

**ARKANA COLLEGE**

**2025**



**ANNUAL  
REPORT**

## **ARKANA COLLEGE**

### **2025 REPORT: EDUCATIONAL AND FINANCIAL REPORTING**

Available on the School's Website at <https://arkana.nsw.edu.au/school-reports/>

#### **POLICY**

Arkana College has procedures in place to maintain the relevant data and will comply with reporting requirements of the NSW Minister for Education and the Australian Government Department of Education. This reporting includes participation in annual reporting to publicly disclose the educational and financial performance measures and policies of the school and requirements related to the provision of data to the Minister that is relevant to the Minister's annual report to Parliament on the effectiveness of schooling in the State or data that may be requested by the Minister from time to time.

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## **THEME 1: A MESSAGE FROM KEY SCHOOL BODIES**

### **MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS**

Assalamu Alaikum

On behalf of the Board of Directors, I congratulate our students, staff, and parents on their efforts and achievements throughout the 2025 school year. We also advanced the school through a new three-year strategic plan with short-term and long-term goals for students, staff, the Principal and the Board.

With the blessings of Allah SWT, the school performed strongly academically and financially in 2025 and continued to reinvest in its future. This included upgrades to learning spaces and teaching resources, as well as a master plan for new facilities and amenities expected of a high-achieving independent primary school. We also transformed a building at 2 St. Elmo Parade into a robotics and STEM learning space and opened a new entry and exit point on St. Elmo Parade, providing a safer alternative to Stoney Creek Road for students and staff.

Once again, the College offered a broad range of curricular and extracurricular activities, including assemblies, concerts, carnivals, presentation and graduation evenings, excursions, incursions, and Islamic events. These experiences reflected our commitment to supporting every student to reach their full potential.

It was especially rewarding to see our success in external competitions, including debating, public speaking, spelling, sport, and STEM. We were again proud to represent Australia in the primary school division of the URC World Robotics Finals in Japan.

Arkana College continues to play a leading role in the Islamic school community, the broader Muslim community, and the wider NSW community. The school also remained active in initiatives and fundraising efforts supporting charities in Australia and overseas. I extend my heartfelt thanks to all staff, students, and parents of Arkana College.

The Arkana Board remains committed to working closely with the Principal and stakeholders to achieve our strategic goals, pursue excellence across the school, and keep our Islamic ethos at the Centre of every decision. This alignment of policy and standards helps students make the most of their opportunities for personal growth and school life. The Board also continued to uphold high standards of governance to support the Principal and staff in delivering a quality education for all students.

On behalf of the Board, I sincerely thank the Board members, our hardworking staff led by the Principal, Mr. Osman Karolia, our valued Parent Council, and the entire Arkana College community.

The end of 2025 marked a significant transition for Arkana College, as Mr. Osman Karolia chose to pursue new opportunities beyond the school. We thank him for his service and contribution to the progress of our school. We wish Mr Karolia every success.

2025 also marked the conclusion of Mariam Bazi's long and valued service as Parent Council President. We thank her for her outstanding contribution to our school community and wish her all the best.

As we look ahead, we remain committed to growth, innovation, and excellence at Arkana College. Guided by our vision, we will continue supporting our students in their educational journeys and preparing them to be responsible citizens in their communities.

May Allah guide us to do what is right and forgive our shortcomings.

Mohammed A Helal

Chairman Arkana College Board



## MESSAGE FROM THE PRINCIPAL

As I look back on our journey in 2025, I am filled with gratitude at the countless achievements and tireless efforts that define our School. What truly sets Arkana College apart is our commitment to shared values rooted in our Islamic heritage, and strong faith traditions. Our collective vision extends beyond academic excellence; we strive to nurture well-rounded individuals who are connected to their families, embody our faith, and are prepared to contribute positively to the world around them.

The high standards set by Arkana College were reflected in our commitment to quality teaching and learning by providing activities for learners that stimulate, motivate, and challenge them. The school's curriculum is regularly reviewed and evaluated to meet the learning needs and interests of students. Our staff have worked tirelessly to develop programs for the new Science and Technology and HSIE K-6 NESA syllabuses. This has been possible only with the collective efforts of our dedicated teachers and non-teaching staff. This collective effort is a testament to our motto, "Reach for the Stars" as we nurture academic rigour, strong character values, and an environment that supports self-efficacy and self-esteem.

Our school celebrated some remarkable achievements over the last year, notably our robotics team that have qualified and competed at an international robotics competition in Japan, to the tremendous success in student participation in competitions relating debating, sport, public speaking and spelling bee. Our local MP Manal Bahsa ran a leadership workshop with our SRC students, and she was extremely impressed with our students attitude towards learning and making a difference to those in need.

During the year we continued with our rich and diverse programs including sports, leadership with SRC students, IT, STEM, a summer camp to Pt Wolstoncroft Recreation Centre, a Yr. 6 trip to the Gold Coast, ANZAC and Remembrance Day ceremonies, our celebration of Islamic festivals and significant days (including our Multicultural Day celebrations, Community Iftar Dinner, Literacy and Numeracy Week, National Reconciliation Week and Harmony Day.

I was also immensely proud to see the school engaged in wider community initiatives including the Heart Foundation, Cancer Council and contributing food items for vulnerable local families including refugees and victims of domestic violence locally. Our Parent Council Biggest Morning Tea raised funds to fight cancer and brought together our parent body in a social setting. Globally we supported impoverished communities including orphanages with our charity partners. We also supported those impacted by climate change in Cambodia and donated for water wells.

We have invested and secured a chilled filtration bubbler system that has been installed for easy access for our students coupled with Islamic virtues around water use which also has a refilling station.

As we move forward, we remain steadfast in our commitment to our strategic goals, guided by our three-year strategic plan. This plan will continue to shape our efforts, ensuring that Arkana College thrives and excels in the coming years.

I extend my deepest gratitude to our students, teaching and non-teaching staff, school board, parents, and the entire school community for their ongoing support and collaboration. Together, we have made the 2025 school year another remarkable success. May Allah bless and guide us to what is beneficial for us in this life and the hereafter, and may Allah continue to guide us as we advance into the future.



Mr. Osman Karolia

Principal

## **ARKANA COLLEGE PARENT COUNCIL**

The Arkana College Parent Council meets regularly with parents and the principal to communicate ideas and/or concerns and discuss fundraising opportunities for specific events/charities throughout the year.

Alhamdulillah, 2025 was again an extremely successful one for the Parent Council and we are pleased to be able to share some of our fundraising efforts. The main highlights of this year were the Eid Fete, Annual Iftar Dinner, Palestine Quds Day, and our contribution towards the schools Hijab party, year 5 and year 6 summer camp and the Yr. 6 Gold Coast Big Day Out. We also assisted in

fundraising for humanitarian endeavours across the world. Locally we assisted with food drives for vulnerable families, the homeless community and prepared and delivered food to women in shelters who were the victims of domestic violence.

Our volunteers assisted at excursions, sport carnivals and special events throughout the year.

