



REASON - FAITH - RESPECT

ARRAHMAN
COLLEGE

2025 ANNUAL REPORT



Table of Contents

Theme 1: Context	1
A message from key school bodies	1
President's Report	1
Principal/ CEO's Report.....	3
Contextual information about Arrahman College and characteristics of the student body	6
Our History:	6
Our Motto:.....	6
Our Vision:	6
Our Mission:	6
Initiatives promoting respect and responsibility	8
Theme 2: Outcomes and Results	13
Student outcomes in standardised national literacy and numeracy testing	13
Senior secondary outcomes (student achievement)	14
Theme 3: Staffing	15
Teacher professional learning, accreditation, and qualifications.....	15
Workforce composition	18
Theme 4: Student Attendance	19
Student attendance, and retention rates and post-school destinations in secondary schools.	19
Student Attendance Rates for the 2025 Academic Year:.....	19
Management of non-attendance	19
Unsatisfactory Attendance Intervention Strategies	20
Strategies for Managing Student Attendance	20
Theme 5: School Policies.....	22
Other school policies.....	23
Making a Formal Complaint?.....	23
Theme 6: Stakeholder satisfaction.....	24
Theme 7: Summary of financial information.....	29
Income Summary 2025	29
Expenditure Summary 2025	29
Theme 8: Publication Requirements	30

Theme 1: Context

State Government

Ref: *Registered and Accredited Individual Non-government Schools Manual, September 2023, B2.7.*

Commonwealth Government

Ref: *Australian Education Regulation 2023 Part 5 (60) (1) (a)*

A message from key school bodies

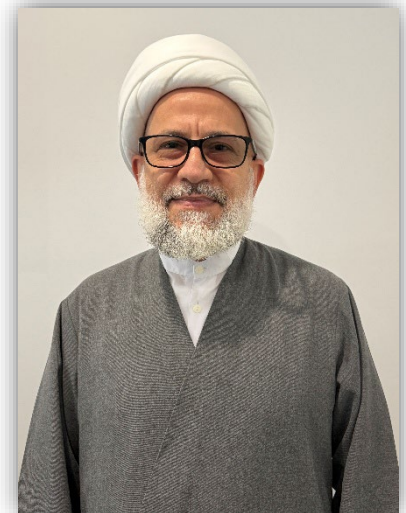
President's Report

Dear Community,

Assalamu 'alaykum wa rahmatullahi wa barakatuh,

On behalf of the Board of Directors, it is my honour to present the President's Annual Report for 2025, marking the conclusion of our fourth full year of operations at Arrahman College.

The 2025 academic year has been one of steady growth, consolidation, and meaningful progress. As a College, we have remained firmly guided by our vision to provide high-quality, values-based education, underpinned by strong governance and a commitment to continuous improvement. Throughout the year, significant effort has been directed towards strengthening our operational foundations. Our dedicated leadership team, supported by highly committed educators and staff, has worked collaboratively to refine school policies, embed robust systems, and promote a culture of accountability, excellence, and care. These collective efforts have ensured the ongoing stability of the College and positioned us well for sustainable future growth.



I am particularly pleased to acknowledge the commendable performance and achievements of our students throughout the year. Their dedication to learning, positive character, and pursuit of excellence have been evident across all key learning areas and co-curricular activities. Supported by evidence-based teaching practices and a curriculum aligned with the NSW Syllabus, our students continue to demonstrate strong progress in critical thinking, creativity, and problem-solving. These achievements reflect both the professionalism of our teaching staff and the commitment of our students and families.

Our commitment to nurturing well-rounded individuals remains central to our mission. In 2025, we continued to strengthen a school culture grounded in Islamic values, mutual respect, and inclusivity. Student wellbeing initiatives were expanded, alongside increased opportunities for student voice, leadership, and engagement. A diverse range of co-curricular and enrichment programs, including student-led clubs, community service initiatives, and sporting activities, has contributed to a vibrant and balanced educational experience.

Parental and community engagement has remained a cornerstone of our success. Through ongoing communication, community events, and collaborative initiatives, we have fostered strong and meaningful partnerships with our families and local community. These relationships play a vital role in supporting student development and reinforcing our shared responsibility in nurturing future generations.

Annual Report 2025

Looking ahead, we remain forward-focused and strategic in our planning. A key milestone for 2026 is the preparation for our inaugural Year 7 cohort, marking an important step in the continued growth and progression of Arrahman College.

Throughout 2025, the College has undertaken careful planning and preparation to ensure a smooth and successful commencement of secondary education, including curriculum development, staffing, facilities planning, and resource allocation.

In addition, our key priorities for the coming year include:

- Continued investment in staff professional learning and wellbeing
- Enhancement of digital learning capabilities and ICT infrastructure
- Strengthening data-informed decision-making practices
- Expansion of extracurricular and enrichment opportunities
- Further development of community partnerships and stakeholder engagement

We are also actively exploring future development opportunities to accommodate increasing enrolments and the evolving needs of our community.

The achievements of 2025 would not have been possible without the dedication, unity, and shared commitment of our staff, students, parents, and wider community. I extend my sincere appreciation to each and every one of you for your ongoing support and contribution to the growth of Arrahman College during these formative years.

With the blessings of Allah (SWT), and through our collective commitment to excellence, compassion, and service, we look forward with confidence to the future.

May Allah continue to guide our efforts and grant us success in serving our students and community with sincerity and purpose.

Wasalamu 'alaykum wa rahmatullahi wa barakatuh,

Sheikh Youssef Nabha
President, Arrahman College Ltd

Principal/ CEO's Report

Dear Community,

Assalamu 'alaykum wa rahmatullahi wa barakatuh.
 In the Name of Allah, the Most Gracious, the Most Merciful.
 It is with sincere gratitude that I present the Principal's Annual Report for 2025, marking the completion of Arrahman College's fourth year of operation. This year represented an important stage in the College's journey, characterised by consolidation, measured growth, and a continued commitment to delivering high-quality education within a strong Islamic framework. The progress achieved throughout the year reflects the resilience, dedication, and collaborative spirit of our students, staff, families, and Board, whose collective efforts continue to strengthen the foundations of our College.



Arrahman College remains firmly guided by the teachings of the Holy Qur'an and the noble example of the Ahlul Bayt (as). These principles continue to shape every aspect of school life and provide the foundation for both academic and personal development. Throughout 2025, we further strengthened our whole-school approach to character education through structured programs, regular spiritual activities, and the integration of values such as respect, integrity, compassion, and justice across all learning areas. This ongoing commitment has supported students in developing a strong sense of identity, belonging, and responsibility while fostering positive relationships within our school community.

