

2026 YEARS 7 TO 10 COLLEGE INFORMATION HANDBOOK



FOR PARENTS AND CARERS OF ET AUSTRALIA
SECONDARY COLLEGE STUDENTS

Contents

Welcome	3
School Mission	3
School Vision	3
Years 7 to 10 Executive Staff	4
School Administration and Contact Details	4
Office Hours	4
School Enrolment Details	5
Important Dates	5
School Lesson Times	6
Attendance	6
Absences	6
Late Arrivals	7
Leaving Early	7
What to Wear to School?	7
Student ID Cards	7
Public Transport	7
Curriculum	8
Assessment Policy	8
Record of School Achievement (RoSA)	9
The use of Artificial Intelligence (AI) Tools	9
School Reports	10
No Homework – Years 7 to Year 10	10
Class Colours	10
Extension Classes	10
Learning Enrichment Teachers – QuickSmart/Macqlit	11
Literacy and Numeracy Tutoring – Free	11
Gifted and Talented Program	11
Lunch Orders – Years 7 and 8 Students	11
Access to Purchasing Food During Breaks	11
Supervision (Playground)	11
Assemblies	12
End of Year Celebration Assembly	12
Student Behaviour Management	12
Positive Behaviour Reward System	13
Classroom Behaviour	14
Anti-Bullying Policy	14
Consequences for Breaches of Expected Behaviour – Warnings, School Contracts and Expulsion	15

Banned Items	16
Mobile Device Policy – Phones, iPods, Gaming Devices etc.....	16
Newsletter & Notes	16
Excursions	16
Security Video Surveillance	17
School Equipment	17
Computer - iPad Usage Policy.....	17
Stationery & Textbooks	18
Child Protection	19
Complaints Resolution Policy	19
Procedural Fairness	20
Emergency Procedures	21
Medical Matters.....	21
Accidents.....	21
Immunisations	21
School Fees and Accounts	21
Email	23
Interviews with Teachers.....	23
Contacts	25

Welcome

Welcome to ET Australia Secondary College (ETASC), a Year 7 to Year 12 Secondary College, a dynamic school model that is proving to be popular with, and successful for, students and their families. Our school provides students and their families the opportunity to be part of a school community that creates a safe and nurturing environment for students and staff and welcomes input from all stakeholders.

The school's success factors are:

- Our highly experienced and well-regarded teaching team have worked in a number of different educational settings all over the world. Our teachers deliver quality and specialised teaching across all key learning areas. Together with Student Learning Assistants in every class, our team draw out the best academic results possible for each student
- Our anti-bullying policy is enforced
- Our focus on literacy and numeracy skills for each student creates great results
- Our individual student pathway plans ensure that each student who graduates is professionally guided towards a career in the workforce or further study
- All students are encouraged and nurtured to succeed to their own potential

We encourage parents/carers to actively participate in the education of their child by maintaining regular contact with the school and by sharing an interest in all aspects of school activities.

Please contact us whenever we can be of assistance.

School Mission

ET Australia Secondary College (ETASC) is an independent Years 7 to 12 high school that equips students with the literacy and numeracy skills to be successful in employment and/or further study by delivering the mainstream curriculum in a safe and supportive learning environment.

School Vision

ET Australia Secondary College (ETASC) aims to provide every student with the required academic skills to succeed in employment and in future study. As a not for profit organisation that has been offering adult education to the people of the Central Coast since 1977, ET Australia understands the importance of having the required literacy skills, numeracy skills and positive work habits to succeed beyond the classroom.

ETASC provides students a safe and positive learning environment that mirrors the rules that govern the world of work. Suitable adjustments to teaching and learning are made where possible to ensure every student is afforded opportunities to learn. Student Learning Assistants are utilised to foster learning opportunities to assist students who require additional support. The College has invested in learning programs and offers free afternoon tutoring to provide students with many options to progress their learning in addition to normal classroom teaching and learning. This support is for students across the learning spectrum and includes extension classes offered after school to students who are progressing to HSC studies and University.

Years 7 to 10 Executive Staff



Principal
Mr Tony Mylan



Deputy Principal
Mr Lachlan Scott



Assistant Principal
Mrs Brooke Gordon



Curriculum Coordinator
Mrs Kimberley Wheeler



Student Learning Support &
Careers Coordinator
Mrs Jasmyn du Plessis

School Administration and Contact Details

General enquiries: call 4323 1233 and request to speak with the relevant contact.

For general enquires - email: ETASC@etaustralia.com

School Administration Manager

Brittney Gow

College Reception:

Kaylene Laidlaw – School Administration Officer

Imogen de la Motte – School Administration Officer

Mia Cable – School Administration Officer

Krystal Maling – School Administration Officer

Office Hours

School Office and Reception:

Weekdays: 8:30am to 5:00pm

The school reception is open during school days and school holidays. The school office is usually closed for a period over the Christmas break. These times will be published in the term newsletter and available online at www.etaustralia.com by navigating to the Secondary College page.

School Enrolment Details

ETASC has an open and continuous enrolment process where students can enrol at any time during the school year depending on vacancies, class numbers and other administrative factors. The Principal and Deputy Principal manage this process at their discretion.

Every prospective student attends an interview. At the interview, the school's Code of Conduct and Student Behaviour Management Policy is explained to the student and parents/carers. Students and parents/carers must sign the Enrolment Contract that includes the Expected Behaviour and Consequences document as part of a comprehensive application process.

Students must have a genuine desire to work within the ETASC goals, aims, and objectives and be committed to following the policy and procedures. Enrolment into ETASC therefore expresses a commitment by parents/carers and students to fully support school policies, practices and activities.

Where the interests of a student or parents/carers cannot be met within the school, an alternative education facility will be suggested to help meet the family's needs.

In accepting an offer of enrolment, parents/carers agree to pay all school fees and charges by the due date. If genuine financial need exists, parents/carers are encouraged to apply for a scholarship to assist with the payment of school fees.

The School Principal determines the size of the classes, mindful of the educational (and other) needs of the students. The Principal may vary the enrolment process and priorities to suit particular local circumstances prevailing at the time.

Important Dates

2026 School Terms

2026	Commence Term	Last Day of Term
Term 1	Monday, 2 February – Year 7 and 10 Tuesday, 3 February – Year 8 and 9	Thursday, 2 April
Term 2	Tuesday, 21 April	Friday, 3 July
Term 3	Tuesday, 21 July	Thursday, 24 September
Term 4	Tuesday, 13 October	Wednesday, 16 December

School Lesson Times

ETASC operates from Level 1, Shop A243-253 in the Imperial Shopping Centre, 171 Mann Street Gosford. Due to the commercial setting and shared spaces in the Imperial Centre and to accommodate the other tenants who occupy it, the school day is staggered to reduce the number of school students moving in and around the building. The school's lesson times are different in Stage 4 and Stage 5.