A big thank you to all the families that sponsored the different events and to all the volunteers that helped make them a huge success.

The Arkana College Parent Council was created to provide our families with an opportunity to be actively engaged in their children's education and schooling experience. Our members work closely with the principal and school's leadership team and actively participate in special projects and events to raise funds and awareness of the school's mission and to help each student reach their full potential. The funds raised from our events contribute to improving each child's education and their school environment as well as raising awareness and funds for humanitarian initiatives locally and abroad.

We would like to take this opportunity to thank the generous Arkana parents for their continuous support throughout the year.

Mrs Mariam Bazzi Deeb Arkana College Parent Council

## MESSAGE FROM THE CAPTAINS

Assalamu Alaikum

As we began writing this, we couldn't help but think about what an amazing year this has been, from excursions to harmony cups, to camps, everything has been a blessing. Serving as your school captains has been an honour for us and we will not be able to relive this amazing experience ever again.

From the moment we entered this school we never imagined how well this school would influence us and the great people we are today and not just in our studies but shaping who we are. This has also been a journey to take us through our faith, and we thank you for teaching us lessons that may be life-changing for our future.

We will always cherish the special, unforgettable memories we have shared with you. They will always have a special place in our hearts, and I doubt memories can get better than that. From Eid fetes to Harmony Cups everything has been amazing. Most importantly, we will always remember how we supported each other in our learning; working together as teams and helping one another grow to make every single one of us the best they can be.

This has been an amazing year for everyone, and we will never forget it. We thank all the teachers from the past and the present for teaching us not only lessons but also teaching us who we really are. We were proud to be your School Captain's and are looking forward to high school. Thank you again for trusting us as your school captains. We will carry this experience with us forever and hold it in our hearts.

Farewell, and may Allah bless each one of you. We will keep Arkana in our hearts and Duas.

With gratitude,

Zaky Akacha and Zeinab Nasreddine

2025 School Captains of Arkana College



Arkana College is a registered and certified independent, non-government, K-6 primary school, first established in 1960, and currently run completely by a Muslim Board of Directors.

## **GOVERNANCE AND MISSION**

The governance of the school is in the hands of a School Board, who are elected to the position. The Board has Eight directors: Mohammed Helal (Chairman), Dr Mohamad Assem (Vice Chair), Hossam Elrayes (Secretary), Ali Elgohary (Director), Adel Salman (Director), Dr Fariha Dib (Director), Tasnim Saeid (Director), Sam Halbouni (Director).

The board of directors brings a range of professional backgrounds and expertise including engineering, law, corporate management, medical practitioners and education.

## **VISION**

Empowering students to become knowledgeable, confident, and value-driven Australian Muslim leaders in the global community.

## **MISSION**

We deliver quality education to students in an Islamic environment through:

- Dynamic, engaging and innovative teaching methods,
- A nurturing school setting, and
- Instilling positive values throughout everything we do.

## **VALUES**

At Arkana College we aim to provide all students with a high-quality education that will prepare them to be active, contributing citizens in Australia's multicultural society. The School will be caring, Islamic environment in which the education given to students will teach our children to keep their identities and be part of the wider Australia. Our key values include:

- Adab (Manners)
- Confidence
- Empowerment
- Generosity
- Integrity
- Responsibility

## **STRATEGIC PRIORITIES**

To achieve its vision, Arkana College did pursue the following six strategic priorities as part of its longer-term (2022-2025) strategic plan. The next strategic plan was formulated with the contribution of various stakeholders including the Board members, Principal, staff and parents.

### **1- ISLAMIC PRINCIPLES**

Arkana College will foster an environment that incorporates Islamic principles in its teaching programs, events, and school culture. Arkana College values an Australian Islamic Pedagogy that promotes values, concepts, behaviour, and perspectives based on Islamic teachings and traditions that inspire our students to be proud Australian Muslims grounded in justice, service, understanding and compassion to all. Arkana College and our Islamic pedagogy framework aims to produce young citizens who are cognisant of and responsive to global citizenship in a rapidly changing world. To achieve this Arkana College teaches Arabic, Quran, Islamic studies, and the Seerah of Prophet Muhammad (peace be upon him). The school also runs events, including Mawlid Al Nabi, Arafat Day- Hajj Simulation, Islamic storytelling, Eid Al-Fitr, and Eid Al-Adha celebrations and a Ramadan program including a school community.

To continue to foster and nurture an Islamic environment, Arkana College will:

- Ensure students will be able to read the Holy Quran by the end of Yr. 4 and to have memorised Juz Ama (part 30) by the end of Yr. 6
- Divide Arabic classes into two streams from K-6 to cater for different ability levels.
- Widen the links with the Islamic community locally, nationally, and globally.
- Students reflect the Islamic values espoused by the school and is in the spirit of the Tarbiyah pledge taken by all students.
- Integration of Islamic principles to consolidate and support mainstream content in teaching/learning programs including the arts, physical education and sport, extracurricular activities, and support services and programs.
- Follow the example and character of the Prophet PBUH to enable students to be the best versions of themselves, show forgiveness and compassion to others, be God conscious.
- Engage in programs and initiatives for students from K-6 that embody and reflect college and faith values and our service to humanity locally, regionally, and as responsible global citizens.

### **2- ACADEMIC STANDARDS/APPLICATION**

Arkana College will nurture and educate each student in its care and provide the opportunity for each student to excel academically, socially, and emotionally. Arkana College is working towards this objective through its robust Initia-Lit, Spelling Mastery and Seven Steps to Writing Success Literacy programs, and various other Numeracy, Physical Education, Arabic and Islamic programs.

In addition to these programs, Arkana College will also:

- Continue to develop Digital Literacy Program based on the new Science & Technology Syllabus, and K-6 curriculum and ensure the continual upgrade of computer hardware in the school.
- Develop the enrichment program to support Yr. 6 students' capabilities when sitting for selective and independent school entry tests.
- Broaden the enrichment program to cater for more students.
- Track and report on growth data including pre/post testing to show progress and growth.
- Curriculum programming and implementation for the New NESA Syllabuses:
  - Implementation of New K - 6 English Syllabus.
  - Implementation of New K - 6 Mathematics Syllabus.
  - Familiarisation and curriculum programming of the New NESA K-6 HSIE and Science and Technology Syllabuses
  - Including relevant internal and external Professional Development.

### **3- BEST-IN-CLASS EDUCATORS**

Arkana College will develop best-in-class educators that instruct its students in a way that is dynamic, engaging, and innovative. The staff at Arkana College continue to play a leading role in meeting the needs of students. Staff will engage in ongoing professional development that will keep them up to date with new curriculum, pedagogy on how students learn, innovative practices and emerging technology.

To continue developing best-in-class educators, Arkana College will:

- Provide ongoing professional development for all teachers in all KLA's as well as ongoing mentoring from more experienced teachers to less experienced and New Scheme Teachers.
- Check biannually alignment of curriculum programs: scope and sequences, units of work, assessment tasks and reporting.
- Improve the general health and wellbeing of staff by ensuring systems, protocols and procedures are considerate of staff and their private lives.
- Encourage collegial experiences through lesson observations, staff bonding and team building days and activities.
- Differentiate learning as a whole school focus on meeting the needs of all students.

