

New Madinah College



Annual School Report

2025

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2025 ANNUAL REPORT

New Madinah College (the College) is a comprehensive co-educational Islamic school registered with the NSW Education Standards Authority (NESA) and managed by the Young Muslim Association Incorporated (YMAI). The College delivers the NSW Curriculum to students from Kindergarten to Year 10, providing a high-quality education within a nurturing Islamic environment that promotes academic excellence, strong character and lifelong learning.

2025 has been another significant year of growth and achievement for New Madinah College. Following the successful attainment of five-year registration with NESA, the College has continued to strengthen its educational programs, governance and community partnerships while remaining committed to continuous improvement. Student enrolments have increased to 118 students, supported by a dedicated team of qualified teaching and support staff who work collaboratively to ensure every student is provided with the opportunity to succeed academically, socially and spiritually.

This Annual School Report provides the College community with an overview of the school's achievements throughout 2025. It highlights the initiatives, programs and activities that have supported student learning and wellbeing, while also providing information regarding educational performance, workforce composition, school policies and strategic improvement initiatives. The report reflects the College's ongoing commitment to transparency, accountability and excellence in education.

Further information regarding the contents of this report may be obtained by contacting the College directly, visiting the College website at www.nmc.nsw.edu.au, or accessing the My School website at www.myschool.edu.au.



THEME 1: MESSAGES FROM KEY SCHOOL BODIES

Chairman of the Board Message

Assalamu Alaikum Wa Rahmatullahi Wa Barakatuhu (In the name of Allah, the Most Gracious, the Most Merciful)

It is with great pleasure and gratitude to Allah ﷻ that I present the 2025 Annual Report for New Madinah College. This year has been one of continued growth, achievement and opportunity as the College has strengthened its position as a leading provider of Islamic education within the Young community.

A defining milestone for the College in 2025 was the official granting of five-year registration by the NSW Education Standards Authority (NESA). This achievement reflects the dedication of our Board, leadership team and staff in ensuring the College continues to meet the highest standards of governance, compliance and educational excellence. It is an accomplishment that provides confidence in the future direction of the College and reinforces our commitment to continuous improvement.

Throughout the year, we have witnessed encouraging growth across many areas of the College. Student enrolments have continued to increase, our educational programs have expanded and we have remained committed to providing an environment where students are supported academically, spiritually and personally. These achievements would not have been possible without the strong partnership that exists between the Board, staff, parents and the wider school community.

The College was also honoured to welcome the Mayor of Hilltops Council, Cr Brian Ingram, during the year. His visit acknowledged the important contribution New Madinah College continues to make within the local community and reflected the positive relationships we have established with local organisations and community leaders. We value these partnerships and believe they play an important role in supporting our students and strengthening community connections.

The generosity of our families and supporters continued to be a defining feature of our College community. Parents and volunteers enthusiastically supported fundraising initiatives throughout the year, including raising funds for the Year 6 Graduation Dinner, Year 6 commemorative jerseys and the construction of a water well in Pakistan. These initiatives not only enriched the experiences of our students but also embodied the Islamic values of compassion, generosity and service to others.

The Board has remained focused on ensuring the long-term sustainability and continued growth of the College. During 2025, we continued to support strategic initiatives aimed at enhancing educational outcomes, strengthening governance, improving facilities and expanding opportunities for our students. As enrolments continue to grow, we remain committed to planning for the future so that New Madinah College continues to meet the needs of our students and families for many years to come.

On behalf of the Board of Directors, I extend my sincere appreciation to our Acting Principal, Ms Rajwan Barghachoun, the leadership team, teaching and support staff, parents, volunteers and students for their unwavering dedication and commitment throughout the year. Their collective efforts have contributed significantly to another successful year for the College.

As we look towards 2026, we do so with confidence and optimism. Guided by our Islamic values and united by a shared vision, we will continue to build upon our achievements, strengthen our partnerships and provide an educational environment where every student is inspired to reach their full potential.

May Allah ﷻ continue to bless New Madinah College, its students, families, staff and the wider community, and grant us continued success in the years ahead.

Mohammed Barghachoun
Chairman of the Board
New Madinah College

Principal's Message

Assalamu Alaikum Wa Rahmatullahi Wa Barakatuhu (In the name of Allah, the Most Gracious, the Most Merciful)

It is with gratitude to Allah ﷻ that I reflect on another rewarding and successful year at New Madinah College. Throughout 2025, our College has continued to provide a nurturing learning environment where students are encouraged to strive for excellence academically, spiritually and personally. Every achievement throughout the year has been made possible through the dedication of our students, the professionalism of our staff and the ongoing support of our families.

One of our key priorities this year has been ensuring that every student is equipped with the knowledge, skills and confidence to succeed beyond the classroom. I am delighted that we have established a strong partnership with Young TAFE, creating an exciting pathway for our Year 10 students to transition directly into vocational education and training. This partnership strengthens our commitment to preparing students for future education, employment and lifelong success while broadening the opportunities available to our graduating students.

