

ANNUAL REPORT 2024



OUR SCHOOL

St. Andrew's Grammar (“**the School**”) is a co-educational Pre-Kindergarten to Year 12 private school in Dianella, Perth WA, run under the auspices of the Hellenic Community of Western Australia.

Our Mission

As an inclusive multicultural community, with traditional Hellenic ideals, we strive for excellence in our academic, sporting and cultural pursuits.

Our Values

Through our teaching programs, our students will:

- reach their own personal level of excellence;
- exhibit and experience independence;
- be committed;
- show responsibility; and
- have an understanding and respect for all cultures.

School Overview

Address: 2 Hellenic Drive, Dianella
Telephone: +61 8 9303 3840
Email: reception@sag.wa.edu.au
Principal: Mr Craig Monaghan
CRICOS: 01488G

The School has been designed with two sub-schools of Primary (Pre-K to Year 6) and Secondary (Year 7 to 12) allowing for a seamless transition brought about through the structured curriculum and programme of pastoral care.

Curriculum continuity, the Greek language and culture and educational leadership and management policy bind the two sub-schools to create a single entity that is St. Andrew's Grammar. The School endeavours to achieve excellence in all areas and strike a balance between academic, creative and physical education.

The School also aims to develop in each child an understanding of our spiritual heritage and a respect for moral and ethical living. The School's concern is for the welfare and development of the "whole" child. In a well-structured and caring environment, it aims to encourage its students to pursue and develop their intellectual, social, physical, creative and spiritual capacities.

GOVERNANCE

St. Andrew's Grammar Board 2024

Mrs Eleni Evangel	Board Chair
Mr Paul Afkos OAM	President of the Hellenic Community of Western Australia
Ms. Eleni Georgopoulou	Board Member - Greek Consul of WA Representative
Mr George Karageorge	Board Member - Hellenic Community of Western Australia Representative
Mr Damien King	Parents & Friends' President
Mr Evan Nicholas	Board Member - Hellenic Community of Western Australia Representative
Mr Dimitrios Tsokos	Board Member - Hellenic Community of Western Australia Representative
Mr Peter Vatistas	Board Member - Hellenic Community of Western Australia Representative
Mr Paul Savvas	Chief Executive Officer
Mr Craig Monaghan (ex-officio)	School Principal
Mr Paul Butler (ex-officio)	School Business Manager

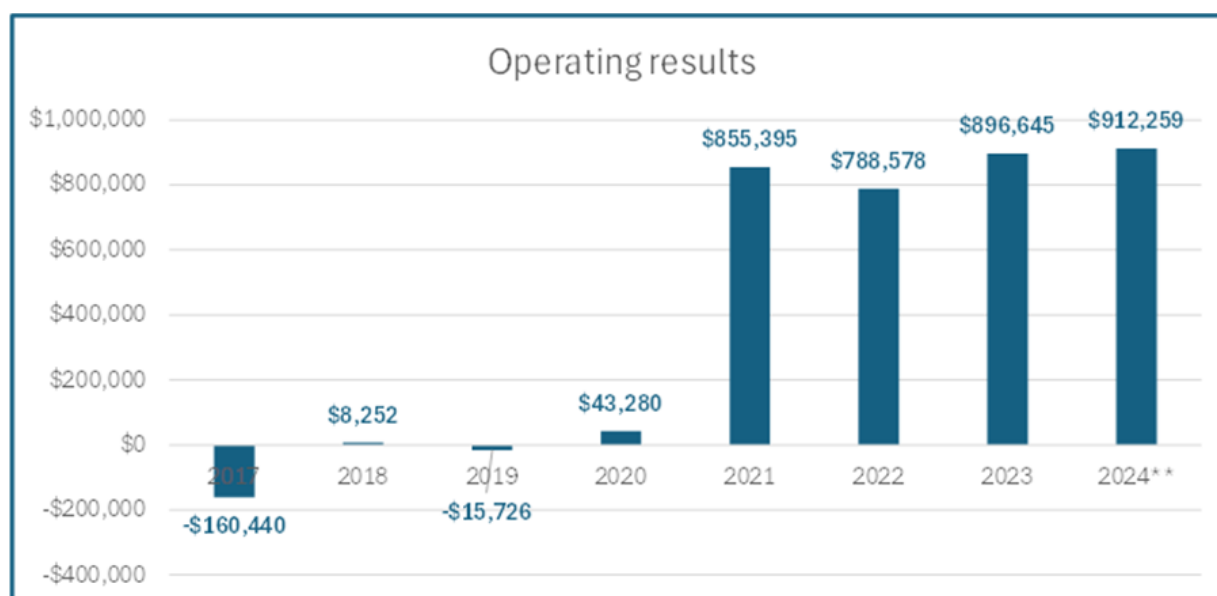
**These statistics are as at December 2024*