### **4- COMMUNITY ENGAGEMENT**

Arkana College will continue to build, form, and drive strong relationships with the local and wider Australian community. This collaborative approach includes students, parents, the Islamic community, local charities, community organisations and other schools. Strong community relationships have enhanced the school's reputation, improved the school's ability to raise funds, and fostered a positive and open culture.

To continue to strengthen community bonds, Arkana College will strive to achieve the following goals where it complements the school's values as well as teaching and learning programs and does not on delivering a high standard of education or on the welfare of students and staff.

- Grow engagement with parents and students through charitable projects, volunteering, service

- learning and social events including guest speakers.
- Encourage student voice, agency and participation in all community events and initiatives.
- Participate in regular inter school activities and competitions in sport, the arts, debating/public speaking.
- Deliver a community service program focusing on the environment, aged care, young people living with a disability and the homeless
- Conduct annual surveys to get feedback from students, staff, and parents.

## 5- WELL BEING

The wellbeing program at Arkana College is a partnership program between parents, teachers, and students. It seeks to provide students with effective strategies and support to be resilient and to cope with challenges in and away from the school environment. Our wellbeing programs develop skills to identify, manage and promote mental health and wellbeing. Arkana College students are encouraged to be proactive and strive for individual progress and community wellbeing.

We seek to achieve this by:

- A whole school proactive approach to wellbeing including bullying and resilience building events throughout the year.
- Pastoral care to include both spiritual counsel and counselling services Wellbeing days and workshops to make wellbeing engaging, interactive and visible

Two level approaches to well-being:

### **Student:**

- Universal evidence-based programs for anti-bullying
- Access to school counsellor
- Islamic Character Ambassador Program

### **Staff:**

- End of year anonymous survey.

## 6- FUTURE GROWTH

Arkana College prides itself as a reputable, harmonious, and highly capable primary school catering for students from Kindergarten to Year 6 with a Pre Kindy. Today, the school currently serves the needs of approximately 231 students. However, the surrounding community continues to grow, placing additional demand on Arkana College for more capacity that it cannot currently meet as well as demand for a high school campus.

The school will need to expand its size to take on any additional students. As such, the Board will strive to meet the needs of the community by expanding the size of the school by raising funds, acquiring nearby land, and constructing additional classrooms and facilities.

The Board, however, will only consider goals to expand in size, increase enrolments or start a high

school after detailed feasibility studies and business plans demonstrate that these projects are financially viable and that the brand integrity of Arkana College and its core values are not affected or lost in the process to grow.

These goals include:

- A strong and cohesive board with responsible financial management of the school by guaranteeing the school's protocols around the management of funds is adhered to and regular cash flow / budgets are generated and updated whenever necessary. This includes raising funds for projects to meet additional costs and services.
- Prepare and apply for BGA grant.
- Submit a DA to increase numbers at existing site with council.
- Refurbish the current site with resurfacing main play area with Astro turf and move existing play equipment to the rear of 340 Stoney Creek Road
- Look for/secure commercial property in 2025/2026 to be ready for students to move in by 2027.
- Transition the current campus to move to a 2-stream model by 2026-2028.

## **THEME 2 – CONTEXTUAL INFORMATION AND CHARACTERICS OF THE STUDENT BODY ARKANA COLLEGE**

Arkana College is a single stream K-6 Independent School, that has expanded into a two-stream school with a second stream Kindergarten and Yr. 1 in 2025. Arkana College has an Islamic ethos and is located in the southern suburbs of Sydney. Originally established as a non-denominational day school in 1960, it was purchased by the Muslim community in 1986 and grew with the purchase of two adjoining properties.

The school has an open entry policy. Although the school has an Islamic ethos, it welcomes students and staff of all backgrounds. The majority of our children come from families who speak a language other than English, although most children are Australian born.

The Vision of Arkana College is to empower students to become knowledgeable, confident, and value- driven Australian Muslim leaders in the global community. Our key values include Adab (manners), empowerment, confidence, integrity, generosity and responsibility.

The school has achieved academic excellence with pleasing results in Literacy and Numeracy. It enjoys a fine reputation in debating and sport as well as a proud history of social service and fundraising for a diverse range of charitable organisations.

The school is dedicated to the concepts of equity and excellence in education. The school is committed to developing the academic, sporting and social potential of its students. Arkana College works with the community to provide a complete education in a caring and stimulating environment.

### **STUDENT INFORMATION/ENROLMENT PROFILE**

The school has 231 students, Kindergarten – Year 6. As an Independent School, the students come from a diverse range of backgrounds, including cultural and language backgrounds other than English. The diverse range of experiences afforded by this policy leads the children to a better understanding and a greater tolerance of others. A survey of the school population revealed that a large range of different nationalities were represented in the school community.

2025 student numbers are as reported at end of the school year. This represented a small decrease when compared to enrolment figures for 2024.

# 2025

## School facts

School sector	Non-government
School type	Primary
Year range	K-6
Location	Major Cities

## School staff

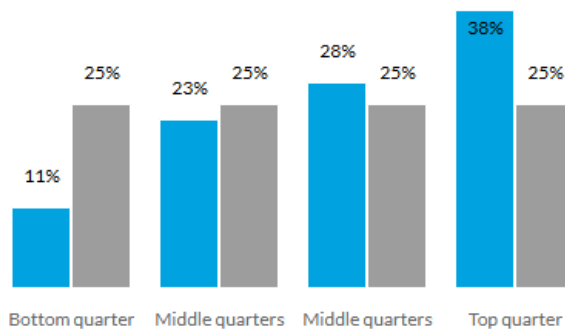
Teaching staff	20
Full-time equivalent teaching staff	15.6
Non-teaching staff	5
Full-time equivalent non-teaching staff	4.4

## Student background

### Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value	1092
Average ICSEA value	1000
School ICSEA percentile	82

### Distribution of Socio-Educational Advantage (SEA)



■ School distribution ■ Australian distribution

Percentages are rounded and may not add to 100

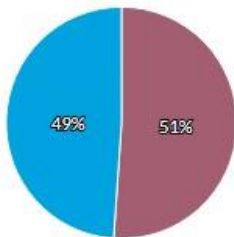
## Students 2025

Total enrolments	231 (K-6)
Girls	118
Boys	113
Full-time equivalent enrolments	231
Indigenous students	0%
Language background other than English	66%

### Students

Total enrolments: 231

Boys 113  
Girls 118



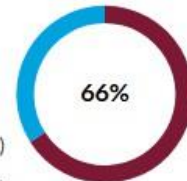
Full-time equivalent enrolments: 231.0

Indigenous students



Language background other than English

Yes (66%)  
No (34%)  
Not stated (0%)



Please visit the My School website for further contextual information <http://www.myschool.edu.au/>

## THEME 3: STUDENT OUTCOMES IN STANDARDISED NATIONAL LITERACY AND NUMERACY TESTING

### ACADEMIC

Parents are aware of the My School website. My School enables you to search the profiles of Australian schools. My School is an Australian Curriculum, Assessment and Reporting Authority (ACARA) information service. ACARA is an independent authority with functions including the publishing of nationally comparable data on all Australian schools.