The College experienced continued growth during 2025, with enrolments reaching 256 students across Kindergarten to Year 6. This growth reflects the increasing confidence of families in the College's vision and educational approach. A significant milestone was achieved with the introduction of Year 6, completing the College's full primary school offering. This expansion was carefully planned and supported through strategic staffing, curriculum development, and resource allocation to ensure consistency and quality across all year levels. At the same time, substantial preparation was undertaken to support the commencement of secondary education, including planning for the inaugural Year 7 cohort scheduled to begin in 2026.

Teaching and learning remained central to the College's mission throughout the year. Students engaged in a comprehensive curriculum aligned with the requirements of the NSW Education Standards Authority (NESA), supported by high-quality teaching practices and a strong focus on student-centred learning. Staff continued to strengthen differentiated teaching strategies to cater for diverse learning needs while utilising student achievement data to inform targeted interventions and

Annual Report 2025

support programs. Literacy and numeracy remained key priorities, with dedicated initiatives implemented to improve student outcomes. Islamic perspectives continued to be meaningfully integrated across curriculum areas, enabling students to connect their learning with their faith and values.

As part of preparations for the College's transition into secondary education, significant work commenced in planning for Stage 4 curriculum delivery. This included subject planning, staffing considerations, resource development, and ensuring compliance with NESA syllabus requirements. The College also began preparing for future Record of School Achievement (ROSA) obligations through the establishment of assessment, record-keeping, and reporting systems aligned with regulatory expectations. These initiatives position the College well for the successful delivery of secondary education in the years ahead.

Our staff continued to demonstrate professionalism, dedication, and a commitment to excellence. Throughout the year, emphasis was placed on promoting a collaborative culture characterised by respect, accountability, and shared purpose. Staff wellbeing remained a priority, supported through mentoring, professional development opportunities, and structured support programs. Particular focus was given to preparing teaching staff for the introduction of Stage 4 curriculum and assessment requirements, ensuring the College is equipped to meet the needs of future secondary students.

Student wellbeing remained at the forefront of our work in 2025. The College continued to implement programs and initiatives designed to support students' social, emotional, and mental wellbeing. Access to counselling services, targeted wellbeing programs, mindfulness activities, and opportunities for peer connection contributed to a positive and supportive learning environment. These initiatives played an important role in promoting student engagement, resilience, and personal growth.

Strong partnerships with families and the broader community continued to be a defining feature of the College. Parent information sessions, workshops, parent-teacher meetings, and community events provided valuable opportunities for collaboration and engagement. The College also worked closely with families in preparing for the transition to secondary schooling, ensuring clear communication regarding future educational pathways and the exciting opportunities ahead. Relationships with external organisations further enhanced the educational experiences available to students and strengthened the College's connection with the wider community.

Recognising the importance of holistic development, the College continued to expand its co-curricular offerings throughout the year. Students participated in a range of sporting activities, creative and performing arts programs, STEM initiatives, leadership opportunities, and service-based experiences. These programs complemented classroom learning and provided students with opportunities to develop confidence, teamwork, creativity, and leadership skills.

Among the many achievements of 2025 were the successful delivery of a complete Kindergarten to Year 6 program, continued enrolment growth, strong NAPLAN performance, and strategic preparation for the introduction of Year 7 in 2026. The College also made significant progress in Stage 4 curriculum planning, future ROSA readiness, governance and compliance systems, infrastructure planning, and the expansion of wellbeing and co-curricular programs. Collectively, these achievements demonstrate the College's commitment to sustainable growth and continuous improvement.

As we look ahead, our focus remains on the successful commencement of the inaugural Year 7 cohort, the ongoing development of Stage 4 curriculum and assessment systems, continued readiness for ROSA implementation, and the expansion of infrastructure to support future growth. We will also continue to invest in staff development, strengthen community engagement, and broaden the range of enrichment opportunities available to our students.

The achievements of 2025 are a testament to the shared commitment of our entire College community to providing a balanced education that nurtures both academic excellence and strong character. I extend my sincere appreciation to our students, staff, families, and Board for their ongoing support, dedication, and contribution to the continued success of Arrahman College.

With the guidance and blessings of Allah (SWT), we remain committed to building upon our strong foundations and striving for excellence in education, faith, and service to our community.

Hussein Oubani
Principal/ CEO



Contextual information about Arrahman College and characteristics of the student body

Our History:

Arrahman College is an independent Islamic school located in the rapidly growing suburb of Austral in Western Sydney. Established in 2022, the College was founded with a clear vision: to provide a high-quality education that nurtures academic excellence, strong Islamic values, and the holistic development of every student. Since its establishment, the College has welcomed students from diverse cultural and social backgrounds, creating an inclusive and supportive learning environment where every child is encouraged to thrive.

Despite being a relatively young institution, Arrahman College has experienced significant growth and development in a short period of time. The College has steadily expanded its student enrolment, educational programs, and facilities while maintaining a strong focus on excellence in teaching and learning. Through its commitment to continuous improvement and community engagement, the College has earned the trust and confidence of families and established a strong reputation within the wider Western Sydney community.

The success of Arrahman College is built upon the collective efforts of its students, staff, parents, and Board. Together, they have promoted a culture of high expectations, mutual respect, and shared responsibility. Over the years, the College has celebrated numerous achievements and important milestones, including sustained enrolment growth, strong academic outcomes, the expansion of year levels, the enhancement of student wellbeing initiatives, and the development of a vibrant co-curricular program. These accomplishments reflect the dedication, perseverance, and collaborative spirit of the entire College community.

As the College continues to grow, it remains committed to its founding purpose of providing a balanced education that equips students with the knowledge, skills, character, and faith needed to succeed in an ever-changing world. Arrahman College looks forward to building on its strong foundations and continuing its journey of excellence, service, and community contribution for many years to come.

Our Motto:

“Reason- Faith- Respect”

Our Vision:

Arrahman College is an Islamic school that empowers all students to embrace STEM learning, achieve their personal best, and build their emotional, social, and physical well-being.

Our Mission:

Arrahman College is an Islamic community that seeks to make an outstanding impact on society through its students and the quality of its teaching and leadership in education.

Arrahman College will provide a positive, holistic learning environment in which staff and students work cooperatively to achieve their personal best and develop a commitment to continuous learning and

Annual Report 2025

effective participation in the broader community. We are committed to developing a community of learners and providing an academic curriculum focused on STEM to build a broad knowledge base while promoting critical and creative thinking skills. By offering a variety of activities, both inside and outside the classroom, guided by Islamic values and experiences, Arrahman College develops the student's whole personality, empowering each student to become an informed decision-maker and a lifelong learner.

What We Value:

1. The Quest for Excellence through adventure, curiosity, creativity, and growth.
2. Our Faith and Traditions inspire truth, honor, loyalty, and commitment.
3. Leadership through teams in a spirit of service, compassion, fun, and community.

