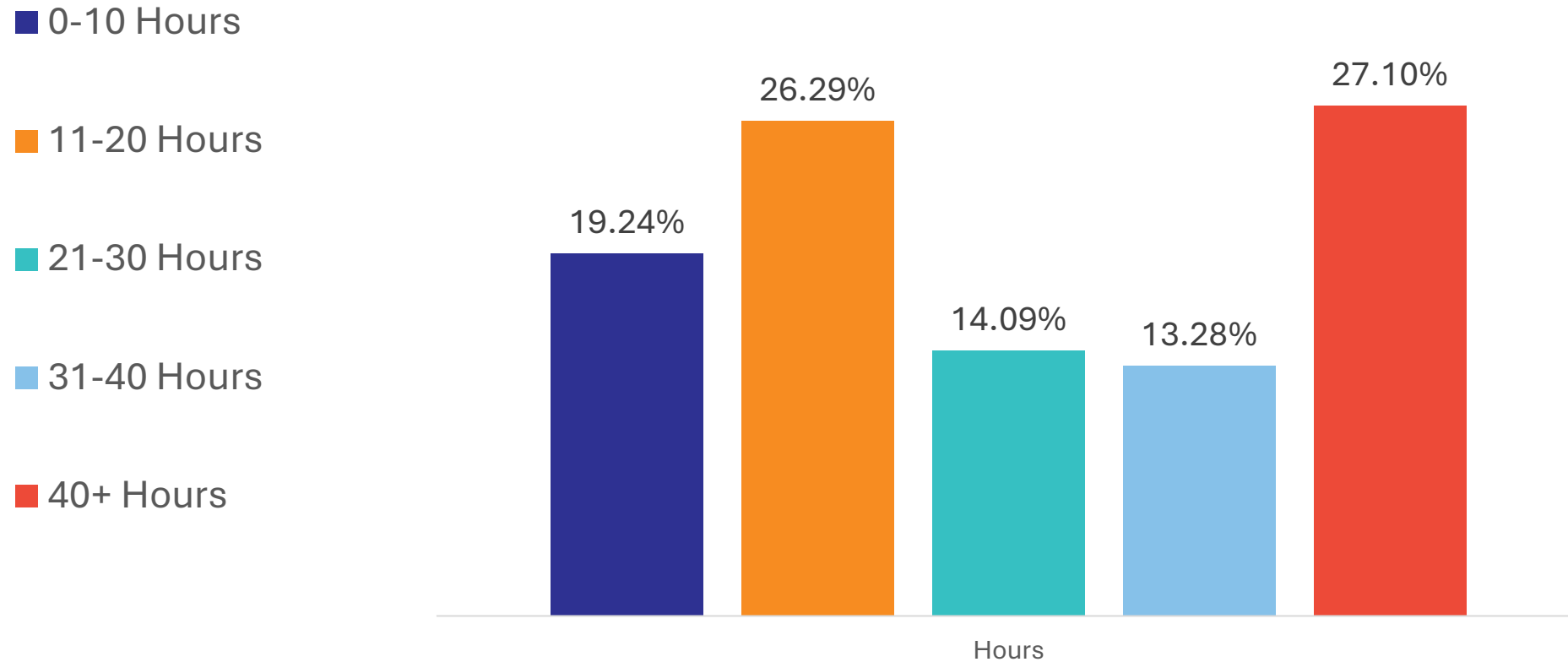
1,720
Employees

A red rectangular box containing the number of volunteers.