The My School website allows and encourages comparisons with schools that are statistically similar in terms of a range of factors known to affect test performance. Parents may access the College's profile by going to <http://www.myschool.edu.au/> Simply type in 'Arkana College' under school search for a comprehensive report.

## THEME 4: SENIOR SECONDARY OUTCOMES (N/A)

## THEME 5: TEACHER PROFESSIONAL LEARNING, ACCREDITATION AND TEACHER QUALIFICATIONS

All teaching staff of mainstream classes are responsible for the delivery of the NSW Curriculum determined by NESA in accordance with the Education Act 1990. The Principal and Head Teachers meet to monitor all teaching programs, student work samples and academic results to ensure compliance with NSW syllabus outcomes. The Principal ensures that teaching standards are in accordance to those mandated by NESA. Below are the details of the qualifications of the teaching staff (as defined by the Teacher Accreditation Act 2004) that are responsible for delivering the curriculum.

Category	Description	Number of Staff
i.	<i>Teachers who have teaching qualifications from a higher institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines</i>	18
ii.	<i>Teachers who have a bachelor's degree from a higher education institution within Australia or one recognised within the AEI-NOOSR guidelines</i>	2

### TEACHER ACCREDITATION

Level of Accreditation	
Conditional	2
Provisional	1
Proficient Teacher (NESA Accredited)	7
Experienced Teacher (AISNSW ISTAA Accredited)	8
Highly Accomplished or Lead Teacher (Voluntary Accreditation)	0

## PROFESSIONAL LEARNING

Staff are encouraged and supported to explore their professional knowledge through subject specific associations and by participating in local and interstate conferences. These experiences allow teachers to reflect upon their learning and teaching programs with increased motivation and knowledge. The school invests heavily in professional development for staff. A full breakdown is listed below.

Arkana College's professional learning program in 2025 includes:

- Professional development Courses provided by external agencies.
- Professional development imparted by the principal and other senior staff.

Below is a summary of professional learning undertaken by teachers (as defined by the Teacher Accreditation Act 2004) during the 2025 academic year.

Course	Number of Staff Attended	Provider
Child Protection	22	Principal In House
HLTAID011 Provide First Aid	22	Premium Health
HLTAID010 Provide Basic Emergency Life Support	22	Premium Health
The NSW Anaphylaxis Education Program	23	Sydney Children's Hospital Network
Assessment in English 3-6	1	AISNSW
Diversity & Inclusion Webinar Series-Implementing Curriculum Adjustments	1	AISNSW
Understanding Neurodiversity	1	AISNSW
From Risk to Opportunity-Governance	3	AISNSW
Planning & Programming with the new HSIE K-6 Syllabus	2	AISNSW
IPSHA Conference	1	IPSHA
Progressive Achievement Tests (PAT) PD	3	AIA In-house
Executive Team Leadership Coaching Day	4	Real Business Matters
Heroes PD	2	AWQAF
Threads of Learning – Primary Thread	1	AISNSW
CITE Conference	1	University of South Australia/CITE
AISNSW Legal Symposium: Psychosocial Health-The Legal Requirement and How to enhance your Workplace Culture	1	AISNSW
GAIS 4 <sup>TH</sup> Annual Conference	1	Global Association of Islamic Schools

## **THEME 6: WORKFORCE COMPOSITION**

The school employed 25 teaching and non-teaching staff in 2025, of these, 20 were female and 5 were male. There are no indigenous teachers at Arkana College. 23 staff members were of the Islamic faith, and 2 staff members were non-Muslim. All staff are fluent in English and others speak various other languages.

## **THEME 7: STUDENT ATTENDANCE AND MANAGEMENT OF NON-ATTENDANCE**

### **Student Attendance Rates**

Ninety-three per cent of students attended school on average each school day in 2025. This was slightly higher than the daily attendance in 2024 (92%).

### **Management of non-attendance**

Arkana College implements the Student Attendance Policy and Procedures for the management of student non-attendance.

- 1- The school will monitor the daily attendance and absence of students in the school by maintaining a daily register for each class of students.
- 2- Student absences from classes or from the school will be identified and recorded in a consistent manner by the staff member responsible.
- 3- All absences must be explained. An absentee email or inputting details into Compass must be provided.
- 4- Unexplained absences from classes or school will be followed up in an appropriate manner with the student and/or their parent or guardian.
- 5- The school will notify parents and/or guardians in an appropriate manner where a student has a poor record of school or class attendance.

Student Retention Rates and Post School Destinations (N/A)

## **THEME 8: ENROLMENT POLICIES**

### **Enrolment Policies and Profiles**

Arkana College is a comprehensive Islamic co-educational Kindergarten – Year 6 School providing an education underpinned by religious Islamic values and operating within the policies of NESAs. All applications will be processed in order of receipt and consideration will be given to the applicant's Support for the ethos of the school, an interview process, an assessment and other criteria determined by the school. Once enrolled, students are expected to act consistently with the school's ethos and comply with the school's rules to maintain the enrolment. Parents must also be supportive of the school's policies, procedures, and ethos.

## **Procedures**

- 1- All applications should be processed within the school's enrolment policy.
- 2- Consider each applicant's interview responses regarding their ability and willingness to support the school's policies, procedures and ethos.
- 3- Consider each child's assessment of results and educational needs. To do this, the school will need to gather information and consult with the parents/family and other relevant persons/ bodies.
- 4- Identify any strategies which need to be put into place to accommodate the applicant before a decision regarding enrolment is made.
- 5- Inform the applicant of the outcome.
- 6- Enrolment information will be sent out. Students enrolling must turn 5 before the 30th of June the year they are due to start school.
- 7- Enrolment will comply with the Disability Discrimination Act.

Subject to availability, offers of a place will be made. Continuing enrolment is subject to the student's adherence to school rules and payment of all school fees.

## **Student population**

The school in 2025 had 231 students (K-6). There are slightly more boys (118) than girls (113) throughout the school. The students come from a wide range of backgrounds, and the vast majority or 66% come from a language background other than English. The College complies with the Disability Discrimination Act.

## **Waiting List for Enrolment**

The student's name will be placed on the waiting list for the year of entry desired. Students placed on the waiting list will be transferred to the accepted list in the event of a vacancy.

## **Contractual Obligation**

Within five (5) days of the child being offered a place at the College, a non-refundable fee as determined by the College will be payable by the parent/guardian to the College.

