



# Carmel College

Thornlands (S)

## 2025 Annual Report

### Contact Details:

<b>School</b>	Thornlands (S) - Carmel College
<b>Contact Person</b>	Stephen Adair - Principal
<b>Postal Address</b>	20 Ziegenfusz Road, THORNLANDS, QLD, 4164
<b>Phone</b>	(07) 3488 7777
<b>Email</b>	sthornlands@bne.catholic.edu.au
<b>Website</b>	<a href="http://www.carmelcollege.qld.edu.au">http://www.carmelcollege.qld.edu.au</a>

### School Context

Co-educational or single sex	Co-educational
State, Independent, or Catholic	Catholic (Catholic Education Archdiocese of Brisbane)
Year levels offered in 2025	Yr7 to Yr12
Webpages	Additional information about Brisbane Catholic Education Schools is located on the: <ul style="list-style-type: none"><li>• <a href="#">MySchool website</a></li><li>• <a href="#">Brisbane Catholic Education website</a></li></ul>

## Characteristics of the student body

### Student enrolments

Table 1: Student enrolments<sup>1</sup> by year and year level:

	2025	2024	2023
Year 7	210	230	209
Year 8	237	206	208
Year 9	207	207	208
Year 10	206	198	182
Year 11	189	177	182
Year 12	172	179	176
Total	1221	1197	1165

1. Enrolment counts as at Commonwealth Census

### Diversity and Inclusion

Brisbane Catholic Education (BCE) and Carmel College welcome students who have a diverse range of personal characteristics and experiences. These characteristics and experiences may be attributable to physical, religious, cultural, personal health or wellbeing, intellectual, psychological, socio-economic or life experiences.

We provide a range of personnel and resources to support access to, and participation in, learning for all students, which may include but is not limited to, specialised/extension programs and extracurricular activities.

## Social Climate

### Student Wellbeing

Carmel College plays a vital role in promoting the wellbeing of all students. Together with students, families, the community and other training providers, we build positive learning environments to address student wellbeing. Through elements such as leadership, inclusion, student voice, partnerships and support, Carmel College provides the foundation for enhanced student wellbeing and learning outcomes.

### Family and Community Engagement

Families and the wider community are invited into our Catholic school community as interested parties of the students to plan and partner with, for the benefit of all Carmel College students.

BCE and Carmel College are committed to good governance, family and community partnerships, and formal group arrangements, enabling us to work with families, staff, community and faith groups for the benefit of all.

### Parent, Student and Staff Satisfaction

The tables below show selected items from the recent Tell Them From Me (parent/caregiver, student, and staff satisfaction) survey for Carmel College.

Table 2: Parent survey – Percentage of parents/carers who agree<sup>2</sup> that:

Parent Questions	2025	2024	2023
I feel welcome when I visit the school.	79.2%	82.2%	80.6%
My child feels safe at school.	73.0%	78.5%	69.2%
The vision, mission and values of my child's school are shared and understood by the school community and lived out in their daily actions.		72.7%	61.8%

Table 3: Student survey – Percentage of students who agree<sup>2</sup> that:

Student Questions	2025	2024	2023
I feel safe at our school.	49.7%	54.1%	55.7%
School is a place where I feel like I belong.	31.5%	32.9%	30.4%
The vision, mission and values of the school are shared and understood by the school community and lived out in our daily actions.		31.4%	34.1%

Table 4: Staff survey – Percentage of staff who agree<sup>2</sup> that:

School Staff Questions	2025	2024	2023
I feel I am well equipped and able to support the needs of students who are from diverse backgrounds.		85.2%	80.0%
School leaders have helped me establish challenging and visible learning goals for students.	65.3%	63.3%	70.0%
The vision, mission and values of the school are shared and understood by the school community and lived out in our daily actions.		59.3%	82.9%

2. 'Agree' represents the percentage of respondents who Somewhat Agree, Agree, or Strongly Agree with the statement.

## Student Outcomes

### Student attendance

Table 5: Overall student attendance at this school by year:

	2025	2024	2023
Overall attendance rate <sup>3</sup> for students at this school	81.8%	85.9%	86.1%

Table 6: Student attendance<sup>3</sup> rate by year and year level:

	2025	2024	2023
Year 7	85.7%	88.5%	90.4%
Year 8	81.8%	87.4%	86.5%
Year 9	82.6%	85.7%	85.4%
Year 10	81.1%	85.0%	84.0%
Year 11	80.8%	83.7%	86.3%
Year 12	77.7%	84.3%	83.3%

3. The student attendance rate is generated by dividing the total of full-days and part-days that students attended, and comparing this to the total of all possible days for students to attend, expressed as a percentage.

