

ANNUAL REPORT 2024



WESLEY COLLEGE

MELBOURNE AUSTRALIA - SINCE 1866

WESLEY COLLEGE ANNUAL REPORT 2024

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PRESIDENT OF COUNCIL & PRINCIPAL'S REPORT



We are pleased to present the Annual Report for 2024 for Wesley College Melbourne.

At Wesley College, we aim to transform lives through an educational journey that enables every child to grow and thrive and become a thoughtful, engaged and contributing global citizen.

The Wesley College Council has prioritised the good governance of the College in increasingly complicated and challenging times. During the past year, the first stage of the strategic plan, which reflects our re-vitalised College Vision and Values, has been developed. An enabling element of our plan is a new Constitution for the Wesley College Foundation, allowing new directions to be planned.

In developing our vision, we are acutely aware of the social license to operate afforded to us at the College. We are humbled by the responsibility we have in leading the College at this time in history, as independent schools reflect upon the future and the structural changes resulting from further reductions in funding by both Federal and State governments.

The strategic plan includes five priority areas focused first and foremost on people – the development of our teachers and the deepening of connections to our community, locally, regionally and internationally.

We continue our work to evolve our wellbeing and learning programs, so vital to the development of young people, with emphasis on the IB Middle Years, innovation in the way that we explore modes of delivery, and the ways in which we bring together assessments and pastoral feedback for parents and students alike.

As outlined in our strategic plan, we are committed to sustainability for our people

and our planet. This includes the systematic development of a Sustainability Action Plan and the abatement of our carbon emissions, both as an institution and as individuals. This is a journey we must all participate in, and a core part of the plan will be developing an appreciation within the Wesley community of our progress.

We are also pleased to have completed major works programs that support the student and staff experience including the construction of a new boat ramp sited on the main Yarra River, and a new electrical substation at the St Kilda Road Campus. As we look ahead, the development of a Masterplan will guide future investments in College infrastructure, with discussions across the wider Wesley community expected over the next few years.

Like the founders of Wesley College, philanthropy will be an important contributor to the realisation of our future success. During the past year, the Council developed a new Constitution for the Wesley College Foundation, enabling new directions to be planned. We continue to place emphasis on means-tested scholarships, together with the development of our buildings and facilities.

Extensive discussions in the media around the role of public funding of private schools has seen a wide range of opinions aired. Funding for both the private and public-school sectors is challenging at the current time, and future government decisions are unclear. However, the Wesley Council and College Executive is focussed on ensuring that the high quality of a Wesley education is not compromised. This will certainly require a clear articulation of our funding priorities. More importantly,

it will include an understanding that some of the core attributes of a Wesley student – a love of learning and the celebration of our individual differences – are not dependent on funding but are an expression of our values as a community.

The smooth functioning of the College relies on the voluntary efforts of members of College Council and its committees, our alumni and of course, our parents.

We thank the OWCA for the wonderful events program that continues to highlight the good-natured enthusiasm of our Old Collegians to celebrate together. This year we also welcomed the leadership of the new President of the OWCA, Tom Pewtress (OW2018).

Our Parents' Association provides significant volunteer effort to bring our community of current families together. During the year, each campus hosted welcome events and supported each other in a myriad of ways. It is also gratifying to see collaboration between the parent groups at events such as the Careers Expo hosted at the Glen Waverley Campus in 2024, and alternating with the St Kilda Road Campus, in 2025.

We are extremely grateful for the contributions of all our volunteers over the past year, for the generosity of all donors to the Foundation, and for the tireless efforts of our staff.

In conclusion, we would like to thank all families for their faith in Wesley College. Without them, there is no school.

Prof. Rachel Webster AO
President of Council

Nick Evans (OW1985)
Principal



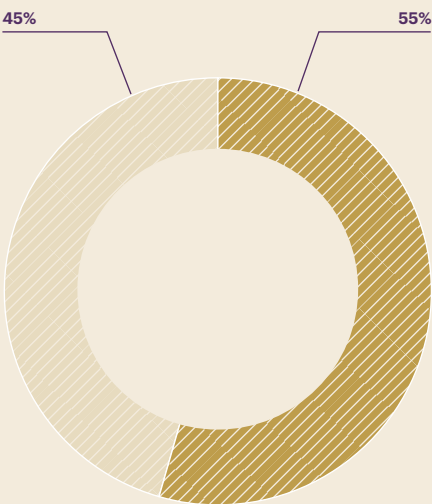
OUR STAFF



Wesley College is committed to providing outstanding teaching and learning experiences that inspire, challenge and empower our students.