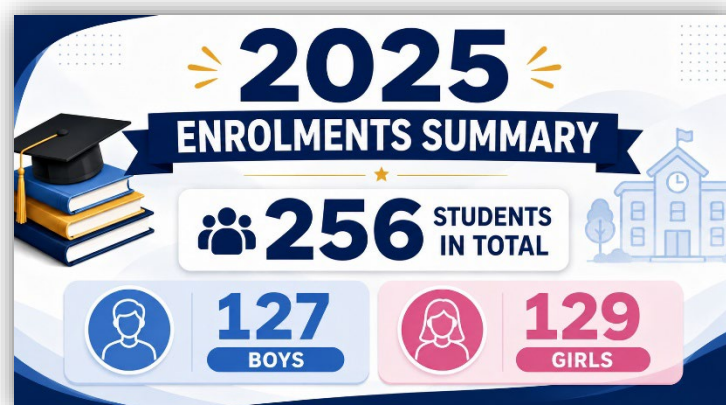
Our Child Safety Statement:

Arrahman College has zero tolerance for child abuse and is committed to acting in children's best interests and keeping them safe from harm. The school promotes the safety, well-being, and inclusion of all children, including those with a disability, from a culturally or linguistically diverse background, or possessing an Aboriginal heritage. The school carries out appropriate checks to ensure that all staff and volunteers are suitable for working within a safe children's school environment. The College actively supports a culture of reporting any incidents of child abuse or harm.

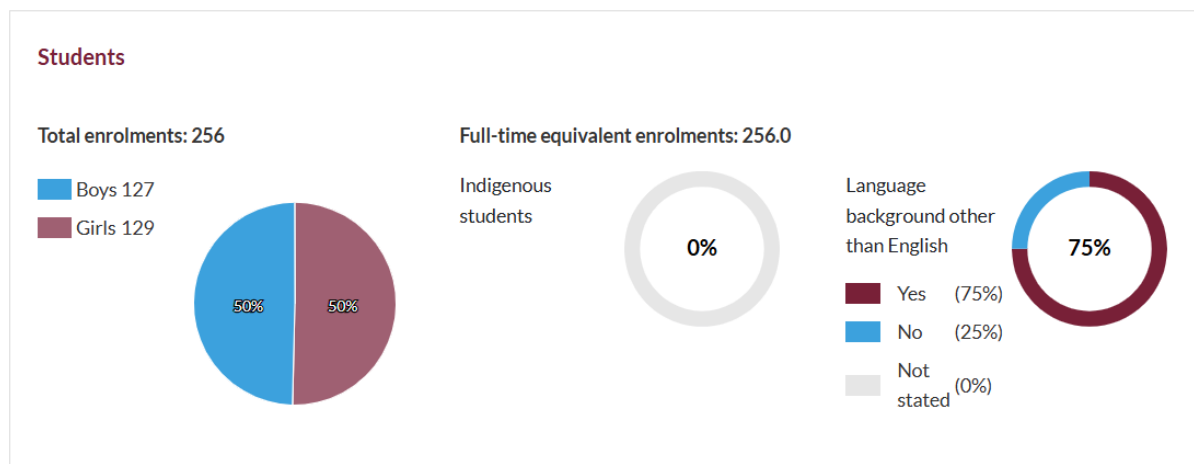
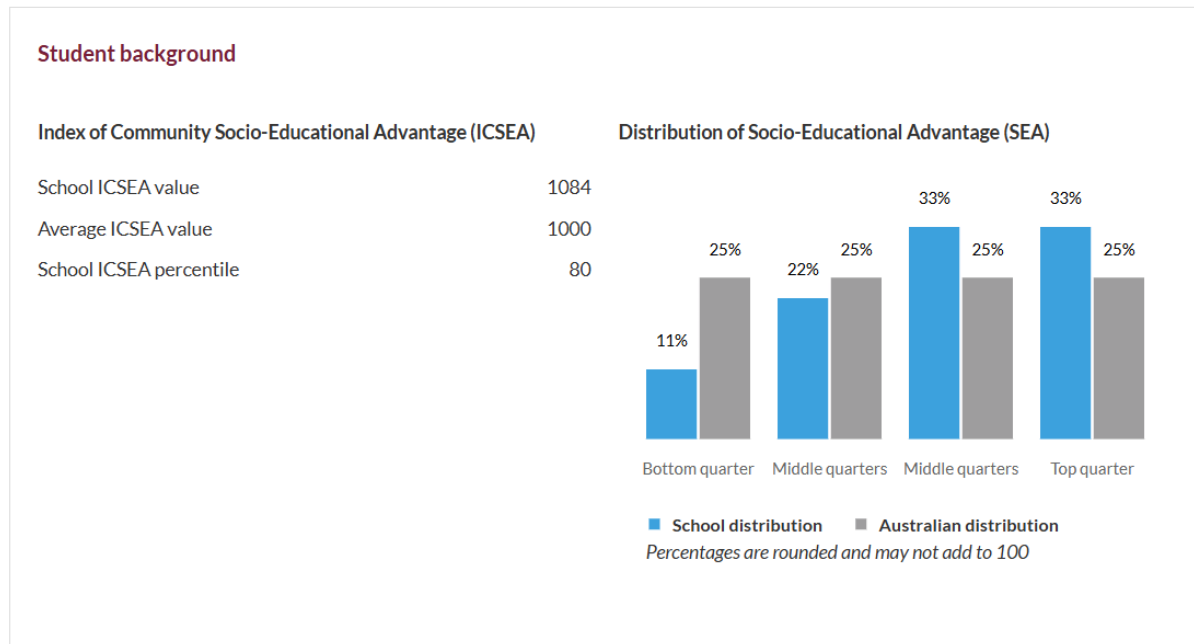
Our Student Body:

Situated in Sydney's Southwest, in a suburb that has both residential and light industrial areas, the school caters to a diverse community, with students representing 6 different language backgrounds.

In 2025, there were 256 students enrolled in Kindergarten to Year 6. There are approximately equal numbers of boys and girls throughout the school. Many students commence Kindergarten with low levels in critical areas of literacy, and 16% enter the College with no prior schooling experience.



2025 Student Enrolment Profile



Initiatives promoting respect and responsibility

Arrahman College remains committed to nurturing students who act with respect, purpose, and a strong sense of responsibility. Through carefully planned programs and whole-school initiatives, students are supported to develop positive character, make thoughtful choices, and show care for themselves, others, and the wider community.

Anchored in our College motto, **Reason, Faith, Respect**, students are encouraged to think deeply, live with confidence in their values, and contribute meaningfully to the world around them. These principles continue to shape the way students learn, lead, and engage with others.

