

ANNUAL REPORT 2025

CONTENTS

1	A message from the Principal	3
2	A message from the Chair of the Board	5
3	Contextual Information about the School	7
	• Our Context	8
	• Our Purpose and Objectives	8
	• Our Vision	8
	• Our Educational Approach	9
4	Academic Program	10
	• Reporting Student Achievement	11
5	School Policies	14
6	School Determined Improvement Targets	16
7	Initiatives Promoting Respect and Responsibility	17
8	Parent, Student and Teacher Satisfaction	18
9	Workforce Composition	19
	• Teacher Professional Learning and Accreditation	20
10	Student Attendance	21
11	Summary Financial Information	23
12	Acknowledgements	25



A MESSAGE FROM THE PRINCIPAL

What does it look like when a school year begins with purpose, pride, and connection?

As I reflect on 2025, I am filled with immense pride in our Jarjums and deep gratitude for the families, staff, volunteers, partners, and community members who continue to walk alongside us in our shared mission. This year has been one of growth, achievement, and belonging, as we have continued to nurture each student's academic, social, emotional, cultural, and spiritual development.

One of the most powerful moments of the year came during our final morning yarning circle, when every student and staff member shared their proudest achievement of 2025. Their reflections revealed far more than individual accomplishments; they spoke of perseverance, resilience, friendship, courage, and growth. These moments captured the essence of our school community and reflected our commitment to care *personalis*—care for the whole person.

Throughout the year, our students demonstrated that learning is not simply about academic achievement but about developing confidence, identity, and a sense of responsibility to others. As Uncle Les McLeod reminded us during Aboriginal Language Week, education is about who you walk with, who you listen to, and how you grow together. These values align strongly with our Ignatian identity and were evident in the way our students supported one another and embraced opportunities for learning and leadership.

We were pleased to maintain a stable enrolment of 28 Jarjums across four composite classes:

- Junior Yellow (Early Stage 1) – Sophie Ervasti and Ellen Butler
- Junior Red (Stage 1) – Ebony Carberry and Maria Poletto
- Middle (Stage 2) – Marianne Rogan
- Senior (Stage 3) – Tina Brayan

The year was marked by many significant achievements and milestones, including:

- 17 Yellow Hats awarded to students who achieved attendance rates above 90%
- More than 4,000 student journeys have been completed safely on our school buses
- Our inaugural Jarjum Cross Country Carnival
- Participation in our first interschool debate against OLMC
- The financial support of 7 committed Gamaradas, including schools, corporates, parishes, and foundations
- Thirty-seven creative writing workshops delivered through our partnership with Story Factory
- Strong literacy growth, with the majority of students achieving the Strong proficiency category in NAPLAN Writing
- Sixty-five Deadlies awards presented at weekly assemblies, recognising student achievement and growth
- Forty-one birthday cakes lovingly baked by Barb for students and staff, reflecting the strong sense of care and community that defines Redfern Jarjum College

One of the highlights of the year was the development of our school song. Working alongside Aunty Kerry and Aunty Evie from Burrundi Theatre, students collaborated to write lyrics that reflected their experiences, aspirations, and pride in their school community. The process required deep listening, creativity, teamwork, and reflection. The song embodies our motto, Gili—to shine—and celebrates both our cultural identity and Ignatian values. It was a moving moment to see our students perform the completed song at our Year 6 Graduation, singing in both English and Sydney Aboriginal language as they closed the ceremony with pride and confidence.

We began the year with a proud moment on stage at the Yabun Festival on January 26th, where our Jarjums performed the Ninganahl Lullaby alongside the talented Troy Casey Daley. It was a powerful celebration of culture, community, and connection, and a memorable way to enter 2025.

We proudly welcomed 28 Jarjums and their families into our community in early February, including our newest kindergarten students embarking on their school journey. From the outset, fostering strong relationships, celebrating learning, and recognising individual achievement have been central to our daily routine. This focus has established a solid foundation for a year grounded in belonging, growth, and shared success. A highlight of Term 1 was honouring 17 students who achieved 90% or higher attendance, each receiving a specially designed yellow school hat as a symbol of their commitment and effort. Designed by our Year 6 leaders, the hat recognises achievement and reflects student voice and leadership, demonstrating the pride and purpose with which our Jarjums are shaping their school. February also marked a special visit from Fr. Jose Mesa SJ, Secretary for Secondary and Pre-Secondary Education for the Society of Jesus, whose presence affirmed our deep connection to the global Jesuit education network and our shared mission within the broader Jesuit family.

