



2023

**EDUCATIONAL AND  
FINANCIAL REPORT**



**MERIDEN**  
AN ANGLICAN SCHOOL FOR GIRLS

Meriden girls  
make their *marks.*



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# Theme 1: Context

## A MESSAGE FROM KEY SCHOOL BODIES

### CHAIRMAN OF THE SCHOOL COUNCIL

Meriden School continues to provide an outstanding holistic Christian education for girls. I am delighted that during 2023, Mrs Lisa Brown, in her first year as Principal, began to make her mark guiding Meriden into a new era. The primary determinant of any school is the staff, and Meriden continues to benefit from the professionalism and dedication of Mrs Brown and its teaching and support staff. The care and growth of the girls are at the heart of all they do.

Both the full Council and the Council Executive met regularly during 2023. In addition, there were a number of other sub-committees of the Council which had specific tasks and which reported back to the Council. In May 2023, Rev Lauren Mahaffey (Archbishop's appointment) and Mr Matthew Short were appointed to School Council. In Term 4 2023, we were very pleased to commence building the next part of the Meriden Master Plan – a new Design and Creative Arts Building. When completed, this contemporary learning space will provide an inspiring place for our girls to learn and develop new creative skills.

The Council also acknowledges sincerely the very significant contribution which an enormous number of volunteers make to the School, often quietly and without any fanfare.

Each year, Meriden girls achieve exceptional results and are consistently featured on the HSC All-Round Achievers List. The Class of 2023 was ranked 12th in the 2023 HSC Ranking published by the Sydney Morning Herald with a median ATAR of 93.1.

Meriden's excellence in Music continued with several outstanding achievements in the HSC. A remarkable nine nominations were received for students for the annual ENCORE concert, a showcase concert of exemplary HSC music performances and compositions held at the Sydney Opera House. Results in Drama were outstanding with several performances – both individual and group –nominated for HSC Drama Showcase, OnSTAGE.

Design and Creative Arts students continued to produce existing work and subject results. One student had her Major Work selected the prestigious ARTEXPRESS exhibition. Four students had their Design and Technology works nominated for inclusion in the Shape exhibition.

Meriden continues to be one of the leading independent schools in NSW. As an all-girls' school, Meriden provides an environment that allows each girl to be themselves, get to know themselves, discover their strengths, grow in confidence and realise their potential.

REV DR ANDREW KATAY  
CHAIRMAN OF SCHOOL COUNCIL

### PRINCIPAL

Commencing in 2023 as the eleventh Principal of Meriden felt like a slightly surreal experience. I still vividly recall my first day as a teacher in 2004, and being entrusted with the responsibility of leading this wonderful school is a humbling and gratifying experience for which I am truly thankful. After having been at the school for so long, people often ask me what it is that makes Meriden so special. My answer is that Meriden is a place of enrichment; my life has been significantly enriched during my time at the school.

To enrich something means to improve the quality by adding something else. We can enrich food by adding nutrients and we can enrich experiences, education and even lives by adding certain qualities.

So, what are the nutrients, the qualities of a Meriden education that have been so enriching in my life?

#### 1. The desire for excellence

I have sat in classrooms and been mesmerised by the intellectual capacity and academic drive of my students. Many times, I have wondered what the future holds for these students who display such potential and ability. I have sat in the Sydney Opera House and even in Wallis Auditorium and listened to exemplary performances delivered by our musicians. I have sat courtside and watched Meriden Tennis players compete against the best players in the world. My life has been enriched by the desire for excellence of Meriden students.

#### 2. The care

Every student at Meriden is known and cared for. I have sat with girls and their parents, and at times shed tears with girls and their parents, as they have faced challenges, and I have shared in the joys and successes of Meriden girls. Equally, as a staff member, I have felt cared for, and my life has been enriched through the care I have shown and received at Meriden.

#### 3. The community

The Meriden community is a wonderfully diverse and supportive community. I have enjoyed forming and strengthening relationships with members of our community through the many school activities and opportunities that present each year. My life has been enriched through the connection of our community.

#### 4. The Christian foundation

My faith has been strengthened throughout my time at Meriden. I feel blessed to work in an environment where the Gospel is proclaimed. Girls can take time out of their week to put their worries and distractions to the side to hear about Jesus. They can connect with other students and staff to listen, ask questions and pray together. Our Christian values are embedded in the fabric of the school, and this has enriched my life.

As I have taken on the responsibility of leading the school this year, I remain committed to ensuring that Meriden is a place of enrichment. The many events and activities held each week – from cocurricular activities, concerts, sporting events and camps and excursions - have certainly added to the enriching experience for all Meriden girls. However, these experiences and opportunities would not be available if not for the wonderful staff who so generously and passionately contribute to the fabric of this school. I am enormously grateful to the staff for the opportunities they support for our girls.



2023 saw the commencement of the new Design and Creative Arts Building which will open in 2025. This building is the next step in the Meriden Master Plan which has been so carefully and thoughtfully considered by the School Council. I am honoured to work alongside members of our School Council who generously give of their time to wisely govern our school. During Speech Night held in December, the Chairman of the School Council, Rev Dr Andrew Katay announced the acquisition of the entire apartment block at 12-14 Margaret Street. Planning is well underway for the next step in the master plan, a new aquatic centre.

2023 has been another exceptional year for the school. I would like to thank the school community for their unwavering support during my transition into the role of Principal this year. I would also like to acknowledge the wonderful team I have worked with in 2023:

- Mr Richard Arkell – Head of Operations
- Dr Michele Benn – Head of Junior School
- Mrs Christine Kenny – Head of Teaching and Learning (Term 1 and 2)
- Ms Sascha Bass – Head of Teaching and Learning (Term 3)
- Mr Douglas Broadbent – Head of Teaching and Learning (Term 4)
- Mrs Jessica Chilton – Head of Student Wellbeing
- Mr Richard Loane – Head of Campus

I sincerely value their wisdom and experience and I am grateful for the support they have shown me this year.

MRS LISA BROWN  
PRINCIPAL

## PARENTS AND FRIENDS' ASSOCIATION (P & F)

As is now customary, we start the annual report reiterating the purpose of the P&F Association: It exists to bring together adults who are interested in the welfare of the School and to promote the interests and future development of the School. Our aim is to always foster and build on the underlying spirit of inclusion, expansion and collaboration. In 2023, after several challenging years given the pandemic, we took whatever opportunity we could to meet our aim.

