

# Annual School Report **2024**



Pacific Hills  
Christian School

The following report is prepared according to the School's Annual Reporting Policy and the NSW Government's Education Act. It provides general information to the community about the School's ethos and character and its performance in Academic and Financial terms. More specific information can be obtained by contacting the School directly.

Published June 2025

<b>Theme 1: Our Context</b>	<b>4</b>
From the Executive Principal: Dr E J Boyce	4
From the Board Chair: Mr Mark McCrindle	5
From the School Captains:	6
About our School	7
Characteristics of our student body	7
<b>Theme 2: Our Outcomes and Results:</b>	<b>8</b>
Student outcomes in standardised national literacy and numeracy testing	8
Post-school destinations	11
<b>Theme 3: Our Staffing</b>	<b>12</b>
Accreditation status	12
Workforce composition	12
<b>Theme 4: Our Student Attendance</b>	<b>13</b>
Student attendance rates per year level and whole school	13
Description of how school manages student non-attendance	13
<b>Theme 5: Our School Policies</b>	<b>14</b>
Enrolment policy	14
Child protection policy	14
Anti-bullying policy	14
Discipline policy	14
Complaints policy	14
<b>Theme 6: Our Community Satisfaction</b>	<b>14</b>
Parent satisfaction	14
Student satisfaction	14
Teacher satisfaction	15
<b>Theme 7: Summary of our Financial Information</b>	<b>16</b>
Recurrent/Capital Income	16
Recurrent/Capital Expenditure	17

## Theme 1: Our Context

From the Executive Principal: Dr E J Boyce



During 2024 Pacific Hills Christian School experienced a continued growth in enrolments. This interest was largely promoted by the community sense of the School being a good place for inclusive education of children of all ages and as a place which provides dignity to others through service from the adults and others of the School. This interest in the School was reflected also amongst potential staff members who continued to

seek out opportunity for serving in the community of the School.

As a community which seeks excellence in teaching, learning and serving the School has continued to encourage and celebrate excellence in academic fields of study in practical ways and in the productions in many areas of the curriculum through which the students have used their gifts and resources to do that which is beautiful and is enjoyed by those who are the recipients of those works.

The School continues to enjoy strong and vibrant relations with the wider community of the School and the general community.

From the Board Chair: Mr Mark McCrindle



This Annual Report of the Pacific Hills Christian School gives a great snapshot in numbers, finances and reports of a system of ten thriving schools. Growth is an evident theme in all of this, from student enrolments and building programs to the financial wellbeing of our schools for which we are thankful to God. It is interesting to note that many of our schools are located on land that once was used for farming. Land that was once cultivated to grow trees which produced fruit is still being used to grow things: now children, nurtured and sustained by the Living Water, that they might be fruitful.

We trust that this report gives you an overview of our schools and an insight into the character of our communities, summed up in the name of this group: Pacific. Pacific comes from the Latin word for Peace the true source of which comes from Jesus who said: "Peace I leave with you, my peace I give you" (John 14:27).

### From the School Captains:

It has been a privilege and incredible experience to serve our School in 2025. Each week, we gathered to learn, to support one another, and to grow in faith. Whether it was through a devotional, a testimony, or simply a conversation over lunch.

But beyond the events and achievements, what we will carry with us most is the strength of the relationships we've built. Pacific Hills isn't just a school—it's a family. We supported one another through the highs and the lows, through moments of uncertainty, and found joy in simply being together. It is those relationships that will endure far beyond these walls.

As we prepare to take our next steps into the future, we need to remember the lessons we've learned here—the value of community, the power of faith, and the importance of love. God has an amazing plan for each of our lives, and it is with faith in that plan that we move forward, knowing that the foundation built here will carry us wherever we go.

## About our School

Pacific Hills is a trans denominational Christian School that has been in operation since 1979. Its vision is to provide a Christian educational community as a centre of teaching, learning and serving excellence, founded on Biblically based beliefs, values and behaviour. It is committed to authentic Christianity, to excellence in education and to genuine community.

Seeking to transform the hearts and minds of its students through instruction in the Truth and the experience of gracious Christian care within the bounds of high expectations, the School prioritises stewardship of individual talent for the glory of God and in service of others.