Throughout the year, student learning was enriched through a wide range of educational experiences. Our whole-school swimming program successfully equipped students with valuable water safety and swimming skills while promoting confidence, resilience and healthy lifestyles. Students also participated in excursions, community activities and educational experiences that complemented classroom learning and supported their personal growth.

Community engagement continued to be a cornerstone of College life during 2025. Our annual Community Ramadan Iftar dinners once again brought together families, local organisations and members of the wider community in a spirit of unity, generosity and reflection. We were also honoured to welcome the Mayor of Hilltops Council, Cr Brian Ingram, to New Madinah College during the year. His visit provided an excellent opportunity to showcase our students, celebrate the achievements of the College and further strengthen the positive relationship between the school and the wider Young community. We are grateful for the ongoing support shown by local leaders and community members.

A particular highlight this year was celebrating the success of one of our students, who was selected as a finalist in the National Cherry Festival Student Spotlight Competition. This outstanding achievement reflects not only the student's individual talent and dedication but also the supportive learning environment that encourages every child to embrace opportunities and pursue excellence.

Supporting student wellbeing remained a priority throughout 2025. We were pleased to host our "Swap It – Stress-Free Lunch Ideas" initiative, bringing together parents, students and staff to promote healthy eating habits and practical lunchbox ideas. This initiative reinforced the importance of working collaboratively with families to support the health and wellbeing of our students.

Our teaching staff have continued to demonstrate exceptional professionalism and dedication throughout the year. Through ongoing professional learning, curriculum development and collaborative planning, they have remained committed to delivering engaging, high-quality learning experiences while continually strengthening their professional knowledge and practice. I sincerely thank every member of staff for the care, commitment and passion they bring to our College each day.

This year also marked a significant milestone for New Madinah College, with the College officially being granted five-year registration by the NSW Education Standards Authority (NESA). This achievement reflects the collective commitment of our Board, leadership team and staff to maintaining the highest standards across all aspects of school life. It is an accomplishment of which our entire school community can be immensely proud and provides a strong foundation as we continue to grow and improve.

As we conclude another successful year, I extend my sincere appreciation to our Board of Directors for their leadership and vision, our dedicated staff for their unwavering commitment, our parents for their continued trust and partnership, and most importantly our students, whose enthusiasm, resilience and determination inspire us every day.

May Allah ﷻ continue to bless our College, guide us in our mission and grant continued success to every member of our school community. We look forward to building upon the achievements of 2025 and embracing the

opportunities that lie ahead in 2026, Insha'Allah.

Sheikh Abdulghani Albaf

Principal

Parent Body Message – 2025

The College Parent Committee (CPC) continues to play a vital role in fostering a strong partnership between New Madinah College, its families and the wider community. Throughout 2025, parents have remained actively involved in supporting the College through fundraising initiatives, community events and opportunities that enhance the educational experience of our students.

This year, the generosity and dedication of our parent community were evident through a number of successful fundraising initiatives. Parents worked together to raise funds for our Year 6 Graduation Dinner and the introduction of Year 6 commemorative jerseys, ensuring our graduating students could celebrate this important milestone and create lasting memories of their time at New Madinah College.

The College community also came together in the true spirit of Islamic generosity by raising funds to construct a water well in Pakistan, providing clean and sustainable access to water for those in need. This meaningful initiative reflected the values of compassion, charity and service that are central to our Islamic faith and provided our students with an opportunity to contribute to a project that will benefit others for years to come.

Throughout the year, parents continued to support a variety of school activities, including the Community Ramadan Iftar dinners, student wellbeing initiatives, excursions and other College events. Their involvement has strengthened the sense of community that makes New Madinah College such a welcoming and supportive place for students and families alike.

The Parent Committee values the open and collaborative relationship it shares with the College's leadership and staff. Through regular communication, parents have been able to share ideas, provide feedback and contribute to the ongoing growth and improvement of the College.

We extend our sincere appreciation to the Board, Principal, teachers, support staff, students and our fellow parents for their continued commitment and support throughout the year. We look forward to continuing to work together and supporting many more initiatives that will further strengthen our College community and enrich the educational journey of every student.

Warm regards,

College Parent Committee (CPC)

THEME 2: CONTEXTUAL INFORMATION ABOUT THE SCHOOL AND CHARACTERISTICS OF THE STUDENT BODY

New Madinah College

New Madinah College is a non-government, co-educational Islamic school located in Young, New South Wales, providing quality education for students from Kindergarten to Year 10. Established in 2017 and governed by the Young Muslim Association Incorporated (YMAI), the College is committed to delivering a balanced education that combines academic excellence with the teachings and values of Islam.

Since its establishment, New Madinah College has continued to experience steady growth, becoming a valued educational institution within the Young community and surrounding regions. The College provides a safe, inclusive and nurturing environment where students are encouraged to develop academically, spiritually, socially and emotionally. Guided by Islamic principles, we strive to cultivate confident, respectful and compassionate young people who are well prepared to contribute positively to Australian society and the wider global community.