2023 started with renewed optimism as it was our first "normal" year since 2019 given the challenges of the Covid pandemic recently. We also had several new Committee members this year as many long serving Committee members moved on from the school.

It was great to start the year with the newly named "Parents' Cocktail Night" in February. It was previously called the Parent Expo. It was well attended with over 140 parents from 90 families. While providing parents the opportunity to socialise with other parents, particularly new parents, it also gives the P&F a chance to finalise the Parent Social Organisers for each year group in time to welcome the new school year. Thanks to each of these parents for contributing their time towards building parent community within their own year group. In addition, we had several parents come forward to volunteer for P&F events throughout 2023.

We were grateful to receive the support of the Meriden staff as well as the Marketing team to help promote events this year. It

also ensured that advertising was professional and broad reaching.

Our major event of the year was the Mother's Day breakfast in May. It continues to be our most popular event and we held it at Waterview in Homebush for the second year running and had almost 500 attendees. We enlisted the assistance from volunteer Fathers and it was once again a hugely successful event.

In August, we welcomed over 160 attendees (fathers and daughters) to our annual Father's Day breakfast. It was great to see so many fathers on the school campus and we were well supported by some generous donors of food, lucky door prizes and discounted coffee. The use of two professional photographers this year meant we had high quality photos and roaming shots from the event published quickly to busy parents.

In September, we agreed the 2023 P&F Donation to the school. Given the difficulties of the past few years due to the pandemic, we decided to consult all the Heads of Department for ideas and requests. It was agreed that we would contribute to various learning aids and development trips for the Applied Science, History, Languages and Science Departments. This donation equated to \$44,884.00.

Each year the P&F provide a thoughtful gift for the Year 12 Students. This year, the P&F provided a mirrored, engraved jewellery box with their year of graduation and school logo that was very well received.

Financially, the P&F's opening balance at the start of 2023 was \$77,046.62, with a total income of \$80,294.94 and total expenses for the year of \$29,284.43. Surplus, net of donations was \$6,756.41 and closing cash at bank was \$87,803.03 as at 1 November 2023.

Finally, I would like to acknowledge and thank:

- the Year Parent Social Organisers
- the many parent volunteers, contributing their time and efforts
- our wonderful Year 10 Ambassadors who turn up to each event on time, willing and eager to help out in anyway. Their confidence, respect and kindness is a credit to each of them and
- the talented String Quartet for Mother's Day and the Senior student leaders who contributed to the Father's Day breakfast.

I would like to thank each member and the Meriden staff for being a critical part of what the P & F is able to deliver to the Meriden community. Each member is busy and to find and make time to contribute is commendable.

Thank you and I hope we can continue to thrive in 2024 and beyond.

MR STEPHEN HOWISON  
PRESIDENT MERIDEN P & F

## JUNIOR SCHOOL AUXILIARY (JSA)

The following events were highlights for the JSA in 2023:

- Twilight Picnic – This event brought together Pre-K to Year 6 families and their siblings, with teachers accommodating the necessary needs. It was not intended as a profit-generating

event but was very successful, raising \$1,199 from the sale of coffees, ice-creams and snacks.

- Mother's Day Stall – three stalls were organised at Lingwood, the Selim Library and the Junior School Hall. Parents collaborated to wrap around 2,000-3,000 items, resulting in an amazing event that generated \$23,059.
- Father's Day Breakfast – over 500 attendees, including students and adults, joined this event, which generated \$7,690 from ticket sales for the breakfast. A dedicated team worked from the day before the event and started setting up at 5:30am on the day of the event, making it a successful event.
- Walkathon – this event collected an impressive \$41,354 in donations, marking a substantial contribution.

In 2023, the JSA donated \$21,990 + GST for the installation of Aqua bubblers.

The following positions for 2024 were nominated and appointed:

- Julia Lee, President
- Soomi Yang, Vice-President
- Irene Chiu, Treasurer
- Janet Kim, Secretary

MRS VALERIA KO  
JSA PRESIDENT

## VALEDICTORY ADDRESS

THIS IS A TRANSCRIPT OF THE SPEECH GIVEN BY ADELAIDE LOANE, HEAD PREFECT, 2023, AT THE 2023 YEAR 12 GRADUATION

Good morning Reverend Dr Andrew Katay, members of the School Council, Mrs Brown, families, friends, staff and students.

And to Year 12, here we are. We have finally levelled up. As Mr Gordon has said, "My, my, my, how quickly the term is moving". The rest of that quote reads "The HSC comes to a close this week" but, unfortunately, it is no longer 2022 and we are still, as Jasmine K tells me, approximately twenty-one days away from English Paper 1, but still forty-seven days away from what we are really waiting for. No, not the final exam (although we will be thinking of you Physics students), but, the Formal. I hope you have bought your tickets.

Considering Meriden's recent "baby boom" but also since nobody else will be able to say it; we are pleased to graduate today as Mrs Brown's first Year 12 cohort. I know they say the first child in a big family like Meriden is somewhat of a "first pancake"; that is, not perfect, a bit misshapen, maybe even a little oily. I would like to vouch, from zero personal or lived experience, that your firstborn can be all those things, and still pull through with brilliance – although with 161 sorry students, they just might end up a little smaller than the rest.

Of course, as we come together this morning to recognise the remarkable talents and achievements of our friends, it is pleasantly fitting that we honour Mrs Brown's vision of the ultimate Meriden Sports Team. While we celebrate one last milestone before our final feat of a NESA refereed academic athleticism – it is appropriate that as we make our final mark, we recognise and appreciate the extraordinary efforts that go towards building and strengthening a team as resilient as "Class of 2023".

Provided you have not spent the year under a rock the size of Monica's sixteen-inch mac, you will have proudly witnessed the excellence of Australia's other ultimate team; The Matildas, a group who note their influence by styling their central three letters "T I L" to commit to their campaign "til its done". You see, I took creative liberties here to apply this to our impact and experiences at Meriden, but despite my virtuous intentions, all I can say is that considering this morning's ceremony, "get R I D of them" might share a similar sense of purpose but fails to capture the nostalgia and introspection of today's service - since the only thing Meriden is getting "rid" of are 161 of its fairest and finest.