2024 SCHOOL FINANCIALS

2024 Finance Committee

Dimitrios Tsokos (Chair)	Paul Savvas (CEO)
Paul Butler (Business Manager)	Craig Monaghan (Principal)
Shane Bogunovich (Facilities Business Manager)	Sakis Pilarinos (Treasurer, SAG inc.)

The School continues to make more than satisfactory progress in its financial development. The operating results, over time, are provided below:



**** Note due to an auditor's change in recognising salary expenditure a "one off" addition has been made to the 2024 accounts (would have been over \$1M).**

In 2024, the School continued to meet each of its Key Performance Indicators ("KPI"), including:

1. *Student numbers increased by 3.5% p.a.* Student numbers increased by 59 over the previous year's figures - this represents over an 8% increase.
2. *Salary expenditure as a % of income to be less than 70%* - this continues to be met with 2024's value being just under 69%.
3. *Cash surplus 7% of EBIT* - the School's value for this KPI was \$357,498, compared to the required value of \$72,912.

2024 School Financials cont.

Operating	
Operating Surplus including Depreciation and Amortization	912,259
Depreciation	844,137
(A) Operating Result with Depreciation add back	1,756,396

Non-operating expenditure	
Capex (Minor capex, Renovations etc)	902,235
Loan Principal repayments	352,136
(B) Non-operating expenditure (Total Minor Capex plus loan repayments)	1,254,371

Cash movement

Cash movement (A - B)	502,025
Required cash movement; 7% EBIT	72,912
Variance	429,114

In addition

Major Capex funded by loans and Capital Grant income (Commonwealth Government)	3,589,066
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Note:

- The \$1,254,371 value is the combination of the Minor capex expenditure (\$902,235) and the loan repayments (\$352,136). These are cash expenses.
- The cash value of the operating result is the surplus (\$912,259) with the non-cash item of depreciation (\$844,137) added back to give \$1,756,396.
- Cash movement is then \$1,756,396 - \$1,254,371 = \$502,025.

2024 BUILDING AND CAMPUS PLANNING

2024 Maintenance Improvements

A significant amount of much needed maintenance occurred in 2024 namely:

- Classroom and campus painting*.
- Classroom furniture upgrades*.
- Upgrade of Classroom lighting*.
- Air conditioning improvements*.
- Carpet & floor coverings replacement; and
- External painting of Blocks C, D, E & Junior Undercover Area.

* *The cyclical approach to this continues.*

We have had a much more strategic and systematic approach to ongoing school maintenance which has been actively supported by Mr Shane Bogunovich, Facilities Manager.

2024 Major Improvements

- Power upgrades into Campus.
- Bore upgrade and reticulation of the back oval.
- Significant upgrades to Campus IT infrastructure.
- New LED classroom screens installed in classrooms.
- Refurbishment design requirements to the Amphitheatre.
- Installation of a new campus public announcement system.
- Installation of 100kw solar panels.
- Construction of two large maintenance sheds.

Future planning in 2024

Thanks to the significant work of the Building and Facilities Subcommittee we have completed extensive planning for our next 5 years of campus improvements. The members who make up this subcommittee are:

Emmanuel Takoniatis (SAG inc.)	Shane Bogunovich (Facilities Manager)
Paul Savvas (CEO)	Craig Monaghan (Principal)
Paul Butler (Business Manager)	Peter Vatisstas (SAG inc.)