## **Exclusion from the College**

- 1- If the Principal, or any person deputing for the Principal, considers that a student is guilty of a serious breach of the rules or has otherwise engaged in conduct which is prejudicial to the school or its students or staff, the Principal may exclude the student permanently or temporarily at their absolute discretion.
- 2- If the School Board or the Principal believes that a mutually beneficial relationship of trust and cooperation between a parent and school has broken down to the extent that it adversely

- 3- impacts on that relationship, then the school, the School Board or the Principal may require the parent to remove the child from the school.
- 4- The school will only exercise its powers under this clause to exclude a pupil permanently if it has provided the pupil and the parents or guardians of the pupil with details of the conduct which may result in a decision to exclude the pupil and provided them with a reasonable opportunity to respond.

No remission of fees will apply in relation to any of the above cases.

### **Fees**

The scale of fees and other charges may vary from time to time by notice to the parent or guardian from the Principal.

### **Medical treatment**

If a student needs urgent hospital or medical treatment of any nature and the school is unable to contact the parent or guardian after making reasonable efforts, you authorise the school to give authority for such treatment. You indemnify the school, its employees and agents in respect of all costs and expenses arising directly or indirectly out of such treatment.

### **Personal Belongings**

Students are responsible for their personal belongings, and the College will not be liable for any loss of these belongings.

### **Uniform and Appearance**

1. All students enrolled at Arkana College must arrive and leave the school premises in full school uniform. This includes black school shoes for the boys and girls. The girls also require a plain green or lemon coloured scarf for Halaqa and Prayer.
2. Sports uniforms are to be worn on scheduled sports days only.
3. The children must have appropriate haircuts as outlined in the school's uniform policy and deemed appropriate by the principal of the school.

### **Publishing of Student's Work and / or Photographs**

From time to time, a student's (your child's) work, comments and / or photograph may be published electronically or in print. This may be used in promotional material, newsletters and the annual magazine created by the College, or used for similar purposes with the consent of the College. Parents should notify the College in writing if they do NOT want their child's work comments and/ or photograph to be used for such purposes. Please note consent will be ongoing for the duration of your child's enrolment at the College. Parents should refer to the Media and Social Media policy.

### **Amendment of Terms and Conditions**

The school may alter these conditions of entry at any time by notifying parents/guardians in writing. Alterations will apply from the date of notice.

## **THEME 9: SCHOOL POLICIES**

Arkana College has policies which address all the NESAs requirements. All new and current staff are required to sign that they have read the Child Protection policy as part of their induction or for annual review, and selected other existing policies are reviewed annually as part of the school's continuous improvement process. The full text or summary of the school's policies and procedures is available on the school's intranet portal and many policies and the school's website where required. Parents may obtain policies by asking for copies from the school office. Policies and procedures are reviewed, updated and added as required to the School's Shared Drives.

Detailed information on all policies is available upon request from the school's front office.

- ❖ Policies: Summary of the following policies:
- ❖ Child Protection
- ❖ Behaviour and Anti Bullying
- ❖ Wellbeing

### **1- Child Protection**

The safety, protection and well-being of all students is of fundamental importance to the school. Child Protection policies within our school ensure we have built a child safe community, and it is the responsibility of all stakeholders (school staff, parents, students) to take action to prevent harm to students. Parents' engagement with children, both in the home setting and through school-based

programs, is seen as crucial to the success of prevention programs, as parents are often the first and major source of information for children.

### **2- Complaint and Grievances Resolution**

Arkana College values its students, staff, parents and the wider community. It believes that a process for the acceptance, monitoring and resolution of conflict, complaints and grievances is in the best interests of maintaining a harmonious, supportive and productive school community. The school's grievance policy is aimed at providing a mechanism for resolving grievances in a quick, simple, well-defined manner in a supportive and co-operative environment with the utmost confidentiality and sensitivity. Parents that wish to raise a concern are encouraged to raise it directly with the classroom teacher, before attempting to raise it with the Principal. If the Principal is the subject of the grievance, contact can be made with the Chairman of the School Board.

### **3- Behaviour Management and Anti Bullying Policy**

At Arkana College we endeavour to create an inclusive, safe and secure environment, free of

disruption, harassment, discrimination and negative behaviours. We will maintain a high standard of discipline across all grades in all learning experiences both on and off site.

Our discipline and behaviour management policy is aligned with our Islamic faith and the prophetic example and teachings of the Prophet Muhammad PBUH. The policy is designed to provide opportunities for students to take responsibility for their actions. We believe communication and collaboration between staff and parents/carers is an integral part of the school discipline process. Our primary goal is to develop socially responsible young people who make traditions positive and informed decisions reflecting understanding of their social impact on the College.

Muhasabah and Muraqaba (self-assessment, evaluation, and self-accountability), are at the core of our whole school practice. Everyone should reflect upon their words, actions, and thoughts, and understand that these have a significant impact on the quality of their relationships and interactions

Within our learning environment. Disciplinary action is guided by equity, compassion, and mutual respect. Arkana College provides a range of rewards to encourage desirable behaviour that support learning and being a proactive member of society

Bullying and/or harassment is not tolerated within the school, and measures are taken to prevent incidences from occurring. The policy includes processes based on procedural fairness for responding to and managing allegations of bullying. In 2025. The school's discipline and anti-bullying policies and procedures continue to incorporate Islamic principles, in line with our school's improvement targets set for the year.

#### **4- Wellbeing Policy**

Arkana College seeks to provide a safe and supportive environment to support the mental, physical and emotional wellbeing of students through programs that: meet the personal, social and learning needs of all students K-6.

- a) develop students' sense of self-worth and foster personal development.
- b) provide early intervention programs for students at risk using a permanent teaching member of staff as a support teacher to assist in collaboration with the staff, a PreLit, Initial Lit, MiniLit, MacqLit and MultiLit qualified aide and a teacher targeting extension programs.
- c) develop students' sense of self-worth and foster personal development.
- d) A chaplain is employed to provide individual and group sessions to support students with their welfare and wellbeing concerns. one day per week (0.2 basis), providing chaplaincy for a select number of students K-6.
- e) The school has outsourced a counselling service for one day a week to assist students manage their wellbeing.
- f) Wellbeing workshops for students on personal development, cyber safety and transition to high school. We also had an external provider deliver a wellbeing workshop to staff with emphasis on self-care and teamwork.