Of course, and not to draw comparisons to Coach Tony G – our Mr G was born in Wagga, not Sweden – no team succeeds without the behind-the-scenes efforts of their coaches. Stoic Year Coordinator, Mr Gordon, has devoted the past five years (arguably the number he has now lost from his lifespan) to encouraging, advising, learning, laughing and celebrating with us.

Sir, we thank you for every hallway conversation no matter how endearingly awkward. For every inspiring poem, even that gothic piece you sent Mr Eloff. For teaching us the important life lesson that leaving half our hair out to: "drop down like a mullet" is not a fashionable hairstyle. For roaming the campus with your trusty checkered shirt, carabiner and flash Gordon mug. And especially for leaping in the pool for us; that was good of you. So, while there might be five others just like you, who lead like you, who take no disrespect like you, who dress like you, walk, talk and act like you, I speak for all in saying that the real Mr Gordon has well and truly stood up.

An apology to Mr Gordon in advance, but to truly capture the flavour of this year group, I should really describe a particular brand of cheese and crackers. Uncle Toby assures me that the simple Le Snak, a "savoury snack of nutritious crackers and delicious real cheese" has almost always achieved a solid 4.4-star rating. Except for "French onion" - apparently worth the full 5. Which I believe reflects the general consensus that Year 12 students have fairly reliably sailed through Meriden armed with the Nike-esque attitude to work with what we have and "just do it", to deliver nothing short of spectacular results.

Perhaps Mr Archer put it best: "we might get knocked down, but we get up again". Because not only have we learnt to back ourselves, but we have grown to back each other. Meriden has always encouraged us to take on life with confidence. Unless you are being filmed while you decide whether or not you should recycle a soft plastic Ziploc bag. In which case I must advise you think twice.

In all seriousness, it is not easy to distinguish a particular point that Year 12 girls have excelled. Not because there are not many to choose from, rather, because there are so few successes that we as a cohort have achieved on our own. It has been said many times that Meriden is a school where friendships and connections flourish independent of year groups. But the reality is that we are extraordinarily blessed to have grown into a culture where girls consistently show up for each other. Our most exciting achievements this year, winning the CAS Cadet Drill Squad competition, placing first in four eisteddfods, or equalling our best ever placing in IGSA athletics are undoubtedly a product of exemplary performance and leadership from our capable Year 12 students, but Meriden is undeniably at its best when the precious and powerful companionship between girls in



Year 7 through to the Class of 2023 culminate to propel every girl to perform to her highest potential.

When women show up for each other it has a ripple effect I am sure of it. Meriden's vision has shown us what we are capable of, not just academically, but as well-rounded, resilient individuals, confident, servant leaders, loyal, integrous friends. And I trust that it will continue to do so for each generation of girls walking through the navy gates.

Mrs Brennan put me onto this, but I believe that legacy should be defined as follows: "A sign of good leadership is not about how many followers you have, but how many leaders you create". I hope that as the Class of 2023 graduates today, they recognise their contribution to Meriden is not determined by how many prizes they won in Assembly or the number of pockets embroidered on their blazer. Rather, I pray that they will continue to cherish the community they so lovingly built, that will stand for Meriden girls in years to come.

Reverend Katay, I hope Meriden never invests in doorstops, because every door dutifully held open, every playful wave through the English windows, every joyful point scored on a Saturday morning deepens the beautiful fellowship between our girls. While I would say that we look forward to watching each other represent Australia, debate in parliament, speak in science interviews on ABC, or end up on posters in the train station, those things have all happened already. If you do not believe me, sure Phoebe might have only taken over Youth Parliament (for now), but head to Epping Metro. I have heard Jasmine and Bella are on both ends of the platform.

We are here this morning to celebrate the good, the bad, the funny and the sad. To revel in the shared stories, memories and friendships that now shape the way we see and connect with our world. To honour hard work and passion. To capture the spark of excitement and engagement that inspired the average of us to return back to Meriden post-trials, and inspired the extraordinary to finish an English extension 2 project in the same time.

It is with true gratitude that we warmly thank our long-suffering teachers (for whom we promise to write neatly during HSC), champion Nurse Jennifer (a former Kent girl, just saying) and the wider Meriden staff who have enabled us to flourish so seamlessly. Most importantly, we think of the girls here today, our treasured younger sisters whom we will dearly miss, and those Meriden girls past and present, who have and continue to model grace, sincerity, and kindness, ever since we started back in 2018.

In classic Meriden fashion, even this address has sprung from quite the group effort. Thank you to everyone who cheerfully offered advice, requested a feature or simply happened to be sitting behind my laptop in class. What seems like a big ask has, as per usual, been made ridiculously easy by the sweet nature of our little stocking-clad family.

That being said, for everyone who petitioned for Taylor Swift, I can see you and do not blame me, but while I did almost leave my scarf in Wallis Auditorium (thanks for rescuing her Erika) I am sorry that I cannot say that this is me trying. So, for now you will have to tolerate it, although knowing us, after this, there is almost no chance we are never ever getting back together. Call it what you want, but by now we might just know each other all too well.

And for those who appreciate a little subversion, after thirteen years of schooling, I congratulate you as we leave today as ex-English students, Gordon girls, Meriden graduates. In that order.

It will be nothing short of an honour to graduate with the very best, Class of 2023. The Standard Maths in me has no doubt that this trend is indeed exponential (ly increasing, I have been told by a maths teacher to keep things accurate). I cannot wait to watch as we continue to take over the world, WITH SPIRIT.

ADELAIDE LOANE  
HEAD PREFECT 2023

## CONTEXTUAL INFORMATION ABOUT THE SCHOOL

Meriden is a leading independent Anglican school catering for girls from Pre-Kindergarten to Year 12. Meriden is conveniently located close to Strathfield train station and bus depot and the School also operates its own bus services to locations across Sydney. Meriden is registered on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) and therefore offers enrolment to overseas students.

Meriden offers a well-rounded education, characterised by outstanding academic performance, a supportive learning environment and a wide range of sport, music and cocurricular opportunities.

At Meriden, our priority is our girls. We aim to teach them, care for them and help them to grow and develop academically, physically, emotionally, spiritually and socially. Small classes, high standards, well-qualified and passionate teachers, a broad curriculum and outstanding facilities result in excellent academic results. We are unfailingly proud of our Year 12 graduates.