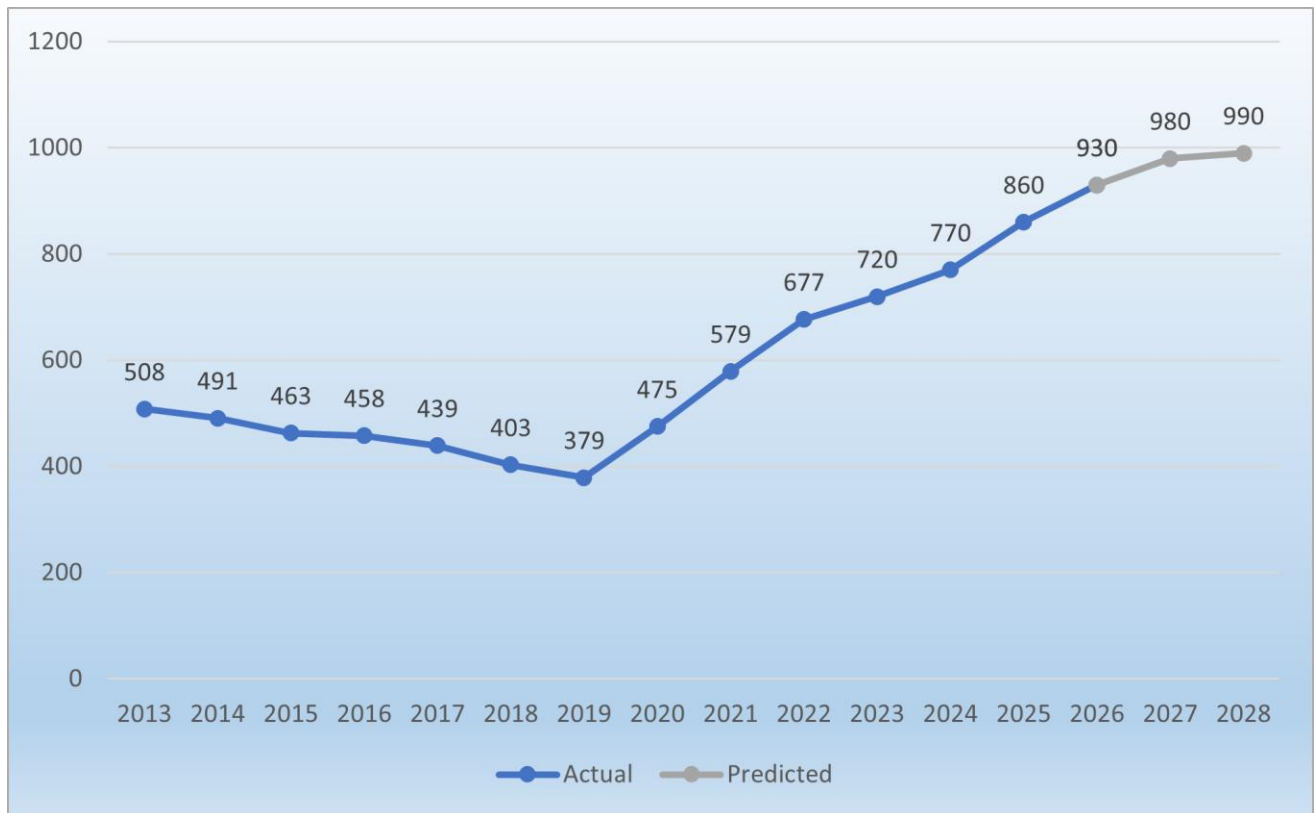
We continue with our plans to complete three projects in the upcoming four years which seek to enhance our Pre-Kindergarten and Primary Offices (Project 1), our Secondary Science and Technology Hub (Project 2), and a new primary physical education sports area and the refurbishment of the Harmanis building block creating 5 state-of-the-art science labs (Project 3).