Stage 4

Years 7 and 8	Lesson 1:	9:00am to 10:00am
	Break 1:	10:00am to 10:30am
	Lesson 2:	10:30am to 11:30am
	Lesson 3:	11:30am to 12:30pm
	Break 2:	12:30pm to 1:00pm
	Assembly/D.E.A.R	1:00pm to 1:25pm
	Lesson 4:	1:25pm to 2:20pm
	End of school day:	2:20pm

Stage 5

Years 9 and 10	Lesson 1:	9:10am to 10:10am
	Lesson 2:	10:10am to 11:10am
	Break 1:	11:10am to 11:40am
	Assembly/D.E.A.R	11:40am to 11:55am
	Lesson 3:	11:55am to 12:55pm
	Break 2:	12:55pm to 1:25pm
	Lesson 4:	1:25pm to 2:25pm
	End of school day:	2:25pm

Attendance

NSW Government attendance requirement.

The NSW Government requires students to attend school except in cases of illness or exceptional circumstances. The Government requires parents/carers to submit to the Principal an Application for Exemption from Attendance at School in the case of a planned absence. The Principal then considers the application and issues a Certificate of Exemption or declines the application. For example, if you have to take your child for a specialist's appointment, you need to submit an application; if you wish to take your children on a holiday during term time, you must submit an application well ahead of the proposed holiday date. Our preference is that family holidays are planned for school holiday periods. An application form can be provided by the Assistant Principal upon request.

Absences

In the event that your child will be absent for the day, the reason must be reported within 24 hours by either entering it on the Compass Parent/Carer Portal, emailing attendance@etaustralia.com or calling reception on 4323 1233 after 8:30am.

It is a government requirement for parents/carers to notify the school and provide a reason for their child's absence on every occasion. Notifications can be sent by parents/carers via email, text message or written note.

Late Arrivals

If your child is late, they must go to reception to sign in and receive a late note before proceeding to class. Students who are late without a valid reason given by their parents/carers (medical appointment, transport issues etc) will be required to surrender their mobile phone for the day.

Where a child is frequently absent or late, this will be discussed with parents/carers and a medical certificate may be required to be produced for every future occasion.

Leaving Early

If students need to leave school before the end of the school day, parents/carers must contact the school so that staff are aware that the absence is genuine. Late arrivals and early departures are recorded as any absences must be explained.

What to Wear to School?

ETASC allows students to wear clothing to school that they are comfortable in and lets them express who they are. There is no school uniform. ETASC provides a learning environment that mirrors the workplace so students are asked to wear clothing that is appropriate and is suitable for each and every lesson.

Students are asked to avoid wearing clothing that is tight, revealing or has offensive logos or slogans. Clothing should provide suitable comfort or protection for the activities that are being conducted during the school day – i.e. enclosed shoes to conduct science experiments or work with tools during technology.

If a student's choice of attire is deemed unsuitable for the College, the student will be informed and asked to wear clothing that is more functional, appropriate, or less offensive in the future.

Student ID Cards

Every student is issued with a student ID card on enrolment to be used to identify themselves as a student of the school. Students are encouraged to take a photograph of their student ID card on their mobile device in case they forget to bring their student ID to school.

Replacement of lost or stolen ID cards can be obtained from the Assistant Principal at the cost of \$10 and a receipt will be issued.

Public Transport

The majority of ETASC students travel to and from school by public transport. Students travelling on public transport are representatives of the school and should conduct themselves appropriately when travelling. The school, local bus companies or Transport NSW may revoke transport passes if students fail to comply with transport guidelines. Students travelling on school buses and trains require an Opal Card. You can apply online at www.opal.com.au

If a student's travel pass is lost or stolen, parents/carers will need to report this to Transport NSW. A replacement card can be ordered from www.opal.com.au

Curriculum

ETASC delivers the NSW Education Standards Authority (NESA) approved curriculum, using the NESA approved syllabus documents to design the teaching and learning that takes place in every mandatory key learning area (KLA). Students are required to study a number of indicative hours for each KLA across Stage 4 and Stage 5. The design and delivery of the College timetable ensures students complete the required indicative hours in Stage 4 and Stage 5.

Stage 4 – Mandatory Requirements

NESA mandates the following KLAs for students to successfully complete Stage 4:

- English
- Mathematics
- Science
- Human Society and its Environment – History and Geography
- PDHPE
- Technology Mandatory
- Creative and Performing Arts – Art and Music
- Language – French (Year 8 only)

Stage 5 KLAs – Mandatory Requirements

NESA mandates 6 KLAs in Stage 5, with electives making up the remainder of the hours allocated. Electives are not required for students to achieve the Record of School Achievement (RoSA), so ETASC does not offer any elective subjects. In place of electives ETASC students undertake study hours over and above the required indicative hours for each mandatory KLA in Stage 5 including:

- English
- Mathematics
- Science
- Human Society and its Environment – History and Geography
- PDHPE

Completion of Stage 5 will result in students achieving the Record of School Achievement (RoSA).

Assessment Policy

Assessment is conducted for the purpose of data collection and for tracking student achievement. Students will be advised of all assessments a minimum of four weeks before the assessment due date. Each assessment outline provides important information to the student such as the due date, outcomes being assessed and its overall weighting for the semester.

In the case of misadventure or absence on the due date of assessments or examinations, parents/carers should contact the Curriculum Coordinator to provide reasons why the assessment has not been completed. If the student is sick, a medical certificate will need to be supplied to avoid marks being deducted. 10 percent will be deducted from the student's assessment for every day the assessment or examination is outstanding. After ten days, the student will be awarded a mark of zero and an 'N determination' warning letter will be sent to parents/carers. The 'N determination' letter will provide a date that the outstanding assessment needs to be completed by. If the assessment is still outstanding by the date provided, a second and final warning letter will be sent to parents/carers advising that if the outstanding assessment is not submitted/completed by the specified date an 'N determination' will be awarded. If the assessment is still outstanding by this date, the College will contact NESA to advise that an 'N determination' has been awarded to the student. Students receiving an 'N' Award will not achieve a RoSA.

Record of School Achievement (RoSA)

The Record of School Achievement (RoSA) provides a record of student achievement in Stage 5 and is only issued to students if they leave school before completing the HSC. To be eligible to receive the RoSA, students must maintain a minimum of 85 percent attendance and complete every assessment task. Failure to complete an assessment task in any of the mandatory courses offered will result in an 'N determination' being awarded to the student for that subject. Once an 'N determination' is awarded the student is no longer eligible to achieve the RoSA in that calendar year. Before an 'N determination' is awarded, two warning letters will be sent to parents/carers advising that their child is at risk of receiving an 'N determination'.

The RoSA is only awarded to those students who nominate to leave secondary education to continue their education in other educational institutions (TAFE), to enter full time employment or to undertake a traineeship or apprenticeship. A student's RoSA can only be issued when they leave school. When students complete Year 10 and begin the HSC Preliminary Course at another Secondary School, it is the responsibility of the student's current school to request the RoSA be issued if the student leaves before the completion of the Higher School Certificate (HSC).

If you have any questions regarding the RoSA please contact the Stage 4 & 5 Curriculum Coordinator.

The use of Artificial Intelligence (AI) Tools

There are a variety of Artificial Intelligence (AI) tools, such as ChatGPT, that can perform various language-related tasks, including answering questions, providing explanations, summarising text, translating language, writing creative stories, and engaging in conversation with users. AI tools can assist users, provide support, and generate human-like responses in natural language.