Hard copies are available on request at the College Administration Office

## THEME 10: SCHOOL DETERMINED IMPROVEMENT TARGETS

### 2025 Priority Areas for Improvement

Area	Priorities
Teaching and Learning	<ul style="list-style-type: none"> <li>• Implementation of new NESAs Yr. 3-6 syllabus (English and Mathematics).</li> <li>• Programming and planning for the new NESAs Science and HSIE syllabuses</li> <li>• Review of support program to align with NCCD requirements including individual Learning Plan's, evidence-based record keeping and reporting of progress to parents.</li> <li>• External presenters and incursions focusing on self-confidence, resilience, and anti-bullying workshops to improve student welfare / wellbeing.</li> <li>• Continued review of phonics and literacy programs in K-6 including delivery of the Initial Lit phonics program in K-2.</li> </ul>
Student Achievement	<ul style="list-style-type: none"> <li>• Increase data analysis to track student progress in meeting learning outcomes.</li> <li>• Update Semester Reports with a newly defined 5-point grading scale to be parent friendly.</li> <li>• Widen student participation to Yr. 4 and Yr. 5 in civics and volunteering initiatives.</li> <li>• Expand robotics program to K-4 including K-4 participation in national robotics program and Yr. 5 and Yr. 6 participation in robotics world finals in Japan.</li> <li>• Expansion of debating program including increase in students debating at interschool (IPSHA) events.</li> </ul>
Facilities and Resources	<ul style="list-style-type: none"> <li>• Demolition and clearing of adjacent property to increase play and recreational space with futsal field and seating area.</li> <li>• Purchase of an adjacent property to provide additional staff facilities and delivery of a STEM room</li> <li>• Purchase of 32 new laptops to replace older desktops with trolley to increase accessibility and free space in former computer room.</li> <li>• Plan for refurbishment of computer room to be a new Yr. 1 classroom</li> <li>• Prepare to two stream school with commencement of new Kindergarten and Yr. 1 classes and employment of new teachers</li> </ul>
Extra-Curricular	<ul style="list-style-type: none"> <li>• Engage the school community in voluntary work to feed the homeless, engage with young people living with a disability and environmental programs.</li> <li>• Expand sport program with greater participation in interschool sport teams and continued coaching and skill development with partner organisations including St. George Illawarra Dragons (rugby league), GWS (AFL) and Usman Khawaja Foundation (cricket).</li> <li>• Expansion of faith initiatives and programs including greater participation in Quran competition.</li> </ul>

## **THEME 11: INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY**

The school wants all students to recognise that they are valued and are an integral part of the school community, with parents and staff providing the care and support that engender self-esteem, mutual respect and responsibility.

This includes promoting respect and responsibility within the school and in the wider community. In 2025 these initiatives included

- Interschool program with Lakemba Public School
- Kindergarten orientation program
- SRC leadership program and initiatives
- Harmony Day
- International Women's Day assembly
- Grocery Drive for local needy families with Lighthouse Foundation
- Preparing hot food for women and children in shelters
- Botany Bay environmental initiative
- Student mentoring program
- Funding two water wells in the developing world
- Cancer Council – Big Morning Tea Fundraiser
- Orphan sponsorship program, sponsoring 5 orphans globally
- ANZAC and Remembrance Day ceremonies
- IPSHA Social Justice Expo
- Best You Can Be (positive and respectful relationships) – St George Illawarra Dragons
- Healthy Harold

These initiatives ensure that students at Arkana College experience a values-based program that address the core values we as Australians would be proud to reflect. Combined with the initiatives listed above, we prepare our students to become responsible and respectful global members of our society.

## **THEME 12: PARENT, STUDENT AND TEACHER SATISFACTION**

The school encourages constructive criticism from staff, students, and parents from formal and informal sources, including surveys, suggestion boxes, parent council forums, involvement in school activities, school functions, strategic planning or our open-door policy.

The feedback is generally constructive, and the data gathered is considered further and recommendations deliberated on for implementation. Throughout the year, the school prides itself on its open-door policy and open communication amongst students, staff, and parents.

### **Parent Satisfaction**

The school is very proud of its 'open door policy' with parent involvement welcomed and encouraged in all facets of schooling. Parents are encouraged to attend school functions and to communicate with teachers and the Principal, through school email, phone call and/or interview or the Class Dojo digital platform. The Principal also meets with the Parent Council, and this is an important vehicle by which to gauge the level of parent satisfaction. The level of parent involvement in the Parent Council is high and regular discussions throughout the year indicated that parent satisfaction is generally positive. The Parent Council also has a suggestion box in the office for anyone wanting to make an anonymous suggestion.

### **Student Satisfaction**

The School Principal has an 'open door policy' with its students. Students are free to approach the office whenever they feel the need to. The school also has an active Students' Representative Council (SRC), which organises various events. Discussions throughout the year indicated that student involvement and satisfaction are also positive. The students are proud of their achievements and are very proud members of the school and the wider Australian community.

### **Staff Satisfaction**

Formal and informal feedback from teachers, discussions with coordinators and discussions with Board Members indicates staff were generally satisfied in all areas of our school, particularly in terms of relationships, staff morale/culture, school operations, well-being, and work value/recognition. Staff usually meet once a week in formal meetings where they may express their thoughts/ideas/concerns. Staff are also welcome to email or see the Principal or Board Chair in person for any matters that are causing them concern. Finally, the Board Chairman has introduced 'Exit Interviews' for any staff member that does resign to gauge their level of satisfaction or dissatisfaction before leaving the school.

## PARENT SURVEY SUMMARY OF KEY AREAS

	Islamic Schools Benchmark (Primary year levels)	2024 Arkana College Mean (N=93)	2024 Arkana College Mean (N=84)	% Difference between 2024 and 2025 Arkana College
Guidance and Support	82%	86%	83%	-3%
Learning Opportunities	73%	87%	84%	-3%
Personal Development	73%	75%	73%	-2%
Teacher Quality	78%	83%	81%	-2%
School Curriculum	72%	71%	66%	-5%
School Environment	78%	80%	79%	-1%
School Communication	75%	77%	75%	-2%
Technology and Resources	76%	78%	75%	-3%
Leadership and Management	72%	73%	70%	-3%
<b>AVERAGE OF KEY AREAS</b>	<b>76%</b>	<b>79%</b>	<b>76%</b>	<b>-3%</b>

## STUDENT SURVEY OF KEY AREAS

### Satisfaction

	Islamic Schools Benchmark (Primary year levels)	2024 Arkana College Mean (N=78)	2025 Arkana College Mean (N=84)	% Difference between 2024 and 2025 Arkana College
Guidance and Support	68%	71%	65%	-6%
Learning Opportunities	73%	74%	71%	-3%
Teacher Quality	69%	68%	66%	-2%
School Curriculum	68%	67%	65%	-2%
School Environment	64%	61%	61%	0%
Student Behavioural Values	69%	71%	68%	-3%
Technology and Resources	69%	69%	69%	0%
Student Relationships	64%	62%	63%	+1%
Religion	80%	83%	79%	-4%
<b>Average of Satisfaction Key Areas</b>	<b>69%</b>	<b>70%</b>	<b>67%</b>	<b>-3%</b>

### Well-being

	Islamic Schools Benchmark (Primary year levels)	2024 Arkana College Mean (N=78)	2025 Arkana College Mean (N=84)	% Difference between 2024 and 2025 Arkana College
Self	77%	80%	79%	-1%
Optimism	74%	77%	74%	-3%
Motivation	78%	83%	80%	-3%
<b>Average of Well-being Key Areas</b>	<b>76%</b>	<b>80%</b>	<b>78%</b>	<b>-2%</b>