In March, students in Years 3–6 showed remarkable commitment to sport by participating in the school's first-ever Cross-Country Championships with enthusiasm and determination. In the weeks leading up to the event, our Jarjums dedicated their lunch breaks to training for the challenging 2km and 3km races. Their efforts and perseverance were truly inspiring. A heartfelt thank you to OLMC Waterloo for warmly welcoming us to participate in this event. Our relationship with OLMC has continued to grow stronger over the past 12 months, with shared professional learning opportunities for staff and a joint celebration of Mass to begin the school year—deepening the sense of community between our schools. With spirits high, we now look forward to our joint Athletics Carnival in June.

In April, we were excited to announce that Redfern Jarjum College has officially become a Waratah School, joining 45 other schools across New South Wales committed to prioritising Aboriginal and Torres Strait Islander education and wellbeing. This is an important milestone for our college, and we look forward to the collaboration and shared learning this program will bring.

May marked the launch of our Redfern Jarjum Gamarada Program, a community partnership initiative inviting organisations, schools, corporations, and community groups to support a student's learning journey in 2025. We're thrilled to start building deeper connections through this initiative and are excited to have 7 committed Gamaradas on board for 2025, supporting 7 of our 28 Jarjums. This is a promising start, and we're hopeful we can increase this number in the coming months to ensure every student has a Gamarada walking alongside them on their learning journey. Please don't hesitate to reach out directly if you'd like to learn more or get involved.

Finally, we extend our heartfelt thanks to our School Administrator and Family Support Coordinator, Anne McDermott. After 10.5 years of outstanding service to the college, she is retiring to return home and spend more time with her family. Anne has been a constant presence and a source of support for our students, families, and staff. Her care and commitment to the Jarjum community will be deeply missed, and we wish her all the best in this next chapter.

Kath Zerounian

Kath Zerounian
PRINCIPAL

2025 AT A GLANCE

 **28**
Jarjums across four classes

 **17**
Yellow Hats awarded

 **4,000+**
student journeys recorded

 **37**
Story Factory workshops

 **65**
Deadlies Awards celebrated

 **7**
Gamaradas supporting 7 Jarjums



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SUPPORT OUR
JARJUMS



SCAN TO DONATE

A MESSAGE FROM THE CHAIR OF THE BOARD

It is my privilege to present the Annual Report for Redfern Jarjum College for 2025.

This past year has been one of growth, resilience and deep connection for our school community. We have continued to build a strong foundation for our students – academically, culturally and socially – ensuring they feel supported, proud and empowered to succeed.

Our unique model of education, grounded in culture and care, continues to make a significant difference in the lives of Aboriginal and Torres Strait Islander children. The commitment of our dedicated staff, the strength of our partnerships and the generosity of our Gamaradas and supporters have been instrumental in our achievements.

On behalf of the Board, I extend my sincere thanks to everyone who contributes to the life of Redfern Jarjum College. Your belief in our mission helps our students to shine every day.

As we look to the future, we remain focused on providing the best possible opportunities for our students to learn, grow and lead with confidence and pride in who they are.

When our students shine, we all shine.



We acknowledge the Gadigal People of the Eora Nation, the traditional custodians of the land on which we learn, play and grow. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.



Paul Gallagher
CHAIR OF THE BOARD



OUR CONTEXT

Redfern Jarjum College is a K–6 primary school for Aboriginal and Torres Strait Islander children who are not participating or thriving in mainstream schooling due to complex social, emotional, cultural and health circumstances.

Our small, nurturing environment enables us to build strong relationships and provide the support each child needs to succeed.



OUR PURPOSE

To deliver a holistic, culturally grounded education that empowers Aboriginal and Torres Strait Islander children to achieve their full potential – academically, socially, emotionally and culturally.



OUR VISION

To grow Redfern Jarjum College and to ensure every Aboriginal and Torres Strait Islander child has the chance to flourish in a place where their culture is honoured and their potential is limitless.



OUR EDUCATIONAL APPROACH

Our approach is holistic and culturally responsive. We integrate strong academics with cultural learning, wellbeing support and life skills, ensuring every child is known, valued and supported.

We partner closely with families, Elders and community to provide a learning experience that is connected, meaningful and empowering.

OUR CONTEXT

Redfern Jarjum College is a Jesuit Primary School for Aboriginal and Torres Strait Islander children.