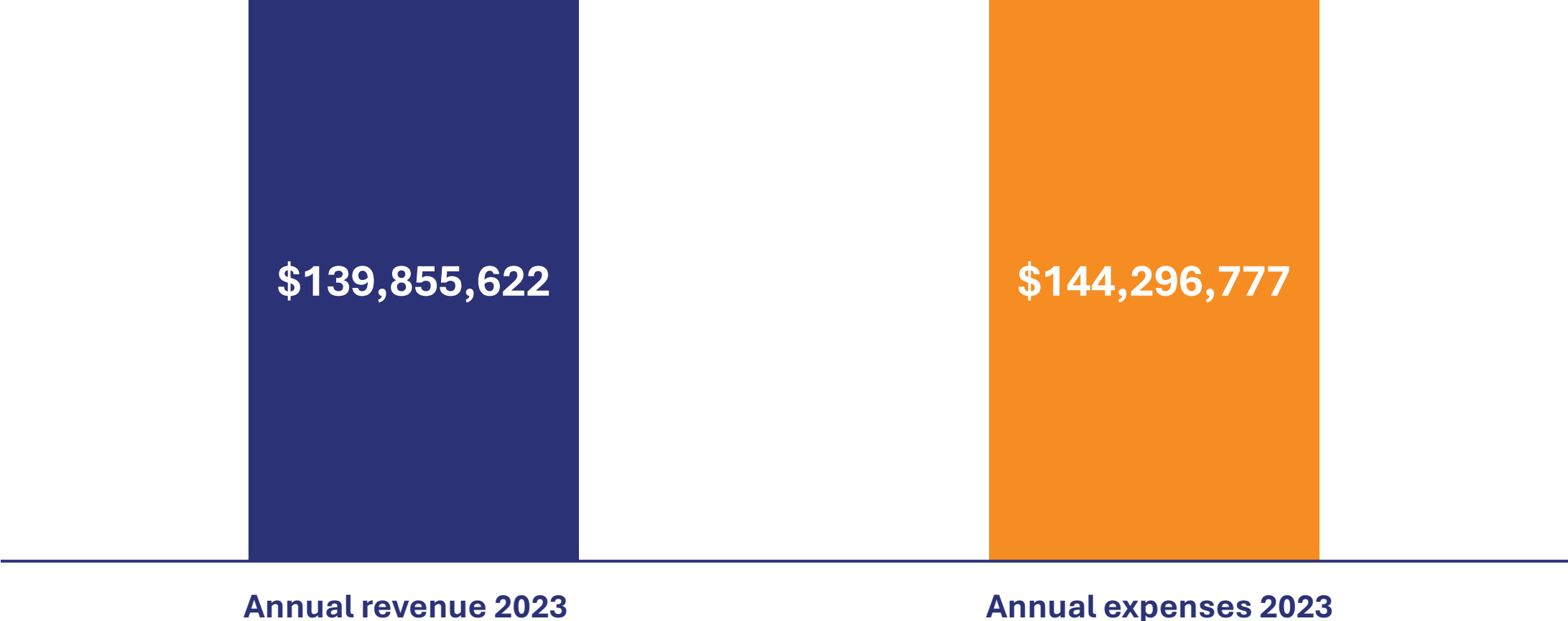
24,000+
Volunteers

*Full Time Equivalent

Hours Volunteered per Term



Financial Impact



2023 ACNC Annual Information Statements for all registered P&C Associations



Engage
Examine
Inform



Engage
Examine
Inform



Engage
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Advocacy



Championing Public Education

The P&C Federation acts as the voice of parents in public education, nominated by the NSW Government and Department of Education to represent on matters that impact our families and schools. Our advocacy work is underpinned by close engagement with parents in P&C Associations and beyond through our Parent Voice initiative.

Over 100 Years of Funding Advocacy

State Aid For State Schools

Attend the Public Meeting at Fisher Lane Hall on 10th August 1917



Parent Voice

The Parent Voice is our way for parents to have a real say in public education.

Through surveys, questionnaires, and working groups, parents can share their views, choose the topics that matter most to them, and contribute to shaping school policies and initiatives.

The Parent Voice connects with highly engaged parents to provide unique opportunities to get involved and make their voices heard. Join the parent voice via our website and have your say.



We're in this together

We are very proud of the incredible work P&Cs do in their school communities to support the education and thriving of our young people. It is our mission and passion to support you in this work however we can.

Thank you for being a part of your local P&C. We look forward to working with you in the year ahead.

Still have Questions?

Our member services team can be
reached by phone on 1300 885 982
via email at mail@pandc.org.au
and via our website www.pandc.org.au

Thank you