## STAFF SURVEY OF KEY AREAS

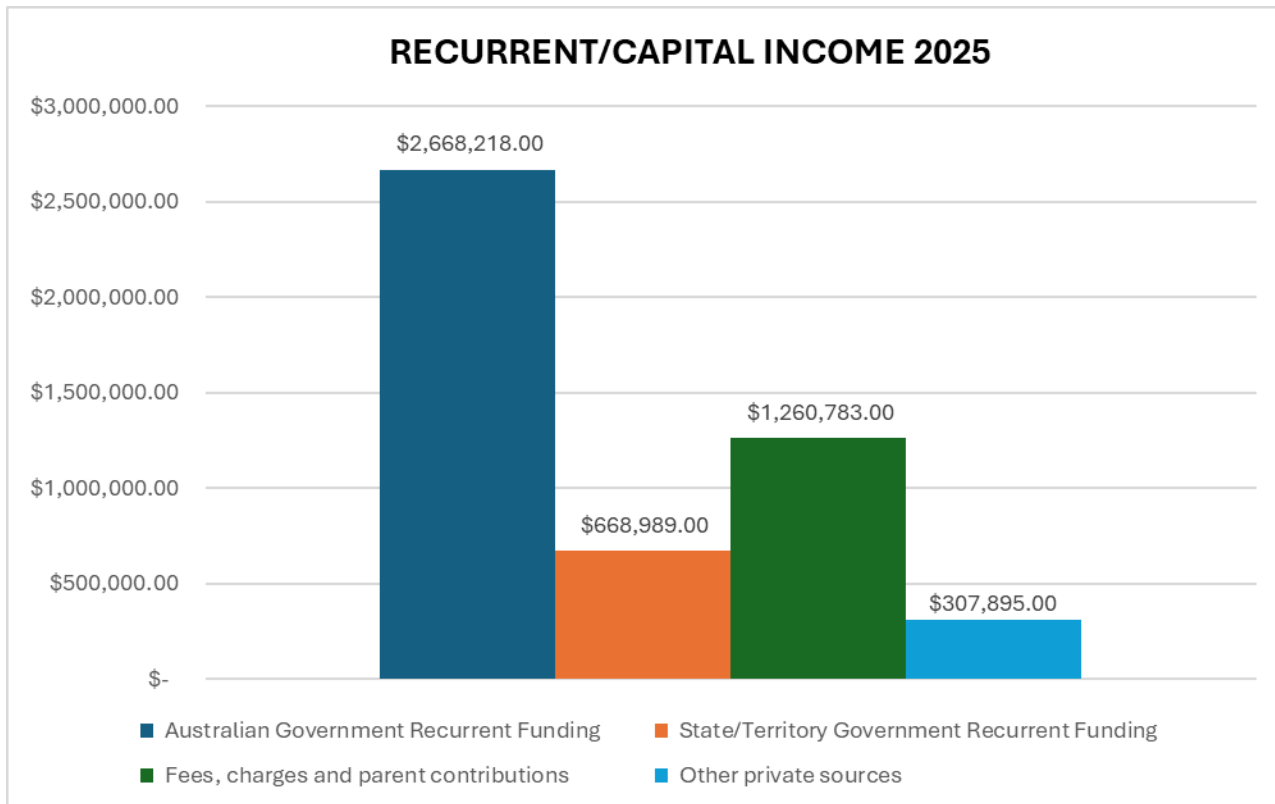
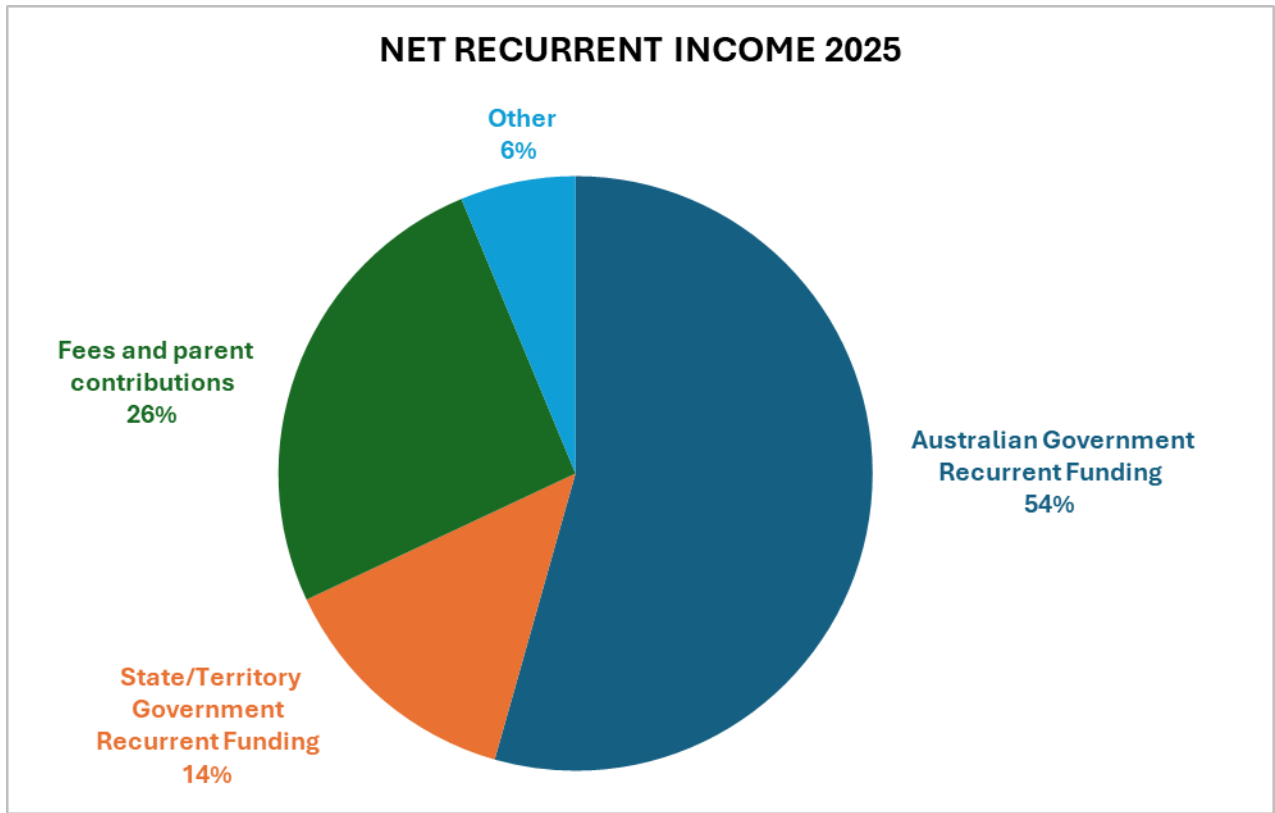
### Satisfaction Key Areas