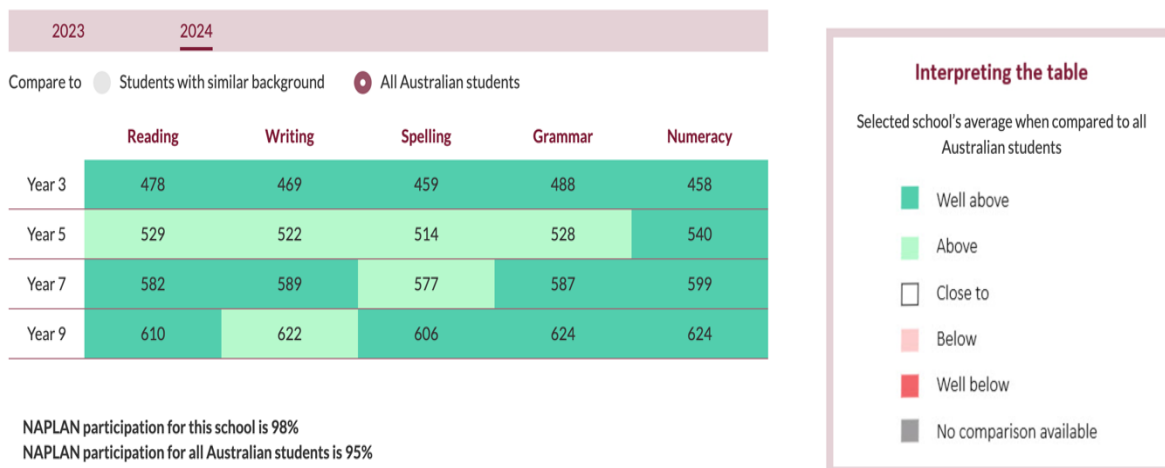
Pacific Hills offers a comprehensive learning experience delivered by strong Christian teachers supported by excellent facilities.

## Characteristics of our student body

The School is organised into three sub-schools, Junior, Middle and Senior. Junior School covers Prep to Year 4, Middle School Year 5 to Year 8 and Senior School Year 9 to 12. In 2024 there were 1449 students in total with four streams from Kindergarten to Year 6 and six streams from Year 7 to 12. There are approximately equal numbers of boys and girls with 1% of the student population being Aboriginal or Torres Strait Islander.

## Theme 2: Our Outcomes and Results:

Student outcomes in standardised national literacy and numeracy testing  
Students completed the National Assessment Program Literacy and Numeracy (NAPLAN) tests. The table shows the average student results at Pacific Hills Christian School for 2024. The cell colour shows how the School's results compare to those of students with a similar background. The PHCS NAPLAN results show students performing Above and Well Above all Australian students in all areas in the 2024 NAPLAN testing.



Further information regarding student performance can be found at <http://myschool.edu.au>

### Results of the Higher School Certificate

- The top ATAR at PHCS was 99.2
- PHCS students achieved 57 Band 6 (or E4) results.
- A third of Pacific Hills students received an ATAR between 80 and 100

### Distinguished Achievers List

- PHCS students achieved 57 Band 6 results (or Band E4) and were mentioned on the Distinguished Achievers List.
- 29 students received Band 6 results in at least one of their subjects.
- 28 accelerated students studied Mathematics, Mathematics Extension 1 and Chemistry and 15 of these students received 31 mentions on the Distinguished Achievers List.

### Outstanding Band 6 results

- Above State average in Band 6 Engineering Studies (School 22.22%, State 9.72%)
- Above State average in Band E4 English Ext 2 (School 66.66%, State 33.89%)
- Above State average in Band 6 Mathematics Advanced (School 34%, State 22.3%)
- Above State average in Band 6 Chemistry (School 15.15%, State 11.41%)

Pacific Hills presented 31 subjects for this year's HSC. 71% of subjects were at or above State average.