During 2025, the College created a range of meaningful opportunities for students to reflect on their actions, set personal goals, and grow as emerging leaders. Each experience was designed to strengthen the value of respect and help students understand its importance in everyday life. Key initiatives included:

1. Environmental Awareness and Action: Clean Up Australia Day

Clean Up Australia Day provided Arrahman College students with a valuable opportunity to put their learning and values into action. As part of the initiative, students joined staff in caring for the College grounds and surrounding areas, working together to remove rubbish and help create a cleaner, more welcoming environment.

The day encouraged students to think beyond the classroom and recognise the role they each play in protecting the world around them. By taking practical steps to care for their surroundings, students developed a deeper understanding of responsibility, service, and respect for the community.

This initiative also reflected the Islamic understanding that the Earth is a blessing and a trust from Allah (SWT). Students were reminded that small acts of care, such as keeping shared spaces clean, can be meaningful expressions of faith and gratitude. Through their participation, they were encouraged to appreciate the environment and consider how their daily choices can have a lasting impact.

Clean Up Australia Day was a meaningful reminder that positive change often begins with simple actions. It strengthened students' awareness of sustainability, encouraged teamwork, and supported the College's ongoing commitment to nurturing responsible, caring, and community-minded young people.



2. Ramadan Iftar Markets: A Celebration of Faith and Togetherness

Following the success of last year's event, Arrahman College once again brought the community together for its Ramadan Iftar Markets. Now in its second year, the event was met with great anticipation, as families, students, staff, and community members looked forward to an evening of connection, celebration, and shared Ramadan spirit.



The College grounds came alive with a warm and welcoming atmosphere, featuring a wide range of food stalls, family-friendly activities, and the much-loved camel rides, which added a memorable and unique experience for attendees.

The excitement throughout the evening reflected the growing place this event has in the hearts of our school community.

As the sun set, the Adhan marked the breaking of the fast, bringing everyone together in a moment of reflection, gratitude, and unity. The Ramadan Iftar Markets were a beautiful celebration of faith, culture, and community, strengthening the bonds between families and the College during the blessed month of Ramadan.



We look forward to making this celebration an annual tradition that continues to strengthen community ties and promote shared values

3. House Building Project in Lebanon

A key initiative in 2025 was the College's support of the House Building Project in Lebanon, which aimed to assist displaced families in need of safe and secure shelter. Organised by the Student Representative Council (SRC), students led a series of fundraising efforts in support of this meaningful cause, including the Welcome Winter Mufti Day and Eid Mufti Day. These initiatives encouraged students to come together in a spirit of generosity, compassion, and community service.



For the Welcome Winter Mufti Day, students were invited to wear their warmest winter clothing and contribute \$5, which included participation in the Mufti Day and a cup of hot chocolate with marshmallows.

The Eid Mufti Day also provided students with an opportunity to celebrate while contributing towards a cause that supported vulnerable and displaced families in Lebanon.

Together, through the generosity of students, families, and the wider College community, a total of \$16,692 was raised for the House Building Project.

These fundraisers reflected the values of Reason, Faith, and Respect, encouraging students to look beyond themselves, act with empathy, and make a meaningful difference in the lives of others.

4. Bachar Houli Foundation – A-Game Program

In 2025, Arrahman College students participated in the Bachar Houli Foundation A-Game Program, an initiative designed to inspire young people through sport, leadership, character development, and positive mentoring.

The program provided students with valuable opportunities to build confidence, strengthen teamwork, and develop important life skills in a supportive and engaging environment. Through their involvement, students were encouraged to demonstrate respect, discipline, resilience, and responsibility both on and off the field. This experience strongly aligned with the College values of Reason, Faith, and Respect, supporting students in growing into confident individuals who lead with good character, make positive choices, and contribute meaningfully to their school and wider community.



5. Father's Day Event

In 2025, Arrahman College honoured fathers and father figures through a meaningful Father's Day event that celebrated their important role in family, faith, and community life.

Inspired by the teachings of the Ahlul Bayt (peace be upon them), the event highlighted the sacred responsibility of fathers to nurture faith, build resilience, guide character, and support their children's growth. It provided a warm opportunity for families to come together in appreciation of the men who lead with strength, mercy, wisdom, and care.

The program included refreshments, sweets, heartfelt conversations, and moments of reflection. The College was honoured to welcome His Eminence Sayed Miski, who shared valuable insights on the spiritual and societal role of fathers in Islam, followed by an engaging question-and-answer session.

This special gathering reflected the College values of Reason, Faith, and Respect, encouraging students and families to recognise the dignity of fatherhood and the lasting impact fathers have in shaping strong, faithful, and compassionate communities.



6. Harmony Cup Sporting Competitions

Selected students proudly represented Arrahman College in a series of Harmony Cup sporting competitions, including cricket, Oztag, and basketball. These events brought together Islamic schools from across Sydney, giving students the opportunity to compete, connect, and represent the College with pride.

Across each competition, students demonstrated teamwork, discipline, resilience, and sportsmanship. Whether on the cricket pitch, basketball court, or Oztag field, our students approached each game with enthusiasm and respect, supporting one another and showing strong College spirit.

The Harmony Cup experiences provided more than just sporting opportunities. They encouraged students to build confidence, develop leadership skills, form positive connections with peers from other schools, and understand the importance of unity and fair play.

These initiatives reflected the College values of Reason, Faith, and Respect, encouraging students to compete with integrity, celebrate effort, and uphold strong character both on and off the field.



7. Mother's Day Event

In 2025, Arrahman College recognised mothers and mother figures through a meaningful Mother's Day event that honoured their vital role in nurturing faith, character, and wellbeing within the family and community. Grounded in the teachings of the Ahlul Bayt (peace be upon them), the event emphasised the responsibility of mothers in supporting strong moral foundations, compassion, and resilience in their children. It provided a valuable opportunity for students and families to express gratitude and appreciation for the care, sacrifice, and guidance of mothers.



The program included shared refreshments, student-led acknowledgements, and moments of reflection that reinforced the values of respect, kindness, and responsibility. This event supported the College's commitment to promoting a culture of appreciation and strengthening the partnership between home and school. Through this initiative, students were encouraged to recognise the dignity and importance of motherhood, reinforcing the College's core values of faith, respect, and responsible conduct within family and community life.

Theme 2: Outcomes and Results

Commonwealth Government

Ref: *Education Act 1990 No 8, Section 18A*

Ref: *Australian Education Regulation 2023 Part 5 sections 60(1)(e) and 60(h)(i) and (ii)*

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Student outcomes in standardised national literacy and numeracy testing

Students in Year 3 and Year 5 participated in the National Assessment Program – Literacy and Numeracy (NAPLAN) in 2025. The results obtained from NAPLAN exams provide the College with a wealth of data showing the percentages of students who achieved proficiency standards in numeracy as well as the components of literacy. Literacy is reported in four content strands (components): Reading, Writing, and Conventions of language (Spelling and Grammar, and Punctuation). Numeracy is reported as a single content strand.