### Description of how this school manages non-attendance

Carmel College manages student attendance in line with the BCE's Student Attendance Procedure which outlines processes for managing and recording student attendance and absenteeism. We are committed to prioritising student attendance through consistent practices of roll-marking, monitoring, and proactive follow-up of student non-attendance. Carmel College communicates high expectations of attendance to employees, students, parents, and guardians, and recognises high attendance.

### NAPLAN

Our reading, writing, spelling, grammar and punctuation, and numeracy results for the Years 3, 5, 7 and 9 NAPLAN tests are available via the My School website.

How to access our NAPLAN results:

1. Click on the My School link <http://www.myschool.edu.au/school/47924/naplan/results>.
2. Enter the school name or suburb of the school you wish to search.
3. Click on 'View School Profile' of the appropriate school to access the school's profile.
4. Click on 'NAPLAN' to access the school NAPLAN information.

Notes:

- If you are unable to access the internet, please contact the school for a hard copy of the school's NAPLAN results.
- The National Assessment Program – Literacy and Numeracy (NAPLAN) is an annual assessment for students in Years 3, 5, 7, and 9.

## Year 12 Outcomes

Table 7: Year 12 Outcomes

	2025	2024	2023
Number of students awarded a Queensland Certificate of Education (QCE) or QCIA at the end of Year 12	166	178	171
Number of Year 12 students who were completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	170	178	175
Number of students awarded one or more VET qualifications (including SAT)	146	166	129
Number of students who were completing/continuing a SAT	11	22	11
Number of students awarded a VET Certificate I	106	119	12
Number of students awarded a VET Certificate II	78	99	97
Number of students awarded a VET Certificate III	77	121	108
Number of students awarded a VET Certificate IV	3	0	5
Number of students awarded a Diploma	31	2	0

Notes:

- ATARs are calculated by Queensland Tertiary Admissions Centre (QTAC). ATAR data is not held by BCE.
- The above values exclude visa students.
- Data as at May 2026.

## Post-school destinations

The results of the post-school destinations survey, Next Step – Student Destination Report for Carmel College, will be uploaded to the <https://www.bne.catholic.edu.au/schools-curriculum/school-reporting/school-annual-reports/> in September the year following graduation.

## Our staff profile

### Teacher standards and qualifications

Carmel College requires teachers to meet the Queensland College of Teachers (QCT) Teacher registration eligibility requirements Policy (p.1) which states:

To be eligible for registration, a person must satisfy the QCT they meet requirements regarding qualifications and experience or have otherwise met the requirements of the Australian Professional Standards for Teachers (APST). A person must also satisfy the QCT that they are suitable to teach and meet English language proficiency requirements. All these requirements are specified in the Act and the Education (Queensland College of Teachers) Regulation 2005 (the Regulation).

The qualifications required for teacher registration are successful completion of either-

1. a four-year initial teacher education program including teacher education studies of at least one year (e.g. a Bachelor of Education, or a double Bachelor degree in Science and Teaching) or
2. a one-year graduate initial teacher education program following a degree (e.g. a one-year Graduate Diploma of Education (Secondary) after a three-year Bachelor degree) or
3. another course of teacher education that the QCT is reasonably satisfied is the equivalent of (a) or (b). These are considered on a case-by-case basis.

For more information, please refer to the following link: <https://www.qct.edu.au/registration/qualifications>

## Workforce composition

Table 8: 2025 Staff Headcount & FTE<sup>4</sup>:

	Teaching Staff	Non-Teaching Staff	First Nations Staff
Headcount	95	60	3
FTE	90.7	42.0	2.0

4. Headcount and FTE as at Commonwealth Census

### Notes:

- Teaching staff includes school leaders.
- First Nations refers to Aboriginal and Torres Strait Islander people of Australia.
- FTE = full-time equivalent.

## Professional development

Carmel College ensures that teaching staff and school leadership are funded to engage in professional learning that builds knowledge, understanding, and skills. Professional learning includes effective pedagogical approaches to teaching the Australian Curriculum, QCAA Senior Curriculum, and/or Registered Training Organisation requirements, that enhance student learning and wellbeing, as well as programs to build leadership capability.

## School Funding

### School income broken down by funding source

School income, reported by financial year accounting cycle using standardised national methodologies and broken down by funding source is available via the My School website.

How to access our Finance results:

1. Click on the My School link <http://www.myschool.edu.au/school/47924/finances>.
2. Enter the school name or suburb of the school you wish to search.
3. Click on 'View School Profile' of the appropriate school to access the school's profile.
4. Click on 'Finances' to access the school financial information.

Note: If you are unable to access the internet, please contact the school for a hard copy of the school's financial information