- |                       |   |
|-----------------------|---|
| • Engineering Studies | 5.91% above State average                     |
| • CAFS                | 4.56% above State average                     |
| • Chemistry           | 4.55% above State average                     |
| • English Extension 2 | 4.07% above State average (small candidature) |
| • Science Extension 2 | 2.72% above State average (small candidature) |
| • Biology             | 2.54% above State average                     |
| • Modern History      | 2.23% above State average                     |



## Higher School Certificate – Trends over Time

Course	Students	School Mean	State Mean	Band 3 /E1	Band 4/ E2	Band 5/ E3	Band 6/ E4
Ancient History 2024	10	73.92	72.92	10	20	50	
Ancient History 2023	9	83.07	71.44		11.11	44.44	33.33
Ancient History 2022	19	80.18	71.98	15.78	31.57	26.31	26.31
Ancient History 2021	12	80.18	71.06		41.66	58.33	
Biology 2024	30	76.43	73.89	16.66	50	30	3.33
Biology 2023	37	75.99	73.3	16.21	51.35	27.02	5.4
Biology 2022	22	74.3	70.03	36.36	36.36	22.72	4.54
Biology 2021	32	76.55	73.38	12.5	56.25	31.25	
Business Studies 2024	41	71.55	73.45	24.39	48.78	17.07	
Business Studies 2023	29	76.63	73.77	3.44	34.48	37.93	6.89
Business Studies 2022	29	72.72	73.95	20.68	48.27	24.13	
Business Studies 2021	24	77.53	73.32	8.33	20.83	37.5	20.83
Chemistry 2024	33	78.88	74.33	12.12	36.36	33.33	15.15
Chemistry 2023	30	74.23	74.13	33.33	16.66	36.66	6.66
Chemistry 2022	23	69.07	72.51	39.13	30.43	13.04	8.69
Chemistry 2021	22	75.35	74.37	31.81	27.27	36.36	4.54
CAFS 2024	16	79.04	74.48	12.5	25	62.5	
CAFS 2023	16	77.85	74.46	12.5	12.5	62.5	6.25
CAFS 2022	18	80.7	74.79	5.55	50	33.33	11.11
CAFS 2021	18	82.66	74.28		33.33	55.55	11.11
Design & Tech 2024	12	78.12	77.25	8.33	33.33	58.33	
Design & Tech 2023	17	77.59	77.16	17.64	17.64	64.7	
Design & Tech 2022	17	80.64	77.62		41.17	41.17	11.76
Design & Tech 2021	10	80.16	79.11	20	20	30	30
Drama 2024							
Drama 2023	4	77.6	81.12		50	50	
Drama 2022 Not offered							
Drama 2021	6	77.57	78.7		66.66	16.66	16.66
Economics 2024	27	67.51	77.35	44.44	37.03	3.7	
Economics 2023	29	68.06	76.76	27.58	37.93	17.24	
Economics 2022	19	68.39	77.26	36.84	36.84	5.26	5.26
Economics 2021	15	75.16	77.66	13.33	53.33	20	6.66
Engineering 2024	9	80.16	74.25		55.55	22.22	22.22
Engineering 2023	14	77.53	74.27	28.57	35.71	28.57	7.14
Engineering 2022	8	62.38	72.64	50	12.5		12.5
Engineering 2021	11	79.16	74.79	9.09	54.54	18.18	18.18
English Standard 2024	26	69.28	71.4	50	46.15		
English Standard 2023	35	67.97	70.12	25.71	60		
English Standard 2022	30	65.55	69.88	46.66	40		
English Standard 2021	29	69.1	70.47	37.93	51.72	3.44	
English Advanced 2024	78	77.75	82.03	8.97	41.02	44.87	3.84
English Advanced 2023	80	79.47	81.73	7.5	43.75	45	3.75
English Advanced 2022	78	76.58	81.53	12.82	44.87	34.61	6.41
English Advanced 2021	72	80.54	81.92		38.88	52.77	6.94