Our 438 full- and part-time teachers are registered with the Victorian Institute of Teaching (VIT) - the official body responsible for regulating and registering teachers in Victoria, Australia.

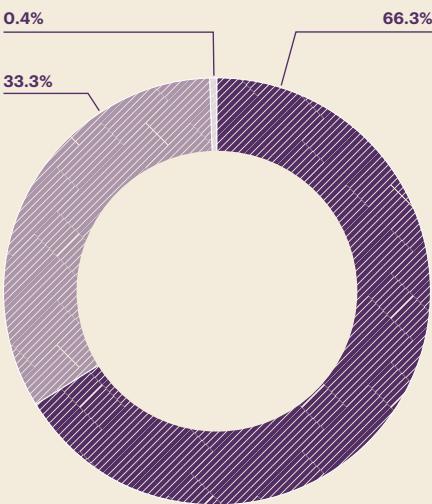
This registration ensures our teachers meet the highest standards of professional conduct, ethical responsibility and educational qualification.

2024 Staffing



	Teachers	438
	General staff	364

2024 Staff Gender



	Female	532
	Male	267
	Non-Binary	3

Our educators combine deep curriculum knowledge with real-world experience, and are passionate about creating dynamic, supportive learning environments that bring out the very best in their students.

Professional growth is embedded in teaching practice at Wesley. Teachers regularly review, refine and elevate their teaching through data analysis, student feedback, current research and the use of innovative technologies.

As an International Baccalaureate (IB) World School, our teachers also benefit from an extensive global network of professional learning. The IB framework supports them in expanding their repertoire of strategies, particularly in inquiry-based and concept-driven learning – both key elements of IB pedagogy.



Teacher collaboration is a cornerstone of professional culture at Wesley College. We provide dedicated time and resources for staff to work together on assessment, curriculum planning, student wellbeing and pedagogical development.

In addition to structured professional development, we actively encourage independent learning and research, with teachers chosen to undertake research projects that have a direct impact on student outcomes and support the College's strategic priorities.

No Wesley College staff members have indicated they are of Aboriginal or Torres Straight Islander descent.

Satisfaction surveys

In 2024, we surveyed staff, parents and Year 12 students to gather information about what matters most to our families and the wider College community.

This information is vital to our ongoing development, as it enables us to make informed, data-driven decisions to guide and shape the planning and priority setting process while ensuring our initiatives remain closely aligned with the needs and expectations of those we serve.

The results also allow us to benchmark Wesley College against other independent schools, giving us a broader perspective and valuable context to guide our progress.



SUSTAINABILITY

This report presents environmental data at the four metropolitan campuses and notes sustainability initiatives undertaken at all College campuses in 2024.

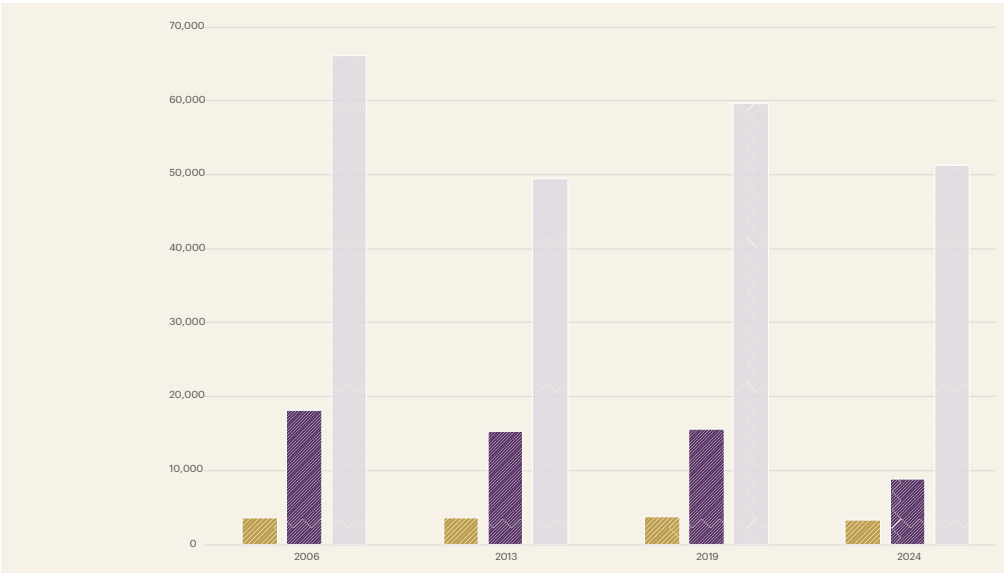
Wesley College assets and operations involve significant consumption of environmental resources. The College is mindful that these resources are limited, and high levels of consumption incur environmental, social, and economic costs that may be unsustainable over time.