The school is situated in Redfern, the heart of the Sydney Aboriginal community. Our students come from Redfern and the surrounding suburbs.

Many of our students have experienced trauma and disruption in their lives. Most come to us having struggled to succeed in their previous schools due to social, emotional, behavioural and health issues.

Jarjum provides a safe, supportive and nurturing environment where students are known, valued and respected. We partner with families and the community to help each child thrive.



“ We wish to acknowledge the traditional custodians of this land, the Gadigal people of the Eora Nation. We pay our respects to elders past, present and future. We trust they will guide us to be deadly members of our community. ”

OUR PURPOSE AND OBJECTIVES

Our purpose is to provide an excellent primary education in a safe, nurturing and culturally strong environment.

Our objectives are to:

- Alleviate the social, emotional and educational disadvantage experienced by many Aboriginal and Torres Strait Islander children.
- Support each child to reach their full potential academically, socially, emotionally and culturally.
- Prepare students for successful transition to secondary school and beyond.
- Strengthen connection to culture, community and country.
- Work in partnership with families and the wider community.

OUR VISION

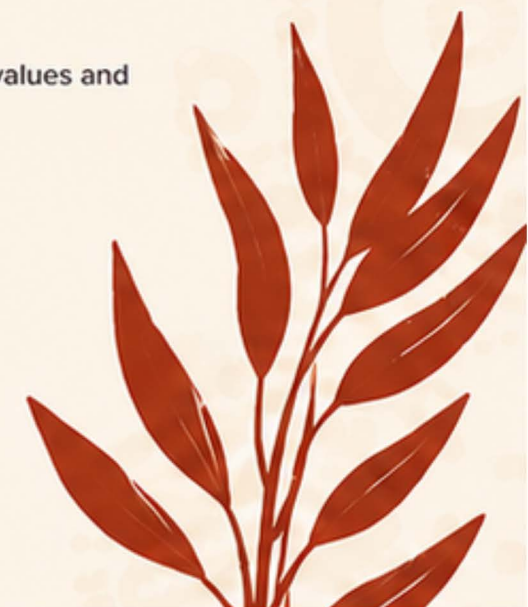
We envision a community where Aboriginal and Torres Strait Islander children thrive in their identity, achieve academic success and are empowered to lead and contribute in their communities.

OUR EDUCATIONAL APPROACH

Our approach is holistic and student-centred. It is grounded in Ignatian values and the principles of Aboriginal and Torres Strait Islander education.

We focus on:

- Building strong relationships and a sense of belonging.
- High expectations and individualised learning.
- Social and emotional wellbeing.
- Cultural identity and connection to Country.
- Engagement of families in the learning journey.
- A safe, respectful and inclusive learning environment.



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5 SCHOOL POLICIES

Redfern Jarjum College is committed to ensuring a safe, respectful and inclusive learning environment for all students, staff, families and visitors.

Our school policies are developed in line with NSW Department of Education requirements and reflect our commitment to the wellbeing, safety and education of every child. Policies are regularly reviewed to ensure they remain current, effective and aligned with best practice.

Key policy areas include:



STUDENT WELLBEING

Supporting the physical, emotional and social wellbeing of all students through a culture of care and respect.



CODE OF CONDUCT

Promoting positive behaviour, respectful relationships and a safe learning environment for everyone.



SAFEGUARDING

Protecting children and young people from harm and ensuring our school is a culturally safe place for all.



TEACHING AND LEARNING

Ensuring high quality teaching practices and a curriculum that meets the diverse needs of our students.



PARTNERSHIPS

Working in partnership with families, community and external agencies to support student learning and wellbeing.



6 SCHOOL DETERMINED IMPROVEMENT TARGETS

Each year, Redfern Jarjum College sets improvement targets to guide our focus and drive better outcomes for our students. These targets are developed in consultation with staff and reflect our commitment to continuous improvement.

Our focus areas for 2025 are:



1. IMPROVE LITERACY OUTCOMES

Increase the percentage of students achieving expected growth in reading and writing, with a focus on phonological awareness, vocabulary and comprehension.

SUCCESS MEASURES

- Improved NAPLAN results
- Increased progress in PLAN2 data
- Increased student engagement in literacy programs



2. STRENGTHEN STUDENT WELLBEING

Enhance student wellbeing through a culture of connection, belonging and positive behaviour.