ET Australia Secondary College acknowledges the benefits that AI can offer in the process of teaching, learning, and assessment, however we want to emphasise the importance of academic integrity and authenticity of students' work.

The use of AI in classwork and student assignments/assessments will be at the discretion of the teacher and based on the task requirements. If the use of AI in the task is not permitted, it will be outlined in the task description, assessment notification or examination outline and communicated to the students both verbally and in writing. The submission of work generated by AI and presented as the student's own work will be classified as malpractice - plagiarism and will attract the same penalties as per the ETASC Assessment Policy. All work submitted electronically will be subject to clearance from Turnitin which can detect work that has been plagiarised or generated by the various AI platforms. Please refer to ETASC's assessment handbooks, found on the College website, for more information about the penalties for malpractice - plagiarism.

If students can use AI in the completion of a task, it will be outlined in the task description, assessment notification or examination outline and communicated to the students verbally and in writing.

ETASC recognises the potential advantages that early adoption of this technology could provide students in the future and are looking for ways to include the use of AI in the classroom in a way which encourages the responsible use of AI.

School Reports

Students will be provided with a written record of their academic achievement at the end of every semester.

Each year, Year 7 to Year 10 students will receive two formal reports on their achievement at school.

Each subject in Years 7 to 10 has a single page report with 6 elements:

- Number of lessons attended
- Overall Grade – 5 point scale: High Achievement (A), Very Good Achievement (B), Good Achievement (C), Satisfactory Achievement (D), Elementary Achievement (E)
- Assessment Results – Cumulative Mark (%)
- Learning Profile – 4 point scale: Excellent, Very Good, Acceptable, Needs Attention
- Teacher comment

Formal Parent/Carer Teacher interviews are held in Term 3.

No Homework – Years 7 to Year 10

ETASC has a no homework policy to remove a conflict point often experienced between parents/carers and students and/or between staff and students in other educational institutions. Having no homework places a greater emphasis on the importance of completing all set tasks during class.

This is achieved in Stage 5 by only offering the six mandatory subjects required to achieve the RoSA; English, Mathematics, Science, History, Geography and PDHPE. ETASC oversubscribes the required face to face teaching hours for these subjects and ensures students have the necessary time required to progress in their learning without completing homework. This also allows all assessments to be undertaken during class time.

Class Colours

The classes at ETASC are assigned different colours to differentiate the class groups.

Stage 4

- | | |
|----------|--------|
| – Orange | Year 7 |
| – White | Year 7 |
| – Purple | Year 8 |
| – Pink | Year 8 |

Year 7 and Year 8 are separate grade classes so that the required units of study for all of the mandatory subjects are covered.

Stage 5

- | | |
|----------|---------|
| – Yellow | Year 9 |
| – Blue | Year 9 |
| – Navy | Year 10 |
| – Green | Year 10 |

Extension Classes

Stage 5 students who intend to continue their studies after Year 10 are encouraged to attend the extension classes offered after school at 2:30pm to 3:30pm. These classes are designed to prepare students for HSC courses and focus on skills and knowledge students will need to be successful in the study of English, Mathematics, Science and HSIE. These classes are advertised at school assemblies and all Stage 5 students are welcome.

Learning Enrichment Teachers – QuickSmart/Macqlit

ETASC provides literacy and numeracy enrichment to ensure every student is able to gain optimal progress in their learning in class. ETASC has a learning enrichment team who focus on providing the fundamental skills students need to reach their academic potential. QuickSmart and Macqlit are programs with a range of different tools to help students improve their literacy and numeracy skills.

Literacy and Numeracy Tutoring – Free

In addition to the learning enrichment program, ETASC provides literacy and numeracy tutoring after school, free of charge, and is available to every student on the following days:

- Literacy: Tuesday – 2:30pm to 3:30pm
- Numeracy: Thursday – 2:30pm to 3:30pm

Gifted and Talented Program

To ensure the learning needs of every student in the College is catered for, we also provide a Gifted and Talented program to extend the learning of students who have been identified by the teaching staff. This includes, but is not limited to, entry in extracurricular competitions and working through specialised programs in and out of class. We have employed a specialised Gifted and Talented Teacher to coordinate this program.

Lunch Orders – Years 7 and 8 Students

ETASC does not have a school canteen. We do offer students the opportunity to make a lunch order from the different food options available in the Gosford CBD. The food options provided rotate during the week:

- Monday – McDonald's
- Tuesday – Subway
- Wednesday – Sushi
- Thursday – Subway
- Friday – Hot chips

Students can also purchase refillable drink bottles from the school office for \$5 each. ETASC provides a student fridge and microwave ovens for student use.

Access to Purchasing Food During Breaks

Year 9 and Year 10 ETASC students are permitted to purchase food during their break times from the Imperial Shopping Centre Food Court. Students must buy food and directly return to Kibble Park to eat in the designated area. Students will be supervised by staff in Kibble Park during their breaks.

Supervision (Playground)

ETASC uses the south-eastern corner of Kibble Park Gosford for recess and lunch breaks. We provide effective and suitable supervision during breaks. When the weather is inclement the students use the College hall during their break times. ETASC provides appropriate staff to student supervision at all times to ensure that our very high level of duty of care is effective and keeps students safe and supervised.

Assemblies

ETASC whole school assembly occurs once a week on a Friday.

End of Year Celebration Assembly

At the end of the school year an assembly is held for the Years 7, 8, 9 & 11 students to celebrate their achievements over the year. Parents and carers of award recipients are invited to attend. Invitations are sent out in advance to these parents and carers.

At the end of the school year an assembly is also held for the Year 10 students to celebrate their completion of their RoSA. Parents and carers are invited to attend.

Student Behaviour Management

ETASC uses a student behaviour management system to monitor and record student behaviour. The number of positive and negative behaviour reports is always monitored by the Teacher on Duty and reported regularly to the Assistant Principal. This ensures that student behaviour, both positive and negative, is recognised and can be acted upon if required.

Positive Behaviour

When a student displays positive behaviour in class or during breaks, a member of staff can enter a positive behaviour report into the student management system. The number of positive behaviour reports issued to every student is collated and is used to determine which students qualify for short term, medium term and long term rewards. The rewards are designed to be desirable and include a choice of rewards such as a free lunch, listening to music during independent tasks, and attendance at College reward days (see page 13). Students are made aware of the rewards on offer and the number of positive behaviour reports required to achieve those rewards at the beginning of each school year.

If a student does something meritorious they may be issued with a Gold Card. The Gold Card provides a number of privileges available to the student for a specified period of time. The rewards may include listening to music in class for a week, receiving an early mark at the end of the day for a week, \$5 off a lunch order of the student's choice and other incentives that the student deems valuable. Once a student has used their Gold Card, it is returned to the Assistant Principal.

Negative Behaviour

When a student displays negative behaviour in class or during breaks, a member of staff can enter a negative pastoral record into the student management system. The number of negative records that a student has received will be taken into account when dealing with serious breaches of the school's code of conduct.

A tiered response is applied to incidents of unacceptable behaviour, as set out on page 15.