Pacific Hills Christian School - Annual Report 2024

English EAL/D 2024	6	69.23	69.68	50	50		
English EAL/D 2023	3	79.73	68.77	33.33		33.33	33.33
English EAL/D 2022	4	77.95	66.73		75	25	
English EAL/D 2021	3	77.53	70.41		66.66	33.33	
English Extension 1 2024	6	41.27	42.42			66.66	33.33
English Extension 1 2023	8	41.91	42.17		12.5	37.5	50
English Extension 1 2022	9	42.62	41.79			66.66	33.33
English Extension 1 2021	10	42.55	42.07			70	30
English Extension 2 2024	3	44.77	40.7			33.33	66.66
English Extension 2 2023	2	39.35	40.07			50	50
English Extension 2 2022	3	45.77	39.89			33.33	66.66
English Extension 2 2021	3	45.8	39.56				100
Food Technology 2024	11	71.38	72.94	27.27	54.54	18.18	
Food Technology 2023	7	68.43	72.9	14.28	57.14		
Food Technology 2022	12	74.22	71.78	33.33	41.66	25	
Food Technology 2021	9	75.47	73.36	22.22	44.44	33.33	
Geography 2024	6	75.43	74.96	16.66	50	33.33	
Geography 2023	9	74.18	75.88	11.11	55.55	33.33	
Geography 2022	10	60.04	75.19	40	30		
Geography 2021	9	68.64	75.75	22.22	11.11	44.44	
History Extension 2024	10	39.41	40.16		20	60	20
History Extension 2023	12	41.06	39.79			91.66	8.33
History Extension 2022	7	45.31	39.47			42.85	57.14
History Extension 2021	8	41.13	38.69			62.5	37.5
Legal Studies 2024	14	69.3	75.55	21.42	35.71	14.28	7.14
Legal Studies 2023	21	72.73	75.27	23.8	47.61	23.8	
Legal Studies 2022	11	74.73	73.78	9.09	36.36	45.45	
Legal Studies 2021	16	80.59	74.72	6.25	37.5	31.25	18.75
Maths Standard 2024	58	69.49	71.63	25.86	27.58	20.68	3.44
Maths Standard 2023	40	70.96	71.76	25	35	15	7.5
Maths Standard 2022	52	70.61	70.87	36.53	23.07	28.84	1.92
Maths Standard 2021	42	71.57	69.15	35.71	35.71	23.8	
Mathematics Adv 2024	50	80.26	78.43	20	20	22	34
Mathematics Adv 2023	67	74.97	78.04	29.85	26.86	22.38	13.43
Mathematics Adv 2022	45	77.4	78.31	22.22	24.44	15.55	26.66
Mathematics Adv 2021	51	79.63	78.41	13.72	37.25	17.64	29.41
Mathematics Ext 1 2024	37	79.56	79.94		16.21	48.64	32.43
Mathematics Ext 1 2023	30	76.87	77.78		26.66	50	23.33
Mathematics Ext 1 2022	25	80.89	77.45	4	20	32	44
Mathematics Ext 1 2021	29	75.42	78.21	6.89	31.03	27.58	34.48
Mathematics Ext 2 2024	9	69.38	82.58		33.33	44.44	11.11
Mathematics Ext 2 2023	9	85.47	82.2			55.55	44.44
Mathematics Ext 2 2022	7	82.97	81.43			57.14	42.85
Mathematics Ext 2 2021	3	92.73	83.07				100
Modern History 2024	27	77.25	75.02	11.11	48.14	33.33	7.4
Modern History 2023	32	74.6	72.78	15.62	40.62	28.12	9.37
Modern History 2022	25	75.89	73.67		44	20	20
Modern History 2021	33	80.3	72.85		36.36	51.51	6.06
Music 1 2024	5	82.16	81.49		20	80	
Music 1 2023	3	77.8	82.09		100		