A Christian foundation enriches life at Meriden, with every member of the school community encouraged to live out the values of compassion, integrity, courage and respect.

A wide-ranging cocurricular program gives every girl an opportunity to be involved in the life of the School. This includes debating, public speaking, chess, student Christian groups, Cadets, the Duke of Edinburgh's Award, theatre sports, STEM clubs, philosophy clubs and many more.

Music has a long tradition of excellence at Meriden and forms an essential part of each girl's education. The School's thriving Music Department develops the skills of talented young musicians who consistently place among the top performers in state, national and international competitions.

Through Meriden's specialised sporting programs, students have the opportunity to participate in a variety of individual and team sports. The School has an impressive history of sporting achievement and our elite athletes succeed at the highest levels of spot, including at the Olympic Games.

When girls graduate from Meriden at the end of Year 12, they take with them lifelong friendships and the skills and attributes needed to thrive in, and contribute to, an ever-changing world.



# Theme 2: Outcomes and Results

## STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING (NAPLAN)

In 2023, proficiency standards replaced the previous reporting of student NAPLAN results using numerical bands and a national minimum standard. Student results were instead measured against four levels of proficiency – Exceeding, Strong, Developing and Needs Additional Support. Meriden students in Years 3, 5, 7 and 9 produced outstanding results in the 2023 NAPLAN testing held in March 2023. The results for each year level are summarised in the tables below. Further information on NAPLAN results can be found on the My School website - <https://myschool.edu.au/school/43913/profile/2023>.

### LITERACY AND NUMERACY (% OF STUDENTS)

#### YEAR 3

71 out of 71 students in Year 3 took part in the NAPLAN testing. This table shows the percentage of Year 3 students at Meriden who achieved the various levels of proficiency.

	READING	WRITING	SPELLING	GRAMMAR AND PUNCTUATION	NUMERACY
<b>EXCEEDING</b>	43	56	64	41	52
<b>STRONG</b>	51	44	35	55	44
<b>DEVELOPING</b>	1	0	1	4	4
<b>NEEDS ADDITIONAL SUPPORT</b>	0	0	0	0	0

#### YEAR 5

96 out of 96 students in Year 5 took part in the NAPLAN testing. This table shows the percentage of Year 5 students at Meriden who achieved the various levels of proficiency.

	READING	WRITING	SPELLING	GRAMMAR AND PUNCTUATION	NUMERACY
<b>EXCEEDING</b>	56	58	70	42	50
<b>STRONG</b>	43	38	26	54	47
<b>DEVELOPING</b>	1	4	4	4	3
<b>NEEDS ADDITIONAL SUPPORT</b>	0	0	0	0	0

#### YEAR 7

186 out of 186 students in Year 7 took part in the NAPLAN testing. This table shows the percentage of Year 7 students at Meriden who achieved the various levels of proficiency.

	READING	WRITING	SPELLING	GRAMMAR AND PUNCTUATION	NUMERACY
<b>EXCEEDING</b>	59	43	68	54	49
<b>STRONG</b>	39	52	30	43	49
<b>DEVELOPING</b>	2	5	2	3	2
<b>NEEDS ADDITIONAL SUPPORT</b>	0	0	0	0	0

#### YEAR 9

191 out of 191 students in Year 1 took part in the NAPLAN testing. This table shows the percentage of Year 9 students at Meriden who achieved the various levels of proficiency.

	READING	WRITING	SPELLING	GRAMMAR AND PUNCTUATION	NUMERACY
<b>EXCEEDING</b>	51	53	63	45	43
<b>STRONG</b>	41	40	32	47	52
<b>DEVELOPING</b>	7	6	3	7	4
<b>NEEDS ADDITIONAL SUPPORT</b>	1	1	2	1	1

## RECORD OF SCHOOL ACHIEVEMENT (ROSA)

The Record of School Achievement (RoSA) is a cumulative credential. It is for Year 10, 11 and 12 students leaving school prior to the Higher School Certificate. In 2023, Meriden had no students eligible who required the award of a RoSA.

## RESULTS OF THE HIGHER SCHOOL CERTIFICATE (HSC)

- In 2023 there were 161 girls eligible for a Higher School Certificate (HSC) and all candidates achieved the award of HSC.
- Meriden was ranked 12th in the 2023 HSC Schools Ranking (Sydney Morning Herald).
- The median Meriden ATAR was 93.1 (State 71.05).
- 23 students (14%) received All-Round Achievers Awards for achieving results in the highest band possible for at least 10 units of HSC courses.
- 11 top-10 placings including 1st in State in 2 courses.
- 408 Distinguished Achievements (Band 6 results).
- 11% of Meriden students achieved an ATAR of 99+.
- 38% of Meriden students achieved an ATAR of 95+.
- 63% of Meriden students achieved an ATAR of 90+.
- 9 students were nominated for inclusion in the annual ENCORE concert, a showcase concert of the most outstanding HSC Music performances and compositions from across the state.

- 1 student and a group of students had their performance shortlisted for the HSC Drama Showcase, OnSTAGE.
- 4 students had their Major Works nominated for inclusion in the Shape exhibition which exhibits outstanding HSC Design and Technology projects.
- 1 student had her Visual Arts work selected for the prestigious ARTEXPRESS exhibition.
- 11 students received offers to study overseas in both Great Britain and the U.S.A, including offers from the University of Oxford, The University of Edinburgh, Kings College London, University of London and Penn State. Some of the students received multiple offers.

Meriden students achieved the following excellent positions in a course within the State of NSW.

HSC COURSE	POSITION IN THE STATE
SPANISH BEGINNERS	1 <sup>ST</sup> and 3 <sup>RD</sup>
CHINESE AND LITERATURE	1 <sup>ST</sup> and 2 <sup>ND</sup>
PHYSICS	2 <sup>ND</sup> and 5 <sup>TH</sup>
CHINESE CONTINUERS	3 <sup>RD</sup>
ENGLISH ADVANCED	8 <sup>TH</sup>
ENGLISH EAL/D	8 <sup>TH</sup> and 19 <sup>TH</sup>
COMMUNITY AND FAMILY STUDIES	9 <sup>TH</sup>

## HSC COMPARATIVE PERFORMANCE DATA

These results show that Meriden students' performance was superior to their State counterparts in all subjects where the cohort was greater than 5 students. The Meriden mean in Ancient History, Biology, Business Studies, Chinese and Literature, Community & Family Studies, Design and Technology, Drama, English EAL/D, Food Technology, Hospitality, Japanese Beginners, Legal Studies, Mathematics Standard 2, Modern History, Music 2, Society and Culture and Spanish Beginners was either at least ten marks or one standard deviation (with a z-score of 1 or more) above the State mean.