Literacy assessment: The literacy assessments include reading, writing and conventions of language.

- **Reading:** Students were required to read a range of texts similar to those used in their classrooms and to answer questions to show their understanding of the material.
- **Writing:** Students were instructed to respond to a writing prompt. They were required to generate and organise ideas and demonstrate their skills in vocabulary use, sentence structure, spelling and punctuation when responding to the prompt.
- **Conventions of language:** Students were required to identify and correct spelling errors and answer grammar and punctuation questions.

Numeracy assessment: Students were assessed on number and algebra, measurement and geometry and statistics and probability. Students were required to use mathematical knowledge, skills and understanding in a variety of contexts.

Student achievement in NAPLAN is measured against proficiency standards that provide parents and carers with clear information about student achievement.

Summary of Year 3 NAPLAN Results 2025

	Grammar and Punctuation %	Spelling %	Reading %	Writing %	Numeracy %
Needs Additional Support	7.14	3.57	3.57	0.00	0.00
Developing	35.71	3.57	25	14.29	39.29
Strong	42.86	82.14	67.86	78.57	57.14
Exceeding	14.29	10.71	3.57	7.14	3.57

Summary of Year 5 NAPLAN Results 2025

	Grammar and Punctuation %	Spelling %	Reading %	Writing %	Numeracy %
Needs Additional Support	11.11	0.00	3.70	7.41	3.70
Developing	18.52	11.11	11.11	7.41	11.11
Strong	40.74	55.56	70.37	81.48	70.37
Exceeding	29.63	33.33	14.81	3.70	14.81

For more information, refer to [Results | My School](#)

Senior secondary outcomes (student achievement)

Arrahman College operated from Kindergarten to Year 6 in 2025.

There are no senior secondary outcomes to report for Theme 2.



Theme 3: Staffing

Commonwealth Government

Ref: *Australian Education Regulation 2023* Part 5 sections (60)(1) (b) and (c)

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Teacher professional learning, accreditation, and qualifications

Teacher Professional Learning

Arrahman College commits to the professional development of staff. All staff participate in professional learning programs that enhance their knowledge, understanding, and use of innovative approaches to pedagogy, subject-specific content, legislation and other school priorities. Professional learning is undertaken by staff through an internal program, accessing the resources and expertise of our staff as well as using external providers.

The focus of whole school professional learning in 2025 included:

- Digital Technology and platforms
- Islamic Pedagogy
- Strategies of differentiation and assessment moderation
- Child protection and the requirements of mandatory reporting
- Implementing quality wellbeing practices for staff and students
- Identifying and supporting students at risk
- New syllabus familiarisation and programming
- Student and Staff Wellbeing
- Primary Numeracy Project

In 2025, the implementation of the school's Professional Development Plan enabled the school to focus its professional learning on areas identified through the staff goals.

Future professional development opportunities at the College will focus on the following strategic areas: enhancing numeracy and literacy instruction, familiarising with and implementing new NESA Syllabus documents, enhancing student wellbeing, and maintaining a safe and supportive learning environment.

Below is a summary of the professional learning that was completed by Arrahman College in 2025.

Summary of Professional Learning in 2025

Professional Development Course	No. of Staff Attended	Facilitator
Child Protection Training (2025)	28	Ideagen (CompliLearn)
Awareness of Arrhaman College Policies and Procedures (2025)	28	Ideagen (CompliLearn)
Child Safety Codes of Conduct (2025)	28	Ideagen (CompliLearn)
Child Safety Culture (2025)	28	Ideagen (CompliLearn)
Child Safety Fundamentals (2025)	28	Ideagen (CompliLearn)
HR: Social Media (2025)	28	Ideagen (CompliLearn)
WHS: Injury management	28	Ideagen (CompliLearn)
Work Health and Safety	28	Ideagen (CompliLearn)
First Aid- CPR	28	Surf Life Saving Australia
HR Discrimination, Harassment, and Bullying (2025)	28	Ideagen (CompliLearn)
HR: Managing Stress in the Workplace	28	Ideagen (CompliLearn)
Student Duty of Care (2025)	28	Ideagen (CompliLearn)
The Annual AIS Briefing	1	AIS NSW
Strategic Planning (School Leaders)	1	AIS NSW
The Primary Numeracy Project	18	AIS NSW
AI Training	28	AIS NSW
Annual ICT Conference	2	AIS NSW
2 ND AI in Education Conference	1	Charters

Staff Development Days 2025

There was a total of 6 Staff Development Days held at Arrhaman College in 2025.

Session	Term	Date
1	Term 1	Wednesday 22 nd January 2025
		Thursday 23 rd January 2025
		Friday 24 th January 2025
2	Term 2	Monday 28 th April 2025
3	Term 3	Monday 21 st July 2025
4	Term 4	Monday 13 th October 2025



Teaching Standards

Category	Number of Teachers
(i) Teachers having teacher education qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	18
(ii) Teachers having a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	Nil
(iii) Teachers not having qualifications as described in (i) and (ii) but having relevant successful teaching experience or appropriate knowledge relevant to the teaching context. Such teachers must have been employed to 'teach' in NSW before 1 October 2004 (either on a permanent, casual, or temporary basis) and have approval from the NSW Institute of Teachers to extend the period during which an approved teaching qualification may be obtained.	Nil

Teacher Accreditation

Level of Accreditation	Number of Teachers at the commencement of the 2025 academic year	Number of Teachers after the 2025 academic year
Conditional	0	0
Provisional	3	0
Proficient Teacher	14	17
Highly Accomplished Teacher <i>(Voluntary accreditation)</i>	1	1
Lead Teacher <i>(Voluntary accreditation)</i>	0	0
Total number of Teachers	18	18

Workforce composition

School Staff 2025	
Teaching staff	18
Full-time equivalent teaching staff	16.8
Non-teaching staff	13
Full-time equivalent non-teaching staff	9.5

Composition Summary	
Indigenous Staff Members:	0
Teaching Staff Retention Rate:	80%
Teaching staff attendance rate:	The average annual absence due to emergency leave is 6.5 days per teacher.

Theme 4: Student Attendance

Commonwealth Government

Ref: *Australian Education Regulation 2023* Part 5 section (60)(1)(d) (i) and (ii)

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Student attendance and retention rates and post-school destinations in secondary schools

Student Attendance Rates for the 2025 Academic Year:

Year Level	Attendance Rate% *
All Students	94%

Ninety-four percent of students across K-Year 6 attended school on average each school day in 2025.

The information provided is based on the Student Attendance (STATS) Report 2025*.