The College is proud to have officially been granted five-year registration by the NSW Education Standards Authority (NESA), recognising the high standards of governance, compliance, teaching and learning that have been established across the school. This significant milestone reflects the dedication of our Board, leadership team, staff and wider school community in providing a quality education that meets the needs of every student. Throughout 2025, New Madinah College continued to strengthen its educational programs, community partnerships and student wellbeing initiatives. Opportunities such as our community Ramadan Iftar dinners,

whole-school swimming program, partnerships with local organisations and ongoing professional learning for staff have further enhanced the educational experience for our students. As the College continues to grow, our commitment remains focused on providing an education that develops successful learners, responsible citizens and practising Muslims who embody the values of respect, integrity, compassion and lifelong learning.

Mission

At New Madinah College, our mission is to provide an outstanding Islamic education that nurtures students intellectually, spiritually and morally while preparing them to succeed in an ever-changing world. Grounded in the teachings of the Holy Qur'an and the Sunnah of Prophet Muhammad ﷺ, we are committed to developing students who demonstrate strong Islamic character, academic excellence and a genuine desire to serve their communities.

We strive to create a holistic learning environment where every student is encouraged to strengthen their relationship with Allah ﷻ, pursue excellence in all areas of learning and develop the knowledge, confidence and resilience required to become lifelong learners and responsible members of society.

Through a balanced curriculum that integrates the NSW Curriculum with authentic Islamic teachings, we inspire students to think critically, act ethically and contribute positively to both the Australian community and the global Muslim Ummah. Our mission extends beyond academic achievement; we seek to nurture compassionate, respectful and confident young people who uphold Islamic values and are equipped to lead with integrity in both this life and the Hereafter.

Core Values:

Faith-Centered Education: Our foundation places the teachings of Islam at the heart of the educational journey. We aim to cultivate a deep understanding and love for Islam, instilling in our students a sense of purpose and spirituality.

Academic Excellence: We are dedicated to providing a rigorous and enriching academic curriculum that prepares students to excel in their studies and meet the challenges of the modern world.

Character Development: Emphasizing moral and ethical values, we nurture qualities such as honesty, compassion, humility, and respect, shaping students into conscientious and upright individuals.

Community Engagement: We encourage active involvement in the community, fostering a sense of social responsibility and inspiring students to be proactive contributors to societal welfare.

Impact:

Over the years, New Madinah College has had a profound impact on the lives of countless students, families, and communities. Our dedication to promoting Islamic education has resulted in the development of generations of young Muslims who are deeply grounded in their faith and equipped to face the challenges of the modern world.

Through strategic partnerships and the generous support of our stakeholders, we have been able to establish and strengthen Islamic schools that serve as centres of excellence in education and faith. Our graduates go on to pursue successful careers while remaining steadfast in their commitment to Islamic values and principles.

As we move forward, NMC remains steadfast in its mission to advance Islamic education and character development. By nurturing the next generation of Muslim leaders, we aspire to create a positive impact that extends beyond the boundaries of our schools, fostering a better and more compassionate world for all.

Characteristics of the Student Body

New Madinah College holds a vital role within the Muslim community of Young and its neighbouring areas, providing comprehensive education for students from Kindergarten through Year 10.

The school's composition consists of 79% primary students, highlighting our commitment to nurturing the foundational stages of learning. Additionally, 21% of our student body comprises secondary students, reflecting our dedication to fostering continued academic growth and development as they progress through their educational journey.

Our school community is richly diverse, with 58% of our students coming from households where English is not the primary language. The most prevalent non-English language spoken at home is Arabic, which signifies the multicultural fabric of our environment. The vibrant blend of cultures is further exemplified by the diverse backgrounds of our parents, hailing from Australia, Afghanistan, Pakistan, Indonesia, Iraq, Jordan, Lebanon, the United Kingdom, Palestine, and Syria.

It's noteworthy that we have observed numerous families relocating to Young from various corners of Australia, including Sydney, Perth, Melbourne, and Queensland. This influx of families attests to the reputation of New Madinah College as a centre of excellence in education and a welcoming community for Muslim students seeking comprehensive and nurturing learning experiences.

The majority of our students reside within the Young area, while others come from surrounding regions within a 20-kilometer radius of the College. This distribution reflects our commitment to catering to the broader community, offering accessibility to quality education regardless of geographic location.

We are proud to serve as an educational home for the Muslim community of Young and its surroundings, working tirelessly to empower our students to become compassionate, informed, and accomplished individuals who contribute positively to society.