COURSE NAME	MERIDEN			STATE		SCHOOL/ STATE VARIATION	Z-SCORE
	STUDENTS INCLUDED	EXAM MARK MEAN	EXAM MARK STD DEV	EXAM MARK MEAN	EXAM MARK STD DEV		
ANCIENT HISTORY 2 UNIT	11	85.44	8.92	71.44	14.78	14.00	0.95
BIOLOGY 2 UNIT	79	84.94	7.92	73.30	11.57	11.64	1.01
BUSINESS STUDIES 2 UNIT	38	84.03	9.24	73.77	12.39	10.26	0.83
CHEMISTRY 2 UNIT	51	83.95	9.24	74.13	12.85	9.82	0.76
CHINESE AND LITERATURE 2 UNIT	11	90.89	4.18	83.33	7.38	7.56	1.02
CHINESE CONTINUERS	4	92.20	4.70	84.03	11.34	8.17	0.72
CHINESE EXTENSION 1	2	47.30	0.40	44.76	3.18	2.54	0.80
CHINESE IN CONTEXT 2 UNIT	10	93.32	3.25	89.43	6.51	3.89	0.60
COMMUNITY AND FAMILY STUDIES 2 UNIT	24	87.44	4.98	74.46	10.85	12.98	1.20
DESIGN AND TECHNOLOGY 2 UNIT	12	89.08	4.51	77.16	10.97	11.92	1.09
DRAMA 2 UNIT	5	91.00	3.89	81.12	9.67	9.88	1.02



COURSE NAME	MERIDEN			STATE		SCHOOL/ STATE VARIATION	Z-SCORE
	STUDENTS INCLUDED	EXAM MARK MEAN	EXAM MARK STD DEV	EXAM MARK MEAN	EXAM MARK STD DEV		
ECONOMICS 2 UNIT	32	82.49	9.60	76.76	12.19	5.73	0.47
ENGINEERING STUDIES 2 UNIT	5	71.48	10.53	74.27	9.98	-2.79	-0.28
ENGLISH ADVANCED 2 UNIT	145	86.37	5.89	81.73	7.33	4.64	0.63
ENGLISH EAL/D 2 UNIT	10	85.36	7.32	68.77	14.58	16.59	1.14
ENGLISH EXTENSION 1 1 UNIT	33	43.92	4.10	42.17	4.77	1.75	0.37
ENGLISH EXTENSION 2 1 UNIT	9	41.68	4.54	40.07	6.38	1.61	0.25
ENGLISH STANDARD 2 UNIT	6	72.93	9.59	70.12	9.21	2.81	0.31
FOOD TECHNOLOGY 2 UNIT	8	88.60	4.76	72.90	11.64	15.70	1.35
FRENCH CONTINUERS 2 UNIT	7	86.34	3.93	81.55	9.46	4.79	0.51
GEOGRAPHY 2 UNIT	14	82.60	6.59	75.88	11.84	6.72	0.57
HISTORY EXTENSION 1 UNIT	4	44.68	3.00	39.79	6.27	4.89	0.78
HOSPITALITY EXAMINATION (KITCHEN OPERATIONS)	15	88.11	4.98	76.30	9.51	11.81	1.24
JAPANESE BEGINNERS 2 UNIT	8	81.23	14.59	70.09	18.65	11.14	0.60
LATIN CONTINUERS 2 UNIT	6	89.67	4.51	86.53	7.78	3.14	0.40
LATIN EXTENSION 1 UNIT	3	46.53	0.42	45.64	3.12	0.89	0.29
LEGAL STUDIES 2 UNIT	23	87.01	6.40	75.27	12.77	11.74	0.92
MATHEMATICS ADVANCED 2 UNIT	80	86.17	10.24	78.04	12.80	8.13	0.64
MATHEMATICS EXTENSION 1 2 UNIT	53	86.68	10.71	77.78	15.96	8.90	0.56
MATHEMATICS EXTENSION 2 2 UNIT	20	84.10	13.55	82.2	12.26	1.90	0.15
MATHEMATICS STANDARD 2 2 UNIT	50	85.72	8.86	71.76	13.51	13.96	1.03
MODERN HISTORY 2 UNIT	14	85.60	6.25	72.78	13.72	12.82	0.93
MUSIC EXTENSION 1 UNIT	9	48.46	1.24	44.99	5.00	3.47	0.69
MUSIC 1 2 UNIT	5	90.32	1.69	82.09	9.97	8.23	0.83
MUSIC 2 2 UNIT	11	93.62	2.74	86.08	7.08	7.54	1.06
PDHPE 2 UNIT	29	82.46	7.22	72.98	11.02	9.48	0.86
PHYSICS 2 UNIT	17	83.76	10.93	74.81	12.14	8.95	0.74
SCIENCE EXTENSION 1 UNIT	3	41.90	3.83	37.36	5.24	4.54	0.87
SOCIETY AND CULTURE 2 UNIT	15	88.29	3.51	77.05	10.75	11.24	1.05
SPANISH BEGINNERS 2 UNIT	15	90.61	5.96	78.23	15.45	12.38	0.80
STUDIES OF RELIGION I 1 UNIT	9	43.22	3.26	38.80	5.06	4.42	0.87
STUDIES OF RELIGION II 2 UNIT	7	83.57	5.99	77.37	10.42	6.20	0.60
VISUAL ARTS 2 UNIT	11	87.98	3.19	81.49	8.73	6.49	0.74

The performance of each girl in each of her HSC subjects is indicated in levels, called Bands, from 1 to 6. Bands 5 and 6 are the highest levels. The table below shows the HSC subjects studied at Meriden in 2023, and achievement levels of the girls in these subjects.