Positive Behaviour Reward System

ETASC rewards positive student behaviour and offers a range of rewards to students who have shown consistent positive behaviour and attendance. Students who exhibit positive behaviour, maintain a regular pattern of attendance and who are up to date with their school fees are eligible to receive rewards in accordance with the College's three-tiered rewards system based on short term, medium term and long term rewards.

Short Term Rewards – Fortnightly Basis

Short term rewards will occur on a fortnightly basis and be awarded to one student from each class based on their behaviour in the previous two weeks. Teachers will take into account the number of positive behaviour reports or in-class points awarded, the student's attendance during this time and any noticeable changes in a student's behaviour. Students will be informed of their positive award in a manner that is comfortable to them – during the whole school assembly, stage assembly, class time or on an individual basis. Short term rewards include, but are not limited to:

- Chocolates
- Free lunch – pizza etc.

Medium Term Rewards – Term Basis

The accumulation of positive behaviour reports over a term will earn students medium term rewards. A schedule of rewards will be provided to the students at the beginning of each term. The accumulation of positive behaviour reports over the term will earn a student rewards according to the number they accumulate over the term. The number of positive behaviour reports required to achieve specific medium term rewards that could include:

# of Positive Behaviour Reports	Reward
25	Qualifies student to attend semester reward day
30	Listen to music during class time for one week
40	Use of the hall and sport and music equipment for a week during recess
50	Free lunch order to the value of \$10

Long Term Rewards – Semester Basis

The long term reward for sustained positive student behaviour is an invitation to attend the reward days held at the end of each semester. Students will be invited to attend our reward day if they have accumulated at least 25 positive behaviour reports during the semester. If a student is invited to a reward day and engages in negative behaviour before the event, their invitation can be revoked. Reward day activities aim to be fun days with activities that students want to participate in. Our reward days so far have included:

- Go Karting
- Jet boats
- Laser Tag
- Mini golf

In determining whether students are entitled to attend a reward day the following will be taken into account:

- The number of positive and negative behaviour reports a student has received
- School attendance – students need to maintain a regular pattern of attendance
- Outstanding school fees – A student's school fees need to be no more than 1 month in arrears to be eligible to attend reward days
- School Contract – if a student has been placed on a school contract, they are deemed ineligible to attend reward days. Exceptions on a case-by-case basis may be considered by the Deputy Principal but this is not negotiable

If parents/carers have questions regarding the positive behaviour system, we welcome feedback and questions so, please contact the Assistant Principal.

Classroom Behaviour

Students are expected to maintain respectful behaviour in class, allowing the teacher to deliver the lessons without interruption and fellow students to engage in meaningful discussion without undue noise and disruption. For consistent application of these requirements all staff use a 'Going, Going, Gone' system of warnings and affirmative action in the classroom. A pastoral record is entered for every instance where a staff member records 'Gone'.

Under this system, students whose conduct comes under adverse notice are given two warnings and are then sent to the Teacher on Duty.

On the first occasion this occurs, the Teacher on Duty will endeavour to take a pastoral approach, may contact parents/carers and try to resolve the issue at this level. If the Teacher on Duty determines the behaviour is a serious breach of the student code of conduct the student will be referred on to the Assistant Principal who will take appropriate action based on the incident.

On the second occasion the student reaches 'Gone', they are referred to the Assistant Principal who contacts parents/carers and can send the student home for the day or place the student on a School Contract.

On the third occasion the student reaches 'Gone' it will be considered a breach of the School Contract and the enrolment may be terminated.

Behaviour in and around the College, on breaks, travelling to and from school and on social media are also subject to this process.

Anti-Bullying Policy

ET Australia Secondary College offer students a safe and nurturing school modelled on the contemporary Australian workplace. A strength of our independent school is our ability to deal with bullying quickly and effectively to ensure that a positive and productive learning environment is maintained for all students. All members of the school will respect the rights of others and refrain from any form of bullying of any other person and this policy outlines the approach taken to promote a bullying free environment.

Bullying is a form of unreasonable psychological and/or physical behaviour that may intimidate, degrade or humiliate another person or a group of people and creates a risk to health and safety. This behaviour is based on the misuse of power. It is repetitive or occurs as a pattern of behaviour aimed to 'torment, wear down, or frustrate a person'. (Einarsen 1999, p16).

Examples of bullying include:

- Physical – hitting, pushing, tripping, kicking, spitting on others
- Verbal – teasing, using offensive names, ridiculing, spreading rumours
- Non-Verbal – writing offensive notes or graffiti about others, using e-mail, social media or text messaging to hurt others, rude gestures
- Exclusion – deliberately excluding others from the group, refusing to sit next to someone
- Extortion – threatening to take someone's possessions, food or money
- Property – stealing, hiding, damaging or destroying property

Students and staff who experience or witness workplace bullying are encouraged to report such behaviour to the Assistant Principal.

Bullying allegations raised by staff and students will be treated seriously, investigated promptly, confidentially and impartially.

All employees and Teachers have a legal responsibility to direct and control how work is done and managers have a responsibility to monitor workflow and to provide feedback on performance. Therefore when a Teacher or an employee exercises their rights and responsibilities, in a professional and appropriate manner, this does not constitute workplace bullying.

All students and employees will:

- Be made aware of and given information and skills to assist them to identify and address bullying
- Have available an appropriate mechanism for prompt investigation and resolution of any alleged bullying
- Have allegations of bullying taken seriously, managed promptly and appropriately and confidentially
- Have allegations of bullying responded to in a manner that respects and recognises the innate dignity of each person
- Be provided with training programs relevant to their area of responsibility to assist them to develop a workplace/school culture that discourages bullying

Disciplinary action will be taken against an employee or student who:

- Bullies an employee or student
- Victimises someone who has made a complaint
- Makes malicious, frivolous or vexatious complaints

To achieve this:

- The Anti-Bullying Policy will be published and promoted to staff, parents/carers in the College Handbook, and as appropriate to the wider community
- All members of the school will respect the rights of others and refrain from any form of bullying of any other person
- All members of the school will actively promote a bullying free environment
- The Principal will respond to any report of workplace bullying promptly and in a manner consistent with the procedures outlined in the ET Australia Employee Handbook for addressing allegations of bullying

The Assistant Principal will investigate all allegations of bullying made by a student, parents/carers or staff member. If the Assistant Principal is able to substantiate the allegation with reliable evidence (witness accounts, digital evidence, CCTV footage), the matter will be referred to the Principal for consultation and a decision on the student's continued enrolment in the school will be communicated to parents/carers and the student.

Consequences for Breaches of Expected Behaviour – Warnings, School Contracts and Expulsion

School Contracts

A School Contract is a formal contract entered into between the student, their parents/carers and the College that outlines the desired behaviour the student must demonstrate to maintain their enrolment. The Contract will stipulate a number of key behavioural standards the student must meet to maintain their enrolment and failure to do so will result in termination of their enrolment. The Contract must be signed by the student and parents/carers and will be enforced from the date the contract is signed until the end of the calendar year. When a student is informed they are going on a School Contract they are not welcome back to the College until the Contract is signed. Failure to sign the School Contract by the student or parents/carers will result in the student's enrolment being withdrawn.