Student retention rate from Year 10 to Year 12

This section of the report is not applicable.

Post-school destinations

This section of the report is not applicable.

Management of non-attendance

The processes the school has in place to monitor attendance and strategies to improve unsatisfactory attendance are part of the evidence of compliance in section B2.7 of the Manual in relation to providing a safe and supportive environment.



The College has implemented the following systems and procedures to follow up on unexplained absences from college:

- Where an absence has not been explained by **10.00 am**, an email is sent to the student's parents/guardians notifying them of the absence and requesting them to immediately contact the College.
- Where the absence remains unexplained, the matter will be reported to the **Stage Coordinator** for investigation and follow-up.

- Where parents/guardians repeatedly fail to inform the College of absences, the Stage Coordinator will contact them directly to seek an explanation and to remind them of their obligation to report absences.
- All information in relation to unsatisfactory attendance is recorded on students' files, and information with respect to attendance is provided in each student's College Report.

Unsatisfactory Attendance Intervention Strategies

The College has implemented the following strategies to improve unsatisfactory attendance and student engagement in college and learning:

- The College encourages parents/guardians to understand their obligations to ensure their child attends college and to not condone absences for unauthorised reasons such as birthdays, shopping, and other leisure activities.
- Regular meetings are conducted between the Principal, Stage Coordinators, and Senior staff, as appropriate, to coordinate responses to student absences.
- Students with persistently low attendance will be monitored, and personalised strategies will be considered to increase their attendance and/or engage them in continuing education programs. For students requiring more intensive support, one-on-one meetings and alternative arrangements may be organised in consultation with parents/guardians.
- Where frequent absences (*more than 3 consecutive days*) are explained as being due to illness, the College will request medical certificates for the absences and will consult with parents/guardians regarding the health care needs of the student.
- All required reports will be made to the Community Services Child Protection Helpline, and/or contact will be made with the Child Wellbeing Unit if there are safety, welfare, or wellbeing concerns in relation to student attendance.

Strategies for Managing Student Attendance

Our student attendance management strategies include:

- Contacting parents and following up on absences
- Rewarding good attendance / positive reinforcement
- Principal commendations given for improved or excellent 100% attendance.
- Conducting thorough attendance checks and reviews
- Reporting concerns — Referral to child first or report to Child Protection
- Re-engagement programs
- Referral to school or community-based wellbeing professional
- Student Absence Learning Plan
- Individual education plan
- Attendance improvement plans and return to school plans.

- Attendance of student support group
- Organising meetings with parents and carers
- Engaging with the family
- Addressing individual student needs
- Archiving attendance records

NSW Department of Education

Why attendance matters

When your child misses school they miss important opportunities to...



Learn



Make friends



Build skills through fun

education.nsw.gov.au



Days missed = years lost

A day here and there doesn't seem like much, but...

When your child misses just...	they miss weeks per year	and years over their school life
1 day per fortnight 	= 4 weeks	= Over 1 year missed
1 day per week 	= 8 weeks	= Over 2.5 years missed

education.nsw.gov.au

Theme 5: School Policies

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Child Safety Code of Conduct

Our Child Safety Code of Conduct outlines acceptable and unacceptable behaviours. It serves as a guiding document that defines professional boundaries, ethical conduct, and the nature of acceptable and unacceptable relationships.

Discipline policy

Our discipline policy is integral to our Islamic Identity, outlining:

- School rules and the discipline code.
- Methods to encourage respectful behavior and continuous devotion to Allah (SWT).
- Strategies to acknowledge and reward student accomplishments.
- Strategies to address misconduct with fairness, empathy, and respect.

Complaints policy

Our complaint handling process ensures:

- Effective response to complaints
- Timely, fair, and constructive resolution of issues.
- Public trust in the college's administrative procedures.
- Anonymity for stakeholders when necessary.
- Feedback utilization to improve services and complaint management.
- Protection for complainants and students from any negative impact due to filing a complaint.

Privacy policy

Our privacy policy outlines the circumstances in which we obtain personal information, how we use and disclose that information and how we manage requests to access and/or change that information.

Uniform policy

Our uniform policy mandates the standardisation of attire for students during school hours. It includes a footwear policy and a list of uniform for both primary and secondary students.

Whistleblower policy

Our whistleblower policy aims to:

- Educate on reportable matters and deter misconduct within the organization's governance framework.
- Protect and support individuals reporting wrongdoing, ensuring confidentiality and a safe reporting environment.
- Promote transparency and accountability by handling disclosures effectively, upholding the entity's values, and maintaining its reputation and legal compliance.

Enrolments policy

Our enrolments policy outlines our admission process ensuring it is fair, transparent, and accessible to all eligible students. It outlines the rights of students to education, criteria for enrolment, and procedures for application and selection.

Fee policy

The Fee Policy is to set out the principles, structure, and requirements for the payment, management, and recovery of fees and charges at Arrahman College.



Other school policies

Arrahman College is dedicated to fulfilling its responsibility of ensuring the well-being of all its students by creating a secure, encouraging, and caring educational environment. In 2025, the Arrahman College Board and College executives continued to establish and put into effect College policies. These policies and procedures were carefully reviewed in collaboration with Complispace, AISNSW, staff members, the community, parents, students, and the College Board.

Arrahman College Policies and Procedures can be accessed through various channels, including the College's Complispace Policy Connect platform, the college administration office, the college website, or parent communication platforms such as Sentral and SEESAW, as well as the Parent Information Handbook. Any updates to policies and procedures are shared on parent information platforms and communicated to parents upon enrolment.

Making a Formal Complaint?

If you have been unable to resolve a matter informally, or simply wish to make a formal complaint, you can do so by any of the following means:

1. Sending an email to admin@arrahmancollege.nsw.edu.au
2. Writing a letter to the College addressed to "The Complaints Manager".
3. Telephoning the College on 02 8107 6000 and asking to speak to your child's Stage Coordinator.
4. Completing the [Online Complaints and Compliments Form](#)

All formal complaints will be logged through our online complaints management system and managed in accordance with the following procedural fairness.

Theme 6: Stakeholder satisfaction

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Commonwealth Government

Ref: *Australian Education Regulation 2023 Part 5 section (60)(1)(f)*

Introduction

Arrahman College is committed to excellence through continuous improvement, guided by active engagement with its most valuable stakeholders students, parents, and staff. Throughout 2025, the College implemented a range of structured feedback mechanisms to gather meaningful insights, evaluate community satisfaction, and inform future planning. This report outlines the various engagement strategies, summarises stakeholder feedback, and highlights key initiatives undertaken in response to the data collected.