PERCENTAGES IN BAND 5 AND 6	2023		2022		2021		2020		2019	
	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE
ANCIENT HISTORY 2 UNIT	72.72	32.37	87	33	89	34	73	33	82	36
BIOLOGY 2 UNIT	77.21	31.82	68	27	68	31	67	31	65	32
BUSINESS STUDIES 2 UNIT	71.05	35.75	76	34	81	36	70	35	87	33
CHEMISTRY 2 UNIT	70.58	38.20	62	33	79	40	85	43	81	46
CHINESE AND LITERATURE 2 UNIT	100	71.09	100	70	100	69	100	68	83	71
CHINESE CONTINUERS 2 UNIT	100	70.09	100	75	100	71	100	76	-	-
CHINESE EXTENSION	100	69.23	-	-	-	-	-	-	-	-
CHINESE IN CONTEXT 2 UNIT	100	93.01	100	89	100	85	100	89	83	90
COMMUNITY AND FAMILY STUDIES 2 UNIT	95.83	35.31	97	32	74	32	82	34	80	37
DESIGN AND TECHNOLOGY 2 UNIT	100	47.21	94	47	79	54	100	47	74	47
DRAMA 2 UNIT	100	60.29	92	58	85	45	93	47	57	44
ECONOMICS 2 UNIT	75.00	48.34	69	49	90	50	73	51	77	52
ENGINEERING STUDIES 2 UNIT	60.00	29.18	50	30	75	36	80	34	-	-
ENGLISH (ADVANCED) 2 UNIT	85.51	67.12	82	67	85	69	87	63	88	62
ENGLISH (STANDARD) 2 UNIT	33.33	13.12	50	25	42	17	7	11	25	12
ENGLISH EAL/D 2 UNIT	90.00	21.59	55	19	75	23	75	26	90	24
ENGLISH EXTENSION 1 1 UNIT	96.96	94.23	100	92	100	94	100	93	100	94
ENGLISH EXTENSION 2 1 UNIT	99.99	85.52	100	85	100	84	100	82	100	80
FOOD TECHNOLOGY 2 UNIT	100	29.67	93	30	83	36	78	29	56	34
FRENCH CONTINUERS 2 UNIT	100	58.90	100	58	88	63	100	64	100	65
GEOGRAPHY 2 UNIT	71.42	41.63	85	42	73	42	73	42	69	44
HISTORY EXTENSION 1 UNIT	75.00	26.32	100	83	100	77	100	21	100	77
HOSPITALITY (KITCHEN OPERATIONS) 2 UNIT	93.32	34.82	100	40	82	29	69	32	56	34
JAPANESE BEGINNERS 2 UNIT	75.00	37.25	70	32	88	35	92	35	100	43
LATIN CONTINUERS 2 UNIT	100	83.74	100	74	100	77	100	89	-	-
LATIN EXTENSION 1 UNIT	100	81.52	100	95	100	95	50	87	-	-
LEGAL STUDIES 2 UNIT	91.29	42.18	76	41	86	42	83	39	89	42
MATHEMATICS ADVANCED 2 UNIT	81.25	49.72	79	49	88	50	85	52	76	49
MATHEMATICS EXTENSION 1 1 UNIT	86.78	71.80	87	73	94	38	96	74	100	80
MATHEMATICS EXTENSION 2 2 UNIT	85.00	85.67	100	85	100	86	94	84	100	86
MATHEMATICS STANDARD 2 2 UNIT	74.00	31.42	70	29	69	25	68	25	55	24
MODERN HISTORY 2 UNIT	78.56	34.86	86	34	95	38	95	37	87	40
MUSIC 1 2 UNIT	100	68.70	100	69	100	64	100	64	100	66
MUSIC 2 2 UNIT	100	85.28	100	86	100	88	100	88	100	91

PERCENTAGES IN BAND 5 AND 6	2023		2022		2021		2020		2019	
	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE	MERIDEN	STATE
MUSIC EXTENSION 1 UNIT	100	70.46	100	95	100	95	92	69	100	98
PERSONAL DEVELOPMENT, HEALTH AND PHYSICAL EDUCATION 2 UNIT	58.61	30.70	59	26	70	31	68	34	68	32
PHYSICS 2 UNIT	64.69	38.80	70	39	100	40	73	40	93	37
SCIENCE EXTENSION	33.33	7.17	100	8	100	72	75	7	100	68
SPANISH BEGINNERS 2 UNIT	100	56.24	58	50	89	54	100	41	73	36
STUDIES OF RELIGION I 1 UNIT	88.88	48.56	0	41	100	42	50	8	50	46
STUDIES OF RELIGION II 2 UNIT	71.42	45.98	100	46	55	46	33	44	46	45
VISUAL ARTS 2 UNIT	100	65.44	100	66	80	63	89	65	100	63

## HSC - POST SCHOOL DESTINATIONS

Most Meriden students who left school at the end of Year 12, following completion of their education, enrolled at University. The remaining students proceeded to alternative pathways. A variety of courses made up first round University offers. The most popular tertiary courses chosen by Meriden students over recent years (in alphabetical order) are:

- Architecture
- Arts, Communication, Media
- Commerce, Business, Finance
- Economics, Accounting
- Education
- Engineering – biomedical, civil and mechanical
- Human Movement, Exercise Science, Nutrition and Dietetics
- Law, international Studies
- Liberal Studies
- Medicine
- Midwifery, Nursing
- Music, Performing Arts
- Speech Pathology
- Sport Science
- Visual Arts and Fine Arts

## UNIVERSITY OFFERS

In 2023, the four most preferred University destinations for Meriden's HSC students were:

- University of Sydney
- University of NSW (UNSW)
- University of Technology Sydney (UTS)
- Macquarie University

## STUDENT RETENTION RATES

The student retention rate for the commencement of Year 10 in 2021 to the completion of Year 12 in 2023 was 93%. This rate is generally consistent with the rates across the last three years. The students who left Meriden subsequently attended other schools due to relocation or personal reasons. An additional 14 students enrolled at Meriden after the commencement of the Year 10 school year in 2021 and completed Year 12 in 2023.

## SENIOR SECONDARY OUTCOMES

These tables show percentage of Year 12 students undertaking vocational or trade training and the percentage attaining a Year 12 certificate or equivalent VET qualification in 2023.