Suspension

ETASC does not use suspensions.

Termination of Enrolment

If a student's actions involve violence or the threat of violence, bullying, dishonesty, deceit, theft or the wilful destruction of school property, their enrolment will be terminated. This applies to all students at any time and in any place during their enrolment. If a student's enrolment is terminated, they will not be permitted to re-enrol at any time.

This is designed to maintain a safe and inclusive learning environment for all students, ensuring they are free from bullying, or any other forms of distraction. This has been designed to mirror the workplace, where behaviour of the type listed herein is not tolerated.

Banned Items

Students are prohibited from bringing certain items to school, these items will be confiscated.

Chewing Gum	Aerosol Cans	Knives	Liquid Paper
Permanent Markers	Laser devices	Metal or opaque drink bottles	
Cigarettes, e-cigarettes or vape pens		Cigarette lighters or matches	
Other Sharps (e.g. pencil sharpeners, scissors, craft knives, pins)			

Only clear plastic drink bottles containing water are allowed at school.

If a student continues to bring these items to school, appropriate action will be taken in accordance with the consequences for breaches of expected behaviour noted on page 17.

Mobile Device Policy – Phones, iPods, Gaming Devices etc

Mobile telephones, iPods and other mobile devices provide a major distraction during the learning process. ETASC's mobile device policy requires every mobile device (mobile phone, iPod, iPad, gaming devices, Apple Watch etc) to be OFF and AWAY in every lesson. If a Teacher or Student Learning Assistant sees or hears a student's mobile device they are entitled to take the device and the student will need to claim it from the Assistant Principal at the end of the school day. A negative report will be entered into the Student Management System. If the student's mobile device is taken three (3) times within the space of a Term, the student will be required to hand in all devices at the beginning of every school day for 10 weeks.

ETASC encourages parents/carers to contact students during their break times or alternatively contact reception and the student will be notified as soon as possible.

In special instances, students are provided the ability to receive phone calls during the day, but this is only done by consultation in advance with the Assistant Principal who will inform all staff.

Newsletter & Notes

Our school publishes a newsletter every term and it is available on the school website, see www.etaustralia.com and select Secondary College. This can be viewed on a number of different IT platforms from smart phones to computers.

Excursions

Excursions are organised as part of the curriculum and play an integral part in your child's learning. The cost of excursions is included in the College school fees and it is an expectation that all students will attend. Students may be excluded from attending excursions if their behaviour at school is deemed inappropriate or if the student's school fees are one month in arrears. If a student is excluded from an excursion, the Assistant Principal or delegate will contact parents/carers to provide clear clarification.

Notes regarding excursions and other school events are communicated via the Parent/Carer Portal in our school administration system. Permission to attend a school event must be provided through the

Parent/Carer Portal. Parent/Carer logins for Compass can be obtained from our Admin staff by contacting reception on 4323 1233.

If notes or additional paperwork is sent home requiring the signature of a parent/carers, it should be returned to the School Office as early as possible. Students will not be able to attend an excursion if additional paperwork has not been returned.

Security Video Surveillance

In the enrolment contract process, parents/carers and students are made aware of and agree to be protected by the school building's 24-hour closed circuit video system. People are under constant video surveillance and will be recorded while they are on school premises. Security cameras are located in all classrooms, common rooms, hallways, the school office, in reception, sickbay and outside the premises (both front and rear). The information recorded is stored and can be called upon if required. Video footage is for school use only and will not be released unless required by law.

School Equipment

Students are provided access to many different resources provided by the College. Students are expected to respect and look after these resources which range from pens, pencils and exercise books to iPads, tools and laboratory equipment. Any damage to College equipment or property through a deliberate or wilful act will result in parents/carers being asked to pay, to replace or repair the damaged resource.

Computer - iPad Usage Policy

The College provides every student access to various ICT resources through the use of iPads. ICT resources are available to enhance the learning process to achieve quality learning outcomes for our students.

ETASC has a mobile device management system (MDMS) for the use of the College iPads. This school system allows all students to save, store, and access their work in a secure manner from all of the College's devices. Students are issued with a school email account when they enrol at ETASC, allowing them access to the different applications Microsoft Office offers. A school email account also provides a secure location for students to save their work and for staff to access if required. When students are issued with their school email account they will also be issued with a password. It is the student's responsibility to remember that password. That password is recorded and should not be changed. This is to ensure that the student can always access their work and that staff can also access their work if required. In the event that a password is forgotten, staff can remind students of their password. It is unacceptable to gain, or to attempt to gain, another person's password or personal information. Students should never give their password to any other person.

Use of the Information Technology equipment is a privilege, not a right. This privilege can be withdrawn if necessary. For the benefit of all users, students are expected to observe the following:

- Be assigned an iPad by initialling the iPad sign on sheet as required
- Log in and use applications only by using their own school email account
- Use iPads for the purpose directed by the teacher in charge. Students are not to play games or use any other software unless the teacher has given specific permission for this
- Do not tamper with the iPads. It is unacceptable to seek access to inappropriate or restricted websites using this resource
- Do not swap around any equipment, including keyboards covers
- Report all equipment faults to your teacher immediately

At the end of each lesson:

- Log out of all applications
- Initial the iPad sign on sheet to acknowledge that the student is returning the iPad in the same condition it was issued in at the beginning of the lesson

Use of the Internet

- Students must use the internet for school related purposes only. Breaches of this requirement will result in removal of access privileges
- Students are not to access external email accounts, download and attempt to install programs, or other items of 'entertainment value' unless with the explicit permission of their supervising teacher
- No attempt must be made to access material which could be considered offensive and contravene the school's Code of Conduct
- Private email accounts such as Hotmail and Yahoo mail are not to be accessed by students on school computers

Copyright

Students are expected to respect and adhere to the laws concerning copyright and other people's ideas. Students must obtain permission before copying files from another user. Copying files or passwords belonging to another user or authors without their permission, may constitute plagiarism or theft.

Monitoring and Surveillance

ETASC's mobile device management system (MDMS) has user monitoring as a key feature to monitor the use of the College iPads. The MDMS is used to construct and administer the College's digital footprint and enforces all restrictions of use. The MDMS provides ETASC with the ability to track the use of the device if required.

At any time and without prior notice, ETASC management reserves the right to examine email, and other information stored on the iPads. This examination assures compliance with internal policies, supports the performance of internal investigations, and assists with the management of ETASC information systems.

Breach of Rules

Breaches of this policy may result in students being excluded from using the school's iPads and/or other disciplinary action. Serious breaches of the code can result in a student's enrolment in the College being withdrawn.

ETASC provides these resources to students for the purpose of achieving educational outcomes and expects them to be returned in the same condition as issued. If a device is returned broken or unfit for use and it is proven that the damage occurred as a result of mistreatment, the student, parents/carers will be responsible for the costs of the repair or replacement of the device. An invoice will be issued and payment will need to be made within a specified time period. Parents/carers should also be aware that damage to school property could result in a student's school enrolment being withdrawn.

Stationery & Textbooks

The only items students need to bring to school every day is a positive attitude and their lunch.