SUCCESS MEASURES

- Increased attendance rates
- Increased student surveys indicating a sense of belonging
- Reduction in behavioural incidents



3. GROW CULTURAL PRIDE AND IDENTITY

Strengthen opportunities for students to connect with culture, language and community.

SUCCESS MEASURES

- Increased participation in cultural programs and events
- Student voice in cultural projects and decision making
- Positive feedback from students and families

We will monitor our progress throughout the year and report against these targets in our 2026 Annual Report.



7 INITIATIVES PROMOTING RESPECT AND RESPONSIBILITY

At Redfern Jarjum College, we foster a culture where respect, responsibility and pride in self and community are at the heart of everything we do.

Our initiatives are designed to build strong relationships, develop leadership skills and encourage positive behaviour across all aspects of school life.



DEADLIES AWARDS

Weekly recognition of students who demonstrate the Four Deadlies – Commitment, Compassion, Conscience and Competence.



YELLOW HATS

Celebrating students with 90% or higher attendance each term. Pride in showing up every day.



STUDENT LEADERSHIP

Year 5 and 6 leaders model positive behaviour and support younger students, helping to build confidence and responsibility.



COMMUNITY CONNECTION

Regular cultural activities, community events and service projects strengthen our connection to Country and each other.



8 PARENT, STUDENT AND TEACHER SATISFACTION

We value the voices of our parents, students and teachers and actively seek feedback to ensure we are meeting the needs of our school community.

Surveys and consultations are conducted throughout the year to gather feedback and inform our planning.

In 2025, the majority of respondents reported high satisfaction across all key areas, including teaching quality, student wellbeing, communication and overall school experience.



AREAS OF HIGH SATISFACTION



96%

Teaching quality
and student support



94%

Student wellbeing
and safety



93%

Communication
with families



95%

Overall satisfaction
with the school

WHAT OUR COMMUNITY SAYS

“

Jarjum has changed my child's life. He comes home happy and excited to learn every day.

– Parent

“

The teachers care so much and believe in us. I feel proud to be at Jarjum.

– Student

“

It's a privilege to teach here. The culture, the students and the support from the community are incredible.

– Teacher

We will continue to listen, learn and improve, ensuring that our school remains a place where every child feels valued, supported and empowered to succeed.



9 WORKFORCE COMPOSITION

Our dedicated team of educators, Aboriginal educators and support staff are committed to providing the best possible education and care for our students.





TOTAL STAFF
28
(Headcount)



TEACHING STAFF
16
(57%)



NON-TEACHING STAFF
12
(43%)



ABORIGINAL AND/OR TORRES STRAIT ISLANDER STAFF
11
(39%)

WORKFORCE BREAKDOWN

ROLE CATEGORY	FEMALE	MALE	TOTAL	% OF WORKFORCE
Teachers	12	4	16	57%
Aboriginal Educators	5	2	7	25%
Education Support Staff	7	3	10	36%
Administration & Other	7	1	8	29%
TOTAL	31	10	41*	100%

* Some staff contribute across multiple roles.

10 TEACHER PROFESSIONAL LEARNING AND ACCREDITATION

Redfern Jarjum College remains committed to fostering a culture of continuous learning and professional growth. Throughout 2025, staff engaged in a broad range of professional learning opportunities designed to strengthen their capacity to support student wellbeing, maintain safe learning environments, deepen cultural understanding, and uphold the values of the Jesuit tradition.

Professional learning priorities reflected the unique needs of the College community and focused on building staff knowledge, skills, and confidence across key areas of practice.

WHOLE-STAFF PROFESSIONAL LEARNING

- Child Safeguarding
- Advanced Child Protection
- Duty of Care Responsibilities
- Jesuit Province Code of Conduct
- Fire Safety and Evacuation Procedures
- Emergency Management and Lockdown Training
- Aboriginal and Torres Strait Islander Cultural Competence
- Ignatian Formation, with a focus on Accompaniment and Companionship
- Trauma-Informed and Culturally Responsive Practice

SALT COMPLIANCE MODULES

- Privacy and Confidentiality
- Workplace Health and Safety (WHS)
- Discrimination, Harassment and Bullying Prevention
- Complaints Management and Handling

ROLE-SPECIFIC PROFESSIONAL LEARNING

Staff also participated in ongoing role-specific professional learning relevant to their individual positions, including curriculum development, literacy and numeracy intervention, student wellbeing, behaviour support, and assessment practices.