Environmental data

Comparison of energy and water usage by campus: 2023 and 2024

	Electricity (MWh)				Gas (Mj)		Water (kL)	
	2023	2024			2023	2024	2023	2024
		Imported from grid	Solar consumed on site	Total energy consumed				
Elsternwick	271.02	197.595	76.499	274.11	NA	NA	3,949	3,984
St Kilda Road JS	167.55	153.47	23.359	176.825	NA	NA	1,396	1,389
St Kilda Road MS & SS	1,350.10	NA	NA	1,344.03	5,264,248	4,820,718	18,759	21,978
Glen Waverley	1,642.56	1,361.47	234.962	1,434.31	3,501,027	3,969,793	23,069	23,892
Total	3,431.23	1,712.54	334.82	3,229.27	8,765,275	8,790,511	47,173	51,243

Comparison of energy consumption overtime using 2006 baseline figures



This chart is a comparison using 2006 baseline figures as well as 2013, 2019 (pre-COVID) and 2024 measures. While the College has grown substantially since 2006, our energy consumption has been curtailed by our sustainable practices.

	2006	2013	2019	2024
Electricity (MWh)	3,640	3,663	3,734	3,229
Gas (Mj)	18,136	15,236	15,522	8,790
Water (kL)	66,150	49,501	59,702	51,243





During 2024, we added to our PV (solar rollout) across the College.

- A 60Kw system was rolled out on the new Facilities building at Glen Waverley. This takes Glen Waverley to 260Kw of solar.
- A 30Kw system was commissioned at Camp Mallana.
- We have approved a further 95Kw at Glen Waverley on Coates Pavilion and Hartnell Dining Room.

This takes the total size of solar installations at Wesley College to **605Kw**.

We continually look for opportunities to increase and add solar installations. However at the St Kilda Road Middle/ Senior School Campus, we are limited by heritage overlays and at other campuses, the condition of some of the roofs limits progression.

In addition to the PV (solar) rollout, lighting across all campuses will continue to be

upgraded to LED, which produce light much more efficiently than incandescent light bulbs.

We have been operating and increasing the size of our Building Management System which controls thermal comfort levels and shuts off air conditioning and lighting in unoccupied rooms.

Gas initiatives include the replacement of inefficient boilers and the shift to more efficient reverse cycle heating/cooling and heat pump technology. The latest removal was at St Kilda Road in the Senior School buildings. This year, we are looking to remove the last boiler at the Glen Waverley Campus from the Middle School.

In 2024, the College initiated a comprehensive recycling program. Stage 1 is focussed on interior waste and is progressing well. Stage 2 will include green and food waste and all outside waste, and will be rolled out in Term 2, 2025.

Water saving initiatives over the past 13 years include:

- conversion of sporting fields to warm season grasses,
- the use of native vegetation in gardens, where feasible,
- roof water capture and storage for irrigation and toilet flushing,
- installation of a bore and desalination plant at the Glen Waverley Campus. This is coupled to 3 x sixty thousand litre water tanks for irrigating playing fields. Wesley playing fields are all turfed with warm season grasses which offer superior drought tolerance and therefore require less irrigation.

There are many other smaller initiatives such as waterless urinals at all campuses.

All the carpet tiles installed at Wesley have a backing that is made up of PET recycled plastic bottles.



COMMONWEALTH REPORTING REQUIREMENTS

2024 National Assessment Program – Literacy and Numeracy

The 2024 National Assessment Program Literacy and Numeracy (NAPLAN) was held in March and students in Years 3, 5, 7 and 9 completed the testing online across our three Melbourne campuses and Clunes.

The achievements of Wesley College students in the 2024 NAPLAN assessments were consistent with previous years. Students across all domains performed better than aggregated student achievement for Victorian schools. The percentages of Wesley College students who performed at or above national minimum standards are listed in the table below.