A part of the College tuition fee is dedicated to providing all required exercise books, textbooks, stationery and other resources as required for each class, students are not required to bring any resources to school.

Child Protection

ET Australia Secondary College (ETASC) values and actively encourages an attitude that reinforces the child protection practices and procedures developed to provide a safe environment for our students and staff. ET Australia Secondary College's Child Protection policy sets out staff responsibilities for child protection and processes that staff must follow. This policy applies to all staff members, which includes employees, contractors and volunteers.

The Child Protection policy is related to four key pieces of child protection legislation in New South Wales:

- *The Children and Young Persons (Care and Protection) Act 1998 ("Care and Protection Act")*
- *The Child Protection (Working With Children) Act 2012 ("WWC Act")*
- *The Children's Guardian Act 2019 ("Children's Guardian Act")*
- *The Crimes Act 1990 ("Crimes Act")*

There are a number of other ETASC policies that relate to child protection that staff members must be aware of and understand including (but not limited to):

- Employee Code of Conduct - sets out information about the standards of behaviour expected of all staff members
- Complaints and Grievances – provides the steps taken by the school in addressing complaints
- Discipline – sets out our anti-bullying policy and procedures
- Work Health and Safety, Discrimination, Harassment and Bullying policies

The full version of ETASC's Child Protection policy can be reviewed here: <https://etaustralia.com/wp-content/uploads/ETASC-Child-Protection-Policy-Procedure-Ver-2.0-28-June-2024-1.pdf>

Complaints Resolution Policy

ET Australia Secondary College (ETASC) encourages the resolution of problems by informal means wherever possible, provided that the concerns are dealt with quickly, fully and fairly and within clearly defined time limits. Our policy is designed to:

- Encourage the resolution of complaints informally and at the lowest level wherever possible
- Ensure timely, full and fair handling of all complaints
- Provide effective responses and appropriate redress
- Maintain good working relationships between all people involved with the school
- Maintain records of complaints and the determination made in each case
- Manage communication issues concerning complaints, within and outside the school

A complaint may be made by anyone who has a concern or complaint about any aspect of the school. The complaint or concern can be made verbally or in writing. Formal complaints can only be made in writing.

Complaints made may be resolved:

- Informally - Discussion and resolution by parties involved
- Formally - Investigation by The Principal or representative
- Externally – Investigation by an external body

It is stressed that the majority of complaints are resolved on an informal basis, however where upheld may proceed to the next level. A complaint made to the Principal may be referred to the parties for informal resolution.

Time must be allowed to interview parties, examine documents and review the evidence.

At all formal stages of the complaints procedure, the following information should be recorded in writing and stored securely:

- The name of the complainant
- The date and time at which the complaint was made

- The details of the complaint
- The desired outcome of the complainant
- How the complaint is investigated (including written records of interviews held)
- Results and conclusions of investigations
- Any action taken
- The complainant's response (satisfaction or further pursuit of complaint)

In formal or external investigations all parties must be advised in writing of the outcome.

A complaint may be upheld (in part or in full) or not upheld. In each case, reasons for this are clearly given. In the first instance, conciliation may be possible following:

- An apology
- An explanation
- An admission that the situation could have been handled differently or better
- An assurance that the event complained of will not recur
- An explanation of the steps that have been taken to ensure that it will not happen again
- An undertaking to review school policies in light of the complaint
- Issues related to child protection, criminal investigations and employee grievances will be handled separately from this policy

Confidentiality is vital. All conversations and correspondence will be treated with discretion. Complainants have the right to know what use will be made of personal information and, accordingly, personal information will only be shared between staff on a 'need to know' basis. The Principal is the only person authorised to speak to the media on school issues.

The Principal may write to a complainant and refuse to consider their complaint if he/she feels that there are insufficient grounds to do so, if the complaint has already been considered, is frivolous or if it has been closed.

If at any stage, as the result of a complaint, a decision or course of action is taken with regards to an individual (apart from the complainant) which they feel is ungrounded, unjustified or incorrect they have the right to appeal. ETASC will use their established appeal procedures in order to facilitate this.

This complaints policy is distinct from formal staff disciplinary proceedings. Where a complaint gives rise to disciplinary procedures it will put the complaints process on hold. If and when this occurs, the complainant should be informed. Non-disciplinary aspects of a complaint may continue to be dealt with through the usual complaints procedures.

Procedural Fairness

ETASC resolves all disciplinary matters under the principles of natural justice. This involves:

- Decision-makers informing people of the case against them or their interests
- Giving them a right to be heard
- Not having a personal interest in the outcome, and
- Acting only on the basis of logically probative evidence
- Conduct an investigation or address an issue without undue delay

While a person who is the subject of an investigation should be informed of the substance of the allegations against them and proposed adverse comment, this does not require all the information in the investigator's possession supporting those allegations to be disclosed to that person. Indeed it may damage the effectiveness of the investigation to show the investigator's hand completely by offering too much information too early to the person who is the subject of complaint. In rare cases there may be an overriding public interest in short circuiting certain natural justice requirements. In these cases, expert external advice will always be sought and documented.

Emergency Procedures

ETASC has well-developed and well-practised emergency evacuation plans in place. The College conducts regular evacuation, lock out and lock down drills so that our staff and students are prepared for emergency situations.

Medical Matters

All medication administered at school is administered by designated staff in the School Office. If your child needs to take medication during school hours, they are to bring the medication to the School Administration Manager in the School Office. This medication must be accompanied by the Authorisation for Administration of Student Medication form, obtainable from the school office. Parents/carers will also be required to provide the medication in its original packaging which has the Doctor's instructions on the label. Please contact the school office if you would like any further information or require a form to be sent home.

The College reception has a supply of paracetamol tablets. On the initial enrolment application form, parents/carers are asked to give permission for the school to administer paracetamol to your child. Our staff will attempt to contact you if your child presents at sickbay with any illness or injury and will be directed by you. Parents/carers are also required to provide current medical action plans for conditions such as asthma and anaphylaxis.

The school has policies in place for students who suffer anaphylaxis, allergies, asthma, epilepsy, diabetes etc. Please contact the office if you require further information.

Accidents

If an accident occurs at school, students should notify their teacher, or if during breaks, the teacher on duty. In cases of injury, students will be directed to sickbay. In more serious cases, parents/carers or if they are unavailable, the emergency contact will be notified. Every member of the ETASC teaching staff is trained in First Aid, however, an ambulance will be called if a child is in need of emergency care. Any ambulance and/or medical costs will be at the parent's/carer's expense.

It is important that your child's emergency details are up to date at all times. Please notify the School Office if any personal details change.

Immunisations

Those students not immunised are required to stay at home during the outbreak of an infectious disease. This is for their own protection and the protection of friends and family. Parents/carers are now required to provide a vaccination history when enrolling in all New South Wales High Schools and a register is maintained to ensure the College is up to date on this information for every student.

Notification of an outbreak of an infectious disease will be via an email to all families.

School Fees and Accounts

Information including the school fees for the current year are available on the ET Australia website at www.etaustralia.com School fees and accounts are managed by the Finance Manager. The College accepts payment via electronic funds transfer, by card, cash or cheque. The payment schedule for student fees is provided on enrolment as are the school's bank details.