Music 1 2022	4	80.6	81.88		50	50	
Music 1 2021	3	85.93	81.34			66.66	33.33
Music 2 2024	4	73.8	86.13	50	25	25	
Music 2 2023 Not offered							
Music 2 2022	5	83.76	86.4		20	60	20
Music 2 2021	3	84.07	87.57			66.66	33.33
Music Ext 1 2024	2	34.35	45.32		50	50	
Music Ext 1 2023 N/A							
Music Ext 1 2022	5	42.8	45.75		20	20	60
Music Ext 1 2021	2	41.2	44.47			50	50
PDHPE 2024	36	73.34	74.03	30.55	38.88	27.77	
PDHPE 2023	39	74.63	72.98	15.38	48.71	15.38	12.82
PDHPE 2022	36	67.98	69.75	47.22	25	16.66	
PDHPE 2021	26	76.17	72.19	15.38	30.76	38.46	7.69
Physics 2024	9	72.89	73.75	44.44	22.22	33.33	
Physics 2023	24	76.86	74.81	16.66	25	41.66	12.5
Physics 2022	24	82.35	74.25	8.33	20.83	37.5	29.16
Physics 2021	18	74.57	75.34	33.33	38.88	16.66	11.11
Science Ext 1 2024	2	40.75	38.03			100	
Science Ext 1 2023	5	34.36	37.36		40	60	
Science Ext 1 2022	2	34.1	37.5		50	50	
Software Design 2024	17	70.36	74.22	23.52	64.7	5.88	
Software Design 2023				18.18	63.63		18.18
Software Design 2022	22	76.21	74.45	9.09	45.45	18.18	18.18
Software Design 2021	9	81.93	74.15		55.55	22.22	22.22
SOR 1 2024	19	37.61	38.35	15.78	47.36	31.57	5.26
SOR 1 2023	23	37.66	38.8		30.43	47.82	4.34
SOR 1 2022	22	40.65	37.91		40.9	40.9	18.18
SOR 1 2021	20	34.99	37.38	30	25	20	10
Visual Arts 2024	18	82.99	81.9		22.22	61.11	16.66
Visual Arts 2023	8	84.08	81.49			37.5	37.5
Visual Arts 2022	24	82.18	81.36	4.16	29.16	54.16	12.5
Visual Arts 2021	28	85.2	80.99	7.14	10.71	42.85	39.28

### Post-school destinations

- Year 12 2024 finished strongly with many students receiving multiple offers for further study via Early Entry schemes and the UAC system (including the School's Recommendation Scheme)
  - 42 students received offers from Western Sydney University
  - 36 students received offers from Macquarie University
  - 13 students received offers from Notre Dame University
  - 12 students received offers through UAC's School Recommendation Scheme
- Macquarie University was the overwhelmingly dominant choice for our students, followed by the University of Technology, University of Sydney, University of New South Wales, Western Sydney University, and the Australian Catholic University.
- Students from 2024 are now enrolled in a range of courses (listed in order of popularity):
  - Society and Culture (Media and Communication, Psychology, Law)
  - Management and Commerce
  - Health (including Nutrition, Nursing, Pharmacy and Occupational Therapy)
  - Education
  - Science and Engineering

- Those students who do not go on to tertiary studies are now involved in a range of different areas including:
  - Traineeships and apprenticeships
  - Bible college and church-based gap year programs
  - Volunteer and paid work

#### Senior Secondary Outcomes (VET or equivalent)

- 2 Year 12 students completed vocational education courses.
- These courses included
  - Aviation
  - Retail Services

Trends over time are also shown on the My School Website -

<https://www.myschool.edu.au/school/43985/seniorsecondary>

## Theme 3: Our Staffing

#### Accreditation status

All teachers at Pacific Hills Christian School have accreditation with the NSW Educational Standards Authority.

<b>Level of Accreditation</b> (including casual teachers)	<b>Number</b>
Conditional	17
Provisional	5
Proficient	119
Highly Accomplished (voluntary level)	1

#### Workforce composition

<b>School Staff 2024</b>	<b>Number</b>
Teaching Staff	127
Full time equivalent Teaching Staff	111.9
Non-teaching Staff	130
Full Time equivalent non-teaching staff	97.6

## Theme 4: Our Student Attendance

Student attendance rates per year level and whole school

<b>Year Level</b>	<b>Attendance Rate %</b>
Kinder	90.72
Year 1	91.40
Year 2	93.30
Year 3	92.21
Year 4	93.02
Year 5	93.56
Year 6	92.95
Year 7	92.29
Year 8	90.80
Year 9	91.44
Year 10	89.69
Year 11	89.94
Year 12	89.69
Overall	91.62

Description of how school manages student non-attendance

The School adopts an attitude of close liaison with families in managing student attendance. Absences are noted daily and followed up both by phone and by written correspondence. Parents are required to provide written explanation of the absences by email, text, written note, or through the School Management System.

Long term unexplained absences are processed under the School's Student Attendance Policy and Procedures (available in full from the School).

Strategies include systematic follow-up, student attendance plans and reporting to relevant authorities.

## Theme 5: Our School Policies

[Enrolment policy](#)

[Child protection policy](#)

Please scroll down the page to "Policies" and select the Child Protection tile required for the particular policies included.