QUALIFICATION/CERTIFICATE	PERCENTAGE OF YEAR 12 STUDENTS
CERT II IN KITCHEN OPERATIONS	9.31%
HUMAN SERVICES (NURSING) – TAFE	0.62%
CERT III IN RETAIL	0.62%

	PERCENTAGE OF YEAR 12 STUDENTS
Higher School Certificate or VET qualification	100%





# Theme 3: Staffing

## TEACHER ACCREDITATION STATUS\*

LEVEL OF ACCREDITATION	NUMBER OF TEACHERS
CONDITIONAL	3
PROVISIONAL	5
PROFICIENT TEACHER (INCLUDING EXPERIENCED)	175
HIGHLY ACCOMPLISHED TEACHER (VOLUNTARY ACCREDITATION)	1
<b>TOTAL NUMBER OF TEACHERS</b>	<b>184</b>

\* Permanent/fixed term staff only – employed as at 31 December 2023.

## WORKFORCE COMPOSITION\*\*

TEACHING STAFF		SUPPORT STAFF	
NUMBER	161	NUMBER	118
FULL-TIME EQUIVALENT TEACHING STAFF	151.2	FULL-TIME EQUIVALENT TEACHING STAFF	96.0

\*\*Permanent/fixed term staff only – employed as at August 2023.

In 2023 Meriden School did not employ any permanent staff who identified as Aboriginal and/or Torres Strait Islander. One casual staff member identified as Indigenous. Further information on the School's profile can be found on the My School website - <https://www.myschool.edu.au/school/43913/profile/2023>

# Theme 4: Student Attendance

## STUDENT ATTENDANCE RATES

The overall whole School student (K-12) attendance rate for 2023 was 94.9%.

This table sets out the attendances in each Year for the entire 2023 school year. Separate attendance rates for Semester 1 2023 (Terms 1 and 2) and Term 3 2023 may be found on the My School website: <https://www.myschool.edu.au/school/43913/attendance>.

YEAR	NUMBER OF STUDENTS	DAYS ABSENT	NUMBER OF DAYS	PERCENTAGE
K	72	449	182	96.6%
1	72	519	182	96.0%
2	72	660	182	95.0%
3	72	484	182	96.3%
4	72	479	182	96.3%
5	96	689	182	96.1%
6	96	845	182	95.2%
7	187	1482	184	95.7%
8	191	1928	184	94.5%
9	192	1958	184	94.5%
10	216	2816	184	92.9%
11	151	1357	184	95.1%
12	161	1322	141	94.2%

## MANAGEMENT OF STUDENT NON-ATTENDANCE

Student attendance is managed according to the School's student attendance policies and procedures. Meriden promotes the importance of attendance at school to both parents.

The School maintains a digital attendance register of all students. Absences are recorded using the NSW Minister for Education's common codes.

Parents wishing to take vacations outside the scheduled holiday periods must apply in writing to the Head of Junior School or Head of Student Wellbeing for leave. Students participating in elite sport programs or employment in the entertainment industry during term time must also apply for exemption from attendance at school.

## JUNIOR SCHOOL

Parents are required to notify Junior School Reception or send a message through the Meriden App to inform the Junior School that their child will be absent. Class rolls are marked twice a day. Attendance is noted by recording absences. The parents of students who are marked absent, without explanation, are telephoned by Reception staff. Parents are asked to supply the school with a written or emailed explanation of any absences, including the reasons for absence, on the day the student returns to school. If a student is absent for a period of 3-5 days, without explanation, Reception staff continue to try to make contact with the parents. In the event that a written explanation of a student's absence is not received within five days, the class teacher requests an absence note from the parents. An absence is unexplained if parents have failed to provide an

explanation to the school within seven days or the Head of Junior School does not accept the explanation. All part absences, including late arrivals and early departures, are registered. Parents are advised, in writing, if their child is late on multiple occasions and the Dean of Academic Care contacts parents by phone if late arrivals continue. Any concerns about attendance are referred to the Dean of Academic Care. In the event that the School's usual procedures do not result in improved or satisfactory attendance, parents/guardians are asked to attend interviews with the Junior School Executive, and referrals may be made to the Junior School Counsellor or external agencies.

## SENIOR SCHOOL

Parents are required to notify the school of their daughter's absence via the Meriden App, absences email address or by telephoning Senior School reception. These absences are recorded on the attendance register by Reception staff. All students are required to electronically sign in when arriving and leaving school. Any student who has not signed in by the commencement of school is automatically marked as absent. Parents of students marked absent and who have not previously notified the School of the reasons for the absence, are automatically sent an SMS informing them that their daughter is not at school. The parents are asked to provide a reason for their absence. If no explanation for a student's absence is received from a parent or student on the day of absence, parents are required to provide a written explanation the day the student returns to school. Each absence remains an unexplained absence until an explanation is provided and accepted. Regular reports of absences are provided to Year Coordinators and other pastoral care staff to monitor student attendance data and notify parents about poor attendance.



If a student is absent for a period of 3 days without explanation, the Year Coordinator is to make contact with a parent for an explanation and to discuss this student's return to school. Year Coordinators together with the Head of Student Wellbeing and other pastoral staff monitor continued absences and implement intervention strategies to improve unsatisfactory attendance and increase engagement. The Pastoral Team works with the school counsellors and

external supports as required to support student attendance at school. If an unsatisfactory attendance continues, senior staff such as the Head of Student Wellbeing meet with parents or carers to address the issue. When there is significant poor attendance or school refusal that is impacting a student's ability to progress, they may be asked to meet with the Principal.





# Theme 5: School Policies

## **PUBLICLY AVAILABLE SCHOOL POLICIES**

The following school policies are publicly available on the Meriden School website:

- [Terms of Enrolment](#)
- [Terms of Enrolment \(International Students\)](#)
- [Privacy Policy](#)
- [Parents' Charter](#)
- [Enrolment Policy](#)
- [Complaints Handling Policy and Procedures](#)
- [Child Protection Policy and Procedures](#)
- [Discipline and Behaviour Management Policy \(Junior School\) \(includes Anti-Bullying\)](#)
- [Discipline Policy \(Senior School\)](#)
- [Anti-Bullying Policy \(Senior School\)](#)
- [Whistleblower Policy and Procedures](#)
- [Working with Children Check Policy and Procedures](#)



# Theme 6: Stakeholder Satisfaction

Meriden values feedback from the school community and collects feedback on community satisfaction through numerous avenues. Feedback from parent, student and staff members' perspectives are all important inputs when planning for current and future generations of Meriden girls. Thoughtful consideration is given to information received, which is then applied to decisions from high level strategic planning to improving daily operations.