Following completion of these projects we have plans to upgrade the much-needed canteen/cafeteria. Following this, we envisage taking a hiatus for 3-4 years on significant campus buildings whilst the School builds up financial resources for any future projects.

2024 STUDENT NUMBERS

St Andrew's Grammar School has become one of Australia's fastest growing established schools.

Since 2019, when our numbers hit rock bottom, there has been a steady increase in the number of students attending the School. In 2024 we are now a School in real demand; we are starting to cut off various cohorts to create waiting lists, a very different picture than in 2018-2019.



Student Demographics 2025 (compared to 2024)

2024

PRE-K	KG	PP	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
26	34	36	45	43	46	63	51	51	82	62	70	69	59	34	770

2023

KG	PP	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
29	42	42	46	53	50	46	64	71	79	62	58	38	38	719

Strategically enhance Greek and Orthodox families at St. Andrew's Grammar School:

We have been strategically working hard to bring back our Greek families to our School. It is interesting to note that in 2022 we had 41 students (6%) who are Greek Orthodox, and in 2024 we have 75 students (10%). Our numbers of Greek Students are also increasing at a faster rate than the standard school population as shown by these figures:

	% of Greek Students	Number of Greek Students
2022	6%	41
2023	7%	54
2024	10%	75

2024 ACADEMICS

NAPLAN

The following results of NAPLAN 2024 are to be commended. After our best NAPLAN scores in 2023, we surpassed these again for a new School best. Students in every year group that were tested (Years 3, 5, 7 and 9), achieved **above the mean in every mode of learning in both the State and National achievement levels**. This is something very few schools in Australia could report. An excellent result from St Andrew's Grammar School students.

Year 3 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCUTATION		NUMERACY	
School Mean	459	School Mean	475	School Mean	484	School Mean	484	School Mean	451
National Mean	404	National Mean	416	National Mean	401	National Mean	409	National Mean	404
State Mean	394	State Mean	411	State Mean	398	State Mean	402	State Mean	400

Year 5 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCUTATION		NUMERACY	
School Mean	512	School Mean	530	School Mean	521	School Mean	520	School Mean	524
National Mean	492	National Mean	485	National Mean	490	National Mean	498	National Mean	489
State Mean	486	State Mean	480	State Mean	487	State Mean	495	State Mean	486

Year 7 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCUTATION		NUMERACY	
School Mean	541	School Mean	574	School Mean	570	School Mean	548	School Mean	554
National Mean	535	National Mean	540	National Mean	540	National Mean	537	National Mean	540
State Mean	535	State Mean	540	State Mean	544	State Mean	537	State Mean	541

Year 9 Mean									
READING		WRITING		SPELLING		GRAMMAR & PUNCUTATION		NUMERACY	
School Mean	585	School Mean	601	School Mean	586	School Mean	591	School Mean	599
National Mean	565	National Mean	574	National Mean	567	National Mean	555	National Mean	565
State Mean	581	State Mean	586	State Mean	573	State Mean	568	State Mean	581

Year 12 Results

After receiving the best ever ATAR results in 2023, we achieved our second-best ATAR results in the school's history (the best being in 2023) in 2024.

Some key statistics are highlighted:

- The highest Year 12 result for 2024 was 96.3 ATAR.
- 27% of students above an ATAR of 90 with two Distinctions (above 75% in a subject).
- 93% achieved an ATAR above 70 in comparison to 2023 with 81%.
- Two Certificates of Merit (an award recognizing students who have demonstrated a high level of achievement in senior levels).
- Our best-ever graduation rate of 94% (compared to 84% in 2023).

These results become even more remarkable when you consider that nearly 90% of our multicultural student body speaks English as a second or third language. The only two students who did not graduate were international students who did not meet the OLN requirements. With a graduation rate of 94%, we have not only achieved one of the highest results in the state but also the best outcome in the history of St. Andrew's Grammar School.

Our cohort had a median ATAR of 85.3, which surpasses the State median. This highlights that even with a small group of ATAR students, our performance remains on par with State results.

Every student who applied for university entry via ATAR was offered a place in their chosen course, with the majority receiving their first preference.