TEACHER ACCREDITATION STATUS

CATEGORY	NUMBER OF TEACHERS
⚠ Conditional	1
⚠ Provisional	0
✅ Proficient Teacher	6
✅ Highly Accomplished or Lead	0

This ongoing investment in professional learning ensures that staff are well equipped to deliver high-quality teaching and care that is meaningful, inclusive, and responsive to the cultural, spiritual, and educational needs of the Jarjum community, and supports both individual staff growth and improved outcomes for students and families.



11 STUDENT ATTENDANCE

Regular attendance is essential for learning, connection and wellbeing. We celebrate our students and families for their commitment to being at school, every day.



ATTENDANCE OVERVIEW



91.2%

Average daily attendance across the school



>90%

Students achieved our Yellow Hat target



82%

Students with 90% or higher attendance for the year

SEMESTER ATTENDANCE RATE

	SEMESTER 1	SEMESTER 2	YEAR AVERAGE
K – 2	91.4%	91.7%	91.6%
3 – 4	90.8%	91.1%	91.0%
5 – 6	90.1%	90.5%	90.3%
SCHOOL AVERAGE	91.0%	91.4%	91.2%



WORKING TOGETHER

We know that strong partnerships with families and community are key to supporting attendance. Our team works closely with families to provide support and remove barriers so every child can be present, engaged and connected.

“

Coming to school every day helps me learn and see my friends.

– Jarjum Student

12 SUMMARY FINANCIAL INFORMATION

This summary provides an overview of Redfern Jarjum College's financial position for the 2025 financial year.

INCOME 2025

	\$
Commonwealth Government Grants	1,450,178
State Government Grants	389,574
Donations and Fundraising	352,376
Other Income	51,582
Interest Income	8,264

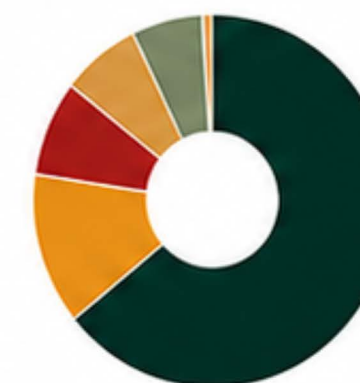
TOTAL INCOME 2,251,974



EXPENDITURE 2025

	\$
Employee Benefits	1,591,872
Teaching and Learning	289,341
Student Wellbeing	163,245
Administration and Governance	129,667
Facilities and Operations	112,017
Other Expenses	26,890

TOTAL EXPENDITURE 2,313,032



FINANCIAL RESULT

Net Surplus / (Deficit) for the Year **(61,058)**

Redfern Jarjum College continues to maintain strong financial management to ensure the sustainability of our educational programs and support services.

A full set of audited financial statements is available upon request.

ACKNOWLEDGEMENTS

With Gratitude

Redfern Jarjum College is only possible because of the generosity, trust and commitment of an extraordinary community.

In 2025 we thank:



Our Jarjums, who inspire us every day with their courage, curiosity and joy.



Our families and carers, for partnering with us in every child's journey.



Our dedicated staff and volunteers, whose compassion and commitment bring our mission to life each day.



Our Board of Directors and Jesuit Education Australia, for their leadership, guidance and stewardship.



Our Aboriginal Elders, cultural educators and community partners, who continue to guide us in culture, language and truth.



Our partner schools, organisations and health providers, who walk alongside our students and families.



Our Gamaradas, donors, trusts, foundations and corporate partners, whose generosity ensures every Jarjum has the opportunity to shine.

“

Through our collective efforts, our young people continue to shine brightly and inspire us all.

Kath Zerounian
Principal

”

COMMUNITY PARTNERS

- | | | | |
|--|--|-------------------------------------|-------------------------|
| ● Art Gallery of NSW | ● Carriageworks | ● Harris Farm Markets Redfern | ● Community City Tennis |
| ● Sydney Theatre Company | ● Evergreen Music | ● Plate It Forward | ● Brazilian Jiu-Jitsu |
| ● Sydney Opera House | ● Bandu | ● The Sebastian Foundation | ● St Peter's |
| ● National Centre of Indigenous Excellence | ● Catholic Schools NSW | ● Saint Ignatius' College Riverview | ● GRC Solutions |
| ● Tribal Warrior | ● Association of Independent Schools NSW | ● St Aloysius' College | |
| ● The Settlement | ● Burrundi Theatre | ● PCYC Glebe | |



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