Stakeholder Engagement Framework

To ensure comprehensive and inclusive consultation, Arrahman College has adopted a multi-layered approach to stakeholder feedback. These mechanisms are designed to capture both quantitative and qualitative data across all community segments. Key feedback channels include:

- **Annual Stakeholder Satisfaction Surveys:** Distributed to students, parents, and staff to gather broad insights on experience, well-being, and school effectiveness.
- **Arrahman College Parliament (Student Representative Council):** Meets three times per term, providing a formal forum for student voice and leadership.
- **Year-Level Check-Ins:** Regular fortnightly grade meetings and one-on-one wellbeing conversations with Stage Coordinators and the Pastoral Care Team.
- **Staff Communication Structures:** Fortnightly briefings, department-level feedback loops, and professional dialogue with the Executive Team.
- **Parent Engagement Forums:** Parent and Friends Committee (PFC) meetings are held twice per term, along with targeted focus groups, parent webinars, and event-specific surveys.
- **Open Feedback Channels:** Ongoing opportunities for feedback through email, online suggestion forms, and direct engagement with college leadership.

In addition to these standing mechanisms, Arrahman College introduced **targeted surveys** in 2025 to further refine its understanding of community needs, particularly in areas of wellbeing, extracurricular offerings, and academic support.

Community Satisfaction Highlights

Parent Satisfaction and Feedback Summary

Results from the 2025 end-of-year parent satisfaction survey indicate a high level of overall satisfaction across key domains of school operation, reflecting strong community confidence in the College.

Overall Experience

Parents reported a positive overall experience, frequently highlighting the College's welcoming, community-oriented environment. Strong relationships between staff, students, and families, along with responsive communication and a clear values-based approach to education, were identified as key strengths.

Administrative Processes and Communication

Feedback indicates that administrative operations were effective and well-managed. Parents expressed satisfaction with enrolment processes, communication systems (including SENTRAL and newsletters), and the organisation of school events. Timeliness, clarity, and accessibility of information were consistently noted.

Student Learning and Development

Parents reported high levels of satisfaction with their children's academic progress and personal development. Feedback highlighted the College's focus on literacy and numeracy, as well as the integration of Islamic values into the curriculum. Many parents acknowledged observable growth in student confidence, behaviour, and overall engagement with learning.

Student Wellbeing and Safety

A strong majority of respondents indicated that their children feel safe, supported, and valued at school. The College's wellbeing initiatives, pastoral care structures, and commitment to child safety were identified as significant strengths contributing to a positive learning environment.

Co-curricular and Enrichment Opportunities

While existing co-curricular activities were positively received, parents expressed interest in expanding after-school and enrichment opportunities. Areas of suggested growth include structured sports programs, creative and performing arts, and additional Arabic language support for non-native speakers.

Engagement and Partnership

Parents valued opportunities for involvement through parent-teacher interviews, workshops, and school events. Feedback reflects an ongoing appreciation for the partnership between home and school in supporting student learning and development.

Staff Wellbeing and Engagement

To deepen its understanding of workplace culture and staff satisfaction, Arrahman College engaged Source HR, an independent human resources consultancy, to conduct a confidential, context-specific Staff Wellbeing Survey. This initiative aimed to assess staff morale, identify priority areas for improvement, and reinforce a values-aligned workplace.

Key Strengths Identified:

- **Sense of Belonging:** Staff reported feeling *valued, respected, and connected* to the College's mission and community.
- **Professional Learning:** There was high satisfaction with access to meaningful professional development opportunities and leadership support.
- **Workplace Environment:** The College was recognised for encouraging a *safe, respectful, and collaborative* working atmosphere.

Areas for Further Development:

- **Recognition and Appreciation:** Staff expressed a desire for more formal structures to celebrate and acknowledge individual and team contributions.
- **Responsiveness to Feedback:** Some staff raised concerns about whether past feedback had translated into practical, visible changes.
- **Workload and Balance:** Maintaining a healthy work-life balance emerged as a shared concern, particularly during peak academic periods.

Initiatives Implemented in Response to Feedback

As part of a strategic response to both community and internal feedback, the following initiatives were implemented throughout 2025:

- **Reduction in Class Sizes:** Limit to a maximum of 30 students per class to alleviate teacher workload and improve student outcomes. Providing additional support in classes that exceed 26 students.
- **Meeting Structures:** Meeting frequency was streamlined from weekly to fortnightly to provide staff with increased time for administrative tasks, planning, and classroom preparation. This adjustment was supported through the effective use of Microsoft Teams and other digital collaboration tools, enabling efficient communication and reducing the need for additional face-to-face meetings
- **Right to Disconnect Policy:** Enforced no-email policy between 6:00 PM and 6:00 AM to support healthy boundaries and personal wellbeing.
- **Dedicated Planning Time:** Introduced protected collaboration time for lesson planning, team teaching, and professional development.
- **Annual Staff Outings:** Coordinate yearly staff outings to celebrate collective achievements and support a positive, collaborative workplace culture.
- **Staff Recognition Framework:**
In 2025, the College further strengthened its Staff Recognition Framework to formally acknowledge and celebrate excellence, innovation, and dedicated service across the Arrahman College community. The framework promotes a positive and appreciative workplace culture by recognising meaningful contributions in teaching, student support, and broader school initiatives.

A key feature of this framework is the annual Staff Member of the Year award, determined through peer and leadership nominations. This award recognises a staff member who consistently demonstrates the College's values through high performance, strong collegiality, and a positive impact on students and colleagues.

In addition, the College introduced the "You've Been Spotted" monthly recognition initiative, which provides timely acknowledgement of staff who demonstrate exemplary practice, initiative, or acts of service aligned with the College's values. This initiative complements other forms of recognition, including staff shout-outs, written acknowledgements, and feature highlights in internal communications.

Collectively, these measures reinforce a culture of appreciation, encourage professional excellence, and support staff wellbeing and engagement.

Conclusion

In 2025, Arrahman College demonstrated a strong commitment to building a responsive, inclusive, and high-performing school culture. Through intentional listening, structured feedback systems, and timely action, the College continues to cultivate a strong sense of belonging, trust, and partnership across its diverse community. These efforts underpin our shared mission of nurturing excellence, integrity, and Islamic values in every aspect of school life.

Annual Report 2025

The feedback received serves as both a reflection of progress and a roadmap for continuous improvement, ensuring that Arrahman College remains a dynamic and thriving environment for all who learn and work within it.