ETASC school fees cover the provision of a student's education including all text books, access to technology and necessary stationery for the length of the enrolment as well as access to curriculum based excursions.

A non-refundable administration fee is applicable each year and included in the school fees. It must be paid in advance each year. The Enrolment/Admin fee is currently \$100. This covers the administrative tasks of enrolment, initial student ID, student locker and processing costs each year. School Fees for each Term are payable, in full, prior to the end of each Term. The Enrolment/Admin Fee is to be paid at the time of enrolment in advance of a student commencing in the school each year.

Instalment Options

1st instalment due on enrolment and by 27 February of each new school year - \$100.00 (non-refundable)
2nd instalment - \$400.00 – due prior to 27 February 2026
3rd instalment - \$400.00 – due prior to 22 May 2026
4th instalment - \$400.00 – due prior to 14 August 2026
5th instalment - \$400.00 – due prior to 6 November 2026

Other Payment Options

Lump Sum	\$1,700 - 1 × \$100 Enrolment/Admin Fee on Enrolment and \$1600 fees
By Term	1 × \$100 on Enrolment/Admin Fee on Enrolment & 4 × \$400
By Month	1 × \$100 Enrolment/Admin Fee, then 10 × \$170
By Fortnight	1 × \$100 Enrolment/Admin Fee, then 20 × \$80
By Week	1 × \$100 Enrolment/Admin Fee, then 40 × \$40

Note: Later start dates are calculated on a percentage of the Term remaining.
Invoices will be emailed by week five of each Term.

Financial Assistance for School Fees and More - A Start in Life Program

ETASC has partnered with A Start in Life, an independent charity that provides financial assistance for school-related expenses.

This program is the **first option for families seeking financial assistance** for ETASC school fees and replaces ETASC's scholarship program as the primary support pathway.

What is A Start in Life?

A Start in Life is an independent charity that provides financial assistance to help with education-related expenses, including ETASC school fees.

Who can apply?

Students may be eligible if they:

- Are an Australian citizen under 25 years old
- Are enrolled full-time in on-campus education
- Have strong attendance (less than 20 days absence) and sound effort
- Hold a Health Care Card or similar, or meet financial hardship criteria

What support is available?

Eligible families may receive financial assistance to help cover school-related costs.

How to apply

Families are encouraged to apply directly online via:

Apply for support: <https://www.astartinlife.org.au/apply-for-support/>

When applying, please include that you were **referred by ETASC**.

Important information

- This program is our first point of referral for financial support.
- If your application is unsuccessful, you may then apply for the ETASC Student Scholarship Fund.

- If your child is currently receiving an ET Australia student scholarship, you should still apply to A Start in Life.
- This financial support may also extend to students at ET Australia's Adult Training College, TAFE, or University

If you have questions, please contact the school, and we will guide you through the process.

Scholarships

ET Australia offers scholarships to assist with school fees. Scholarships are awarded primarily on the basis of financial hardship and where, in the opinion of the selection committee, the student demonstrates enthusiasm in their schoolwork, a willingness to learn, combined with a drive to achieve. Scholarships may be for up to 50% of School fees. Scholarships do not cover any other costs. No student may hold more than one scholarship. Scholarships will be offered in Term 1 of each school year, and will also be available throughout the year, depending on circumstances. Applications must be made in writing with supporting documentation.

Sibling Discounts

In the case of siblings attending the school at the same time, the following discounts will apply to the Tuition fees which are current at the time of enrolment:

1 st sibling	20%
2 nd sibling	40%
3 rd and subsequent siblings	100%

Failure to pay fees:

In cases where fees are more than 1 month in arrears, students will be ineligible to attend school excursions, reward days or any other external activity where any part of the cost is met by ETASC.

In cases where fees are in arrears at the end of the Semester;

- School Report/s will be withheld
- Opportunities to undertake work experience may be denied
- The school will not produce any other documentation relating to the student until the fees are paid, or an arrangement is made with the Assistant Principal

Where fees remain unpaid the student's enrolment will be terminated.

Email

Teachers' email addresses can be found in the contacts section of this handbook. If parents/carers wish to contact teachers they are asked to contact the Assistant Principal in the first instance, who will attend to your concern and involve individual teachers if it is necessary. The Assistant Principal will usually reply to your email within 24 hours.

If you need to convey an urgent message to the Assistant Principal or any other member of staff, please phone the School Reception who will pass the message on to the Assistant Principal or her delegate as soon as possible.

Interviews with Teachers

ETASC invites parents/carers to contact the College at any time during the school year to arrange a meeting with teachers to discuss your child's academic progress or behaviour at school.

Formal Parent/Carer Teacher interviews are held at the College at the beginning of Term 3. Parents/carers will be informed about the interview process via email, including details about how to make appointments with specific teachers. Bookings are made using the Compass Parent/Carer Portal, which all parents/carers will be provided login details for in Term One.

Good communication between the school and home is essential to ensure an effective partnership in educating children so we encourage two way contact whenever warranted both for positive feedback and/or when problems arise. Any concern should be dealt with as soon as possible. Interviews with staff members, the Assistant Principal or Principal can be arranged through the school office.

Contacts

Deputy Principal:

Lachlan Scott

Responsible for day to day operations and management of the school.

Oversees building maintenance, forward planning and building projects.

Acts under the direction of the C.E.O./Principal and acts for the Principal in the Principal's absence.

Contact: Lachlan.Scott@etaustralia.com

Assistant Principal:

Brooke Gordon

Head of students, responsible for enrolments, student welfare and behaviour.

Acts under the direction of the Deputy Principal and acts for the Deputy Principal in the Deputy Principal's absence.

Contact: Brooke.Gordon@etaustralia.com

Stage 4 & 5 Curriculum Coordinator:

Kimberley Wheeler

Responsible for teaching and learning, which encompasses the College's compliance to all NESA curriculum and assessment requirements.

Responsible for leading teacher professional learning and overseeing learning in the College.

Acts under the direction of the Deputy Principal, and Assistant Principal.

Teacher of Stage 5 English.

Contact: Kimberley.Wheeler@etaustralia.com

Stage 5 Student Learning Support and Careers Coordinator:

Jasmyn du Plessis

Responsible for supporting Stage 5 students with disabilities and specific learning needs, the development of student career pathway plans, and the arrangement of student work experience.

Acts under the direction of the Deputy Principal, and Assistant Principal.

Teacher of Stage 5 Mathematics.

Contact: Jasmyn.DuPlessis@etaustralia.com

Stage 4 Student Learning Support Coordinator:

Olivia Whiting

Responsible for supporting Stage 4 students with disabilities and specific learning needs. Acts under the direction of the Deputy Principal and Assistant Principal.

Contact: Olivia.Whiting@etaustralia.com

Stage 4 & 5 Assistant Curriculum Coordinator:

Alyshia Boettcher

Assists the Curriculum Coordinator with timetabling, the preparation of curriculum documents, semester report processes, and management of the College iPads. Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and the Stage 4 & 5 Curriculum Coordinator.