In addition to the ATAR pathway, our students had access to various alternatives that supported their personal best and future aspirations. These included VET certifications endorsed programs like UniReady, and general courses for TAFE entry. 100% of students enrolled in the Curtin UniReady Enabling Program were successfully accepted into university. Some of our students also gained entry through portfolios and references provided by the School.

Our Vocational Studies students also achieved great success, with a total of 30 Cert II, Cert III, and Cert IV qualifications awarded across a range of courses. In all, our 2024 Year 12 graduates have excelled in multiple pathways, setting a high standard for future cohorts to follow.

These outstanding results reflect our commitment to ensuring all our students reach their desired destinations, a goal that was successfully achieved by every one of them.

IPSHA Team Academic Third Place (third year in a row being in the top three IPSHA Independent Schools, Perth)

In Primary School this year, we came third place in the IPSHA Academic Challenge, after winning this event in the two previous years. This demonstrates how well our students compare to the very best schools in Perth. This competition has our students competing against the very best academics across all Perth Primary Independent Schools, and we are justifiably proud of all these successes.

I wish to thank our outstanding team of staff for their efforts in facilitating these amazing results.

2024 GREEK STUDIES, ORTHODOX STUDIES & CULTURAL IMPROVEMENTS

Greek Studies Enhancements

- Two new first language Greek teachers from Greece: Significant work was put in to not only sourcing and appointing suitably qualified teachers from Greece, but also to ensure that their transition to the School and to Perth went smoothly. The staff have adjusted well and have formed fantastic relationships with not only the staff but also with the students. We have seen more students taking on Greek studies as an elective in year 9 and 10 due to the new staff members forming great relationships and their modern teaching styles. They have also commenced Greek lessons for Saturday school and are working half the day for the Hellenic Community. The two new staff members have now found housing and are feeling even more settled.
- Focus on Greek first language and intermediate speakers of Greek: The appointment of the additional teachers has enabled us to challenge these students in small classes of 5-6 and extend them to ensure their needs are met. The ultimate objective is to extend the numbers we have who attempt ATAR Greek in future years. This goal is well underway. This was a very successful strategy and a great start to challenging our best speakers. Our goal for 2025 is to have extension/support in years 1 and 2 and extension Greek classes in years 3 to 8.
- In 2024 we had a record number of entries into CGL Greek examinations.

Support of wider Hellenic events

- Principal's attendance/support: Presence at all major HCWA and Greek consul events and Orthodox celebrations. Attendance at four different HCWA 100 Year Celebrations. Attendance at GOAANSE event in May in Sydney and attended Principal's meetings. These extensive efforts have been noted and commented on in the wider Greek community.
- Three events were held at St. Andrew's Grammar School where both the School and wider community came together on site to celebrate the best that is Hellenism and our wonderful School. These were well attended by staff and wider community members.
- Planning for the upcoming 2025 student overseas visit to Greece: Significant work has been completed to arrange the final itinerary for this trip in April/May 2025.

Enhancement of Orthodox Values/religious studies

- Many more students from Greek and/or Orthodox backgrounds attended the regular Church services, with 15% more students attending than in 2023.

2024 OUR STAFF

Staff Demographics 2024

Teaching Staff	Total
Teaching staff (full Time)	53
Teaching staff (part time)	22
Education Assistants (full time)	8
Education Assistants (part time)	9
Executive Staff	
Executive (full time)	4
Chaplain	
Chaplain (part time)	1
Non-Teaching Staff	
Office Administration (full time)	4
Office Administration (part time)	6
Finance Administration (Part time)	2
Finance Administration (full time)	1
IT Administration (full time)	3
HR Administration (part time)	1
Canteen	
Canteen (Part time)	1
Grounds/Maintenance	
Grounds/Maintenance (Part time)	0
Grounds/Maintenance (Full time)	2
Laboratory Staff	
Laboratory Technician (Part time)	1
TOTAL	119

**These numbers are as at December 2024*



Mr Craig Monaghan
Principal

18 March 2025