	Islamic Schools Benchmark (Primary year levels)	2024 Arkana College Mean (N=31)	2025 Arkana College Mean (N=19)	% Difference between Arkana College 2024 and 2025 results
Guidance and Support	67%	68%	78%	+10%
Goal Congruence	76%	78%	80%	+2%
Professional Development	69%	71%	72%	+1%
School Morale	79%	76%	77%	+1%
School Curriculum	61%	63%	63%	0%
School Environment	69%	71%	77%	+6%
School Communication	61%	59%	72%	+13%
Technology and Resources	67%	69%	70%	+1%
Leadership and Management	67%	66%	72%	+6%
<b>AVERAGE OF SATISFACTION KEY AREAS</b>	<b>68%</b>	<b>69%</b>	<b>74%</b>	<b>+5%</b>

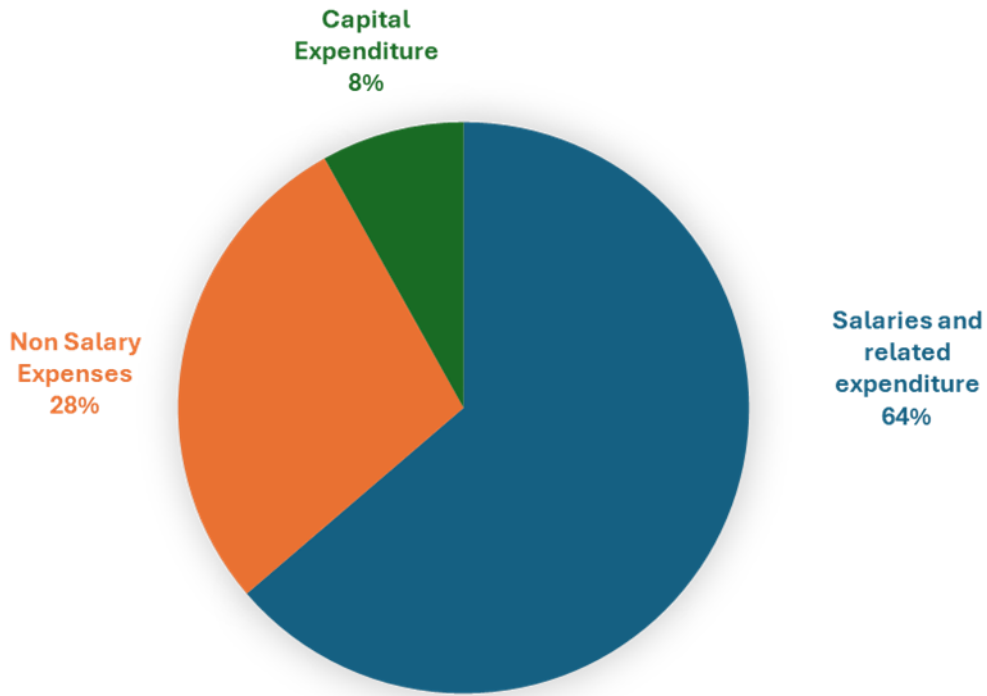
### Well-being Key Areas

	Islamic Schools Benchmark (Primary year levels)	2024 Arkana College Mean (N=31)	2025 Arkana College Mean (N=19)	% Difference between Arkana College 2024 and 2025 results
Culture	69%	68%	76%	+8%
Social Support	70%	71%	74%	+3%
Welfare	75%	76%	75%	-1%
Empathy	77%	80%	80%	0%
Attitudes	84%	87%	84%	-3%
Inclusiveness	71%	73%	74%	+1%
Staff Relationships	76%	77%	78%	+1%
Role Clarity	76%	77%	75%	+2%
<b>AVERAGE OF WELL-BEING KEY AREAS</b>	<b>75%</b>	<b>76%</b>	<b>77%</b>	<b>+1%</b>

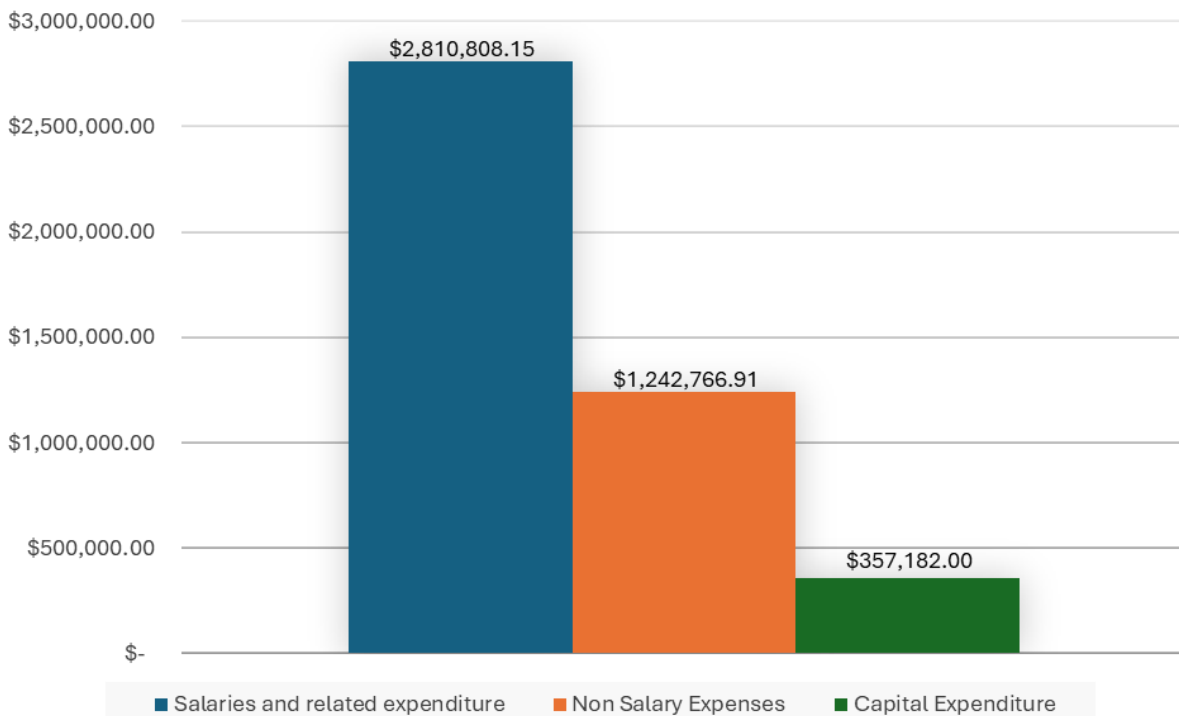
## THEME 13: SUMMARY FINANCIAL INFORMATION



## RECURRENT/CAPITAL EXPENDITURE 2025



## EXPENDITURE 2025



## **Theme 14: Publication Requirements**

Arkana College has completed its publication requirements by providing:

- A copy of the 2025 Annual Report to NESA on RANGS online
- A copy of the 2025 Annual Report on its school website.

If requested, data will be provided to the Minister, for the Minister to report to Parliament on the effectiveness of schooling in the State.

The 2025 annual report is available on request to any person/persons who cannot access the document online.

### **Annual report prepared by**

**Mr. Osman Karolia**

**Principal**