Class of 2024 Year 12 Results

VCE and IB DP

A total of 372 students graduated from Year 12 at either the St Kilda Road or Glen Waverley campuses in 2024 – 150 (40%) in the IB Diploma (IB DP) and 222 (60%) in the Victorian Certificate of Education (VCE), including some students who studied Vocational Education and Training courses (VET) as part of their VCE.

Results highlights include:

Combined median VCE and IB DP ATAR of 83.85.

One Wesley College student achieved the highest possible ATAR of 99.95.

13% per cent of students attained an ATAR of 95 and above.

33% per cent of students attained an ATAR of 90 and above, placing them in the top 10% of the equivalent Year 12 cohort in Australia.

Wesley College students attained 128 perfect study/subject scores of 7 for the IB Diploma or 50 for the VCE.

Of the students applying for a place in tertiary study, 100% per cent received a first-round offer.

Student attendance and retention

In 2021, 384 students entered Year 9 at the College and of these, 330 completed Year 12 in 2024. This represents a retention rate of 85.94%. The overall attendance rate was 91.96%.

NAPLAN 2024 and 2023 – Percentage of students at or above National Minimum Standard

Year Level	2024 Reading	2024 Writing	2024 Spelling	2024 Grammar and Punctuation	2024 Numeracy
Year 3	97%	98%	95%	96%	99%
Year 5	100%	98%	98%	100%	100%
Year 7	99%	99%	98%	98%	100%
Year 9	98%	98%	98%	98%	99%

Year Level	2023 Reading	2023 Writing	2023 Spelling	2023 Grammar and Punctuation	2023 Numeracy
Year 3	98%	99%	99%	97%	94%
Year 5	98%	98%	97%	98%	98%
Year 7	99%	99%	98%	99%	99%
Year 9	99%	99%	98%	99%	99%

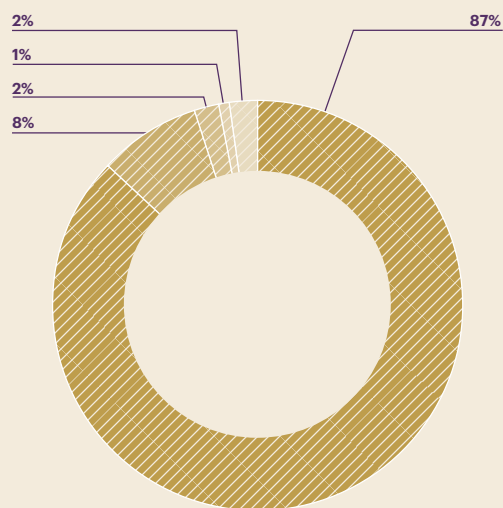
FINANCIAL STATEMENTS

Wesley College Melbourne operates as a not-for-profit organisation, utilising modern commercial practices to manage our finances effectively and efficiently.

Any annual surplus from our operations will be used to reinvest in the continuous development and improvement of the College, its facilities, buildings and educational programs. Such financial management is crucial to ensure a sustainable future for our students and to maintain the high quality of education we strive to provide.

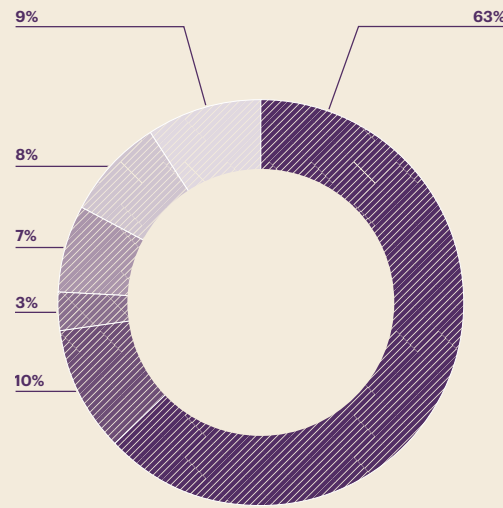
The following charts display the sources of revenue and expenditure for financial year 2024:

Income



	Fee income
	Government grants - Commonwealth
	Government grants - State
	Donations
	Other income

Expenditure



	Salaries, including Payroll Tax
	Administration expenses
	Communication expenses
	Depreciation, amortisation & impairment
	Facilities expenses
	Finance expenses, discounts and concessions





WESLEY COLLEGE

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