2025 Arrahman College School Events Calendar

School Event	Cohort	Date
Term 1		
Staff Development Week	Staff	27 January
Gymnastics	K-6	5 February
15th Shaaban Workshops	K-5	14 February
Ramadan Night Markets	ALL	15 March
Clean Up Australia Day	K-5	6 March
NAPLAN	3-5	12 March
School Photos	K-6	4 April
Parent Teacher Interview	ALL	4 April
K-2 Reptile Incursion	K-2	7 April
Stage 2 Australian Museum Excursion	3-4	8 April
Takleef Ceremony	4	11 April
Term 2		
Brainstorm Productions performance	K-6	6 May
Female Football Week	4-5	7 May
Bathurst Camp	5-6	8 May
Mother's Day Morning Tea	Parents	16 May
Bulls In Schools Incursion	K-5	21 May
AIS Numeracy Project	Staff	22 May
Harmony Cup Soccer Competition	5-6	26 May
Secondary Parent Information Session	Parents	29 May
K-2 Featherdale Wildlife Excursion	K-2	4 June
Hajj Discovery Day	K-5	5 June
Eid Al Ghadeer	K-6	13 June
AI Staff Training	Staff	13 June
Term 2 Parent-Teacher Interviews	Parents	17 June
Masjid Excursion	5-6	27 June
Term 3		
Staff Development Day	Staff	21 July
Optical Checks	K-6	28 July
Jeans4Genes Day	K-6	7 August
Education Week	K-6	7 August
Science Week	K-6	9 August
Harmony Cup Oz Tag	5-6	11 August
3-6 Science Week Incursion	4-6	15 August
Book Week/Book Fair	K-6	18 August
Electricity Week	K-6	1 September
Zing Active Athletics Program	K-6	27 August

Father's Day Stall	K-6	3 September
Dental Checks	K-6	8 September
Term 3 Parent Teacher Interviews	Parents	19 September
Athletics Carnival	K-6	24 September
Masjid Excursion	5-6	26 September
Term 4		
Staff Development Day	Staff	13 October
Swimming lessons	3-4	15 October
Harmony Cup European Handball Competition	5-6	20 October
Kindergarten Farm Excursion	Kindergarten	31 October
Harmony Cup Cricket Competition	5-6	4 November
Bulls in Schools	K-6	10 November
World Kindness Day	K-6	13 November
Stage 1 Excursion – Carrs Park	1-2	14 November
Recycling Week	K-6	14 November
Presentation Day	K-6 + Parents	1 December
Parent Teacher Interviews	Parents	8 December
Year 6 Fun Day	Year 6	9 December
Year 6 Graduation Evening	Year 6 + Staff & Parents	10 December

Theme 7: Summary of financial information

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

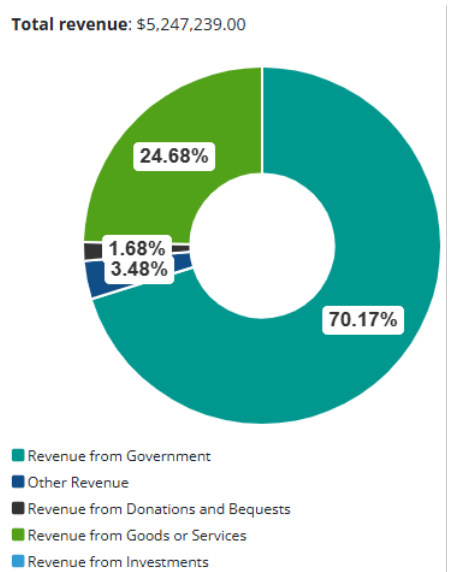
Commonwealth Government

Ref: *Australian Education Regulation 2023 Part 5 section (60)(1)(g)*

The graphs below represent income and expenditure using percentages.

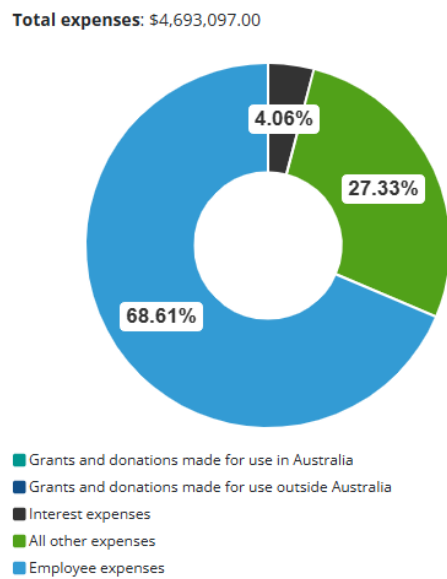
(a) Graphic one: recurrent/capital income represented by a pie chart

Income Summary 2025



(b) Graphic two: recurrent/capital expenditure represented by a pie chart

Expenditure Summary 2025



For more information about our annual financial reporting, please visit our latest financial statements available here: [ARRAHMAN COLLEGE LIMITED | ACNC](#)

Annual Report 2025

Theme 8: Publication Requirements

State Government

Ref: *Registered and Accredited Individual Non-Government Schools Manual, September 2023, B2.7*

Commonwealth Government

Ref: *Australian Education Regulation 2023 Part 5 section (60)(1)(g)*

Arrahman College has completed its publication, addressing the following requirements:

The requirements for the Annual Reporting come from 2 pieces of legislation:

- *NSW Education Act 1990*; and
- *Australian Education Regulation 2023*.

NESA provides details about the requirements for annual reporting in requirement [B2.7 Schools must report annually in the NSW Registered and Accredited Individual Non-government Schools Manual](#) (September 2023) (the Registration Manual).

By addressing the requirements in the [Registration Manual](#), a school meets the requirements of both pieces of legislation.

NSW Government Requirements for Annual Reporting

The *NSW Education Act 1990* requires non-government schools to participate in annual reporting. The NSW Minister for Education and Early Learning (the Minister) determines what must be included in a school's Annual Report.

NESA provides details about the minimum content to be included in a school's Annual Report in the Registration Manual.

An Independent school in NSW must:

- submit a completed Annual Report to NESA by 30 June each year that has the minimum content outlined in the Registration Manual (requirement B2.7),
- make its Annual Report publicly available on the school's website by 30 June each year, and
- if requested, provide data to the Minister to report to Parliament on the effectiveness of schooling in the State.

The minimum content that must be in each school's Annual Report is in [NESA's Registration Manual](#) in requirement *B2.7 Schools must report annually* (p. 35-37)

Commonwealth Government Requirements for Annual Reporting

The *Australian Education Regulation 2023* requires schools to make certain information public each year. An Independent school must:

- complete an Annual Report that has minimum content outlined in Part 5 Section 60(1)
- make its Annual Report publicly available on the internet within 6 months after the end of a year (Part 5 Sections 60(1) and 60(3)(a))
- have arrangements to give information to a person who is responsible for a student and is unable to access the internet (Part 5 Section 60(3)(b)).

A school must include the minimum information outlined in the [Australian Education Regulation 2023](#) and can make other information publicly available (Part 5 Section 60(2)).

The 2025 Annual Report is available to any person/persons who cannot access the document online, and policies and procedures are available for the Minister on request.

Annual Report 2025



2025 ANNUAL REPORT