School Facts			
School Sector	School Type	Year Range	Location
Non-Government	Combined	K-10	Inner Regional

School Staff	
Teaching staff	11
Full-time Equivalent Teaching Staff	9
Non-teaching staff	6
Full-time equivalent non-teaching staff	6

Students		
Total Enrolments	Boys	Girls
110	43	67
Indigenous Students	7%	
Language background other than English	15%	

For further contextual information about NEW MADINAH COLLEGE please visit:
<https://myschool.edu.au/>

Index of Community Socio – Educational Advantage (I C S E A)

School ICSEA value: 902

Average ICSEA value: 1000

School ICSEA Percentile: 11

Data source: Parent information

Distribution of Socio-Educational Advantage (SEA)				
	Top quarter	Middle quarters	Middle quarters	Bottom quarters
School distribution	3%	7%	26%	63%
Australian distribution	25%	25%	25%	25%

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

NAPLAN Report – 2025

Each year, students in Years 3, 5, 7 and 9 across Australia participate in the **National Assessment Program – Literacy and Numeracy (NAPLAN)**. NAPLAN assesses students' knowledge and skills in reading, writing, spelling, grammar and punctuation, and numeracy. The assessment provides valuable information to schools, parents and the wider community regarding student achievement and supports schools in identifying areas of strength and opportunities for continued improvement.

In 2025, **New Madinah College achieved a 100% participation rate in NAPLAN**, demonstrating the College's commitment to ensuring all eligible students participated in this important national assessment.

The 2025 results indicate that New Madinah College students continue to perform **competitively against students from schools with similar socio-educational backgrounds**. Across the majority of assessment domains, student achievement was at or close to the average of similar schools, reflecting the effectiveness of the College's teaching and learning programs and the ongoing commitment of staff to supporting student growth.

A particular strength was evident within the Year 7 cohort, with students achieving encouraging results across several literacy and numeracy domains. These outcomes reflect the College's continued emphasis on explicit teaching, evidence-based literacy instruction and targeted intervention programs designed to support students at all stages of their learning.

The College recognises that NAPLAN provides one measure of student achievement and uses this information alongside internal assessment data to monitor student progress, identify learning priorities and inform future teaching practices. Staff carefully analyse the results to ensure that teaching programs continue to meet the diverse learning needs of students while supporting continuous improvement across all curriculum areas.

New Madinah College remains committed to fostering academic excellence through high-quality teaching, ongoing assessment and a culture of continuous improvement. As the College continues to grow, NAPLAN data will remain an important tool in evaluating student progress and strengthening educational outcomes for all learners.

Compare to

Students with similar background

All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	379	430	393	399	371
Year 5	456	436	461	483	467
Year 7	496	499	523	521	497
Year 9	-	-	-	-	-

NAPLAN participation for this school is 100%

THEME 4: SENIOR SECONDARY OUTCOMES

Record of School Achievement (RoSA)

The NSW Record of School Achievement (RoSA) is a cumulative credential that allows students to accumulate their academic results until they leave school. No Record of School Achievement credentials were issued to students in 2024.

THEME 5: TEACHER QUALIFICATION, ACCREDITATION AND PROFESSIONAL LEARNING

Teacher Qualification

In 2025 New Madinah College had up to 9 full-time and 2 part-time staff. Staff responsible for the delivery of the NSW Syllabus:

- 1 Principal
- 2 Curriculum Coordinator
- 11 Full-Time Mainstream Teachers

b. Other staff:

- 2 Full Time Quran and Islamic Studies teacher
- 3 Full Time Teacher Aides
- 2 Office Administrators

Teacher Accreditation

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. All mainstream teachers and Principal are accredited as required by NESA at the following accreditation level:

- Proficient: 9
- Provisional/Conditional: 2

Professional Learning

New Madinah College's professional learning program in 2024 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 year.

Course	Number of Staff Attended	Provider
Briefings by NESA: Renewal of registration/accreditation and TAA approval in 2025	1	AISNSW
Child Protection	16	Department of Education -online course
Staff Code of Conduct	16	Principal or Delegate in House
Teacher Accreditation Induction	2	Curriculum Co-ordinator
CPR and Anaphylaxis Refresher Course	16	TAFE NSW
Compass School Manager	16	Compass

THEME 6: WORKFORCE COMPOSITION

In 2025 New Madinah College had up to 16 full-time staff. 8 were qualified and accredited teachers responsible for delivering the school curriculum.

Please refer to <http://www.myschool.edu.au> There is one indigenous staff at present.

THEME 7: STUDENT ATTENDANCE AND MANAGEMENT OF NON ATTENDANCE

Student Attendance Rates – Full School Year

Year Level	Attendance Rate (%) S1	Attendance Rate (%) T3
Year 1	85.84%	90.97%
Year 2	86.56%	82.49%
Year 3	89.09%	81.92%
Year 4	87.95%	87.44%
Year 5	86.67%	85.98%
Year 6	88.79%	82.84%
Year 7	88.69%	89.11%
Year 8	91.26%	86.35%
Year 9	79.27%	64.58%
Year 10	n/a	60.00%
School Average	87.39%	85.01%

Management of Non-Attendance

New Madinah College recognises that regular school attendance is essential for students to achieve their full academic, social and emotional potential. The College works in partnership with parents and carers to promote consistent attendance and to ensure that every student has the opportunity to fully participate in all aspects of school life.