[Anti-bullying policy](#)

[Discipline policy](#)

[Complaints policy](#)

## Theme 6: Our Community Satisfaction

### Parent satisfaction

Parents say that the students are respectful – a strength of the School – and that a Christ-centred community is considered its top strength.

Positively, JS parents say that their students are strongly supported to navigate emerging technologies.

Parents also sight that student learning suffers due to teaching in old rooms.

### Student satisfaction

Typically, student response at PHCS is positive.

*"I have been a part of Pacific Hills for a long time. One thing I love about this school is the dedication and care from teachers, helping students to grow academically and also spiritually in their walk with Christ."*

*I love the opportunities students are given to pursue their interests, from the sports field to performing arts and service trips. The School's focus on God helps create an engaging Christian community, bringing the best out of us as students." (Year 8 student)*

*"The community in Pacific Hills offers a safe and supported space for students to thrive both spiritually and academically. The School provides many opportunities for students to serve others in mission trips, as well as a lot of chances to showcase their God-given abilities."*

*A service activity I have been involved in included travelling to Pacific Brook in Muswellbrook to help coordinate the Swimming Carnival for the students there. I really enjoyed serving the people there and being connected to other students as part of the Pacific Group of Schools." (Year 8 student)*

As reflected in these quotes from students, the School has a positive learning culture.

There are a few cases, where students have had a negative experience due to their classroom involvement. This is indicated when students are no longer a part of the School community and parents have listed this on the School exit form.

#### Teacher satisfaction

Almost 88% enjoy coming to work each day and 86% find their work satisfying and fulfilling.

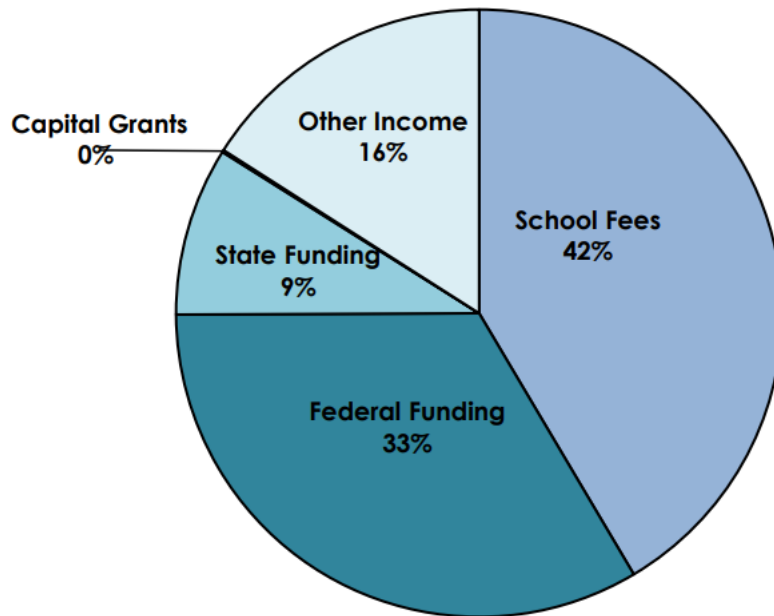
72% strongly or somewhat agree that their work life balance is somewhat respected.

74% are extremely or very satisfied that the School demonstrates its values and 68% are extremely or very satisfied with their experience at Pacific Hills Christian School.

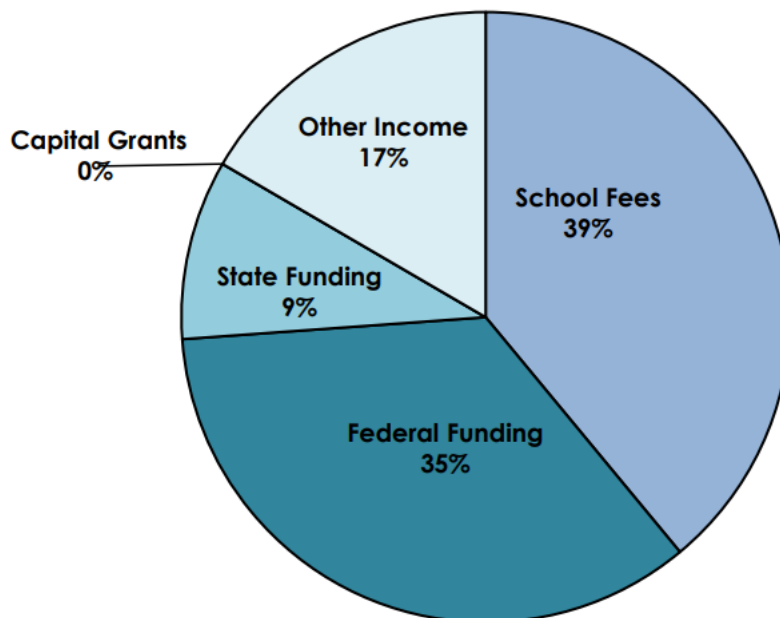
The above statistics have been taken from the Stakeholder Insights Study (November 2024) conducted by McCrindle Research.