Community satisfaction measured by online surveys remains strong. Meriden actively conducts annual satisfaction surveys of the parents and students of selected year groups, as well as all staff members.

## PARENT SATISFACTION

In the 2023 parent surveys, high parent satisfaction was evident in responses received. When asked if they would recommend Meriden as a school to friends or colleagues, the average parent response on a scale of 0 to 10 was 8.5, where 10 represented Extremely Likely and 0 represented Not Likely At All. In the Year 12 parent survey, when parents were asked about Meriden's Vision to be Leading in Excellence the average response lay between the top two categories which are Very Good and Excellent.

Informal feedback is provided in person by parents to the Principal, Mrs Brown, and to staff at school events which include parent-teacher interviews, and parents have access to contact their child's teachers and key school staff members directly. The school's active and supportive parent groups, which include the Parents and Friends Association, the Junior School Auxiliary and Friends of Meriden Sport, have delegated school staff who liaise with each group and receive feedback. Feedback is also collected from parents when students leave the school. Parent and student satisfaction is affirmed through Meriden's very low exit rate.

## STUDENT SATISFACTION

In line with surveys in previous years, the Year 12 student survey results showed students highly rated the quality of teaching and learning, the variety of learning opportunities, and the level of support provided by teachers. The opportunities available at Meriden in cocurricular, sports and music were also strongly recognised by respondents.

## STAFF SATISFACTION

In 2023 the Staff Survey results remained positive and overall job satisfaction was high. Pride in Meriden as a school as well as a workplace continued to be strong, as well as the belief in the standard of care and quality of teaching the students receive.

On a scale from 0 to 10, where 0 represented Ashamed and 10 represented Extremely Proud, when staff were asked how

proud they were to work at Meriden they scored an average of 8.8.

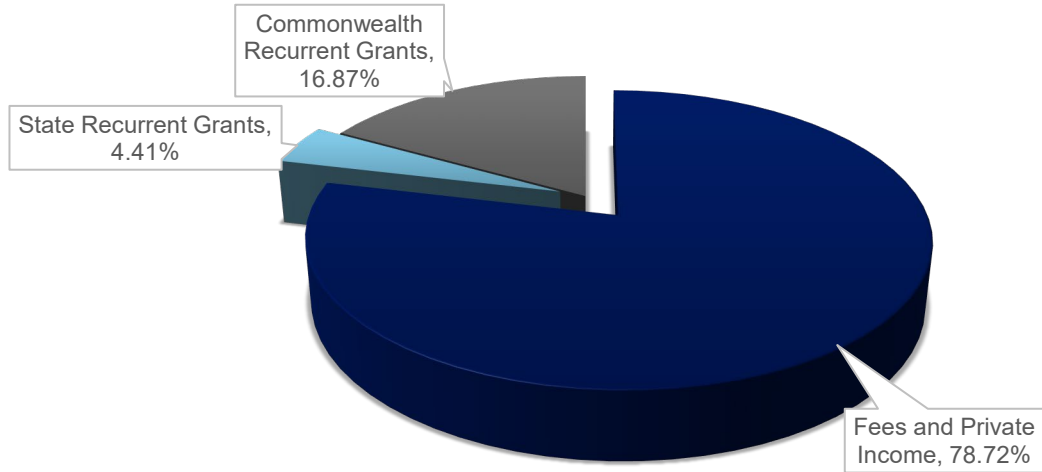
Similarly, on a scale of 0 to 10, where 0 represented Not Likely At All and 10 represented Extremely Likely, staff scored an average of 8.5 when asked if they would recommend Meriden as a school to friends or colleagues.

The high satisfaction amongst the Meriden community has supported the increasing demand over time by prospective parents to educate their daughter at Meriden. Enrolment interest across the school exceeds enrolment capacity and demand continues to grow.

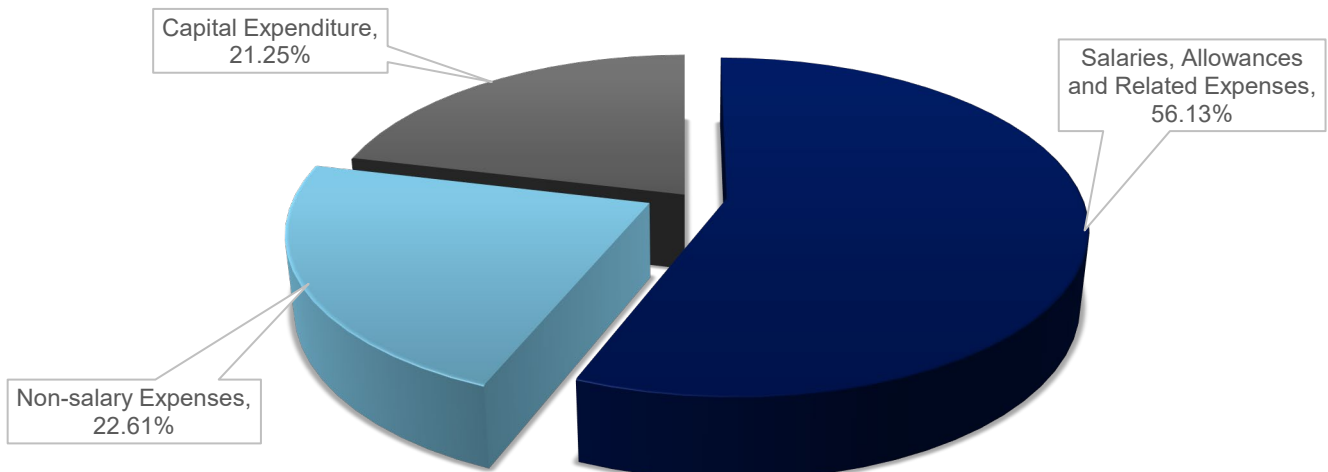
In line with the learning practice of continual improvement set down in Meriden's framework for teaching and learning, the Fidelis Model, the School endeavours to continually apply learnings from feedback in order to provide students with an excellent education.

# Theme 7: Summary Financial Information

### Meriden School Recurrent & Capital Income 2023



### Meriden School Recurrent & Capital Expenditure 2023







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