The College implements comprehensive attendance policies and procedures that align with the requirements of the Education Act 1990 (NSW) and the NSW Education Standards Authority (NESA). Attendance is monitored daily, and accurate records are maintained for all students to ensure compliance with legislative requirements.

Parents and carers are responsible for notifying the College of any student absence as soon as practicable. Absences may be explained by telephone, email, written note, medical certificate or confirmation of a medical or other approved appointment. Where a student is absent for three or more consecutive days due to illness, parents may be requested to provide a medical certificate or supporting documentation.

Student attendance is recorded electronically each school day by classroom teachers. Rolls are marked promptly each morning and monitored by the College Administration team to ensure accuracy. Unexplained absences are followed up with parents and carers in a timely manner through telephone calls, emails or written correspondence. Where concerns regarding attendance arise, the College works collaboratively with families to identify barriers to attendance and implement appropriate support strategies.

The College maintains an Attendance Register and monitors attendance patterns throughout the year. Students whose attendance falls below expected levels are identified early, and parents or carers are contacted to discuss concerns and develop strategies to improve attendance. Where attendance continues to be of concern, meetings with the Principal may be arranged, and additional support or intervention may be implemented to promote regular school attendance.

New Madinah College is committed to fostering a culture in which regular attendance is valued and recognised as a key contributor to student engagement, wellbeing and academic success.

THEME 8: ENROLMENT POLICY

New Madinah College (NMC) warmly welcomes you to an enriching educational journey rooted in the Islamic tradition. As an esteemed Australian institution, NMC stands as a beacon of learning, guided by the timeless values and principles of the Islamic faith. Aligned with the New South Wales Education Standard Authority (NESA) policies, our commitment is to provide a nurturing environment where knowledge and spirituality harmoniously unite.

We aspire to accommodate all those who seek the enlightening path of education with us, although our physical capacities may sometimes present limitations. Our enrolment process is designed to select students based on their embrace of the Islamic ethos that NMC champions, a supportive stance toward our policies and procedures, the completion of requisite legal documentation, and a meaningful enrolment interview.

Once welcomed into our community, students are entrusted with the task of upholding the school's ethos and adhering to our expectations and procedures, ensuring the continuity of their enrolment. At the heart of our philosophy lies the ambition to foster a collaborative relationship with parents and carers, underpinned by shared responsibility for both the College's evolution and the excellence in education provided to our cherished students.

NMC extends an invitation to prospective parents and carers, urging them to reflect upon their current commitments as primary educators and embrace the opportunity to elevate their role. Immersion in the vibrant life of the college and active participation in its myriad activities are encouraged, cultivating a sense of belonging and engagement that enriches both the educational experience and the holistic growth of our students.

Join us on this remarkable journey of intellectual discovery, spiritual growth, and community building. Together, we can cultivate an educational environment where the values of the Islamic tradition thrive, and the pursuit of excellence is guided by unwavering principles

Enrolment Process

1. All applications are processed within the school's enrolment policy.
2. Consideration of each applicant's interview responses regarding their ability and willingness to support the school's policies, procedures and ethos.
3. Consideration is given to each child's assessment results and educational needs. To do this, the school assess the students most current school report and consult with the parents/carers and other relevant persons/bodies.
4. Identification of any strategies which need to be put into place to accommodate the applicant before a decision regarding the enrolment is made.

Enrolment Procedure

1. Parents of students to be enrolled at New Madinah College are to complete a NMC Enrolment Application form. Upon acceptance of a new enrolment by the Principal (or equivalent), the enrolment application and a copy of any supporting documentation is filed in the students file.
2. College Administration staff enter the new student enrolment details into the New Madinah College Enrolment Register database. The data recorded will include: a) The name, age and address
b) The name and contact telephone number of parent(s)/guardian(s)

- c) Date of enrolment and, where appropriate, the date of leaving the school and the student's destination
 - d) For students older than six (6) years, previous school or pre-enrolment situation
 - e) Where the destination of a student below seventeen (17) years of age is unknown, evidence that the Department of Education (attendance@det.nsw.edu.au) has been notified of the student's full name, date of birth, last known address, last date of attendance, parents' names and contact details, an indication of possible destination, other information that may assist officers to locate the student, and any known work health and safety risks associated with contacting the parents or student
3. New enrolments will be allocated a unique student number from the database to be used by the student throughout their years of enrolment at New Madinah College.
 4. The register of enrolments will be retained for a minimum period of five years. An electronic copy of the Enrolment Register will be stored off-site at the end of each term.
 5. College Administration staff will ensure that data is entered into the Enrolment Register at the time of students enrolling at or leaving the college.
 6. Informing the applicant of the outcome.

Continued Enrolment

At New Madinah College, we believe in fostering a progressive and enriching educational journey for all our students. However, it's important to note that the progression from year to year is not automatic, and continuous enrolment is not guaranteed solely by the offer of a place. To ensure a holistic and thriving educational environment, certain prerequisites for continued enrolment have been established:

Payment of School Fees: Timely payment of school fees is a vital aspect of continued enrolment, as it supports the ongoing operations of the school and the resources provided to students.