Contact: Alyshia.Boettcher@etaustralia.com

Stage 5 Assistant Student Learning Support and Careers Coordinator:

Lauren Pal

Assists the Student Development Coordinator with the development of student career pathway plans, the arrangement of student work experience, and recording and reviewing of students with disabilities.

Responsible for the design and delivery of Stage 5 English. Acts under the direction of the Deputy Principal, Assistant Principal and Student Development Coordinator.

Contact: Lauren.Pal@etaustralia.com

Teacher On Duty (TOD):**Kellie Callow**

Assists the Assistant Principal with the pastoral care needs of students. This includes monitoring patterns of positive and negative behaviour from students across the school. Is first contact for students who need a teacher to talk to.

Acts under the direction of the Assistant Principal.

Contact: Kellie.Callow@etaustralia.com

Student Wellbeing Officer (SWO):**Rhonda Ashcroft**

Assists the Deputy Principal, Assistant Principal, and Aboriginal Liaison Officer with the pastoral care needs of students. This includes mentoring students, connecting students with professional services, and connecting students with culture.

Acts under the direction of the Deputy Principal, Assistant Principal, and Aboriginal Liaison Officer.

Contact: Rhonda.Ashcroft@etaustralia.com

School Psychologist:**Laura Herder**

Laura is a qualified psychologist who is available to consult with the students regarding any issues they might be facing. Laura works across both campuses on a daily basis, and students can make appointments to see Laura via the Deputy Principal, Assistant Principal, or the Student Wellbeing Officer.

Acts under direction from the Principal and works in conjunction with the Deputy Principal and Assistant Principal.

Contact: Laura.Herder@etaustralia.com

Consulting Independent Visiting Psychologist:**Kevin Hobson**

Kevin is a qualified psychologist who is available to consult with the students regarding any issues they might be facing. Kevin will be in the College office one to two days a week and students can make appointments to see Kevin via the Assistant Principal, or the Teacher on Duty.

Acts under contract with ETASC with delegation from the Principal and works in conjunction with the Deputy Principal and Assistant Principal.

Contact: Kevin.Hobson@etaustralia.com

Learning Enrichment Teachers:**Melanie McDonald**

Responsible for the carriage of the MacqLit program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Melanie.McDonald@etaustralia.com

Matthew Asciak

Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Matthew.Asciak@etaustralia.com

Annabella Way

Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students. Also responsible for the design and delivery of Stage 4 Technology Mandatory.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Annabella.Way@etaustralia.com

Sophie Gamble

Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Sophie.Gamble@etaustralia.com

Suzanne Rhodes

Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Suzanne.Rhodes@etaustralia.com

Anne Tucker

Responsible for the carriage of the QuickSmart Literacy and Numeracy enrichment program and the design and delivery of one to one literacy and numeracy lessons with students.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Anne.Tucker@etaustralia.com

Gifted and Talented Teacher:

Heath Barlin

Responsible for the design and delivery of the ET Australia Secondary College Gifted and Talented program.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Heath.Barlin@etaustralia.com

KLA Teachers:

Stage 4 – Year 7 and Year 8:

Charlotte Beaven

Responsible for the design and delivery of Stage 4 HSIE.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Charlotte.Beaven@etaustralia.com

Morven Durick

Responsible for the design and delivery of Stage 4 English.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Morven.Durick@etaustralia.com

Tess Geraghty

Responsible for the design and delivery of Stage 4 PDHPE and Stage 5 PDHPE.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Tess.Geraghty@etaustralia.com

Trisha Velji

Responsible for the design and delivery of Stage 4 and Stage 5 Science and Stage 4 Technology Mandatory.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Trisha.Velji@etaustralia.com

Tahlia Boettcher

Responsible for the design and delivery of Stage 4 Language, Art and PDHPE.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Tahlia.Boettcher@etaustralia.com

Nerida Turrise

Responsible for the design and delivery of Stage 4 Mathematics.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Nerida.Turrise@etaustralia.com

Stage 5 – Year 9 and Year 10:**Narelle Leite**

Responsible for the design and delivery of Stage 5 Science.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Narelle.Leite@etaustralia.com

Remalyn Casem

Responsible for the design and delivery of Stage 5 Mathematics.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Remalyn.Casem@etaustralia.com

Lauren Pal

Responsible for the design and delivery of Stage 5 English.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Lauren.Pal@etaustralia.com

Kody Smith

Responsible for the design and delivery of Stage 5 HSIE.

Acts under the direction of the Deputy Principal, Assistant Principal and Curriculum Coordinator.

Contact: Kody.Smith@etaustralia.com

Administration:

General enquiries: call 4323 1233 and request to speak with the relevant contact.

For general enquires - email: ETASC@etaustralia.com

School Administration Manager:**Brittney Gow**

Works with the Deputy Principal, Assistant Principal, and Finance and Operations Manager to ensure school administration is undertaken in an informed and collaborative manner.

College Reception:

General enquiries: call 4323 1233 and request to speak with the relevant contact.

For general enquires - email: ETASC@etaustralia.com

School Administration Officer:**Kaylene Laidlaw****Imogen de la Motte****Mia Cable****Krystal Maling**

NCCD Administration Officer:**Kattie Young**

Works with the Deputy Principal, Assistant Principal, and Finance and Operations Manager to ensure the administration for the collection of student disability data is undertaken in an informed and collaborative manner.

Contact: Kattie.Young@etaustralia.com

ET Australia Finance and Operations Manager:**Sandi Spierings**

Accountable to the C.E.O. for the finance, operations and other administrative functions of the College. Enquiries about school fees: call 4323 1233. The College School Administration Officers accept and process payments. For all other enquires please contact the Assistant Principal in the first instance. For subsequent enquiries, contact: Sandi.Spierings@etaustralia.com

ET Australia Marketing and Communications Manager:**Mary Rajbhandari**

Accountable to the C.E.O./Principal for the marketing, advertising and public relations functions of the College.

Contact: Mary.Rajbhandari@etaustralia.com

ET Australia Marketing and Communications Coordinator:**Megan Silcock**

Accountable to the Marketing and Communications Manager for the marketing, advertising and public relations functions of the College.

Contact: Megan.Silcock@etaustralia.com

ET Australia C.E.O. and College Principal:**Tony Mylan**

Chief Executive Officer accountable to the Board of Directors for the executive management of all of ET Australia's operations, including the strategic functioning of ET Australia Secondary College. Responsible for implementing the Board's policies and leading the staff and students in achieving the school vision.

ETASC Years 7 to 10 College Information Handbook			
Version Number	Purpose / Change	Author	Date
0.1	Version control Information added to the handbook Cover updated. Update of terminology – Student Learning Assistant.	Lachlan Scott	03 February 2025
0.2	Updated staff contact details	Lachlan Scott	03 March 2025
0.3	Updated staff contact details	Lachlan Scott	09 July 2025
1.2	Updated information to reflect 2026	Lachlan Scott	21 January 2026
2.1	Updated banned items to include other sharps Updated fees section to include 'A Start In Life' scholarship information	Imogen de la Motte	23 June 2026
3.1	Updated Teacher details	Lachlan Scott	13 July 2026
4.0 APPROVED BY:		Tony Mylan	13 July 2026