## Theme 7: Summary of our Financial Information

### Recurrent/Capital Income **2024**

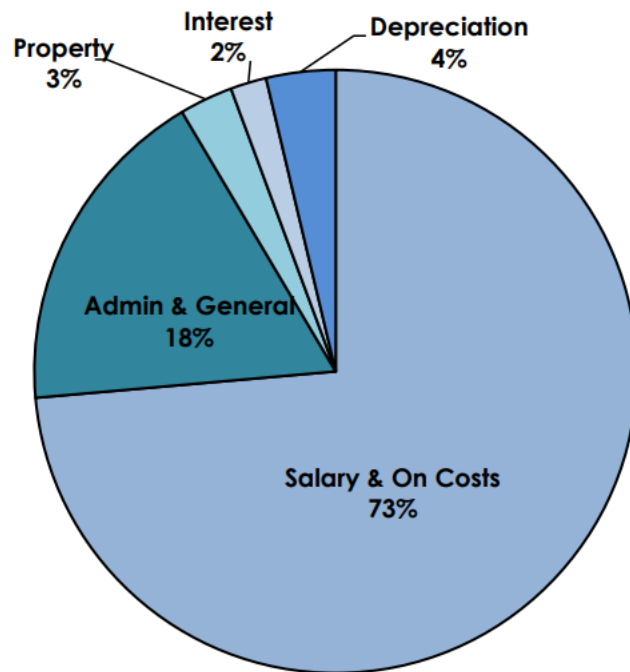


### **2023**

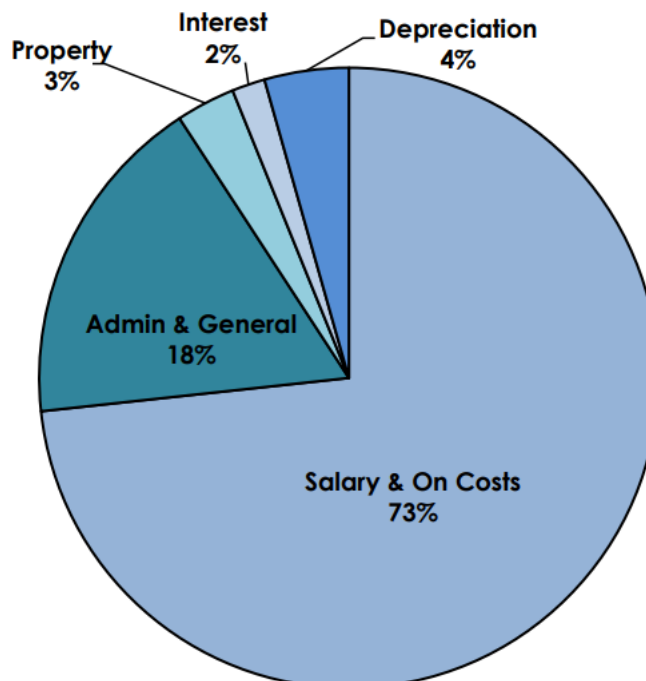




Recurrent/Capital Expenditure  
**2024**



**2023**





9-15 Quarry Road, Dural NSW 2158   **P** 02 9651 0700  
**E** [info@pacifichills.nsw.edu.au](mailto:info@pacifichills.nsw.edu.au)   **W** [pacifichills.nsw.edu.au](http://pacifichills.nsw.edu.au)   **CRICOS** 02340G

Pacific Hills Christian School is an independent school trading under  
The Pacific Group of Christian Schools ABN 11 001 832 828