Behaviour, Appearance, and Uniform: Upholding a positive demeanour, maintaining a respectful appearance, and adhering to the school uniform policy contribute to the overall atmosphere of respect and discipline.

Attendance and Use of College Facilities: Regular attendance and responsible use of college facilities and resources demonstrate commitment to both personal growth and the broader school community.

Academic Performance: Engaging actively in class work, homework, and assessments across all Key Learning Areas is essential for academic progress and personal development.

Restitution for Damages: Taking responsibility for any damages or vandalism, whether on or off school grounds, is a fundamental aspect of fostering a respectful environment. Students are expected to pay for any damaged or vandalized items or properties. The school will communicate costs for repair, and appropriate consequences, including conditional entry, probationary periods, suspension, or even termination of enrolment, may be applied.

Our commitment to fostering a collaborative relationship between the school and parents is unwavering. We strive to support students' learning needs, access, and participation in various opportunities provided by the school, in line with our Disability Discrimination Policy.

In cases where a student may not be meeting minimum course requirements, we are dedicated to open communication with parents. If, in the best interest of the student's academic and personal development, it is believed that repeating a year would be beneficial, parents will be notified and consulted.

THEME 9: SCHOOL POLICIES

Detailed information and copies of all policies is available upon request from the Principal and/or school's front office.

Student welfare

New Madinah College endeavours to promote a healthy, safe, supportive and secure environment for students, and to provide many opportunities for the personal development of character, enabling students to become well rounded, self-directed and resilient persons.

Student Welfare is a shared responsibility between home, college and the community. College staff and Principal are responsible for student welfare throughout the college. The College adopts a proactive and strategic stance with issues of student welfare, specifically, the College implements and maintains the following programs:

- Incorporation of the Values Program in curriculum focused on the development of Character and Human Virtues incorporating resilience, social skills, conflict resolution and problem solving
- Student Awards
- Transition programmes at key times such as from Pre K to K and Year 6 to Year 7

A complete copy of the college's Student Welfare policy can be accessed by request from the Principal or from the college's front office.

Anti-bullying

New Madinah College has zero tolerance towards bullying or harassment in any form. The policy includes processes based on procedural fairness for responding to and managing allegations of bullying. The contact information for the local police School Liaison Officer, Youth Liaison Officer and other support services available to the community are provided in the full text of the policy.

A complete copy of the college's Anti-bullying policy can be accessed by request from the Principal or from the college's front office.

Discipline

Students at New Madinah College are required to abide by the college's expectations and procedures and to follow the directions of teachers and other people with authority delegated by the college. Where disciplinary action is required disciplinary procedures vary according to the nature of the breach of discipline and a student's prior behaviour. All disciplinary actions taken against a student are based on the processes of procedural fairness.

The college implements a whole school disciplinary approach. The disciplinary process is split into two parts, the first being a 'Behaviour Watch' chart implemented within the classroom, the second being a '5 Stages of Discipline' process implemented simultaneously. Parents are informed via a letter and/or

an interview where the student's behaviour has escalated past the first stage of the 5 Stages of Discipline process. Student identified of having underlying behaviour issues are placed on to a 'Behaviour Watch' booklet program which is a daily behaviour communications booklet between the classroom teacher and the parents.

New Madinah College does not implement any disciplinary action which includes exclusion. The school expressly prohibits corporal punishment and does not explicitly or implicitly sanction the administering of corporal punishment by non-school persons, including parents, to enforce discipline at the school.

Complaints and Grievances

New Madinah College is an organisation encompassing students, parents, and staff. The College values these people and 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.

This 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.

The Grievance policy includes processes for raising and responding to matters of concern identified by parents, students, staff and/or the general community. These processes incorporate how one would raise complaints and grievances and how the school will respond.

THEME 10: SCHOOL-DETERMINED IMPROVEMENT TARGETS

Area	Priorities
Teaching and Learning	Continue to strengthen high-quality teaching and learning programs aligned with the NSW Curriculum and the College's Islamic ethos. Further integrate relevant Qur'anic verses and authentic Prophetic Hadith across Key Learning Areas to enhance students' understanding of Islamic values within everyday learning. Continue to strengthen literacy and numeracy through evidence-based teaching practices and targeted intervention programs. Expand the use of student achievement data to inform teaching, monitor progress and support improved learning outcomes for all students. Continue to provide high-quality professional learning opportunities for all staff to maintain best practice in teaching, assessment and student wellbeing.
Student Achievement and Wellbeing	Continue to promote student wellbeing through a whole-school approach that supports students' academic, emotional, social and spiritual development.

Strengthen pathways for students transitioning beyond Year 10 through the College's partnership with Young TAFE.

Continue to recognise and celebrate student achievement across academic, sporting, cultural and community activities.

Further strengthen student leadership opportunities and promote positive behaviour through the College's Islamic values and wellbeing initiatives.

Facilities and Resources

Introduce a new school uniform that reflects the College's Islamic identity while providing a practical, modern and versatile option for students.

Continue investing in digital technologies, including additional laptops, iPads and classroom technology to enhance learning experiences.

Continue upgrading internet infrastructure to improve connectivity across the College.

Plan for future growth through the continued development and improvement of learning spaces and facilities to accommodate increasing enrolments.

THEME 11: INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

New Madinah College is committed to fostering a safe, inclusive and respectful learning environment where students are encouraged to demonstrate integrity, responsibility and compassion in all aspects of school life. Guided by the teachings of the Holy Qur'an and the Sunnah of Prophet Muhammad ﷺ, the College seeks to develop students who are respectful, resilient and socially responsible members of both the school community and the wider Australian society.

Respect and responsibility are embedded throughout the College's culture and curriculum and are reinforced through daily interactions, classroom learning and whole-school initiatives. Students are encouraged to uphold high standards of behaviour, demonstrate kindness towards others and contribute positively to their school and community.

Throughout 2025, New Madinah College promoted respect and responsibility through a range of initiatives, including:

Student Leadership Program, providing students with opportunities to develop leadership skills, responsibility and confidence while serving as positive role models within the College.

Community fundraising initiatives, including raising funds to construct a water well in Pakistan and supporting charitable causes that encourage empathy, generosity and service to others.

Weekly whole-school assemblies, where expectations relating to respect, responsibility, honesty, resilience, excellence, cleanliness and positive behaviour are reinforced and celebrated.

Islamic character education, with Qur'anic teachings and authentic Prophetic Hadith integrated across the curriculum to promote strong moral character and ethical decision-making.

Sunnah Days and Islamic programs, encouraging students to learn about and emulate the noble character of Prophet Muhammad ﷺ through practical acts of kindness, respect, gratitude and compassion.

Community engagement activities, including the annual Community Ramadan Iftaar dinners, which strengthen relationships between students, families and the wider community while reinforcing the values of generosity, unity and mutual respect.

Student wellbeing initiatives, such as the "Swap It – Stress-Free Lunch Ideas" program, promoting healthy lifestyle choices, positive relationships and student wellbeing.

New Madinah College remains committed to nurturing students who not only achieve academic success but also embody the Islamic values of respect, responsibility, honesty and service. Through these initiatives, the College continues to prepare students to become confident, compassionate and responsible citizens who make meaningful contributions to their communities.

THEME 12: PARENT, STUDENT AND TEACHER SATISFACTION

New Madinah College was established for the Islamic Community in Young, NSW. The satisfaction of parents, students and teachers is our utmost priority. The College welcomes constructive criticism from all members of the college community, as we believe constructive criticism is essential for growth.

Parent Satisfaction

At New Madinah College, we recognise that a strong partnership between the College and families is fundamental to student success. We value the important role parents and carers play in their child's education and remain committed to fostering a culture of open communication, mutual respect and collaboration.

Throughout 2025, parents continued to express a high level of satisfaction with the ongoing growth and progression of the College. Feedback received through parent meetings, informal discussions, school events and regular communication reflected parents' appreciation of the positive direction of the school, the caring learning environment and the continued commitment to academic excellence and Islamic values.

The College maintains an open-door policy, encouraging parents to communicate openly with the Principal,

leadership team and classroom teachers. Parents are welcomed to arrange meetings to discuss their child's progress, share feedback, raise concerns or provide suggestions that contribute to the ongoing improvement of the College.

Regular communication between home and school remains a priority. Parents receive updates through the College's communication platforms, newsletters, emails and social media, ensuring they remain informed about student learning, upcoming events and important school information. Parents also maintain direct communication with their child's classroom teacher, enabling collaborative support for each student's academic achievement and wellbeing.

The College Parent Committee (CPC) continues to play an important role in strengthening partnerships between families and the College. During 2025, parents actively supported fundraising initiatives for the Year 6 Graduation Dinner and Year 6 commemorative jerseys, as well as fundraising for the construction of a water well in Pakistan to assist communities in need. These initiatives reflected the generosity, compassion and strong sense of community that exists within New Madinah College.

Parent feedback has also contributed to several school improvement initiatives throughout the year, including the development of a new school uniform that better reflects the College's Islamic ethos while meeting the practical needs of students and families. The College greatly values parent input and remains committed to ensuring families have meaningful opportunities to contribute to the ongoing development of the school.

New Madinah College sincerely appreciates the continued support, trust and partnership of its parents and carers. The strong relationship between home and school remains one of the College's greatest strengths and continues to play a vital role in creating a positive, inclusive and successful learning environment for every student.

Student Satisfaction

At New Madinah College, student wellbeing and engagement remain at the centre of our educational philosophy. We are committed to creating a learning environment where every student feels safe, respected, valued and empowered to achieve their full potential. We believe that students who feel connected to their school are more likely to succeed academically, develop positive relationships and become confident, responsible members of the community.

Throughout 2025, students were provided with numerous opportunities to contribute to school life, participate in leadership initiatives and share their ideas through the Student Shoora Committee (SSC). The committee continued to provide an important forum where students could discuss school events, fundraising initiatives, student wellbeing and suggestions for enhancing the educational experience. Regular meetings encouraged students to actively participate in decision-making and contribute positively to the ongoing development of the College.

Student voice also played an important role in shaping school initiatives throughout the year. Feedback received from students was carefully considered by the College leadership team and contributed to the planning of student activities, wellbeing programs and school events. This collaborative approach reinforces our commitment to ensuring that students feel heard, respected and included in matters that affect their school experience.

Students participated enthusiastically in a wide range of educational and extracurricular activities throughout the year, including the whole-school swimming program, Community Ramadan Iftaar dinners, fundraising initiatives, sporting activities and various excursions. These experiences provided valuable opportunities for students to develop confidence, leadership, teamwork and a strong sense of belonging within the College community.

Feedback gathered throughout the year indicates that students continue to value the supportive relationships they share with their teachers and peers, the strong Islamic values that underpin the College, and the positive learning environment that encourages them to achieve their personal best. Students consistently expressed appreciation for the care shown by staff and the opportunities available to participate in activities that extend learning beyond the classroom.

New Madinah College remains committed to listening to the voices of its students and continually enhancing the educational experience through meaningful consultation, high-quality teaching and a strong culture of respect, responsibility and belonging.

Teacher Satisfaction

New Madinah College recognises that the strength of the College lies in the dedication, professionalism and commitment of its staff. Our teachers and support staff play a vital role in creating a positive learning environment where students are encouraged to achieve academic success while developing strong Islamic character and values.

Throughout 2025, the College remained committed to fostering a culture of collaboration, professional growth and staff wellbeing. Regular staff meetings provided opportunities for teachers to work collaboratively, share effective teaching practices, discuss student progress and contribute to whole-school planning. These meetings also enabled staff to openly discuss challenges, celebrate successes and work collectively towards achieving the College's strategic goals.

Professional learning continued to be a significant focus throughout the year. Staff participated in ongoing professional development sessions, mandatory compliance training and curriculum workshops to ensure they remained current with educational best practice, curriculum requirements and student wellbeing initiatives. This commitment to continuous learning has strengthened teaching practice across the College and enhanced educational outcomes for students.

The College continues to promote an open and supportive workplace culture where staff members are encouraged to share ideas, provide feedback and actively contribute to school improvement initiatives. The Principal and leadership team maintain an open-door policy, ensuring all staff have regular opportunities to discuss professional matters, seek guidance and contribute to decision-making processes. This collaborative

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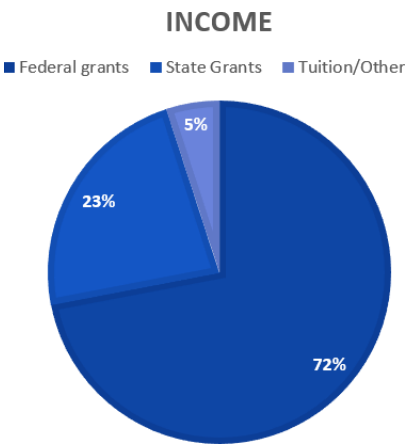
approach has strengthened communication, promoted teamwork and fostered a positive and respectful working environment.

Throughout the year, staff also contributed to several key initiatives, including the development of improved teaching and learning programs, student wellbeing initiatives, community engagement activities and the planning of the College's new school uniform. Their willingness to embrace change and continuously improve has played an important role in the ongoing growth and success of New Madinah College.

Feedback received from teaching and support staff throughout 2025 indicates a high level of satisfaction with the positive culture, collaborative environment and shared commitment to continuous improvement. Staff value the supportive relationships they have with colleagues, students and families, and appreciate the opportunities provided for professional growth and leadership.

New Madinah College remains committed to investing in its staff by providing ongoing professional learning, promoting staff wellbeing and maintaining a workplace culture founded on respect, collaboration and shared purpose. The College sincerely thanks every member of staff for their dedication, professionalism and unwavering commitment to the success of our students and the continued growth of the College.

THEME 13: SUMMARY FINANCIAL INFORMATION



- Notes
- Commonwealth Recurrent Grants includes recurrent per capita grants and special purpose grants.
 - State Recurrent Grants includes recurrent grants per capita and special purpose grants.
 - Tuition Fees and Other Income include school-based fees, excursions and other private income.

- Notes
- Capital Expenditure includes expenditure on School Buildings, and Furniture and Equipment.
 - Salaries, Allowances and Related Expenditure includes all salaries, allowances and related expenses such as superannuation and workers compensation insurance.
 - Non-Salary Expenses include all other Non-Salary Recurrent Expenditure covering resources, administration, operational expenses, utilities, repairs